

UCPEA Stewards Meeting

March 5, 2020 **THURSDAY** | 12:00PM-1:00PM | SU 304B

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>



Minutes

- I. Call to Order: 12:05 p.m.
- II. Additions to the Agenda-

Rosemary added that Academic Senate openings have been announced. Mike White will serve on the Health Budget Committee.

Rosemary also announced there is an UCPEA library available for the use of stewards.

Elizabeth announced the University is meeting with UCPEA to discuss the response to COVID-19.
- III. Minutes approved from February 2020 with no abstentions
- IV. New Business
 - a. Welcome new rep – Kelly Ann Schneider (Stamford)
 - b. Vision Statement for the Union – (K. Fischer)

All stewards received a copy of the vision statement following the last meeting, which is a guiding image of success for the organization, highlighting hopes and ambitions for the future. This should be short in length but inspiring and live on into the future, going beyond our present reality. The statement should create a vivid image in the minds of members and stakeholders, promoting excitement, motivation, and driving purpose. Stewards met in small groups to share their ideas about the content to include in the vision statement, which will be reviewed by the executive board to create a sample statement to be presented at the next stewards meeting.
- V. *Standard Reporting*
 - a. *SEBAC Update (M. White) – no update*
 - b. *Classification (E. Sullivan)* Stewards are requested to meet with members in-person as much as possible to gather information for the survey. UCPEA will meet with HR and Labor Relations next Tuesday afternoon. Discussion will longevity payments and the appeal process. The office continues to collect feedback from members and as many as 350 have been in touch. As a result of the mapping, FLSA status has been changed for some members and they have been asked to pay back money as a result. UCPEA has submitted a ROI to determine the breadth of the problem. UCPEA will be grieving the demotion of some members as a result of the classification process in title and level. This will be a broad grievance including all impacted members. After the grievance is files, members will be contacted. During the hearing, clear cut examples will be needed as well as support from other members.

Members will receive 3.5% added to their salary base. The 1% base compensation and longevity payments will still be received. It will be more difficult to be reclassified in the new system and members are therefore encouraged to go through the re-class process prior to the appeal process. One steward brought forth a concerns about managers input when they can save money because of the re-class of a position. Members can submit a request to HR for a copy of the JIW from HR and copy the UCPEA

general mailbox. Members can begin preparing their appeal narrative now and request feedback from UCPEA.

- c. *Negotiations – (K. Fischer) -tabled*
- d. *Budget Review (quarterly M. Decozio-Wiley) tabled*
- e. *Committee Activity – (Bylaws – S. Kucko)* There are three proposals for voting:
First, changing the term “union rep” to “union steward” to classify the jobs we do. Second, add “and general membership” to Article 5. Third, in Article 6, moving up the VP of Social Justice to section 7 and other officers will move down one section.
- f. *Eboard Updates – (A. Rola)* The Board of Trustees met with approximately 70 students regarding access to mental health. Students say there are not enough counselors and culturally competent counselors, to serve 25,000 students. Students participated in a follow-up meeting and there were many first responders, faculty and staff who are helping these workers. Angela met with Dave Francis from the Employee Assistance Program (EAP) to develop sessions for “Self Care 101,” which will be followed by a whole series with varies topic focuses. Information and ideas about mental health should be directed to Mike White and Angela Rola, who are also seeking volunteers to assist in this work.
- g. *Area Issues (open forum)*
- h. *Grievance Report (UCPEA staff) – no update*
- i. *Labor History (R. Marcellino) –tabled*
- j. *Good & Welfare – (R Marcellino)* The Hustle app has been introduced to connect stewards with the membership. Volunteers are needed to send out messages through the platform.

VI. Old Business

- a. Steward Manual Status - no update
- b. Vacancy – (E. Sullivan) – no update

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

- Membership Meeting – March 10th Noon – SU Theatre
- Executive Board Meeting – March 13th 8:30 – 4:30 – SU 310
- Steward Training – March 16, 2020 SU 310
- Executive Board Meeting – March 24th Noon – SU 316

Reminders

- Professional Development applications are reviewed at the beginning of each month -\$1,000 awards – applications are due 45 days prior to event and must be submitted for reimbursement 60 days after the event

Childcare Deadlines

- Jan.- April (Due May 15)