



Summer Newsletter

**Welcome New Officers, Executive Council Members, and
Collective Bargaining Council Members!**



New Officers Begin Their Terms with a Listening Tour! Join Us!

Newly elected officers, President Ibrahim Elali, Vice President Effie Ioannidou, and Secretary/Treasurer Bruce Mayer are beginning their terms with a listening tour. They'd like to hear your thoughts about how we can work together to improve our working lives here at UCH, how we can strengthen our advocacy for the mission/future of UCH, or anything else you'd care to share. Your input will be key as we put together our priorities for the upcoming year.

"Our advocacy organization prioritizes addressing concerns that members bring to our attention. Please let us know if you would like us to visit with you and some colleagues this summer or fall. We'd be happy to meet with you at a convenient time and place to listen to your thoughts and ideas," said President Ibrahim Elali.

Added Vice President Effie Ioannidou, "We welcome your ideas as we set our priorities for the upcoming year! We look forward to meeting with everyone. If you are not yet a member of UCHC-AAUP, we encourage you to join and get involved"

If you would like to visit with our officers or executive director as part of the listening tour, please contact our executive director, Cindy Polinsky.

Please also welcome our new Executive Council members: Ion Moraru (Basic Science), Ramzi Alkass (At-Large), and Michael Baldwin (Clinical). Joining our Collective Bargaining Council are Janice Oliveri and Scott Mallozzi.

You can see the biographies of our new UCHC-AAUP leaders [here](#).

We thank our outgoing leaders, Kevin Claffey, Ann Cowan, Anthony Luciano, and John Carson for their commitment, leadership, and advocacy. Please click [here](#) for more on the contributions of our outgoing leaders.

Pay Raises Imminent!

Eligible faculty will receive increases in your August 2 paycheck. Faculty hired before December 31, 2018 will be eligible for increases in accordance with our [union contract](#). Please contact our compensation specialist, [Kevin Claffey](#), with any questions.

Our Voices are Being Heard; \$2 Million from UCH Provides Temporary Relief to Researchers!

While we are still seeking relief from the burden of exorbitant fringe rates assigned to our research grants, resulting from the unfunded pension liability, there is relief this year! Our scientists waged a valiant effort for a legislative solution by attending legislative hearings and sending in [testimony](#). We still have more work to do. However, UCH secured a one-time payment of \$33.2 million to mitigate the unfunded pension liability plaguing the institution. We requested that Dr. Agwunobi dedicate a portion of those dollars to relieve the burden. Dr. Agwunobi and the UCH team responded to our request by committing an additional \$2million to reduce fringe rates. **Fringe rates for UCH staff will be 59.9% and fringe rates for faculty will be 40.9% for FY20.** While temporary, this is a real victory. As a result of legislative testimony, letters to the governor's office, petition signatures, and speaking to the UCH BOD, our voices were heard!

We have scheduled meeting with incoming UConn President Tom Katsouleas on September 9 at 10am in the Onyiuke Dining Hall. We are hoping to address this issue with him then. Please RSVP [Susan Hunt](#) if you can attend.

UCHC-AAUP Clinical Council Forming!

From clinical operations/workflow concerns to the pending EPIC upgrade to the working conditions in our divisions, clinicians need to have a voice. We are forming a cross-division clinical council to advocate for patients, students, and fair working conditions.

"Our newly formed clinical council is looking for input from faculty throughout UConn Health on ways we can all work together to optimize the delivery of the high quality health care our patients deserve. We feel our healthcare system is gaining momentum with patients in and around the Hartford region. We'd like to build on that momentum by simply working together to make UConn Health a more effective system for our patients and their families. Further, we'd like to find ways to improve the work life of our faculty here at UConn Health. We recognize a constructive and adaptive work environment is vital in supporting our provision of clinical care. We look forward to working with you," said Michael Baldwin, UCHC-AAUP Executive Council Representative.

If you would like to volunteer to represent your division on our new clinical council please contact our executive director, [Cindy Polinsky](#).



Physician Lounge Replaced!

UCH has replaced the old physician lounge with a new space for faculty. The new lounge is located in room H2041 in the old hospital building.

Says President Elali, “Members came to us requesting a place to rest and hang their coats while working in the hospital. The old physician lounge was basically uninhabitable. We are pleased that UCH heard our concerns and invested some funds to replace it. We would like to thank Dr. Agwunobi and everyone who helped with this project. The lounge is scheduled to open this summer and we’ll announce our grand opening event soon!”

“The new lounge will be a pleasant, bright space with a kitchen area, work stations, lockers, and a place for faculty to rest. We know everyone is working hard and this will be a place for people to recharge,” said Dr. Agwunobi.

Budget News



Proud of our Public Hospital and Health Center!

By Janice Oliveri and Elizabeth Appel

The legislature has passed the budget! UCH was funded, the legislature allocated \$33.2 million for the unfunded pension liability this year, and while there is no mandate to seek a public, private partnership (PPP) in this budget, we need to remain vigilant. We still need to address the unfunded liability for the second year of the budget and perhaps we can partner with UCH at the legislature. We do want to encourage UCH not to seek privatization since they are no longer compelled to do so by legislators. The PPP is on hold and we believe that legislators are currently supportive of keeping UCH public, for good reason! Click [here](#) for the rest of the article.

SODM Faculty Coming Together to Address Issues of Concern.

Every division in the School of Dental Medicine has a UCHC-AAUP representative called a liaison. Union liaisons meet regularly to discuss issues of concern; issues that span divisions are then addressed by the AAUP with the administration, if need be. For example, faculty are very concerned about the continuation of evening clinics that were supposed to be temporary. Liaisons spoke to faculty in each division and heard concerns about safety in the evening clinics, fair scheduling, and the fact that administration continued the evening clinics. The administration has to bargain with faculty if they change our working conditions. Therefore, we filed a complaint with the

Connecticut State Board of Labor Relations and subsequently have been meeting with UCH to resolve our concerns.

Our next meeting is on July 8. We look forward to a productive discussion.

Join us!



The purpose of the **AAUP Chapter at the University of Connecticut Health Center (UCHC-AAUP)** shall be to further the professional interests of its faculty members, in concert with the mission of the UCHC, by promoting the highest standards of excellence in education, research, clinical care, public service, and a fair and equitable workplace.

Not a Member of UCHC-AAUP? You can join our advocacy organization by filling out this [membership form](#). Right now 80% of faculty belong to UCHC-AAUP. Union dues are just over ½ of 1% (0.63%) of gross pay with a salary cap of \$250,000.

Feel free to contact us with any questions.

(Photos: L-R Kevin Claffey, Ibrahim Elali, Kristina Zdanys, Ruchir Trivedi, Momina Salman, Erin Perez, Alix Deymier, Hillary Marquis)

UCHC-AAUP Officers and Executive Council

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