

# UCPEA EXECUTIVE BOARD MEETING

December 19, 2019

Student Union AsACC

## MINUTES

**Call to Order:** 8:25 am

### **Attendees**

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

### **Guests**

L. Jenkelunas and E. Sullivan

A request was made to have the approval of the December 5, 2019 Executive Board meeting minutes tabled until the first meeting in January 2020, to allow sufficient time for distribution and review.

### **NEW BUSINESS**

#### **Winter Weather 12.17.2019**

Discussion on the University's decision to not close campus and employee safety was held. R. Marcellino suggested it would be beneficial for a union member to serve on the inclement weather committee. J. Escalera suggested reaching out to the membership to ask members to document or report any incidents of employees falling or any injuries that may have occurred on campus, as well as, while commuting to and from campus.

K. Best to draft a letter with E. Sullivan to send to administration regarding the winter weather day, employee safety, and the conditions of sidewalks and roads.

#### **Arbitration**

Discussed timeline of events and legitimacy of termination.

\*Motion to move to arbitration was approved with no abstentions.

#### **UCPEA Staff Vacancy**

Currently in the consideration process, there are no recommendations at this point.

### **REPORTS**

#### **President's Report**

Update from AFT CT meeting included Alaska Case, annual membership renewal, and a court decision that could force unions to refund back-pay of all dues. Discussed funding toward religious school and immunizations, as well as, CT law (Paid public option must exist). Discussed AFT CT video on opioid crisis and the pushback against big pharmaceutical companies. CT losses on average 1,100 persons per year, financial impact and trauma on families discussed. Discussed Linda Orange's retirement from general assembly due to medical illness and AFT endorsement of Brian Smith. Discussed onboarding of new members with relation to other organizations. Discussed new initiative for write-ups of UCPEA committee meetings. These narratives will be sent monthly to J. Escalera, UCPEA Secretary for record keeping and will be posted to the UCPEA website.

## **Officer Reports**

### **J. Morenus**

Reported on UCPEA holiday parties – attendance and gifts distributed. Reported several UCPEA membership cards were signed at the events.

### **A. Rola**

Discussed 60 day reimbursement policy for professional development funds.

### **D. Hardaway**

Discussed Social Justice Committee Meeting and Social Justice Mediation workshops. Training is 5 consecutive days and would cost approximately \$1000/person.

Discussion held on Social Justice Mediation trainings and which members could be most beneficial to the union.

M. White discussed Union Stewards, expectations and how to most effectively utilize them.

M. White stated that Debra Leigh co-founder and lead organizer of the Community Anti-Racism Education (CARE) Initiative was invited to the Storrs campus on 1.8.2020.

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

Discussed Management Report for UCPEA period ending 12.18.2019 – full report attached. Also discussed investments (short term and long term) and reported on Finance Committee meeting (dues increase, item numbers and coding of expenses, review of investment objectives, and expansion to mutual funds). Committee meetings for 2020 to be held on the first Tuesday of every month from January 7 – May 5 at school of business, room 302.

M. White stated that the finance committee should begin budgeting for cost of upcoming negotiations. He also requested the committee look at each committee and see how funding matches the committee's efficiency. M. White stated the finance committee should pay particular attention to penalties to pull funds and accessibility for investments.

\*UCPEA office software to be addressed at next meeting (alternatives to QuickBooks), a quote is needed.

### **K. Fischer**

Reported on classification project. Signed agreement on remaining timelines for classification project. Implementation deadline was moved from December 1, 2019 to January 31, 2020. Mapping will also be completed by Jan. 31, 2020. Reconsideration (appeal process) to be implemented July 31, 2020 – August 31, 2020. Between February and July 2020 the progression ladder will be sorted out and monthly meetings between administration and UCPEA to take place.

E. Sullivan stated copies of all templates could be requested through freedom of information act and that a copy of all internal job specifications should be requested, which should include continuous updates on any changes to these documents throughout the process.

### **R. Marcellino**

Thanked everyone for their support and input with regard to the UCPEA Steward Meetings.

**K. Best**

Currently working on February Union Wire Issue. Discussed better access to information and preparing communications for contract negotiations.

M. White requested to receive a standing time and date for Communications Committee Meetings.

**J. Escalera**

Stated that Graduate Class schedule for spring 2020 semester will conflict with current Executive Board Meeting schedule. Courses to take place on Thursdays 12-6:30 pm.

**P. Morenus**

Discussed employee on-campus parking, which included customer relationship, a comparison to other AFT members/State Unions. Will research current rates at comparable universities.

**STAFF REPORTS:**

**L. Jenkelunas**

Reported on arbitration case – agreement reached and pending signatures.

**E. Sullivan**

Reported on AFT National Union Leadership Initiation.

**Good & Welfare**

Roslyn Swift is recovering well.

**Adjournment:** Motion made to adjourn the meeting at 10:13 am.

**Next Meeting**

**Thursday, January 23, 2020**

**SU 410**

**(Subject to Change)**