

UCPEA Stewards Meeting

November 18, 2020 WEDNESDAY | 12:00PM-1:00PM |

ZOOM MEETING – invitation has login information, registration required



Agenda

- I. Call to Order 12:03 p.m.
- II. Additions to the Agenda:
- III. Approval of Minutes from October will take place at December's meeting.
- IV. New Business
 - a. Contractual Layoffs

Notices went out this week for 12 layoffs and 2 additional have been added to the list by the University. A. McKeon asked if it was normal not to be given the names. L. Jenkelunas clarified the names were not being shared as those employees had not been notified.
- V. *Standard Reporting*
 - a. *SEBAC Update (L. Jenkelunas & M. White) – update*

A new meeting for higher education institutions in the state has been added for two consecutive weeks due to the recent layoff notifications at UConn. There have not been layoffs at any other state agencies, including the state colleges, or from other unions within UConn, at this time. UCPEA spearheaded the creation of the group to dispel rumors about what other unions are doing. If concessions are discussed, the priority for all unions will be for member job security. AAUP has continued to bring approaches back to us. Other unions can set the bar for job security when approached. AFT has been warned that UCPEA will go out on our own if layoff conversations persist. February is important for any movement of federal aid. Even one layoff is important to all of us.

The state has hired a consultant from Boston to perform a state service efficiency/redundancy report. Surveys will be part of the process. We have significant numbers of state employees who are forecasted to retire in 2022. This could leave an employment gap between these retirements and layoffs. The state and unions will need to determine how to handle this gap.
 - b. *Classification – Reconsideration & Career Progression (L. Jenkelunas) – update*

HR has not met with UCPEA to finalize the extension but many decisions on reconsideration have come back. The UCPEA office is tracking those decisions. There have been many denials but also some approvals. Members should forward any decisions to the UCPEA office as they are not automatically copied by HR.
 - c. *Negotiations – (L. Jenkelunas) -*

The University issued a demand to bargain and a team is being formed from UCPEA for this purpose. Negotiations will likely begin in December. There were 313 requests submitted by members and thus far UCPEA has been notified that 47 were denied, 26 have been reconsidered, and there are still 240 awaiting decisions.

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

See attached documentation on the current budget. Expenses are down due to telecommuting and programs that are cancelled or have not been scheduled due to COVID 19. The UPEA office staff is down by two field representative positions that were not refilled from the last fiscal year.

e. *Committee Activity – tabled*

f. *Eboard Updates – (R. Marcellino) tabled*

g. *Area Issues (open forum)*

CLAS isn't providing early decisions on probationary periods. Members are concerned about updates regarding potential layoffs and furloughs. Reps are echoing these concerns. UCPEA and HR have not met since August due to cancellations from HR and do not have additional updates.

Longevity payments are not part of the contract and these shouldn't be financially harmful to members through the re-classification process. UCPEA is currently in the process of collecting information on the total impact to our members financially.

L. Jenkelunas mentions meeting with IT for an area meeting as an example to others who seek an efficient way to communicate answers to members on these and other questions.

One member asked about "proficiency" compensation not being implemented and questioned the intentionality of this being delayed by the University.

h. *Arbitration Report (L. Jenkelunas) – updates*

Two cases are still pending in arbitration.

i. *Labor History (R. Marcellino) –tabled*

j. *Good & Welfare – (R Marcellino) No updates*

Old Business

k. *COVID-19 – Update and Question & Answer Session*

Off-campus students are not being talked about and there are currently more than 120 positive cases in addition to those on reported campus. One hurdle will be who is going to stay on campus to work because of the student quarantine status and those students who can't return home due to personal circumstances. For the spring 2021 semester, 80% of current on-campus students have applied for housing and close to 2,000 more are seeking housing.

There are plans to address testing for the spring and summer 2021 conferences and programs have not yet been determined.

Employee testing has been moved to Hawley Armory.

J. Morenus surveyed members re: virtual program interests and activities in place of the holiday party this year. Almost 800 surveys were completed.

- I. Steward Manual Status –
 - R. Marcellino is the process of compiling the manual and distribution will follow.
- m. Vision Statement for the Union – (K. Fischer) tabled

Meeting adjourned 12:47 p.m.

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

Reminders

- Professional Development applications are reviewed at the beginning of each month -\$2,000 awards – applications are due 45 days prior to event and must be submitted for reimbursement 60 days after the event

Childcare Deadlines

- Sept-Dec (Due Jan 1)