

UCPEA Stewards Meeting Minutes

June 3, 2020 WEDNESDAY | 12:00PM-1:00PM |

ZOOM MEETING – invitation has login information



Agenda

- I. Call to Order 12:06 p.m.
- II. Additions to the Agenda: New Member Outreach
- III. Approval of Minutes from May 2020
- IV. New Business: How to support our members of color (Valerie Jenkelunas & Donna Hardaway)

A statement has been submitted to the membership by the Social Justice Committee (SJC) regarding the killing of George Floyd and other people of color. The statement includes a call to action that everyone at the University should be valued and we need to speak up. We are all accountable for what we hear. There will be a link to gather the thoughts of the membership and suggested solutions. It is important at this time for members to be open to engaging in critical conversations about race.

Legislation is needed to ensure the killing of people of color does not continue. The African American Cultural Center is hosting a town hall for the University community. There are opportunities popping up for people who do not know where to start with their advocacy and allyship. SJC will put together a list and there will be a book club on White Fragility facilitated by Kathy Fischer.

This election people need to show-up and vote. Pete Morenus is meeting with AFT to interview political candidates. We need those who support the people. It is time to stand up with this power to make the world right.

- V. UConn Employee Exchange Program (Elizabeth Sullivan)
The employee sharing program was discussed during a meeting where a brief verbal overview was provided by HR. Supervisors will identify members not working at full percent to support a department in need. It is good for our members' job security to work to their full capacity. We want our members to be helpful but we want to implement structure and parameters for the program, including a date and time when we will check in on the status of this program. Other parameters that can impact working conditions need to be determined.

A follow-up meeting will be set-up to create a written agreement. AFT has been contacted regarding Article 31.5 of the contract, which could pose some problems in putting an agreement in writing. We want to be sure we aren't missing anything. This program could positively expand the same or similar language for laid off staff being recalled and placed in open positions. UCPEA has had trouble with the same versus similar job descriptions related to the recall process. This could firm up the definition for the future. The work will be bargaining unit work at the same level. The University has agreed that assignments under the employee sharing program are temporary.

- VI. *Standard Reporting*

- a. *SEBAC Update (M. White) – (E. Sullivan)*
SEBAC is meeting weekly regarding the impacts of COVID-19, with a focus on re-entry and protecting members. Announcements have been made about other higher education institutions, PPE and the lack of hazard pay for front line workers. The topic of concessions has not come up from the governor.
- b. *Classification – Reconsideration & Career Progression (K. Fischer)*
UCPEA is still working with HR on career progression and criteria for moving through competencies, as well as defining what this means. There is reconsideration material available for members on the HR website. Guidance will be provided to UCPEA on the process.
- c. *Negotiations – (K. Fischer) – No updates.*
- d. *Budget Review (quarterly M. Decozio-Wiley) No updates.*
- e. *Committee Activity – CBL Final Proposed Amendments (E. Sullivan)*
Ballots for amendments were emailed out on June 7. UCPEA is working on the 1st virtual certification process. Typically, UCPEA pays for a service that tracks voting and allows us to access a report that is viewed by the certification committee, who observes Elizabeth opening the report. There will be a new process now that this needs to be done virtually. Results for the election will be available the 3rd week of June.

New Member Outreach:

More than 50 new members have been on-boarded and individual emails have been drafted and area stewards copied. Stewards should reach out to these new members. The Membership Services committee decided to donate funds typically spent on a luncheon to Food Share.

- f. *Eboard Updates – tabled*
- g. *Area Issues (open forum)*

Layoff notices can always be issued as long as the contracted notification period is abided, which is based on service time. If a member moves to a new job at the University, the original hire date is used to determine the notice period. Members can be let go during their probation period. At this time there has not been talk of layoffs.

Members incurring expenses during remote work can go through a process for ordering supplies through the University and have them delivered to their home. Members should not incur expenses for their job. The COVID-19 accounting code is used for this purpose. Employees with questions about equipment purchases, such as furniture, should begin by discussing this need with their supervisor.

Internet costs, such as higher mps required than typical home use, should be submitted for reimbursement. Desks for physical conditions, as well as chairs, should be assessed, particularly if they fall under ADA. Employees with an ADA need can contact OIE for the accommodation. Grant rules will be different from University rules. Electricity, heat and other non-tangibles will need to be determined and Kathy Fischer will follow-up.

Stewards should connect members to the materials available on the HR website, which should provide clear access to forms. UCPEA will provide guidance and work with members individually, while being sensitive to the virtual layer that has been added. Members should contact classification@ucpea.org for assistance.

- h. *Grievance Report (UCPEA staff) – L. Jenkelunas -tabled*
- i. *Labor History (R. Marcellino) –tabled*
- j. *Good & Welfare – (R Marcellino) No updates.*

VII. Old Business

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

There have not been updates on a return to campus plan or a time frame. There are currently a variety of committees at the University tasked with aspects of the planning.

b. Steward Manual Status - No updates.

c. Vacancy – (E. Sullivan) – No updates

d. Vision Statement for the Union – (K. Fischer) – No updates.

e. Evaluations-No updates.

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

- Executive Board Meeting – ZOOM 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

- May-Aug. (Due Sept. 15)