

# UCPEA Stewards Meeting

October 2, 2019 | 12:00PM-1:00PM | SU 104

NO CALL IN AVAILABLE FOR THIS MEETING



## Minutes

- I. Call to Order 12:08 p.m.
- II. No additions to the Agenda
- III. Minutes approved from September 9, 2019
- IV. New Business
  - a. Rainbow Center – Pronouns and You! (Julia Anderson)

The presentation was developed with the university senate committee with the purpose of providing information to faculty about gendered and gender neutral pronouns, how to use and how to ask for pronouns, as well as and how to respond if the incorrect pronoun is used. Three posters are available through the Rainbow Center for staff to post in their departments with this practical information. Some people fall outside the gender binary so in addition to “he/she” pronouns, there are some pronoun options that are more inclusive. Some examples include use of “they” or “ze.” Any questions about the use of pronouns on campus can be directed to the Rainbow Center. To reach Julia Anderson, contact [julia@uconn.edu](mailto:julia@uconn.edu) and for additional information about pronoun use, visit [www.mypronouns.org](http://www.mypronouns.org) The Rainbow Center has a new online educational format available.
  - b. Upcoming Training for Stewards – Your Contract – October 23<sup>th</sup> noon SU 322 This will include the contract process, the preparation before the negotiation, what happens at the table and leaving the table. Other topics include observation by members, time frames, meetings and voting on a tentative contract.
  - c. Vacancy – (E. Sullivan)

Patti Williams will retire on November 1, 2019. The field representative position is posted and a search committee assembled.
  - d. Open House –

Will be held on October 16<sup>th</sup> from 11 am to 1 pm and members should be encouraged to come.
  - e. Summary of Merit Awards (E. Sullivan)

Performance based compensation data has been gathered and the statistics are available in the Wire or to view in the UCPEA office (no copies will be provided).

V. *Standard Reporting*

a. *SEBAC Update (M. White or E. Sullivan)*

The Health care plan is going out to bid and the current plan will end June 30, 2020 with Anthem and Oxford. It is doubtful others will bid and decisions will be made by the end of the fiscal year. The dental plan will be next to go out to bid and will look for broader coverage. The cost of current plans increased due to prior claims. EOB's explanation of benefits will cover this topic. Members will have access to statistics on providers supported by claims. Prescriptions have been the best source of rebate. A visit to the emergency room will require completion of an appeal form and members will be reimbursed \$250. HEP requirements are due at the end of December. All are encouraged to keep track of dates of any procedures in December if they need to be submitted. October 1-31 is the timeframe to sign up for Med Flex and dependent (?).

b. *Classification (E. Sullivan or K. Fischer)*

There is a concern there isn't a career path and many professional positions are "one offs." Job families have been created and show what positions a member will be qualified for across campus rather than within a single department. It is unclear how the positions will be differentiated from incoming to mastery level but will be attached to a dollar amount. There is currently a grievance on file regarding the process. Proficiency levels need to be determined before UCPEA decides to file an additional grievance. Subject Matter Experts (SMEs) have begun to receive email notifications about their participation. The current contract only specifies the process will happen in consult with the membership. New position titles will be sent to managers. Clarification is needed from Human Resources on which position "manager" refers to. JIW determines the job family, classified as a contributor or professional, or a manager, as well as levels (which will be compressed). The bottom UCPEA level will be removed. UCPEA will not know who is impacted and in what ways but an appeal process is currently being determined. UCPEA would like a four-month window for an appeal, with a timeline from HR to schedule an appeal meeting. Many members have still not completed a Job Inventory Worksheet (JIW). HR reports the rollout happening in January 2020 and timelines are on the agenda for the next classification meeting.

c. *Budget Review (quarterly M. Decozio-Wiley)*

d. *Committee Activity – (Finance Committee – Investment Policy – M. Decozio-Wiley)*

*No updates*

e. *Area Issues (open forum)*

Bob Swanson will be moving from the library to UITs, creating two openings for stewards.

f. *Negotiations – (K. Fischer)*

*No updates.*

g. *Grievance Report (UCPEA staff)*

*No updates.*

h. *Labor History (R. Marcellino)*

*No updates*

i. *Good & Welfare – (R Marcellino)*

*No updates.*

Motion to adjourn at 1:05 p.m.

VI. *Old Business*

- a. Steward Manual Status
- b. Regional Campus Visits – scheduled

**Fall Meetings (please check UCPEA website for updates on the calendar)**

- Regional Rep Meeting - Tuesday, October 8, 12-2 – Hartford Campus
- Executive Board Meeting - Thursday, October 10, 12-2 - SU
- UCPEA Open House – October 16<sup>th</sup> 11 to 1, 18 Dog Lane
- Membership Meeting – October 22<sup>nd</sup> – noon - SU Theatre
- Steward Training – Your Contract – October 23<sup>rd</sup> – noon – SU
- Executive Board Meeting – Thursday, October 24<sup>th</sup> – 12-2 - SU
- Steward Meeting - Wednesday, November 6, 2019 SU304B
- Steward Meeting - Wednesday, December 4, 2019 SU104

**Reminders**

- Professional Development applications are reviewed at the beginning of each month -\$1,000 awards
- Next Executive Board Meeting: October 10th, 12 pm, Student Union

**Childcare Deadlines**

- May – Aug. (Due Sept. 15)
- Sept. – Dec. (Due Jan. 15)