

UCPEA Stewards Meeting

December 16, 2020 WEDNESDAY | 12:00PM-1:00PM |

ZOOM MEETING – invitation has login information



MINUTES

I. Call to Order 12:02 p.m.

II. Additions to the Agenda: None

III. Approved Minutes from October & November 2020 – **Tabled to January 2021**

IV. New Business

Layoffs – L. Jenkelunas gave an update on Layoffs.

There were several lay off meetings before Thanksgiving. Eleven members were notified. We have 10 that have a one-year notice period, giving us time to prepare and advocate for those members. There is one additional member with a shorter notice period and HR has utilized the language for a 50% payout. That is something that we are challenging because they need to use that language for good business reasons. This will be challenged through a grievance. There are also 4 probationary extensions of one year and these employees have been notified. There will be more conversations with the University in January 2021.

V. *Standard Reporting*

a. *SEBAC Update (M. White) – Tabled*

b. *Classification – Reconsideration & Career Progression (L. Jenkelunas) – update*

The deadline for HR to issue their decisions on reconsiderations was December 15, 2020. As of December 16, 2020, there are still 23 reconsiderations pending. To date, 200 reconsiderations have been denied and 91 have been reconsidered. The reconsideration process will be re-opened from January 4-15, 2021. One step in the follow-up process to a reconsideration denial is to meet with HR to discuss with the associate who made the decision. Many of those denied have supportive managers who want to push back on HR. Those who want to move the reconsideration to a reclassification can follow-up and with the UCPEA office ucpeaoffice@ucpea.org to meet with E. Sullivan or L. Jenkelunas.

c. *Negotiations – (L. Jenkelunas) -*

The team has been confirmed and participated in their first ground rules meeting today. UCPEA's team includes: E. Sullivan, K. Fischer, M. White, L. Jenkelunas, Justin Kyle Tanner, Gina Devivo Brassaw, Nikki Eberley, Fiona DeMerell, MiChelle Lopes Periera, Micah Heumann and Rhonda Ward. HR's team is: Karen Bufkin, Keith Hood, Kristen Brierley, Aliza Wilder and Debra Lucey (note taker). As stated in the contract by-laws, E. Sullivan and K. Fischer will be the chief spokespeople.

Discussions will include how to hold open negotiations considering the remote platform and the ability to maintain confidentiality.

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

Committee Activity – None reported.

d. Eboard Updates – tabled

e. Area Issues (open forum)

Members are confused about the link of job specifications to classification and career progression milestones. Job specification should fall under the umbrella of the templates and the career progression needs to have a logical connection to the job specifications. Members will know what to do to progress through the levels. The UCPEA office can send information to stewards to connect with areas and field questions. A list of representatives is needed for the Career Paths project to provide feedback about their job families for career progression.

f. Grievance Report – Arbitrations (UCPEA staff) – L. Jenkelunas

One case on a demotion through the reconsideration process. There have been challenges with scheduling virtually but the timeline will be late January or early February. There have been quite a few member meetings with HR associates on the reconsideration denials.

g. Labor History (R. Marcellino) –tabled

h. Good & Welfare – (L. Jenkelunas, K. Parent & R. Swift)

GoFundMe page set up for a member who lost her husband last month during a hit & run. Reminders will be included in the Wire about donating sick time as well as the process for new members. The budget deficit at the University has been positively impacted by the federal funding recently announced and the timing will benefit contract negotiations.

VI. Old Business

a. COVID-19 – Update and Question & Answer Session –

The University will receive vaccines and made available to employees in Hawley Armory. Details will follow. There will not be any major changes to remote work assignments until summer. There is no news on mandating a vaccine. UCPEA would be entitled to negotiations based on religious and health exemptions, as well as the availability of the vaccine.

b. Steward Manual Status - No update

c. Vision Statement for the Union – No update

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

- Union Steward Meeting – January 13, 2021 – Zoom
- Executive Board Meeting – January 21, 2021 - Zoom

Reminders

- Professional Development is approved for \$2,000 per member and can be used for virtual activities. Applications to be submitted 7 days prior to activity start date for professional development activities; Professional membership applications must be submitted 7 days prior payment due date. Professional Development reimbursements must be submitted within 60 days of the activity end date.
- Childcare Deadline - Sept.-Dec. (Due Jan. 15)

Meeting adjourned at 12:36 p.m.

