UCHC-AAUP NEWS

Chapter Newsletter

Volume I, No. 4 Winter 2016

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| **Union Dues Reduced!** We are pleased to report that Union dues/agency fee will be reduced for 2017. Our investment committee and treasurer made a recommendation to our executive council that this year’s budget could be executed with a lesser dues amount. Accordingly, a new budget incorporating the reduced dues/fees proposed at our annual meeting and overwhelmingly adopted by the membership calls for a reduction from 0.70% to 0.63%. Please check your paychecks dated February 3, 2017 (corresponding to the pay-period, January 6, 2017 through January 19, 2017) to make sure it reflects the reduction. **Childcare Center Now Enrolling** The Creative Child Care Center (CCC) is enrolling children again. There were previous suggestions to close the CCC, which has been operating for over 25 years. The administration is, however, committed to the CCC for at least the next few years. The union was successful in urging management to convene a taskforce to assess the CCC’s sustainability. That taskforce produced a concrete plan for its finances and continued viability. It also emphasized the important role the CCC has played in retaining talent and assisting faculty with work/family life balance, as many academic medical centers across the nation now include access to these kinds of services. The CCC is accredited by the National Association for the Education of Young Children (NAEYC). If you are interested in enrolling your child, you can contact Barbara Brush at **860-679-2124**.  | **Recent Victories &** **Upcoming Challenges** Around January 2015, UConn Health stopped allowing faculty to donate vacation days to other health professionals who were in need of sick leave. That practice had been in place for the last 20-plus years. It is unclear why UConn Health discontinued the practice given it had a financially positive impact and contributed to a healthier workplace. Nonetheless, we filed a complaint with the State Board of Labor Relations for failing to negotiate the change in working conditions with the union, as is required by law. Recently, we agreed to a settlement with the administration whereupon faculty will be once again permitted to donate up to (40) forty hours per year in (8) eight-hour increments. Faculty can do so by contacting Jessica Van Alstyne at jvanalstyne@uchc.edu. Special thanks for those faculty who brought this issue to light and agreed to testify on the union's behalf. We look forward to the continuation of these and other pro-employee endeavors in the years to come.  We continue to work on the new UCHC-AAUP/UConn Health faculty collective bargaining agreement. We are close to finishing our work with the administration. In addition, we and other state-wide unions have been engaging in informal talks with the governor’s office. The coming year will be a difficult budget year both for UConn Health and the State of Connecticut. With that said, we look forward to advocating for your interests to ensure that any final agreement produces fair and competitive compensation. **FOLLOW****ONLINE FOR MORE UPDATES!**[**http://uchc-aaup.org**](http://uchc-aaup.org) |
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| **Run for Elected Office** Our Union is looking for members who are willing to get involved by running for elected office. This is a tremendous opportunity to make a meaningful positive impact on the quality of life of our faculty. The union’s elected officers work with the Executive Director and office staff to set union priorities, negotiate and enforce contracts, represent and advocate for members, work with UConn Health administration and state officials, and much more. No experience is needed, just energy and a desire to get involved. A variety of viewpoints and perspectives are needed so the union can better reflect the desires of our membership. Those interested should contact the union office. Election for the following leadership positions as well as for several positions on the Executive Council and the Collective Bargaining Committee will be held in May 2017. **President***Term:* 2 years*Time Commitment*: 10-40 hours a monthFTE reimbursement: 0.1***Job Requirements***: According to the UCHC-AAUP Bylaws, the President is responsible for “executive responsibility of all chapter activities.” He or she also “carries out the policies and decisions of the Executive Council.” The UCHC-AAUP President in many ways is the “face” of the union, and works closely with the Executive Director and Office Administrator (employees of the union) to accomplish these objectives. A candidate should have an even temperament, a strong knowledge of UCHC-AAUP functions, and be a gifted problem solver. Most importantly, the union seeks a leader with the passion to better the work life of his or her colleagues. Attendance at regular meetings with the Executive Council, Collective Bargaining Council, and with senior UCHC-AAUP officials is required. Knowledge of advocacy, negotiation, and labor relations is helpful, but not required.  | **Vice-President***Term*: 4 years (2 years as Vice-President, 2 years as President) *Time Commitment*: 10-20 hours a monthFTE reimbursement: 0.1***Job Requirements***: The Vice-President is President-Elect and assumes the office of President after his or her term is finished. The Vice-President should have the same knowledge, skills, and abilities as the President and be able to perform such duties in the President’s absence. Most importantly, the union seeks a leader with the passion to better the work life of his or her colleagues. Attendance at regular meetings with the Executive Council, Collective Bargaining Council, and with senior UCHC-AAUP officials is required. Knowledge of advocacy, negotiation, and labor relations is helpful, but not required.**Secretary/Treasurer***Term*: 2 years *Time Commitment*: 10-20 hours a monthFTE reimbursement: 0.1***Job Requirements***: The Secretary/Treasurer has several duties. First, he or she is responsible for minutes of the Executive Council, Collective Bargaining Council, and chapter meetings. In addition, this officer oversees the keeping of chapter records, which is particularly important in light of the chapter’s annual audit and tax return. The Secretary/Treasurer also maintains financial accounts with responsibility for receipt and deposit of all monies. He or she prepares an annual budget, which is presented to the membership for approval. In executing these tasks, he or she works closely with the Office Manager. Most importantly, the union seeks a leader with the passion to better the work life of his or her colleagues. Attendance at regular meetings with the Executive Council, Collective Bargaining Council, and with senior UCHC-AAUP officials is required. Knowledge of accounting, advocacy, negotiation, and labor relations is helpful, but not required. |
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| **Executive Council** *Term*: 2 years*Time Commitment*: 2-6 hours a month***Job Description***: The Executive Council is the governing body of the faculty’s labor union. Members discuss and vote upon matters related to the administration of the union, as well of concern to the faculty as a whole. The Executive Council consists of the elected officers of the Chapter, two representatives of each of the three constituencies: Basic Sciences, Dental, and Medical, and two representatives elected At-large. Meetings occur monthly. Experience serving on committees or other organizational governing bodies is helpful, but not required. Most importantly, the union seeks members with the passion to better the work life of his or her colleagues.**Collective Bargaining Council** *Term*: 3 years*Time Commitment*: 2-6 hours a month***Job Description***: The CBC meets as needed to develop negotiating positions and strategies, working closely with the negotiating team. Negotiations are currently underway for non-economic issues including terms and conditions of appointments and negotiations for the next contract. CBC members can have a very direct impact on negotiation priorities and the shape of future contracts, and it is essential that a wide variety of perspectives be represented on the committee.**AAUP STAFF**EXECUTIVE DIRECTOR*Diomedes Tsitouras*OFFICE MANAGER*Susan Hunt*860-678-0826Fax: 860-678-0832AAUP E-MAIL: uchcaaup12@gmail.com**2016-2017** **EXECUTIVE COUNCIL**Officers**President** –*Santhanam Lakshminarayanan,* Medicine**Vice President** – *Joe Palmisano,* Medicine**Secretary/Treasurer** – *Ann Cowan,* CCAMEC Members*Les Bernstein,* Medical/Basic, Neuroscience*John Carson,* Medical/Basic, CCAM*Kevin Claffey,* At-large, Cell Biology*Effie Ioannidou,* Dental, Oral Health and Diagnostics*Kevin Manning,* Medical/Clinical, Psychiatry*Bruce Mayer,* At-large, Genetics and Genome Science*Sanjay Mittal,* Medical/Clinical, Neurology*Aditya Tadinada,* Dental, Oral Health and Diagnostic Services | **WHY MEMBERSHIP MATTERS** Almost 80% of the UCHC-AAUP faculty are union members. Membership affords you to have a say in how decisions are made. These include voting on your collective bargaining agreement, and electing both chapter and national AAUP officers. Because Connecticut is a “union shop” bargaining unit members are assessed an “agency fee” (non-members) or “union dues” (members), which are automatically deducted from pay. Because these amounts are the same, it makes sense for faculty members to join the chapter so that their voices are heard in union decision-making.  Several years ago, the UCHC-AAUP was founded on the idea of promoting the highest standards of excellence in education, research, clinical care, while simultaneously maintaining a fair and equitable workplace. Since then, we have been an independent resource and advocate for several of your colleagues who were wrongfully treated. We have recovered fees erroneously charged and we have kept the administration accountable on many issues such as discipline, promotion, and post-tenure review.  For our next collective bargaining agreement, we proposed contract articles to address parking, time spent on electronic recordkeeping, professional development reimbursement, and gender equity to name just a few. Everyone’s voice is critical to this effort.  In order to join UCHC-AAUP, a faculty member must **sign a membership form**, which may be found on the website (uchc-aaup.org). If a faculty member is unsure if he/she is a member, please call Susan in the UCHC-AAUP office |