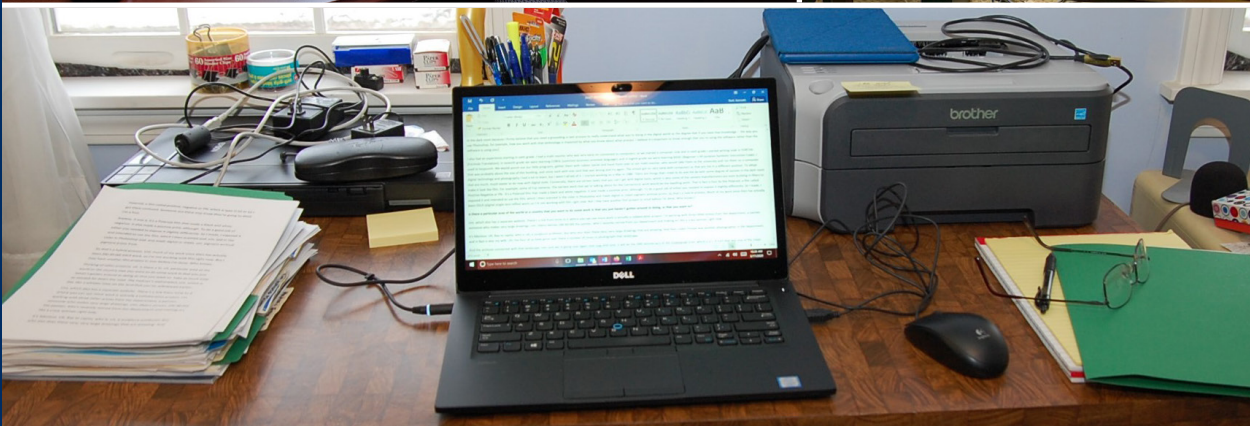
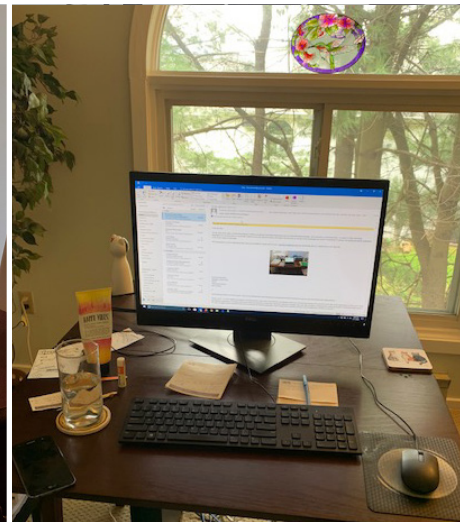
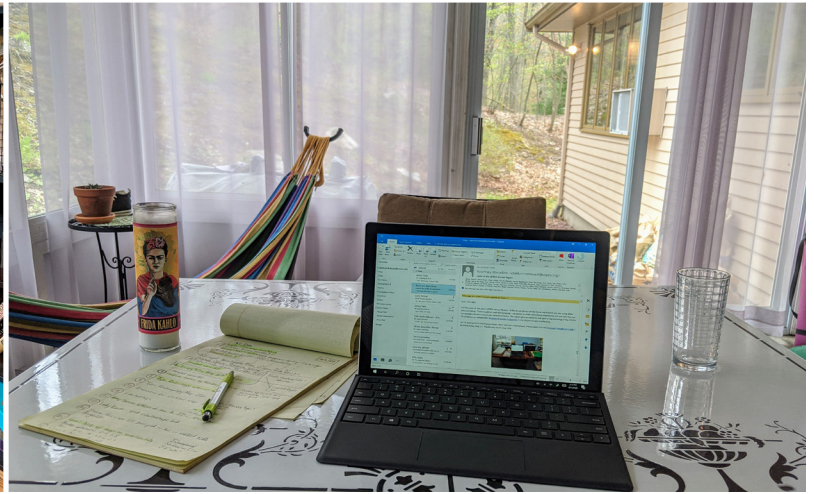


UCPEA Annual Report 2019-2020



President's Message



While I knew there would be many challenges to face in 2019-2020, no one could have anticipated the disruption to all our lives caused by the COVID-19 pandemic not only at the workplace, but also at home. This was on top of the daily activities in support of our members, efforts to resolve issues with the implementation of the new Classification System and beginning to prepare for negotiations later this year on a new collective bargaining agreement.

