

UCPEA EXECUTIVE BOARD MEETING

November 7, 2019

Student Union 410

Noon

Minutes

Call to Order: 12:05

Attendees

K. Best, J. Escalera, K. Fischer, D. Hardaway, R. Marcellino, J. Morenus, and M. White.

Guests

E. Sullivan and L. Jenkelunas

Additions to the Agenda

Confidentiality Agreements: A draft will be provided to M. White to be brought for review to AFT for legal perspective on language.

*K. Fischer made a motion to approve the minutes for October 10, 2019 and it was seconded by K. Best.

*D. Hardaway made a motion to approve the minutes for October 24, 2019 and it was seconded by K. Best.

NEW BUSINESS

a. Field Rep Vacancy Update

Sub-committee met Monday November 4, 2019 for an initial review of 11 applications to be narrowed down to 3 for interviews. Only 2 of the individuals were contacted for interviews, as the third choice withdrew their application. Discussion held on obtaining approval for \$600 to be used to promote Field Rep Position should the interviews fail to result in a hiring.

OLD BUSINESS

a. Regional Holiday Party Scheduling

Storrs Campus UCPEA Holiday Party is scheduled for Dec. 12, 2019. Avery Point UCPEA Holiday Party is scheduled for Dec. 10 (J. Morenus and L. Jenkelunas to attend). J. Morenus is currently working with all other Regional Area Stewards to finalize dates.

b. Appointment of Constitution & Bylaws Chair

Nishelli Ahmed and Charles Rowland were put forth by D. Hardaway to be considered for committee members. Additionally, Liza Boritz's name was put forth by J. Morenus and R. Marcellino recommended Donald Babcock.

Chair: Shelia Kucko

Committee Members: Nishelli Ahmed, Charles Rowland, Liza Boritz, Donald Babcock, and Peter Morenus.

c. Classification Project

Discussed a proposed timeline agreement to be presented to the University at the next meeting, the reconsideration process, longevity, mapping, job audits, job specifications and the timeline for longevity. A discussion on job templates and their effects on the membership also took place. R. Marcellino suggested coming up with a contingency plan for dealing with frustrated members with regard to their positioning in the reclassification system. Dec. 1, 2019 is the deadline for the reconsideration timeline to be in place.

REPORTS

President's Report

Reached out to Rachel Rubin, Chief of Staff, to request a meeting with the chairperson of the UConn Board of Trustees, as well as a (separate) meeting with President Katsouleas to discuss negotiations, contracts, salary equity, diversity, and building a positive relationship. AFT Connecticut meeting will take place on November 7, 2019. Reported on Health Cost Containment meeting and discussed Retirement Memo: annuitant letter to recalculate life expectancy of humans which defines benefits if you pass away and pass on to your annuitant. Discussion held on Article 47, phased retirement and the impact of retirement on departments.

Officers' Reports

R. Marcellino

Reported on area steward meetings. It was requested that members of the Executive Board give advance notice if they plan on attending an area meeting. Notified Executive Board of upcoming UCPEA member training event.

D. Hardaway

Reported on Social Justice Committee Meeting held on November 13, 2019 and notified Executive Board that she will be attending the Something's Happening Committee meeting next week.

K. Best

Reported that the November Union Wire Issue is all set to be released on November 8, 2019. Reported on the Communications Committee's first meeting that took place on October 28, 2019. Discussed website and informed the Executive Board that the next Communications Committee meeting will take place in December.

*M. White requested that a note-taker be present at each union committee meeting, and that the meetings be summarized and reported to the UCPEA office.

J. Escalera

Reported on minutes and requested input from members on timeline for issuance. Reported on scheduling a meeting with E. Sullivan to discuss duties of secretary position. Discussed compensatory time language in contract

J. Morenus

Reported that the New Member Luncheon will take place on November 12, 2019. Discussed new UCPEA Member Luncheon to take place in Stamford tentatively on November 22, 2019 and shared ideas

regarding a rotating schedule for these campuses. The cost of Storrs and regional campus UCPEA holiday parties were discussed. UCPEA has been giving \$20 /person for the UCPEA regional holiday parties – J. Morenus wishes to continue this practice. Reported on merchandise research and provided quotes. A discussion on merchandise expense approvals was held. J. Morenus to bring a sample merchandise pen to the next Executive Board meeting.

*M. White made a motion that for the Storrs UCPEA holiday party, members will pay half of the cost (including but not limited to food & beverage), except for the room fee (of \$800) and the decoration, which would be absorbed by the UCPEA, and it was seconded by J. Morenus.

*M. White made a motion to cover the actual cost up to \$20/ person for UCPEA Regional Campus Parties, and it was seconded by R. Marcellino.

*R. Marcellino made a motion to buy 500 magnets @ \$600 and it was seconded by M. White.

Executive session held - To be added as an agenda item for the next Executive Board meeting.

Staff Reports

E. Sullivan

Reported on P. Williams last day of employment, as well as, the transition of workloads and coverage until a new UCPEA staff member is hired. Discussed separation agreement involving the State of Connecticut's Comptroller's Office in which the university erred in payments. Reported on 2 end date positions within the library being moved to permanent positions. Reported on case involving OIE. Reported on efforts of Ashly Robinson, former Chief Representative, to revive the AFT coalition. Reported on AFT union meeting and discussion of Constitution and Bylaw election process, as well as, best practices. Reported on SEBAC meeting to take place on November 19, 2019.

Lindsay Jenkelunas

Reported on several cases involving OIE, as well as, work place investigations and procurement. Reported on 3 separate complaints received from women of color with regard to mistreatment. Reported updates related to case that has been filed to arbitration. Reported on Lincoln's birthday winter weather arbitration - decision to come. Discussed discretionary compensation analysis for regional campuses and how funding is decided and distributed – see attachment.

Good and Welfare

J. Morenus shared that during the President Katsouleas' town hall meeting on October 21, post-docs who are trying to unionize raised questions/concerns to the president regarding the administration's push back on their tentative contract language on discrimination and harassment.

R. Swift had a successful seconded knee surgery and will be back to the UCPEA office in 2020.

Adjournment: 1:56pm

Next Meeting
Thursday, November 21, 2019
SU410