

UCPEA Stewards Meeting

Minutes

May 6, 2020 WEDNESDAY | 12:00PM-1:00PM |

ZOOM MEETING



MINUTES

- I. Call to Order 12:05 p.m.
- II. No additions to the Agenda
- III. Minutes from April 2020 approved with one correction
- IV. New Business

- a. SEBAC Update (E. Sullivan)

Weekly meetings are scheduled to discuss the ongoing impact of the pandemic. There are approximately 14,000 state employees still physically reporting to work and there are concerns about the availability of PPE. The Lamont administration requested a meeting to explain the state's position about the financial impact of the pandemic. More information will be shared when updates are available. Members have had questions about the potential for furloughs. UCPEA is not aware of any updates at this time.

Reminder to nominate members for one-time performance awards.

Members who are interacting with students report they are protected as well as those working in patient care. Students are required to move out by the contracted date and some have obtained contracted extensions. Student communication is by email. A committee is being created to plan for protection when we are back on campus. Members have asked about responses to staff with concerns about returning to campus. Governor Lamont is putting together a committee for re-opening higher education and establishing criteria for re-opening plans. Questions about testing are still being raised and the actual number of staff who have continued working in the office versus remotely. CLAS has discussed starting research on May 20th and an update will be provided to the UCPEA office by Kathy Fisher. Faculty are being given the option not to return to campus to teach. We need to be aware that circumstances can change daily. We don't know if staff who are 65+ years of age are considered a vulnerable population at this time.

- b. Classification Update (K. Fisher)

UCPEA is still in conversations about the details of the classification project. There are weekly meetings with HR about COVID-19 and resolving the issues with the project. HR has not specified if they are writing new descriptions. The new timeline of July 3rd is for implementing rather than correcting mappings. Templates are not the same as the job specifications and specifications will need to be developed. There is also a broad job title as well as an internal job title. The advisors category needs to be looked at and those who are supervising students are being reconsidered due to HR not being on the same page with members.

- c. Evaluations (L. Jenkelunas)

UCPEA wants to work with staff who are getting needs of improvement and unsatisfactory ratings on their evaluations. Stewards should refer these members to the UCPEA office and all unsatisfactory

scores will be grieved. At this time UCPEA is aware of 4 unsatisfactory ratings and the average annual range is between 1 and 10 total. Stewards can help by funneling information to the office from members. UCPEA is working with members on evaluations and providing input on rebuttals, feedback on ratings, and asking for changes to be made.

d. HEP Requirements (R. Marcellino)

HEP has been suspended for this calendar year due to the pandemic.

e. Carry Over Vacation (E. Sullivan)

If a member has more than 60 days, the possibility of a carryover will need to be determined.

Compensatory time, expirations and professional development funds are all on the list of concerns that need to be addressed. The goal is to approach the University and negotiate changes so employees don't lose time as people are not travelling through no fault of their own. Working with the University will be planned strategically as we don't have a current timeline on remote work. Sick time doesn't expire, whereas compensatory and vacation time do. Holiday time expirations will be included in the conversation. Quarantine time may not be included in the sick bank.

V. *Standard Reporting*

a. *SEBAC Update (E. Sullivan) –*

SEBAC says Governor Lamont isn't making the same decisions for higher education institutions to close as K-12. He wants to give more latitude to leadership to determine re-entry with a committee. Generally approaches will be similar at higher education institutions. Members are successfully getting work done under a difficult time, this will help UCPEA to advocate for remote work options in the future. We don't know the University's plans to execute additional disinfecting on campus. We may see an uptick in ad hoc essential designations. The Facilities department is working on spacing employees for their return. There is concern from some departments on campus about requiring employees to return sooner than others. Stewards can help by funneling information to the office from members. Managers will need to prove why an employee is needed to work on campus versus remotely. Employees do not make this decision themselves and any concerns should be brought to UCPEA. There is leverage because telecommuting is allowing the University to keep going and if students aren't on campus, there doesn't seem to be sufficient reasoning for an employee to return.

b. *Negotiations – (K. Fischer)*

Negotiations have not yet started and there isn't an updated timeline although still planned to move forward.

c. *Budget Review (quarterly M. Decozio-Wiley) not present*

d. *Committee Activity – CBL Final Proposed Amendments*

e. *Eboard Updates – tabled*

f. *Area Issues- no updates*

g. *Grievance Report (UCPEA staff) – L. Jenkelunas -tabled*

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

i. *Good & Welfare – (R Marcellino)-no updates*

VI. *Old Business*

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

Reach out to members and let them know UCPEA is here working and obtaining answers to their questions. It is also important to reach out to non-paying new members as UCPEA is not currently able to attend orientations to connect.

b. *Steward Manual Status - no update*

c. *Vacancy – (E. Sullivan) –*

The first search failed and has been re-posted and the committee is in the process of scheduling interviews.

d. Vision Statement for the Union – (K. Fischer) –

This is not a current priority. We can begin to think differently about the statement as a result of the current circumstances and there will be more to come, including a draft for stewards to review.

Meeting adjourned at 12:53 p.m.