

UCPEA Stewards Meeting

August 4, 2021, WEDNESDAY | 12:00PM-1:00PM |



Minutes

- I. Call to Order 12:01 p.m.
- II. Additions to the Agenda-none
- III. Minutes approved for May and June 2021
- IV. **New Business**
 - a. **Field Rep Position** – Status (L. Jenkelunas)
The position has been filled by Jordan McMillan, the outgoing president of the graduate school union. She can be reached at jmcmillan@ucpea.org
 - b. **Internship Position** – Status (L. Jenkelunas)
UCPEA will have a graduate intern, Sarah Gideon, from the School of Social work beginning this fall semester for 10 hours per week.
 - c. **Boards & Committee nominations** – (R. Marcellino)
Stewards are asked to reach out to the membership to encourage participation in committees. The information is available on the UCPEA website. Questions can be forwarded to Rosemary or the UCPEA office.
 - d. **Telecommuting Guidance** – (L. Jenkelunas)
An agreement was reached with SEBAC with those who bargain directly with the state (not UCPEA or AAUP). There have been questions from UCPEA members who are immunocompromised and those with have childcare needs, including one with a documented medical diagnosis. Members should seek ADA accommodations whenever possible as this is the most direct and most receptive route to have telecommuting approved via HR. It is trickier when the concern is for a family member of the employee, rather than the employee themselves. The contract allows us to grieve flex schedules but not telecommuting. Members are also encouraged to go directly to HR administration with requests to hold them to their word regarding “dealing with situations with compassion.” One UCPEA member reached out to Chris Delello with such a request. Reps can help facilitate these conversations for members. The E-board will have larger conversations regarding the evolving Delta variant situation.

Divisions within the University have created their own policies regarding telecommuting. UCPEA requests feedback from members regarding what policies their divisions have communicated to employees. One department sent out a survey, which was not anonymous, asking employees for feedback on telecommuting preferences. Some members have concerns with the line in the telecommuting contract that reserves the right to see the workspace of the employee. UCPEA was not provided the opportunity to review the contract and the language was created pre-pandemic. The sole authority who can grant telecommuting requests are the Provost, VPs or supervisor. We can engage in conversation with the University about this agreement, as we continue to navigate the pandemic.

e. **Compensatory Time Update** – (L. Jenkelunas)

UCPEA is not in agreement with the University's definition that comp time would not be provided until an employee has worked more than 40 hours in a week. A labor board charge has been filed about this issue, as the University unilaterally implemented a new definition without negotiating. UCPEA met with the labor board a week and a half ago and needs to show examples of the past practices of issuing comp time before 40 hours, and language that describes not being able to accrue comp time if leave time was used in the same week. This would include use of sick, vacation and personal time. Reps are asked to forward these examples from the membership to UCPEA. A contract grievance was filed on August 13, stating that the contract was violated with the comp time and work schedule issues, creating a 40 hour threshold. Members have already been contacted to participate in the grievance.

f. **Steward Training October 20th from 12 to 3** – (R. Marcellino)

Additional steward training has been postponed until Spring 2022.

g. **Demotion Grievance – Update** – (L. Jenkelunas)

The implementation of demotion for 115 members was scheduled to be grieved as a step one and the University pulled back. UCPEA provided 50-60 testimonials related to demotion and planned to include all 115 members in the hearing. The University now says they can't include 100+ members on the current platform for a hearing. Legal was consulted and UCPEA has a right to bring the members so a survey is needed to determine how many members plan to attend so we can fight for inclusion.

h. **Future of Work Committee Report** – Status (L. Jenkelunas)

No updates.

V. *Reporting*

a. **SEBAC Update** (K. Fischer) – update

The larger agreement is being used to move our negotiation further. Vaccines will be mandated with an opt out that includes mandatory testing. This agreement already exists with some state employees.

b. **Classification – Reconsideration & Career Progression** (K. Fisher/C. Dahl) – update

We don't know if this will be funded and the steps to create progression are getting more complicated. UCPEA is looking at a system for managers, and a survey for members to share thoughts on solutions. An article will be posted in the Wire notifying the membership of the survey. This money was promised years ago and if there isn't money, how can we use other money available to compensate the membership. One steward suggested the use of professional development funds that were cut but the amount needed far exceeds this line item. The University needs to find the funds for this system.

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

The University cancelled meetings and there hasn't been progress as a result. Communication has restarted about scheduling. The committee wants to schedule regular meetings after the membership has transitioned back to campus.

d. **Budget Review** (quarterly D. Paquette) – forming committee

There hasn't been a committee meeting yet but all previous members want to continue. There are currently two openings for new members. There is a big change in the budget with the addition of the new field rep and a graduate intern. UCPEA is still operating in the black. The committee will begin

working on next year's budget by winter 2021. The committee seeks members who are from a mix of backgrounds, interests and experiences. The main duty is to prepare the budget for the E-board but typically the time commitment is once per month.

e. **Eboard Updates** –*New Board Workshop held July 21st Outcomes (K. Fischer)*

On 7/21, all new members of the E-board signed confidentiality statements and discussed goals and committees with the complete E-board. The board will meet once a week and the larger membership is encouraged to attend meetings to be held in the Women's Center conference room from 12-1 p.m. on September 9, 2021.

f. **Area Issues (open forum) – Parking**

Parking is now using license plate recognition instead of physical parking passes. Members have questions about lots being opened in time for the start of the fall semester return. It was noted that Area 3 (by the Hockey rink) is not currently available for parking. The shuttle bus will be running and Rosemary will send updates. It was also noted that parking prices have increased.

g. **Arbitration Report (UCPEA staff) – L. Jenkelunas**

UCPEA won an arbitration about an unsatisfactory evaluation resulting in back pay for a raise the member didn't receive. The University was unsuccessful in proving the employee deserved the unsatisfactory performance rating.

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

The COVID-19 Relief Aid Fund will now be the Membership Hardship Aid Fund. J. Morenus will not return as chair of the ad hoc committee. A new chair will need to be determined as well as how the fund will be managed. The fund will be temporarily suspended while the logistics are planned.

The contract extension means there will be a reduced pool for the professional development fund. The limit will be \$500 for the coming fiscal year, and up to \$300 can be used for membership in professional organizations. The committee is reviewing and approving requests twice a month and requests submissions at least two weeks in advance. A steward asked if there is an additional value for stewards in the form of professional development funds. All funds are the same for the membership.

VII. **Old Business**

- a. COVID-19 – Update and Question & Answer Session-No updates

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

Reminders

- Professional Development applications are reviewed at the beginning of each month – A new award amount is being discussed based on the contract extension – applications are due 14 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.