To be sure, there will be additional challenges as the national economy begins to recover from the pandemic's damage, as well as its impact on our state economy, which will also be felt by the University. That is why being a member of the UCPEA has never been more important than it is right now.

We often say our motto at UCPEA is "We don't run the place, we just keep it running." The rapid and professional manner in which UCPEA members stepped up to meet the challenge of continuing to support our students, faculty and each other during this frightening and unprecedented time demonstrates this truism. We can all take pride in our commitment to keeping the place running. As you will see here, despite massive disruption, the UCPEA continues to support you.

First Vice President

The majority of work has focused on regular meetings with the University around the content and implementation of the new Classification System. Activities with the Executive Board included developing an organizational mission statement and working with the stewards, who are requesting feedback from members, to develop an overall vision statement. Most recently, the focus is on monitoring the transition to remote work and addressing issues that arise as we continue to move through these unprecedented times. Currently efforts are gearing up for contract negotiations and discussions about the fiscal situation caused by COVID-19.

Professional Issues

The maximum award amounts for FY 2019-20 professional development was set at \$1,000 for job-related membership fees and a variety of professional development opportunities including in-service workshops, and annual conferences. To date the committee has distributed \$289,765 to 402 members, however many awards for the remainder of the fiscal year were cancelled due to COVID-19 travel restrictions. Contractually, 10% of the \$400,000 pool may be used for University sponsored programs open to members. The committee renewed its contract with New Horizons to provide online training self-paced video learning instruction and real-time, focused classes.

The committee hosted the following events:

- Laughter Session with Joleen Nevers, Student Health & Wellness, July 31, 2019
- Healthy Eating Luncheon featuring the Keto diet prepared by Dining Services staff, Aug. 14, 2019 in the Gelfenbien Dining Hall
- Staffed the UCPEA table at the annual Work Life Expo on Oct. 2, 2019
- A second Mindfulness Workshop facilitated by UCPEA member Nishelli Ahmed, Certified Health Education Specialist at Student Health and Wellness, on Nov. 20, 2019. The workshop included seated and walking meditation.

Political Affairs

UCPEA continues to be actively involved with the AFT Connecticut Legislative and Political Action Committee (LPAC) and the vice president also continues to represent members as our representative to the UConn Transportation Advisory Committee. Immediately following the end of the 2020 General Assembly session, the AFT LPAC will begin interviewing candidates for endorsement in the next general election. All state

2019-20 Executive Board

Michael White, *President*
Kathy Fischer, *1st VP Collective Bargaining*
Angel Rola, *VP Professional Issues*
Peter Morenus, *VP Political Affairs*
Ken Best, *VP Communications*
Jennifer Morenus, *VP Member Services*
Donna Hardaway, *VP Social Justice*
Marita Decozio-Wiley, *Treasurer*
Jason Escalera, *Secretary*
Rosemary Marcellino, *Chief Union Rep*

UCPEA Office Staff

Elizabeth Sullivan, *Executive Director*
Lindsay Jenkelunas, *Field Representative*
Katie Parent, *Financial Assistant*
Roslyn Swift, *Administrative Coordinator*

representatives and senators are up for election this November. Electing members of the Legislature who support the issues of working families will be vital to secure the acceptance of our next UCPEA contact. The help of every member of our Union will be required to reach this goal.

Chief Union Representative

Monthly meetings of area representatives were held from August through May during the 2019-2020 academic year, working with our Executive Board to develop meeting agendas to best meet the needs of our members. Six additional training sessions for reps were held over the course of the year to further educate the reps on labor issues. The 2nd Annual Open House was held in October 2019.

Communications

The Communications Advisory Committee was established with the vote by membership to amend our constitution. The committee began quarterly meetings to address improving member communications. In addition to preparing the monthly editions of the Union Wire, producing the Annual Report and assisting the Executive Board and staff with routine communications, activities in the early part of the year were focused on coordinating updates on the Classification Project. Since the onset of the COVID-19 pandemic, communication activities have turned to providing information and clarifications on related developments that affect members and their families.

Membership Services

New Member Luncheons (NML) were expanded from three per year to four in order to shorten the time between welcoming the increasing number of new members and their hire date. Luncheons at the Storrs campus in 2019 were held in July and November and in February 2020 and one was held in Stamford in November 2019. The scheduled May 2020 event and UCPEA Fair in Storrs were canceled following the suspension of on-campus activities due to the COVID-19 pandemic. A virtual platform for the annual meeting is planned. Holiday parties were well-attended at regional campuses, and 250 members attended Storrs Campus party in December 2019. The Childcare Reimbursement committee allocated assistance to 304 members.

