

UCPEA Stewards Meeting

MARCH 10, 2021 WEDNESDAY | 12:00PM-1:00PM |



Minutes

I. Call to Order 12:02 p.m.

II. Additions to the Agenda:

Child Lab Layoffs
Negotiations
COVID-19 Relief Aid

III. Approval of Minutes from February 2021 will be delayed until the April stewards meeting.

IV. New Business

a. Call for Nominations Timeline (J. Escalara/R. Marcellino)

Nominations close on March 18th and candidate statements will be due March 22nd. The candidate forum will be held March 24 and the vote opens April 1st. Stewards will begin their term May 6 and the Eboard will take office July 1st.

b. Constitution & Bylaws Committee (L. Boritz/D. Babcock)

The committee works to keep governing documents current. There was a call for amendments to the Constitution and Bylaws in the December 2020 and February 2021 Union Wires. The process is two-part: amendments from the membership come to the committee, who develops language and then is voted on by ballot. If the committee doesn't vote to move forward, a member can petition to have the amendment added to the ballot. This cycle, the committee is proposing clarification in the constitution on the process. This will not change the process but provide clarity to the reader in language. Second, the committee would like to change six places in the Constitution and Bylaws where gendered pronouns (or binary gendered pronouns) are used and replace these with non-gendered language. Lastly, the committee is looking at the creation of a process for Eboard to fill leave of absence vacancies if a member in the role is suspended, resigning or taking a temporary leave.

A. McKeon mentioned members have asked for information about the proposed amendments in advance of the actual vote. Amendment proposals must be available on the UCPEA website ten days prior to the vote. It would be helpful to have additional communication to the membership with this information.

c. Scholarships available for UCPEA members' dependents (R. Marcellino)

The deadline for scholarship applications is March 26 by 4:30 p.m. and awardees will be notified in May 2021. The awards include the Austin Leadership Scholarship for leadership in communication and the Sandy Schulte Scholarship for high school seniors attending college full time for the coming academic year.

d. Unionist of the year (R. Marcellino)

Nominations are open and can be emailed to R. Marcellino or the UCPEA office with the name of the member and a short paragraph stating their contributions to the union.

e. **Care Compass replaces Smart Shopper** (R. Marcellino)

This program replaces the Smart Shopper program. A rebate is provided when a doctor or test is selected from this specific list. Information can be found at carecompass.ct.gov

f. **Child Lab Layoffs** (L. Jenkelunas/ K. Clark/M. Legassey)

Twelve UCPEA members have been noticed that their jobs will end in one year and the UConn Child Labs will close. We need to use our voices to communicate the work they do, including modeling the care of children birth to age five for students who want to work with this population. The Child Labs provide childcare for about 70 children and is convenient for UConn staff and faculty on the Storrs campus. The labs have been open for long enough to have served children who are currently UConn undergraduates and the majority of the staff have been employed more than ten years. Without the Child Labs, the field of Early Childhood Education as a whole will be impacted. The labs have a three-fold mission to focus on training college students for the field and this is critical to the workforce for parents. Second, the labs provide a research space for investigators from Speech, Language and Hearing Sciences, Psychology, and even Physical Therapy. Third, providing quality early care, as evidenced by members of the local community who have written in to keep the labs open. There has been no offer to rescind the layoff notices from management. A Union Wire article will go out but reps need to share these circumstances with their members in other ways.

V. *Standard Reporting*

a. **SEBAC Update** (M. White) – No updates

b. **Classification** – Reconsideration & Career Progression (K. Fisher or E. Sullivan) – update

The HR form needs to be completed for reclassification and will be available online. The legacy form will still be used for those already submitted.

c. **Negotiations** – (K. Fischer & E. Sullivan) –update

The team has secured 18 observer seats for each meeting, a groundbreaking development for the process. Assistance from stewards is needed getting members to participate in negotiation meetings. Members must request time off for participation three days in advance, complete an acknowledgment form once for the negotiation cycle, and obtain a signature from the first supervisor outside of the bargaining unit. A supervisor's approval is required to obtain time off for this purpose as participation cannot be done using work time. Members do not need to provide details regarding the request for time off.

Ground rules have been agreed upon with the University and transparency expected with the inclusion of observers. Observers are required to agree to terms of confidentiality or harm can be done to the process. The team cannot share proposal documents but can reference articles. Observers cannot speak to the press or anyone outside the committee. If there are more than 18 observers for a particular meeting admission to the meeting will be on a first come first serve basis.

Larger conversations about priorities as well as updates, will be provided regularly to members. Debrief meetings will be scheduled with broad updates rather than detailed accounts. Caucus is provided for the committee, but observers may not be able to participate due to limited time for committee work to be done.

d. **Budget Review** (quarterly M. Decozio-Wiley) – tabled

- e. **Committee Activity – Executive Board (report on meetings with UConn Officials) – M. White**
The Eboard has met with new University leaders, including the Provost and the Vice President of Diversity and Equity, to discuss what our members do for the University.
- f. **COVID 19 Relieve Fund** - Jen Morenus reports the COVID 19 Relief Fund’s ad hoc committee drafted a procedure for administering funds to members in need. There were 49 members who applied and \$15,000 was disbursed to date. There was some concern voiced that the salary cap should not be in effect due to member circumstances. There were some members excluded as a result of this stipulation.
- g. **Eboard Updates –CT AFT Convention Nominees**
The following individuals will be approved to participate in the CT AFT Convention: Marita Decozio-Wiley, Jason Escalera, Mike White, Pete Morenus, Rosemary Marcellino, Donna Hardaway, Don Babcock, Kelly Ann Schneider, Nisha Hardnett and Fiona de Merell. The Convention will take place May 5th from 9 a.m.-12 p.m.
- h. **Area Issues (open forum)-no updates**
- i. **Arbitration Report (UCPEA staff) – L. Jenkelunas**
Last Thursday a settlement agreement was reached with the University. The next arbitration is scheduled for April 29.
- j. **Labor History (R. Marcellino) –tabled**

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

VII. Old Business

- a. COVID-19 – Update and Question & Answer Session –No updates
- b. Vision Statement for the Union – (K. Fischer) tabled

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 7 days prior to event and must be submitted for reimbursement 60 days after the event

Childcare Deadlines

- Jan-April (Due May 1st)

Meeting adjourned 1:02 p.m.