

# UCPEA Stewards Meeting

July 15, 2020 WEDNESDAY | 12:00PM-1:00PM |

ZOOM MEETING – invitation has login information



## MINUTES

- I. Call to Order 12:04 p.m.
- II. Additions to the Agenda
- III. Minutes from June 2020 Approved
- IV. New Business
  - a. Survey Results-

Will be shared when protection can be implemented. UCPEA is considering a login for the website to protect members in good standing.
  - b. Training Topics and Scheduling – August

There will be a training for reps, including topics on being an online steward, tips for communicating with non-paying members, and supporting members who are reporting to work during the pandemic.
- V. *Standard Reporting*
  - a. *SEBAC Update (M. White) – update*

Normally medical and dental rates would adjust now but this will now change in October. The cycle will only be 9-months so it will look like 4%. Dental will go down because the state share will go up, depending upon individual plans.

Workers Comp related to COVID-19 should have a process to allow members to submit claims however, members will need to prove the virus was contracted at work. There have not been conversations about concessions for staff. Most conversation has centered around return to work criteria for the 150 state agencies. There is some good cooperation between agencies and the union, and some not as much. A memo will soon be available to share with the membership.
  - b. *Classification – Reconsideration & Career Progression (K. Fisher or E. Sullivan) – update*

The reconsideration period is open until August 31, 2020. UCPEA staff is able to provide feedback to members on their paperwork as requested. A guide is being created to provide information to members. UCPEA will meet with HR to track the timeline for all submissions.

A Career Progressions meeting about competencies is scheduled for next week. UCPEA received a dense document containing competencies, including complexity, to prepare for movement on Career Preparation. Related to Career Paths, there is confusion regarding salary increases. This was discussed before but confusion with our members who don't yet meet the minimum salary are of greatest concern. Our understanding needs to be clarified and HR needs to communicate with these members as well. UCPEA has requested a list of positions that have had status changes to Exempt and Non-Exempt. A grievance has been filed, although there has not been a hearing scheduled yet, for demoted members. The University could work through their own reconsideration process. By the end of the week, the reconsideration guide should go out to the membership. The final day to submit for reconsideration is August 31, 2020.

Employees who are over the maximum salary for their level will now receive performance-based compensation and performance-based compensation awards as lump sum payments. UCPEA hasn't received communication from the university regarding President White's letter regarding the University's ask for concessions. We still believe the University can solve the deficit without the help of our union. We need to make it to Thanksgiving on campus or we won't have a spring semester. This is why we don't know how much the University will lose in total yet. This doesn't mean we won't need to have a conversation the University in the future about concessions. The University's timeline didn't allow us to go through the process of making concessions.

Classification will be in the Career Path system. The University can't institute furloughs unilaterally like they did for management. Members still have a say and can provide input. More than one member report being provided with more than one job description. Elizabeth Sullivan will follow-up on this issue.

- c. *Negotiations – (K. Fischer) –tabled*
- d. *Budget Review (quarterly M. Decozio-Wiley)-tabled*
- e. *Committee Activity – CBL Approved Amendments*
- f. *Eboard Updates – tabled*
- g. *Area Issues (open forum)-None*
- h. *Grievance Report (UCPEA staff) – L. Jenkelunas -tabled*
- i. *Labor History (R. Marcellino) –tabled*
- j. *Good & Welfare – (R Marcellino)*

Two of our members lost an immediate family member due to COVID-19. Elizabeth Sullivan reports we typically send a sympathy card. Mike says sometimes there are things we can provide assistance with such as securing pensions or tuition waivers for more complex cases.

## VI. Old Business

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

Mike White expects a decision about the testing of forward-facing employees. If you aren't forward facing, employees are requested to work remotely. The University is still determining the number of students who will be on campus and the impact to revenue. Students will receive tests, then dorm keys, and quarantine for 2 weeks on campus. Students will be flagged if they have not been tested. Faculty have some challenges determining the cleaning of classrooms. There is a final plan for contract tracing. There are illnesses that require no-mask wearing. There will be a lot more work from Residential Life staff after 5 p.m. to ensure masks are worn. CSD, Community Standards, Dining, Residential Life, Financial Aid and the Bursars will be part of the process working with students to stress mask wearing. Student Health and Wellness will work with any students with symptoms. Quarantine encourages students to stick to their rooms and family units. Students will pick-up food and bring it back to their rooms. A plan for testing faculty and staff will be provided this week. This will need to take place outside and it is uncertain how it will be determined who will need to be tested at this time. The definition of "student facing" is still being determined.

There will be accommodations that employees need to apply for if they do not feel comfortable coming to campus. The new Provost understands that the comfort level for each individual will vary. There are psychological impacts to individuals and the CARES Act will be available. There are additional avenues, such as reducing work weeks, including for those whose school districts do not open. In the Vice Provost position, faculty and staff affairs will be handled with the unions. This position is new so it is still being determined how we will work together. This may be an opportunity to bridge UCPEA together with AAUP.

- b. Steward Manual Status - no update

- c. Vacancy – (E. Sullivan) – update
- d. Vision Statement for the Union – (K. Fischer) – updates and discussion
- e. Professional Development

Awards will increase to \$2000 for members for AY 2020-21 since there will not be travel. There was a 45 day requirement for submitting requests and a discussion about reducing this is upcoming. Email Angela Rola for information on the process at this time. She will also work with HR.

**Meeting Adjourned 12:52 p.m.**