

UCPEA Stewards Meeting

December 4, 2019 | 12:00PM-1:00PM | SU 104

Dial-in number (US): [\(712\) 770-4726](tel:7127704726)

Access code: 783338#

Online meeting ID: chiefunionrep

Join the online meeting: <https://join.freeconferencecall.com/chiefunionrep>



Agenda

- I. Call to Order 12:03 p.m.
- II. No additions to the Agenda
- III. Minutes from November 6, 2019 approved with one abstention.
- IV. New Business
 - a. **Holiday Party Policy** (J. Morenus) The member contribution for the holiday party has increased from \$10 to \$15 per member due to the increase in catering costs as well as sales tax. At least one member has expressed concern and any additional concerns can be forwarded to Jen Morenus. The cost of catering has steadily increased, accounting for more than \$33/per member. Sales tax is currently at 7.35%. This is the only event where members are requested to pay for participation and the annual meeting lunch will still be no charge to individual members.

Regional campus celebrations have been scheduled and this is the first year the Hartford campus and the Law school will have a combined party. The location of next year's combined party may be reconsidered. Celebrations are only open to members in good standing. Future events are also being considered to include film screenings, a winter coat drive and other service opportunities in the local community. The Spring semester meeting will plan the annual meeting and fair.
 - b. **Area Rep Vacancies** – (R. Marcellino) – at large vacancies, still looking to fill positions.
 - c. **Emergency Services Personnel** – Staff have received there regarding the delayed openings and university closures related to weather. Some staff are considered “ad hoc,” meaning they may be selected to work on a snow day and this process should be clarified in advance and staff will receive hour for hour comp time. Staff discussed concerns about the guidelines for taking lunch when there is a delayed opening and how this should be determined. At this time, staff should be considered on an individual case by case basis. Hours worked should be recorded in addition to winter weather. This may result in more than 7 hours works in a day. Staff also voiced concerns about pay roll changing hours without the member's consent.
 - d. **SENATE Elections** – (E. Sullivan) Members are encouraged to run for open positions.
- V. *Standard Reporting*
 - a. **SEBAC** Elizabeth attended the last meeting. Policies related to the Janus case are currently being clarified and would need alignment with the policies at the university. A decision may be made on medical carriers by the end of the month and the dental plan will go out to bid following this decision.
 - b. **Classification** (E. Sullivan) Last meeting wasn't productive as there are no updated timelines. There is a preliminary job mapping that has been requested in draft form that will not be shared with UCPEA. UCPEA hasn't withdrawn the labor charge and another meeting has been scheduled for follow-up. Members will be notified of where they have been mapped by the end of January. If a member doesn't agree with the mapping due to changes in the job or omissions on the JIW, there will be an appeal process that commences July 1st through the end of August, 2020. A process for responses has not yet been determined as far as if it

will be in person, involving supervisors, if the member will receive a particular written narrative. It is unknown how many members may appeal and the number of staff tasked with following-up on the appeals process.

Performance-based compensation awards will change to a one-time award in certain situations related to the job classification mapping. The goal is for members to move forward financially in their careers and members shouldn't worry about the specific job levels.

Career growth is going to change and will be more about a job pathway to promotional opportunities, showing where a member can advance based on their classification and the promotion levels. Steps will be defined as proficiency, advanced and mastery-level as determined by each department head and supervisor. UCPEA leadership wants all members to begin with proficient and show what steps were taken to achieve the next level. Achieving the next level will provide the member with compensation for each level moved (proficient to advanced, advanced to mastery). UCPEA will assist with concerns about supervisors responses.

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

d. **Committee Activity** – (Member Services – J. Morenus) The member contribution for the holiday party has increased from \$10 to \$15 per member due to the increase in catering costs as well as sales tax. At least one member has expressed concern and any additional concerns can be forwarded to Jen Morenus. The cost of catering has steadily increased, accounting for more than \$33/per member. Sales tax is currently at 7.35%. This is the only event where members are requested to pay for participation and the annual meeting lunch will still be no charge to individual members.

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e. **Area Issues** (open forum) Negotiations – (E. Sullivan) – Steps in a contract negotiation

There is no final answer on equity analysis and this and may come down to a matter of timing. UConn administration is trying to determine what retirements will look like in 2022. We may see some planning by the university with the unions. The state will face the same problems and UConn is looking at a 27% reduction in staffing.

Retirement notification without activation of the pension will not have a benefit to members in the majority of scenarios. Becoming a deferred vested retiree means an increase in healthcare costs and leaving money from the annual salary that will not be made up in future pension payments. For more information, members can visit the comptroller's website.

f. **Grievance Report** (UCPEA staff) - tabled

g. **Labor History** (R. Marcellino) – January – Labor History Training

h. **Good & Welfare** – (R Marcellino)

VI. Old Business

a. **Steward Manual Status** - Goal to complete manual with your input by 6/20 (R.Marcellino)

b. **Vacancy** – (E. Sullivan) – tabled

Meeting adjourned at 1:01 p.m.