

UCPEA EXECUTIVE BOARD MEETING

September 12, 2019

Student Union 320

Noon

MINUTES

Call to Order: 11:59am

Attendees:

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

Guests:

E. Sullivan, L. Jenkelunas, P. Williams

R. Marcellino made a motion to approve the minutes for August 13, 2019 and it was seconded by M. Decozio-Wiley. There was one abstention, D. Hardaway.

M. White made a motion for a national search to take place to fill the UCPEA staff position vacancy and it was seconded by J. Morenus.

NEW BUSINESS:

a) OTPA Performance Merit:

Discussion held on OTPA performance awards including the number of members who were awarded and amounts given. Information is available at the UCPEA office. D. Hardaway stated that FYE course instructors are not compensated and suggested establishing criteria for merit.

b) Promotional Items:

A discussion was held regarding membership materials, of which \$2,500 is budgeted. Discussion included suggestions for purchases, running inventory and of current stock. A. Rola suggested doing something that carries the sustainability message.

c) Executive Board Frequency: Weekly vs Biweekly

Discussion held on what frequency and duration of Executive Board Meetings should be.

P. Morenus made a motion to move to weekly Executive Board meetings as opposed to biweekly Executive Board meetings. The motion did not carry: three in favor and five against, two abstentions.

OLD BUSINESS:

a) Classification Project:

Discussion held regarding the timeline of the project, the job template work sheets that need to take place, an appeal process to be put in place, and a full equity analysis to be included as part of the process. The format of eight salary levels will negatively affect one group of the UCPEA employees and if nine levels are used, the UCPEA will have no negative impact on future potential salary (Performance awards have potential to drive people outside of their salary

bands). A discussion was also held on pay equity and how new salary bands could affect longevity and the UCPEA members in a negative way.

b) Board Communication:

Discussion was held on open communication, collaboration, boundaries, and unified goals of the Executive Board.

c) Humans of UCPEA:

Discussion was held on Humans of the UCPEA project. K. Best indicated that ideally the communications committee would like to be 60 days ahead of the project. K. Best indicated it may be possible to have everything in place by the end of the semester.

d) Investment Policy:

The investment policy was voted on and will be filed accordingly.

e) Committee Appointments:

Finance Committee: M. Decozio-Wiley will continue to serve as Chair. Returning members include: Suzanne Hanlon, David Paquette, Michelle Pereira Lopes, New appointees include: Clarissa Garisoli.

P. Morenus made a motion to approve the committee appointment and K. Best seconded.

Childcare Reimbursement Committee: Lisa Orcutt will continue as chair. Returning members include: Laurie Lanka, Mary Ann Phaneuf, and Sara Cook. New appointees include: Stephen O'Donovan and Heather Schlink

Communications Committee: To be appointed at next Executive Board meeting, Sept. 26, 2019.

Professional Issues: All positions re-appointed, new appointees include Nisha Hartnett. A. Rola to submit one additional recommendation to fill last vacant spot on committee.

Social Justice Committee: Conversation tabled to next meeting to allow sufficient time for appointing members due to recent V.P. election.

Work Life Oversight: A. Rola will need a back-up if she is unable to attend due to conflicting Senate meetings.

Something's Happening Monthly meetings: To be attended by D. Hardaway, J. Morenus to serve as back-up. Meetings held on second Thursday of each month.

Membership Services Committee: J. Morenus stated changes may be coming.

f) Open House:

To take place on Oct. 16 at the UCPEA office. Door prizes were brought forward and discussed. P. Morenus to attend event and take photos.

OFFICERS REPORTS

- **M. White:** Discussed healthcare contracts, two providers up at the end of the fiscal year. Centers for Excellence - managed by REMEDY, aimed to provide better information regarding surgeries, operations, reputable surgeons and facilities – Cost saving initiatives associated. HEP program is mandatory if you are living in-state and not mandatory if you retire out of state. Employee contributions have risen, utilization on health plans increased premium leading to significant increases. Middlesex county targeted by state to work on better rate system – not part of Hartford or Yale. SEBAC: M. White and E. Sullivan unable to attend. Power of Attorney: Form can be executed and assigned on your behalf. AFT Tonight: Delegates meeting 5pm Rocky Hill. Gift certificates were received from the Union President of Stop & Shop and will be used as door prizes at the UCPEA Open House event. The Mansfield deputy committee is looking for contributions, information given to P. Morenus for next meeting.
- **K. Fischer:** Met with Karen Buffkin, Keith Hood and Mr. Brierly (New attorney): Discussion held on comp time and issue on accrued amounts of 15 minutes of comp time not being part of practice, as well as, a larger issue in the UCPEA members being denied legitimate time.
- **J. Morenus:** Stated she is working on new ideas to engage members, including those at the regional campuses. Morenus attended the Somethings Happening Committee meeting on September 12, which Chris Dellelo was a guest, and reported back to the board. [Dellelo shared that the HR is working on streamlining some processes and offerings to the Health Center, such as the “HR Generalist.” According to Dellelo, the HR Generalist will advocate for both the employee and the managers and “is not necessarily neutral like the Ombudsman.” Dellelo also stated that he supports the exit interviews and would like to see the development of questions for the interview. He added that he would also like to see the evaluation forms (alluring to the UCPEA annual evaluation) revised/updated. The board discussed about the exit interviews, evaluation forms, and the functionality of the committee and how it is comprised.
- **A. Rola:** Stated interest in UCPEA seeking a seat on the CDO search and position. Renewal of new horizons is set for next week, A. Rola to email to Executive Board.
- **P. Morenus:** Discussed legislative meeting in Stamford on unfunded liability, as well as, grants, and U.L. Statewide program. AFT member was endorsed by ALPAC to run for Town Council in Vernon, Julia Anderson. Transportation Advisory Committee: Purple line passed over to WRTD to service. Issues surround the possibility of UCPEA employees having to pay for this service. Transportation also indicated they are looing to outsource the entire transportation system. The UCPEA special payroll members may be affected. Discussion held on idea of closing Hillside road with new campus construction.

- **J. Escalera:** no updates.
- **K. Best:** Wire meeting is Tuesday, K. Best requests info by Monday for next issue. Paper issue of Union Wire is still in discussion, aim is to print the next issue.
- **R. Marcellino:** Received feedback to meetings and may make changes to formatting. The next and final-guided tree walk will take place on Oct. 17th.
- **M. Decozio-Wiley:** No updates.

STAFF REPORTS:

- **E. Sullivan:**
Upcoming meetings include: CT's AFT breakfast meeting, two SEBAC meetings, classification meetings, and a union leadership meeting coming up in OCT. The President of SWOF to meet with Elizabeth.
- **L. Jenkelunas:**
Several reclassification appeal decisions came back, one was kept at the same level, and one was successfully reclassified. Discussed pre-disciplinary. There is Case at the step 2 grievance level over a disciplinary issue. Discussed the UCPEA members who are also students, issue raised that the increased fees make the tuition reimbursement not accessible to all. Issue raised concerning employees not being able to get student ID's if they are in a graduate program or access to the buses although it is charged in fees. Two arbitrations: New date for Lincoln's birthdate arbitration to take place on October 30, 2019 and Mary Richardson from AFT has been assigned to the 2nd arbitration.
- **P. Williams:**
Update on pending case involving separation agreement.
- **Good & Welfare:**
Condolence card to be sent to grieving UCPEA member.
Paula Jessen, retired UCPEA employee recently passed.
Reports of Mary Ellen Powers condition
- **Adjournment:** Motion made to adjourn the meeting at 2:17pm.

Next Meeting

Thursday, September 26, 2019

SU 410