

UCPEA EXECUTIVE BOARD MEETING

November 21, 2019

Student Union 410

Noon

Minutes

Call to order: 12:03

Attendees: M. White, K. Fischer, R. Marcellino, P. Morenus, K. Best, J. Morenus, D. Hardaway, A. Rola, J. Escalera

Guests: E. Sullivan

Additions to the Agenda: AFT Support

*A. Rola made a motion to approve the minutes for November 7, 2019 and it was seconded by R. Marcellino.

NEW BUSINESS

a. **Dec. 13 Executive Board Workshop**

Date has been changed to December 19, 2019 from 8:00am-2:30pm, SU AsACC.

b. **Steward Appointments**

Liza Boritz has accepted to serve as an at large Area Steward.

*R. Marcellino made a motion that Liza Boritz serve as an at large Area Steward and it was seconded by J. Morenus.

c. **AFT Support**

Discussed recent communications and AFT's offering of an additional Aide - a solution is still pending. Discussion of AFT and membership cards held, as well as the AFSCME/UCPEA relationship and positions held. Discussion held on unionization efforts on campus and unionization through UAW.

*M. White made a motion to amend the HRA plan so individuals hired as UCPEA Office Staff who do not take our health care plan can still have access to the health saving account and it was seconded by R. Marcellino.

Discussion held on paperwork required to qualify the above motion.

OLD BUSINESS

a. **Field Rep Vacancy Update**

Interviews are set to be held on December 3, 2019.

Executive Session Held

b. **Regional Holiday Parties – Scheduling**

Storrs: December 12, 2019 (food drive email to accompany outgoing message).

Avery Point: December 10, 2019

Waterbury: December 20, 2019 (J. Morenus is unable to attend and will send an invite to the

Executive Board). Event to take place at the Elizabeth Restaurant in Rocky Hill.
Downtown Hartford: December 16, 2019 at the School of Law - STARR Reading Room. Catering will provide food and the menu will be the same as the Storrs holiday party.

c. Classification Project

Meeting with the university was held on November 20, 2019. Discussed reconsideration process (appeal process) with tentative dates set for July 1, 2020 – August 31, 2020, as well as, the criteria for acceptance of an appeal. UCPEA is currently waiting to receive a revised appeal process. UCPEA requested a draft of the mapping, but management indicated they would only share the final product. The university shared information regarding new timeline dates.

Executive Session Held

REPORTS

Presidents Report

Discussed retirement and electing to retire after 2021, as well as, financial impacts for deferred vested retirees.

Officers' Reports

K. Fischer

No further updates to classification information reported.

R. Marcellino

Reported that the Area Steward meeting minutes and agenda are ready to be sent out. Reported a low response to Steward Appointments.

P. Morenus

Reported on meeting with Katsouleas and legislatures of which the financial implications of a free tuition initiative were discussed. The cost of the program is figured to be 1 million per year. Potential UCPEA involvement was discussed.

K. Best

Reported the December Wire will be the last issue of 2019 and the next edition is scheduled to be released February of 2021. K. Best reached out to the Executive Board for Union Wire content.

M. White recommended adding information with regard to 2022.

D. Hardaway's name and title were omitted from the November Union Wire Executive Board section.

M. White stated that he had not responded to D. Hardaway's email regarding the omission, and had also experienced the same situation when he transitioned to the position of President. K. Best stated that this was a template oversight, informed that the information would be corrected, and that D.

Hardaway's name and title would be added to the November Wire issue.

J. Morenus

Reported on the New Member Luncheon held on December 12, 2019 - 46 attendees. The Membership Services Committee will discuss the luncheon and areas for improvement at their next meeting.

Reported on questionnaire conducted. Reported that the Stamford Campus New Member Luncheon is

scheduled for November 22, 2019. Reported on Stamford Campus open Steward Appointment and merchandise inventory, as well as, potential merchandise purchases.

J. Escalera put forth Lulu Dong's name to be considered for the Stamford Campus Steward Appointee. J. Morenus to reach out to Lulu Dong.

D. Hardaway

Reported on attending Something's Happening Committee meeting that met on November 14, 2019. CEUI union for facilities employees at UCONN paid \$200 for posters to be printed. Civility Workshop presentation was given by Marisol Cruz from UCONN Health Human Resource. Efforts are being made to schedule President Katsouleas to meet with the committee.

The Social Justice Committee met on November 13, 2019 and discussed mediation training, pay equity for females and women of color. At the next meeting, the committee will review the feedback form from the Dealing with Discrimination workshop held. An invite will go out to the Rainbow Center to meet with the committee. D. Hardaway and E. Sullivan will meet on December 3, 2019, regarding pay equity for female and women of color. Hardaway will attend AFT-CT Social Justice Committee meeting on November 27, 2019.

A. Rola

Requested to be informed of when the Social Justice Committee pay equity meeting will take place.

J. Escalera

Shared feedback from office on UCPEA Holiday Party pay increase.

Staff Reports

E. Sullivan

Reported on SEBAC meeting attended (KRONOS time management system and an Anti-Yankee institute initiative that has receive mixed support). Informed that the Comptroller's Office retiree health contributions are not being turned off and corrections are being done manually – a list of affected persons of the UCPEA is being requested. Reported on Q & A on COLA and recommended the UCPEA share this information through the Union Wire. Reported on current arbitrations in progress and a retaliation claim. Reported on settled case out of comptroller's office. Reported on several additional cases including an unemployment claim and how lump sum payments have the potential to make employees ineligible for unemployment. Reported on AFT Connecticut meeting (Best practices on Constitution and bylaws and election of positions, Mitigating Janus and legislative action, and plans to meet with Ashley Robinson regarding reviving the AFT Coalition).

Good and Welfare

The UCPEA purchased tickets to the Guard Theatre in New London in support of Veronica Cook.

The Membership Services Committee and the Social Justice Committee also sent sympathy gifts to Veronica Cook.

Adjournment: 1:33pm

Next Meeting

Thursday, December 5, 2019

SU410