

UCPEA Stewards Meeting

August 19, 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: Layoffs

Layoffs qualify for unemployment, even if voluntary. There are currently no conversations about layoffs although the University may approach UCPEA about this in the future. Members have security through June 30, 2020 and members could be “noticed” sooner, including a vulnerable group. There is current language in the contract for a pay out if the University has a “compelling business reason.” This language provides flexibility for the University for safety and security reasons. The University could test this definition. In the past there has been an approach to ask for volunteers who had planned to retire or vacate their positions. There likely wouldn’t be incentives as this costs more for the University.
- III. Approved Minutes from June 2020
- IV. New Business
 - a. Survey Results-*tabled*
 - b. Training Topics and Scheduling – August

Steward training is required for October 21st following the regular monthly meeting (12-1 p.m.) from 2-3 p.m. Topics will include basic terminology, diversity, being an online steward, and any suggested topics from the group sent to Rosemary.
- V. *Standard Reporting*
 - a. *SEBAC Update (M. White) – update*
 - b. *Classification – Reconsideration & Career Progression (K. Fisher or E. Sullivan) – update*

No significant updates. Conversations still underway to define career progression. The office staff is still working with members on their submissions. Reps should remind members about the August 31st deadline. The next scheduled meeting with the University will be September 8th. Elizabeth has a scheduled meeting to discuss the changes to templates since January. There is a concern about the leveling guide not matching with the template. An example is the education requirement is not consistent for all documents.

We are not aware of any decisions on re-class yet and HR has 10 weeks to complete the process from July 1st. We don’t know how many submissions there have been unless the member copied the UCPEA office. The UCPEA has requested a tally from HR to keep track.
 - c. *Negotiations – (K. Fischer) -*

Negotiations will be complicated by the current circumstances but are expected to take place around late fall and into the holiday season. Members will receive communication when negotiations begin.
 - d. *Budget Review (quarterly M. Decozio-Wiley) tabled*

e. *Committee Activity – CBL Approved Amendments*

COPE (Committee on Political Education) - (P. Morenus)

The committee's mission is to look out for the best interest of members in the political realm. There is a rainy day fund to help universities. We can't spend the regular budget against this as it can only be used for political needs. This includes action committees, not individual candidates, and "get out the vote" efforts.

AFL CIO Convention Delegates are requested. AFT LPAK has been interviewing candidates for state office positions. Mae Flexer, candidate for state senate, needs help qualifying financially. Please donate if you can.

f. *Eboard Updates –*

UCPEA participated in interviews and feedback in the Vice Provost for Faculty and Staff Affairs and Development and next week will participate and provide feedback for Vice Provost for Undergraduate Studies position.

Sick Bank Committee: Valerie Keifer has been appointed chair and we are searching for an additional committee member (preferably from the medical field)

E-Board Fall Meeting Schedule: every other Thursday

E-Board Planning Sessions: E-Board met virtually for a July planning session

E-Board will be planning a fall session to be completed by the end of the fall semester

g. *Area Issues (open forum)*

Members are confused about the link of job specifications to classification and career progression milestones. Job specification should fall under the umbrella of the templates and the career progression needs to have a logical connection to the job specifications. Members will know what to do to progress through the levels. The UCPEA office can send information to stewards to connect with areas and field questions. A list of representatives is needed for the Career Paths project to provide feedback about their job families for career progression.

Concerns with the re-class of advisors is currently being reviewed and is in the reconsideration process.

h. *Grievance Report (UCPEA staff) – L. Jenkelunas*

One case was voted to go to arbitration and it will be the first conducted in the virtual format. Some Step II grievances have the potential to move to arbitration, both contractual and non-contractual grievances. Step I goes through the member's immediate supervisor, Step II to a Vice President or Provost, and Arbitration is a more formal process that provides an outside judgement. Several members have been demoted by classification and HR has been notified it could be resolved through reconsideration rather than a grievance.

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

j. *Good & Welfare – (R Marcellino)*

VI. Old Business

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

Students are back on campus and information about positive tests and additional cleaning has been provided. If, as an employee, information is received about positive cases, be mindful that sharing this information outside of your official capacity could result in an investigation. This information should be shared with all areas. Disciplinary action due to policy violations can take place.

b. Steward Manual Status - no update

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

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

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

- Executive Board Workshop – July 16, 2020 ZOOM MEETING

Reminders

- Professional Development is approved for \$2,000 per member and can be used for virtual activities. Timing is flexible and members should write to Angela Rola with any questions.

Childcare Deadlines

- May-Aug. (Due Sept. 15)

Meeting adjourned at 1:04 p.m.