

## UCPEA EXECUTIVE BOARD MEETING

October 10, 2019

Student Union 410

Noon

### MINUTES

**Call to Order:** 12:02pm

**Attendees:**

J. Escalera, R. Marcellino, A. Rola, J. Morenus, P. Morenus, K. Best, M. Decozio-Wiley, K. Fischer, D. Hardaway

**Guests:**

P. Williams, E. Sullivan

P. Morenus made a motion to approve the minutes for September 26, 2019 and it was seconded by R. Marcellino.

**ADDITIONS TO THE AGENDA**

**Committee Meeting Schedule**

Discussion held on committee assignments, commitment to committees, time restraints, membership engagement, and committee scheduling conflicts, as well as, strategic appointments, and utilization of multiple committee members.

**Current Appointees**

Work Life – A. Rola

Parking Administration – P. Morenus

Somethings Happening – D. Hardaway

Union Leadership – M. White and K. Fischer

Discussion on strategically placing members in committees.

Proposal to increase 9-11 members on University Senate Committee.

- Steward meetings are on the UCPEA calendar and website, regional campus meetings are all set.
- D. Hardaway sent schedule out to committee members and scheduled through May.
- D. Hardaway to share calendar dates with the UCPEA Staff.
- M. Decozio-Wiley is still scheduling, looking at 3<sup>rd</sup> Tues. of every month. Meetings to take place at the School of Business.
- K. Best is reaching out to committee members for availability, considering Mon., Wed., or Fri. for dates, prefers the UCPEA office for meeting location.
- P. Morenus: COPE meetings to take place after January 15, 2020.
- J. Morenus emailed office staff dates to be populated to the UCPEA calendar.
- A. Rola: Next meeting is Nov. 14, 2019 dependent on upcoming events, do not occur monthly.

**NEW BUSINESS**

- a. **Open House:** Reminder of upcoming event, Executive Board is encouraged to attend
- b. **Committee Assignments:** Discussion held on committee assignments, commitments, time restraints, membership engagement, and how to share committee assignment responsibilities.
- c. **Membership Meeting:** October 22, 2019 – Student Union Theatre.

## **OLD BUSINESS**

### **Classification Project:**

Met on October 4, 2019. Prior to the meeting the UCPEA sent an email outlining top priorities, timeline and career progression.

Proposed mapping deadlines at the meeting in efforts to come to an agreement on timelines. The goal is to build the reconsideration process by Dec. 1, and to have the mapping done by the end of January 2020.

Career Progression: Proposed program be developed jointly by June 30, 2020 and for the plan to roll out on July 1 2020. This was prioritized because a delay will prevent members from earning more money.

A discussion on an appeal process is set to take place at the next meeting on October 21, 2019.

The UCPEA will come prepared with a written document outlining the deadlines adhered to, in efforts to ensure timelines are followed and deadlines met.

### **Humans of UCPEA:**

Topic will be addressed once the committee has been formed.

## **REPORTS:**

### **M. Decozio-Wiley:**

Discussed Update on financials including adjustments made to Fiscal year ending 2018-2019, 2019-2020 gross profits 332,261.31, net income 122,643.91, total assets \$192,683.22 Discussed 30 cent national per capital tax increase, only 3 members classified as 50%. Payroll unable to accommodate 30 cent increase and questions surrounding ¾ % members. Discussed solutions such as charging all members the 30 cent increase to be effective Nov. 1, 2019, but would have to figure out how to reimburse overage for the 50 % members. \$552.90 per pay period, missed 3 periods since it began 9.1.2019. Uncollected funds by Nov. 1 = \$2,211.60. The numbers used are estimates as the number of members has fluctuated.

R. Marcellino inquired whether AFT could assume cost.

### **K. Best:**

Requested for Union Wire content to be submitted as soon as possible. Union Wire timelines discussed: Ideally within 1 week of the Area Stewards meeting, communications should have content for the next issue. Proposals for Union Wire should be given to K. Best by the 2<sup>nd</sup> Monday of each month. Design issues of Union Wire are currently being worked out.