Treasurer

The 2019-2020 FY budget initially projected a shortage of \$165,920. With the approval by the membership of a dues increase to 1%, two Field Rep vacancies within the UCPEA office, a reduction in expenses, and impacts from the COVID-19 pandemic, the fiscal year will end with a moderate surplus. For FY 2019-2020, the Treasurer's activities were focused on the following areas:

- Reviewing current contracts to minimize expenses
- Monthly Finance Committee meetings
- The completion and approval of the UCPEA Investment Policy
- Investing reserve funds to maximize returns
- Investigating potential investment firms to manage our cash reserves and make long-term investment recommendations to the Executive Board as outlined in the established investment policy. We hope to have an investment firm appointed prior to the end of the fiscal year.

2019-2020 Union Representatives

Area 1

Tina Burnham
Mary Margaret Cole

Area 2

Melanie Hepburn

Area 3

Michael Roberson

Area 4

Kathryn D'Antonio
Thomas Fearney

Area 5

Amy McKeon

Area 6

Gabriel Abreu
Kathryn Gontarz
Robert Morrell
Sandhya Pai
Ricky Portuguese

Area 7

Mikolaj Matwiejczuk

Area 8

Edward Lechowicz

Area 9

Kyle Kravchuk
Mackenzie Rivers

Area 10

Suzanne Hanlon
Donna Hardaway

Area 11

Coryn Clark
Sheila Patchen
Torona Smith

Area 12

Christina Dahl
Rosemary Marcellino
Stephanie Marks

Area 13

Micah Heumann
Valerie Jenkelunas
Susan Rosman

Area 16

Michael Pennington

Area 17

Sheila Kucko
Jennifer Morenus

Area 18

Tom Breen

Area 19

Janice Bridge

Area 20

Donald Babcock
Rachele Torres

Area 21

Nancy Urcinas
Thomas Vesci

Area 22

Dennis Arbige
Michelle Marcaurele

Area 23

Ian Hollis
Kelly Ann Schneider

Area 24

Fiona deMerell
Eileen Lemay

Area 25

Joshlyn Lucas-Nash

Area 26

Patrice Holiday
John Levesque

Area 27

Ryan Baldassario
Nahkia Henry
Daniel Russell

Area 28

Velda Alfred-Abney
Sharon McDermott

Area 29

Jilian Lopez
Michelle Pereira Lopes
Douglas Willour

Area 30

Kimberly Lachut

Area 31

Liza Boritz

Area 32

Emilie Hogrebe

Area 33

Christina Gray
Karen Lohr
Justin Kyle Tanner

Area 34

Rhonda Ward

Area 35

Lisa Muller

Area 36

Anthony Paguni
Steve Sharkis

Area 37

Rachel Chasse-Terebo

Area 38

Veronica Cook
Jeremiah Macht

Area 39

Stacy Webb

Area 40

Nisha Hardnett

The accounting firm of Maletta and Associates conducted their FY 2018 - 2019 annual audit of our finances and pronounced that UCPEA is following proper accounting practices and procedures.

Social Justice

The Executive Board position for vice president of Social Justice was established in 2019 following an amendment to the UCPEA constitution and the subsequent election of Donna Hardaway. In 2019 the Social Justice Committee hosted a workshop titled "Dealing with Discrimination." A scheduled March 2020 "Meet and Greet" with the committee was canceled due to the COVID-19 pandemic.

Secretary

Primary duties have included taking minutes at Executive Board meetings and UCPEA functions. An electronic format has been established for listing Executive Board motions per the UCPEA Constitution and Bylaw changes of 2019. The nomination process for all elected officers, Union Stewards and convention delegates will be administered under constitutional responsibilities. Additional activities in support of the UCPEA this year included serving on a committee with two other Executive Board members to represent our Union at the AFT Public Employee Leadership Cadre in Chicago with the goal of continuing to develop and implement a plan, with the assistance of AFT, aimed at increasing member engagement and also serving as a member of the Communications Committee.

