

# UCPEA Stewards Meeting

April 8, 2020 WEDNESDAY | 12:00PM-1:00PM |



**ZOOM MEETING – attachment has login information**

## MINUTES

- I. Call to Order 12:05 p.m. and attendance was taken via the chat feature and by email to the UCPEA office.
- II. Additions to the Agenda-Evaluations
- III. Minutes from March 2020 approved with one abstention
- IV. New Business
  - a. COVID-19 – Update and Question & Answer Session (E. Sullivan)

UCPEA is speaking with the university regarding the impact of the pandemic weekly. The majority of members are working from home. The office is working on a questionnaire for members to ask about issues with working conditions and relevant issues. UCPEA is also determining who is telecommuting versus reporting to work. Members should directly ask supervisors to telecommute and UCPEA can help with those conversations. Do not make determinations on this decision independently.
  - b. Scholarship Deadline Extended-(E. Sullivan)

Applications should be submitted via email by April 17<sup>th</sup>. The deadline may be re-assessed and any changes will be communicated by email to members.
  - c. Evaluations

Performance evaluations are still going ahead as planned. Keeping this timeline is important for applicable payments to members. The form and job descriptions do not line up. Reps are asking which baseline is being worked from; the legacy or new description post-classification. Mike will follow-up with HR for clarification.
- V. *Standard Reporting*
  - a. *SEBAC Update (E. Sullivan) – Meetings* will resume once a week regarding the impact on members to public health. Many are considered level one workers and discussing access to PPE. They are planning for scheduling breaks and how to manage an ill workforce. The April meeting is cancelled and rescheduled for May, as a regular meeting and not specific to COVID-19. There is a delay with open enrollment until October 1<sup>st</sup>. Anthem will not be the sole provided until October 1<sup>st</sup> as this was originally planned for July 1<sup>st</sup>. United will be available until October 1 and members should have been contacted individually regarding this change.
  - b. *Classification (K. Fischer) –*

There aren't many updates at this time but a meeting is planned for Tuesday to resume conversations and members will be updated by email. The Wire has an announcement on longevity. There is an agreement for April that will follow the legacy salary band. The presence of COVID-19 has dramatically changed the project. Because there hasn't been an opportunity for further discussion, longevity will remain status quo. As for the October legacy payment and beyond, this will be shared with membership when available. UCPEA is still discussing with the university raises for employees above the salary band.
  - c. *Negotiations – (K. Fischer) -tabled*
  - d. *Budget Review (provided by R. Marcellino) -*

Marita is not on today's call but there is currently a surplus of \$7k.
  - e. *Committee Activity – CBL Final Proposed Amendments*

f. *Eboard Updates – tabled*

g. *Area Issues-(open forum)*

-It will be up to individual supervisors whether members can work on a holiday. If a member works, they will accrue HOL time.

-There is a question about whether supervisors are providing letters approving telecommuting for staff. This is inconsistent as well as requiring members to provide the synopsis of weekly work being completed via the Remote Work Activity Report form.

-Members need to code their time correctly as this is critical for determining who is working from home versus who is working on-site.

-The survey is ongoing and spreadsheets can continue to be sent to the UCPEA office from work done electronically.

-Mike is looking into the process for One-Time Performance Awards to determine if there is a form required. The Merit Award form doesn't seem to be correct either. Once determined, these will be added to the UCPEA website.

-Volunteers are needed at the AFT Business Convention on May 9<sup>th</sup>, from 8 a.m.- 2 p.m., and held virtually with details to follow. Up to 10 reps can attend.

h. *Grievance Report (L. Jenkelunas) -tabled*

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

j. *Good & Welfare – (R Marcellino)*

This is a difficult time and will get more challenging for the University financially. The Senate meeting will include a possible contingency plan for Fall 2020. It is estimated there is a \$100 billion loss for the University. State workers are beginning to be attacked and UCPEA will need to be strategic.

## VI. Old Business

a. Steward Manual Status - no update

b. Vacancy – (E. Sullivan) – no update

c. Vision Statement for the Union – (K. Fischer) – updates and discussion

The E-Board had planned to pull the information together to discuss at the board retreat. This conversation hasn't happened and is therefore still a work in progress. Additional feedback from reps is welcomed

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

- Membership Meeting – VIRTUAL MEETING
- *Steward Training – March 16, 2020 SU 310 Cancelled*
- Executive Board Meeting – April 7 – VIRTUAL MEETING

### 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)

Adjourned at 12:41 p.m.