

UCPEA Stewards Meeting

FEBRUARY 3, 2021 WEDNESDAY | 12:00PM-1:00PM |



Minutes

- I. **Call to Order 12:04 p.m.**
- II. **Additions to the Agenda: Negotiations Committee Membership Survey**
- III. **Approved Minutes from December 2021, October 2020 and November 2020**
- IV. **New Business**
 - a. **Negotiations Committee Membership Survey** (K. Fischer)

Members questioned why there were so many demographic questions in the survey. K. Fischer explained that the committee felt strongly that the University doesn't collect data about the membership and we wanted this comprehensive information to let the University know who we are, so marginalized groups aren't left out. The demographic responses aren't required but an important opportunity to gain information on the diversity within the group. Requests will be taken from any groups that may have inadvertently been left out. J. Morenus asked why "Asians" were considered one single category and A. Rola also voiced concerns with this categorization.
 - b. **COVID Relief** - (J. Morenus) – update

The membership was surveyed about professional development interests and what to do with funds typically used for the holiday party. Some members have been significantly impacted by the pandemic in relationship to their housing and childcare for example, and an ad hoc committee has been formed to provide funds. The committee membership includes: J. Morenus, Donna Hardaway, Maritz Decozio-Wiley, Sheila Patchen, Anita Sundara, and Katie Parent. The committee has met twice to develop criteria to approve members for funding from \$200-\$500 on a sliding scale, based on their salary band, for those who make up to \$100,000. AAUP has implemented a similar program, which was used to help develop ours.
 - c. **Future Meetings** – Feb 3, March 3, April 7, May 5 - at noon (all will be virtual meetings)
 - d. **Member only section of the website** (E. Sullivan)

Testing is being completed on the login portal to the new password protected website for members that allows self-registration. There is no information available yet once logged in, but the goal will be to use the site for updates on negotiations and other pertinent information. A formal announcement by email or within the Wire will be made as soon as the site is 100% ready.
- V. **Standard Reporting**
 - a. **SEBAC Update** (M. White) –No updates
 - b. **Classification** – *Reconsideration & Career Progression* (K. Fischer or E. Sullivan) – update

The second reconsideration closed in mid-January and 25 requests were received by HR. UCPEA met with the University for a timeline on decisions and this should be confirmed as March 5th. This timeline is shorter due to fewer requests than the first reconsideration period. A Career Progression focus group has been built by HR consisting of UCPEA members, mostly from the Hiring and Advancement Practices Committee. The University will review what criteria has been created so far, the group will review and provide feedback. The meetings are anticipated in February.

- c. **Negotiations** – (K. Fischer) -Ground rules update & introduce Negotiating Committee
Ground rules meetings are two weeks in and the largest challenge has been the University not being on board with all members being allowed to observe, as stated in the Constitution. There is limited time for employees to participate and there will be limitations related to the Zoom platform taken into consideration as well. The committee is taking a hard line about transparency and committed to this part of the process. Status updates will be provided by the committee when available.
- d. **Budget Review** (quarterly M. Decozio-Wiley) – Audit
- e. **Committee Activity** – Constitution and Bylaws Committee (L. Boritz/D. Babcock)
The committee is tasked with reviewing edits from members as well as proposed amendments, then bringing the information to the membership any changes to either document. Last year the constitution was updated to add a steward as an alternative to run the reps meeting in absence of the Chief Union Rep. Members can contact Lisa Boritz or Donald Babcock by email with proposed edits or amendment changes. The committee is currently seeking members and deadlines for proposals will be included in the upcoming Wire. Additionally, there will be a call for Eboard and Steward nominations.
- f. **Eboard Updates** – (R. Marcellino/E. Sullivan) Nominating Committee Established – Elections
The nominating committee requests those interested in running for Eboard to reach out to Rosemary Marcellino or Jason Escalera. Nominations can also be submitted to the UCPEA office email.
- g. **Area Issues** (open forum)
C. Clark brought up concerns about asking demographic questions, specifically those about gender and sexuality, in the membership survey sent by the Negotiations Committee. A member was also concerned about the confidentiality of the responses. Putting questions at the end of the survey was mentioned as being helpful in the future. Reviewing the context for why the questions are being asked may also resolve these concerns. R. Ward spoke to the current survey maintaining confidentiality. The biggest concerns with the survey questions were those about race, gender and sexuality. M. Pereira-Lopes says there was a preamble for the survey responding to the reason for gathering the information. The intention was to be transparent and responses are voluntary.
- h. **Arbitration Report** (UCPEA staff) – L. Jenkelunas
The process is taking longer because of the pandemic and scheduling. There is a March 4th arbitration and another scheduled for the end of April regarding a new termination that was filed.
- i. **Labor History** (R. Marcellino) –tabled
- j. **Good & Welfare** – (R Marcellino)-no updates

VI. Old Business

- a. **COVID-19** – Update and Question & Answer Session
There are questions from members about plans for reintroducing employees to campus and nothing has been determined at this time. Conversations are on hold based on the vaccine progress. The University would need to bargain with UCPEA to make the vaccine mandatory.
- b. **Vision Statement for the Union** – (K. Fischer) tabled |

Meeting adjourned 1:00 p.m.

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

Reminders

- Professional Development applications are reviewed at the beginning of each month - \$2,000 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 1st)