UCPEA Office

In addition to addressing grievance and member issue activities the UCPEA office's main priorities this year were continuing to navigate the impact of the Janus v. AFSCME decision, developing and implementing member recruitment strategies at New Employee Orientations, the UCPEA Classification Project, and facilitating monthly training modules for our Union Representatives.

As noted previously, the Janus v. AFSCME decision continues to significantly impact the UCPEA. Efforts towards creating and using effective strategies to introduce new UCPEA covered employees to the union have been a focal point. The Area Meeting Program has solidified as a principal engagement tactic for increasing communication between the office, leadership and membership.

In the second full year using the new case assignment system for our Field Staff, feedback remains positive about this model and the office plans to continue operating under this structure. Each of our Field Representatives are responsible for representing and facilitating working relationships with specific areas of the membership. The main goal of this model is to help our members get to know their Field Representatives and vice versa.

Through the hard work of our administrative and financial team members, the office has supported the organization's committees including the Membership Services, Social Justice and Professional Issues and well as overall general membership events and meetings. The office quickly transitioned to remote access as the COVID-19 pandemic unfolded and the has been fully functioning through telecommuting remotely since mid-March.

2019-2020 Committees

Childcare Reimbursement: Lisa Orcutt (chair), Van Nguyen, Katie Parent *, Mary Ann Phaneuf, Stephen O'Donovan, Heather Schlink, Roslyn Swift*

Communications: Ken Best (chair), Christine Ballestrini, Bri Diaz, Jason Escalera, Michael Roberson, Elizabeth Sullivan*

Constitution & Bylaws: Sheila Kucko (chair), Nishelli Ahmed, Donald Babcock, Liza Boritz, Peter Morenus, Charles Rowland, Elizabeth Sullivan*

Finance: Marita DeCozio-Wiley (chair), Kathy Fischer, Clarissa Girasoli, Suzanne Hanlon, Dave Paquette, MiChelle Pereira Lopes, Elizabeth Sullivan*, Mike White

Hiring & Advancement: Christina Dahl (chair), Tina Burhnam, Jenna Henderson, Nikki Keldsen, Nancy Urcinas, Ann Wilhelm

Membership Services: Jen Morenus (chair), Mary Boston, Pam Fischl, Jaimie Mercado, Katie Parent*, Sheila Patchen, Lauren Schaller, Anida Sundara, Roslyn Swift*

Political Education: Peter Morenus (chair), Micah Heumann, Lisa Pane, Lisa Stiepoek

Professional Development: Angela Rola (chair), Monique Griffin, Donna Hardaway, Nisha Hardnett, Tony Paguni, Roslyn Swift*

Regional Campus: Rosemary Marcellino (chair), All Union Representatives from regional campuses.

Scholarships: Marita DeCozio-Wiley (chair), Hannah Gebhard, Michael Rodriguez

Sick Leave Bank: Debbie Hubbell (chair), Kathy Fischer, Valerie Kiefer, Mike Long

Social Justice: Donna Hardaway (chair), Nishelli Ahmed, Nana Amos, Amanda Cannada, Robert Chang, Marvyann Duncan, Hannah Gebhard, Monique Griffin, Nisha Hardnett, Melissa Higgins, Lindsay Jenkelunas*, Rhonda Kauffman, Milagros Marrero-Johnson, Jacob Nathaniel, Val Nightingale, Sheila Patchen, MiChelle Pereira-Lopes, Michael Roberson, Venkata Varre