**P. Morenus:**

Gave notification of the AFLCIO convention and indicated it was an event the UCPEA should have had representation at.

**J. Morenus:**

Currently brainstorming menu options given the new catering service increase (\$7.35% tax). Reached out to promotional vendor. Exploring options for canvas tote bags; item must be union made and embroidered by union company and sustainable – options are limited. Discussion held on promotional items: \$1 bumper stickers for orders of 500. Pens and bumper stickers were selected based on daily use and high visibility. Will report back with more exact options and numeric figures.

**A. Rola:**

Thanked UCPEA Staff for attending Work-Life Expo. Many UCPEA Membership Cards were signed at the event. Currently working with Jim Lowe on a LinkedIn initiative.

**R. Marcellino:**

Student Union Room 104 was preferred to 304 as a venue for Stewards meeting, communication was much better. Currently looking to buy wireless microphones. At the last stewards meeting there was a guest from the Rainbow Center and a discussion on the reclassification process led by M. White.

**D. Hardaway:**

Reported that a Social Justice Committee meeting was held in 125 Wilbur Cross Building on Oct. 9, 2019. New members were welcomed at the meeting and subdivided into SJC's sub-committees, which include: Education Committee, Research and Assessment (pay equity), Events (assist with events/mediation training, calendar or events, local community events) and Outreach Committee. Discussed equal pay for females, mediation training from a social justice perspective, and mediation training certifications. The discrimination workshop held was well received and may broaden out in the future to involve AAUP and other unions on campus or statewide, list has yet to be narrowed down.

There was a discussion held on grievances and discrimination grievances, which included the subjects of contract language and equity analysis.

**J. Escalera:** No update.

**K. Fischer:**

Sending letter to University President requesting a spot on Chief Diversity Officer Committee.

**P. Williams**

- Grievance extended to Oct. 25
- Announced meeting with wellness center to take place on Oct. 24, 2019.
- Reported that Area Meetings have been well attended.
- Currently prepping for contract negotiation stewards training.
- There are several non-contractual grievances still in process –M. Decozio-Wiley, K. Fischer and P.

Morenus volunteered to assist.

**E. Sullivan:**

Info sessions for classification project are almost finished with the exception of Avery Point. Overall feedback is very skeptical and whether it will actually happen, or function properly or fairly. The templates received show very few changes and the overall structure does not fit well together. The PowerPoint presentations used to present will be posted on October 21, 2019.

Union leadership meeting: Discussed top 4 values: truth, values, respect, and excellence. Also discussed wave of potential retirements before 2022, 27% will be eligible for retirement, including those qualifying for early retirement. 30% of health employees will be eligible for retirement. Discussion held on best way to mitigate.

HR discussed task force and best practices, verification of educational background checks – currently decentralized. Looking at centralizing background checks to mitigate extra costs. Discussion on background checks. HR reorganization also discussed. E. Sullivan requested copy of Reorganization chart from the University which will become available at end of month.

Provost Search: Will start exit interviews aimed at faculty retention.

CDO Search: Currently gathering info and putting report together – reach out to E. Sullivan for details. J. Morenus suggested having multiple members sitting on this committee.

Attended Regional Campus Committee meeting.

Attended AFT State Employee meeting and discussed uniform language going into negotiations, as well as, the constitution and bylaws, as a wave of challenges were received after elections. The officer elections section will be reviewed.

Will attend SEBAC next week, an Avery Point information session, and a Union Leadership meeting.

**GOOD AND WELFARE**

Sympathy card sent to the Daniel Stiffen family from the UCPEA.

Discussion on buying an ad in one of the programs for the Amistad Award Event in New Haven on Nov. 14, 2019. Ads range from \$750 - \$40; \$40 buys ¼ of a page with black ink.

J. Morenus provided materials regarding the history of Columbus Day and a discussion was held on indigenous day, as well as, the impact and message associated with replacing Columbus Day with Indigenous Day.

Friday Nov. 19 – UCPEA Retreat.

**Adjournment:** Motion made to adjourn the meeting at 1:36 pm.

**Next Meeting**

**Thursday, October 24, 2019**

**SU 410**