

UCPEA Stewards Meeting

APRIL 7, 2021 WEDNESDAY | 12:00PM-1:00PM |



Minutes

- I. Call to Order 12:02 p.m.
- II. No additions to the agenda
- III. Minutes approved from February and March 2021
- IV. New Business
 - a. **Election Update & Candidate Forum** (J. Escalara/R. Marcellino)

There were over 100 members logged into the candidate forum and so far, 487 members have voted. A reminder will be sent by email this week and next about elections. Stewards should encourage members to vote before the 4/15 deadline at 4:30 p.m. The election will be certified 4/20 by Zoom by the Balloting Committee. Results will be announced on the UCPEA website. There were no contested steward positions, which is why they were not included on the ballot.
 - b. **Balloting Committee formed (R. Marcellino)**

The balloting committee was formed and is composed of the following members: Cinnamon Adams, Nana Amos, Steve Grigoreas, Amy Courchesne.
 - c. **Constitution & Bylaws Committee** (L. Boritz/D. Babcock)

There were 22 ideas submitted for updates and modifications. The committee voted to work on 12 of these and 10 were tabled for further development in the next cycle. One of these ideas included an amendment clarifying the process for proposing updates, which is for readability purposes (the process itself will not change). Gender specific and binary pronouns have been replaced in the Constitution and Bylaws documents. A proposal about when committee meeting minutes are required and the deadline for submitting has been added. Re-titling the *First VP for Collective Bargaining* to the *First VP* has been proposed, clarifying that this position will be responsible for chairing the Grievance Team. An amendment has been proposed allowing the Executive Director (ED) to assign a designee to serve on a grievance team and carry out the E.D.'s responsibilities. It has also been proposed that a member cannot run for, or hold, two offices at the same time. All amendments will be posted in May, voted on in June and implemented July 1st.
 - d. **Unionist of the year** (R. Marcellino)

Nominations are currently being accepted and can be submitted to Mike White with a short paragraph stating the reason for the member's nomination.
 - e. **Annual Meeting (Virtual)** – (R. Marcellino)

The meeting will be held virtually on May 20th at noon and an invitation will be sent to the membership by email.
 - f. **Field Rep Position** – Status (E. Sullivan)

Applications for the position have been received and it has been posted on Union Jobs and remain

advertised until mid-April. Once the posting closes, the committee will review applications to determine the number of interviews. N. Hardnett requested the position description to share with networks.

V. *Standard Reporting*

a. **SEBAC Update** (M. White) – update

The Boston consulting group hired by the state, reported about the 2022 retirements and an executive summary is now available. UConn was not specifically mentioned in the report. Rosemary will follow-up with a link to the summary.

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

No updates but the grievance on demotion based on the reclassification process is proceeding. Anyone who feels they have been demoted in this circumstance can contact Lindsay to be added to the grievance.

c. **Negotiations** – (K. Fischer) –update

The state's Vocational Teachers have reached an impasse with their contract negotiation, which doesn't bode well for our process. The contract may not be ready by July and would mean keeping the existing contract in place. If a raise is negotiated in the future contract, members would be back paid for the increase. UCPEA is hearing that the state wants staff to take zero percent raises for the next four years, which is not acceptable to UCPEA. Please encourage members to observe negotiations.

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

e. **Committee Activity** – Executive Board– M. White

The E-board met with Michael Bradford, Vice Provost for Faculty, Staff and Student Development, to introduce the union and UCPEA's priorities.

The COVID-19 Relief fund has provided relief to 74 members and has gone over the \$25,000 budget initially approved. An additional \$5,000 has been approved for the fund by the E-board. The board has decided to maintain the fund, changing the name to the Hardship Fund. Reps are encouraged to remind members these funds are available. Ten members have received \$200 awards, 32 received \$300, and 32 received \$400.

f. **Eboard Updates** –CT AFT Convention – May 1, 2021

Convention attendees will receive details soon. The Provost announced 94% of classes will be live in the fall, including synchronous virtual offerings. There are concerns from members about buildings without proper HVAC systems, as well as small classroom spaces accommodating employees and students. Janice Bridge says they have been provided with sanitizer in the classroom and requests have been fulfilled promptly. D. Babcock mentioned the law school has a wait list for acceptances as it has not been determined how many students can be on campus in classrooms. Students will need to register prior to confirming numbers. Legislative sessions will be held for AFT unions in the upcoming months. Stewards and members are reminded that legislative sessions can be joined remotely, and legislators need to talk to unions, allowing us to build relationships with those elected to vote on our contract.

g. **Area Issues** (open forum)

A question was brought up about the practice of including a salary range in a job description and a proposed future practice at UConn. A circumstance was brought up as an example where an HR liaison is

resisting including this information and there are specific concerns about BIPOC candidates and general equality for the hiring process.

Concern was brought up about the reclassification process and wondering about the differences in results for parents versus employees who are not parents. The impression is that non-parents were reclassified higher than employees who are parents. There is also concern about how race and ethnicity factored into the reclass. Reconsiderations are requested to provide data as well.

Layoff notices for the Child Labs have been rescinded. UCPEA received support around campus and from the local community. The Dean has requested a five year plan from the Child Labs.

Layoff protection would continue if it came from SEBAC but if based on the UCPEA contract, it would not.

*h. **Arbitration Report** (UCPEA staff) – (L. Jenkelunas) tabled*

*i. **Labor History** (R. Marcellino) –now on Facebook page*

VI. **Good & Welfare** – (R Marcellino)

VII. Old Business

- a. COVID-19 – Update and Question & Answer Session
- 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 15th)

Meeting adjourned 1:03 p.m.