Staff member from the UCPEA Office*

UCPEA
Proposed 2020/2021 FY Budget
July 1, 2020 - June 30, 2021

	Proposed			Proposed	
	2019/20 Budget	2020/21 Budget		2019/20 Budget	2020/21 Budget
Income			5300 Staff Payroll & Support Group		
4000 Dues from Members	1,666,000.00	1,861,401.00	5310 Salaries & Wages	426,000.00	454,373.00
4010 Less Agency Fee Rebates		0.00	5320 Federal & State Payroll Taxes	42,000.00	50,208.22
4020 AFT CT Assistance & Grants	30,000.00	30,000.00	5330 Health Insurance	187,000.00	226,333.00
4030 Interest Income	12,000.00	6,000.00	5331 Worker's Comp Ins.	2,700.00	2,700.00
Total Income	\$ 1,708,000.00	\$ 1,897,401.00	5340 401K Retirement Plan	32,000.00	36,368.00
Cost of Goods Sold			5350 Child Care or Elder Care	7,000.00	7,000.00
5000 Affiliates' Dues Share			5351 Child Care (EX)	1,000.00	1,000.00
5010 AFT	420,000.00	432,000.00	5360 Staff Training & Development	7,500.00	7,500.00
5020 AFT CT	468,000.00	480,000.00	5361 Professional Development (EX)	5,000.00	5,000.00
5030 CT State AFL-CIO	22,000.00	21,600.00	5370 Mileage for Staff	4,500.00	4,500.00
5040 SEBAC	10,000.00	10,000.00	5372 Parking & Hospitality	1,250.00	1,250.00
Total 5000 Affiliates' Dues Share	\$ 920,000.00	\$ 943,600.00	5380 Payroll Processing & Hire	800.00	800.00
Total Cost of Goods Sold	\$ 920,000.00	\$ 943,600.00	5381 Recruitment Advertising		2,450.00
Gross Profit	\$ 788,000.00	\$ 953,801.00	5390 Annual Leave	1,000.00	1,000.00
Expenses			Total 5300 Staff Payroll & Support Group	\$ 717,750.00	\$ 800,482.22
5100 Committees Group			5400 Occupancy Group		
5110 COPE (checking)	8,000.00	11,379.00	5410 Rent	68,000.00	59,295.60
5111 COPE (Operating Expenses)	3,500.00	3,500.00	5411 Property tax	6,600.00	5,700.00
5120 Communications/Public Relations	3,000.00	3,000.00	5420 Liability Insurance	2,000.00	1,700.00
5140 Services to Members	22,000.00	22,000.00	5430 Computer Technical Support	6,900.00	6,900.00
5141 Science Center Tickets			5480 Equipment Acquisitions	1,600.00	1,000.00
5142 Holiday Party			Total 5400 Occupancy Group	\$ 85,100.00	\$ 74,595.60
5143 Regional Holiday Parties			5500 Office Operations Group		
5145 New Members			5510 Supplies for Office	3,500.00	2,000.00
Total 5140 Services to Members	\$ 22,000.00	\$ 22,000.00	5520 Computer Maint & Goods	3,500.00	2,180.00
5150 Contract Management	30,000.00	30,000.00	5530 Maintenance	4,595.00	4,000.00
5150.5 Attorney Retainer	10,000.00	10,000.00	5540 IT Software/Licences	6,500.00	7,523.00
Total 5150 Contract Management	\$ 40,000.00	\$ 40,000.00	5550 Postage	1,000.00	1,000.00
5151 Membership Materials	2,500.00	2,500.00	5560 Copier Lease & Supplies	3,600.00	3,331.20
5160 Professional Issues	2,500.00	2,500.00	5570 Utilities	5,900.00	5,900.00
5180 Union Stewards	4,500.00	5,000.00	5572 Telephone	5,900.00	5,900.00
5190 Social Justice	3,000.00	3,000.00	5580 Water Cooler	650.00	500.00
Total 5100 Committees Group	\$ 89,000.00	\$ 92,879.00	5590 Furniture	750.00	750.00
5200 Executive Group			5595 Office Hospitality	500.00	250.00
5201 Election Expense	4,275.00	4,050.00	5596 Uconn Labor Coalition Support	500.00	250.00
5202 Executive Group Donations	1,000.00	1,000.00	Total 5500 Office Operations Group	\$ 36,895.00	\$ 33,584.20
5210 Planning Sessions	1,000.00	1,000.00	5600 Reserves		
5212 Officer Release Time	500.00	500.00	Total Expenses	\$ 953,920.00	\$ 1,027,491.02
5220 Membership Meetings	1,000.00	1,000.00	Net Operating Income	-\$ 165,920.00	-\$ 73,690.02
5222 State Meetings & Conferences	3,000.00	3,000.00	Net Income	-\$ 165,920.00	-\$ 73,690.02
5224 National Meetings & Conventions		2,000.00			
5230 Administrative Expense	500.00	500.00			
5240 Goodwill and Welfare		500.00			
5245 Mileage for board	3,500.00	1,000.00			
5250 Scholarship Fund	2,000.00	2,000.00			
5260 Holiday Office Recognition	500.00	600.00			
5270 Annual Recognition Banquet	400.00	1,000.00			
5280 Accounting	7,000.00	7,500.00			
5290 Treasurer Expense	500.00	300.00			
Total 5200 Executive Group	\$ 25,175.00	\$ 25,950.00			