

UCPEA Stewards Meeting

June 2, 2021 WEDNESDAY | 12:00PM-1:00PM |

ZOOM MEETING – invitation has login information, registration required



Minutes

- I. Call to Order 12:06 p.m.
- II. No additions to the agenda
- III. Approval of Minutes from May 5, 2021- tabled to July meeting
- IV. New Business
 - a. Chief Union Steward Election (*M. White*)

There were 5 nominees: Rosemary Marcellino (accepts), Rhonda Ward (not present, cannot accept or decline), Chris Dahl (declines-joined late), Liza Boritz (declines), Micah Heumann (not present). There were no new nominations from the floor. There was no vote as Rosemary Marcellino ran unopposed and S. Hanlon made a motion to approve the nomination, seconded by K. Lachut. No stewards opposed.
 - b. Constitution & Bylaws Committee (*L. Boritz, D. Babcock*)

The ballot will go out to the membership on June 7th and will be open for 10 days. The election will be certified one week following the close of the ballot, taking effect on July 1, 2021. The committee will resume work after the new board is in place.
 - c. Field Rep Position – status (*E. Sullivan*)

UCPEA previously had 2 additional Field Representative positions and they have been vacant for 1 and 2 years respectively. A first round of candidate interviews is currently underway with three prospective candidates. The job description has been sent to the stewards for distribution to their networks.
 - d. Boards & Committee Nominations
Committees are still seeking members and a list was sent to stewards early today by email.
 - e. New Steward Training- mini sessions in June
The sessions are open to new and veteran stewards and will include a variety of topics.
 - f. Annual Report – on website
The report is now available on the website and includes the budget. Stewards should reach out with any questions.
- V. Reporting
 - a. SEBAC Update (*M. White, K. Fischer*) – update
Two topics have been proposed to legislation for a vote and the state continues to gut language and push out timelines. No contracts have been submitted for approval. They are working on extensions until agreements are reached. Vocational teachers are attempting negotiations rather than going to arbitration. Management has proposed teachers work 4% more without a pay increase. Layoff protection and wage increases would not be extended. UCPEA would try to preserve professional development funds with the University during the extension period. We are not being treated any

different than other unions throughout the state.

b. Classification – Reconsideration & Career Progression (L. Jenkelunas) – update

There has not been a grievance filed regarding demotions during the transition to career paths. Labor Relations tried to dispute UCPEA's ability to grieve the issue. Lindsay, Kathie and Mike met with them to provide specific examples, which showed the impact and the plans to move to the grievance process.

c. Negotiations – (E. Sullivan) –update

The University has taken a 2 week break from negotiating and the next session will be held June 9, 2021. The proposed contract extension has not been finalized but is anticipated in the next couple days. A question was asked about longevity pay being continued. The ground rules dictate that details cannot be shared outside of the negotiating sessions but the topic has been discussed.

d. Budget Review (M. White, D. Paquette, M. DeCozio-Wiley not present) – annual report and audit on website

The finance committee worked with the investment portfolio, accounts with different banks, and FDIC insurance, to create an investment plan. The returns on investments, even short-term, have exceeded what UCPEA previously had. Marita's leadership with money management has put UCPEA in a great position. This has allowed us to re-secure the rent agreement for the next few years and add another Field Reposition.

A question was asked about whether UCPEA expects a large number of retirements this year. There is potential but if the member is in an ARP plan, there isn't a sense of urgency. Members with a SERS plan will be impacted with pensionable earning, COLA and the cost of insurance changing. There is currently a 3% required contribution for insurance and this will move to a 5% due to inflation. About 19% of the membership will be retirement age eligible, but then this would be divided by those in the ARP and SERS plans. There maybe 200-300 retirements within UCPEA and there would be about 20% statewide. There will likely be cluster hiring for particular jobs, using one search for multiple positions. The University is doubling research and we have expressed concern in this area. We would need to hire new staff, in addition to faculty, to provide the proper support for the new faculty hires. Grant preparation, documentation for tenure and other work will be needed. UCPEA, AAUP and the University have been in discussion and workload questions had already existed. Some areas are under staffed, with members working more than 35 hours/week. We need to continue to discuss this and the negotiating team is aware of these concerns. A question was asked about what we can do since we cannot strike per the contract. UCPEA can put together a grievance team that can work on engagement. We don't currently show-up in this capacity as a membership. We don't agree with the University's definition of "extraordinary," which needs to be agreed upon to be applied. This response is in the works with an email announcement to follow.

e. Eboard Updates –New Board Workshop is being scheduled for July 21, 2021

f. Area Issues (open forum) – Back to Work Status- No updates

g. Arbitration Report (UCPEA staff) – L. Jenkelunas- No updates

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

VII. Old Business

a. COVID-19-No updates

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

- May-August (Due Sept 15th)

Meeting adjourned 1:03 p.m.