

UCHC-AAUP Spring Newsletter



This Women's Day graphic is from the UN and the theme for this year is ['Women in leadership: Achieving an equal future in a COVID-19 world'](#).

Bargaining Update: A Family Friendly Future for UCH



"With help from the union, I was able to receive some paid paternity leave after the birth of our son, Leo. Not only was it great to be there for the first weeks of his life, but also to be able to help my wife and help with our 2 year old at home. Thank you so much again, my family really appreciates your help!"

-Jason Carrese, DO (and Leo!)

In grappling with bargaining priorities for this round of negotiations, we surveyed members, met with faculty in department meetings, and held virtual meetings. It was clear from your responses that burnout is growing among physicians, in-residence researchers need support, and all of our members are concerned about the lack of family leave time. Because we have a union, we can bargain over wages, hours, and working conditions. Ultimately, the result will be a new union contract.

We are early in the process, just beginning to exchange proposals and far from reaching an agreement. We do want to let you know what we have proposed so far. We have presented the administration with all of our non-economic proposals. They include the following:

- Maternity/paternity/spousal leave improvements
- FMLA Bank for those who need paid time off to care for themselves or family members
- Comp time for holidays that we are unable to take due to work
- Non-Discrimination provision that is grievable, so we can address institutional bias
- Protections from privatization of our work
- A voice for in-residence researchers through a labor/management committee
- Improved due process rights

Of course, this is our initial list. What we win will depend on how much we stick together and let the administration know these issues are important!

We will be developing economic proposals over the upcoming weeks. Please feel free to reach out to our [bargaining team](#) with any questions or ideas.

This will be an important year for us to stick together. If you are not a member of UCHC-AAUP, we encourage you to join the 80% of the faculty who have already joined.

[Membership form here.](#)

Meet AAUP Organizer Kwame Martin! Become a Liaison!



My name is Kwame Martin, and I am an East Coast organizer with AAUP. I am currently assigned to work with you all here at UCHC to help build an internal communication

network. As you may be aware, there is a lot at stake right now. Working together, we can prevent UCH from privatizing, win improvements to your union contract, and address other issues of concern.

My role is to help build a union liaison structure so that every department/division has a union representative. Liaisons will help bring information to members and they will also help get feedback/input from members on key issues. If you are interested in becoming a liaison, please contact me at kmartin@aaup.org. I look forward to working with you!

Know Your Union Contract: Professional Development Funds

Our union [union contract](#) negotiated wages and benefits, a grievance procedure and due process protections. Please see the professional development benefit below, Article 15.2 of our contract We are trying to improve this benefit in current negotiations. However, eligible faculty members may access the current benefit now.

“All Assistant Professors in the School of Medicine and all Clinical Instructors and Assistant Professors in the School of Dental Medicine hired on or after July 1, 2018 will have access to a minimum of \$500 annually for the first five years or until promotion to senior rank, whichever occurs first, for the purpose of professional development.

The funding for professional development will be identified by both the Dean and Chair/Center Director and may arise from the following types of funding streams including but not limited to Academic Enhancement Funds. Graduate Medical Education Funds, Chair/Center Director professional development funds and/or philanthropic gifts.

If a faculty member does not use his/her professional funds by June 30 of the fiscal year in which they were allocated, the funds will be forfeited. In no event shall professional development funds accrue from year to year or be the basis of any lump sum payment upon separation.

Professional Development funds will be used for academic or professional purposes consistent with the guidelines associated with the funding source.”

Join the Privatization Moratorium Campaign!

In his introduction to the Appropriations Committee requesting funding for UCH, Dr. Agwunobi said that COVID made this past year an unprecedented time. During this time, the dental and medical schools demonstrated their full value. **“It is good for the State to have a public institution.”**

We couldn't agree more! On March 4th, members of UCHC-AAUP also [testified](#) before the Appropriations Committee Public Hearing, but we asked for a two-year Moratorium on privatization.

The moratorium will allow UCH and the legislature and the rest of the State government the opportunity to create a broader vision for UCH that will enable the institution to thrive

and allow the State to address the health needs of all its residents. The vision for UCH needs input from employees, patients, the legislature, and our community partners.

President Ibrahim Elali testified before the Appropriations Committee on March 4th. He stated, "UConn Health is a public academic healthcare delivery and a bioscience hub, part of a bigger picture. The recent COVID-19 pandemic showed us how important it is to have a public healthcare delivery system. We shouldn't be looking to jettison precious public assets that save lives; we should expand them."

We provide our residents with equal access to health care, with a mission to continue to provide our residents with the excellent, **affordable care** they deserve. UConn Health is home to a health care community; teaching, caring for patients, and conducting research for the public good. The constant threat of privatization prevents us, as a community, from engaging in the strategic planning conversations needed for future success. "

Please contact [Cindy Polinsky](#) if you would like to support the Moratorium Campaign or work with President Elali on his committee for the future of UCH.



Alix Deymier, UCHC-AAUP Executive Council member, sports her AAUP pride! Have you received your AAUP union mask? Need one? Show your solidarity with the bargaining team by sporting your AAUP mask. Please contact [Terri Reid](#) if you would like a mask. We have large and small sizes, please let us know which size you would like.

EMPLOYEES ACCESSING THEIR OWN OR A FAMILY MEMBER'S MEDICAL RECORD

If your job requires access to Epic (or another medical record system at UConn Health), use your work access **ONLY** for work-related purposes.
Accessing medical records without a job-related need may result in disciplinary action.

DO	DO NOT
<input checked="" type="checkbox"/> Use MyChart to access your own medical records	<input checked="" type="checkbox"/> Use your work access to view your own medical records
<input checked="" type="checkbox"/> Use MyChart to view the medical records of a family member or other individual for whom you are the legal guardian or representative. For example: <ul style="list-style-type: none"> • Use MyChart to look up your minor child's next appointment. • If a family member has designated you as a MyChart proxy, you may use MyChart to access the family member's health information. 	<input checked="" type="checkbox"/> Use your work access to view the medical records of your minor child or other individual for whom you are the legal guardian or representative.
<input checked="" type="checkbox"/> Use your work access to view the medical records of a family member or other relative or friend ONLY IF ACCESS IS NECESSARY TO DO YOUR JOB (e.g., direct patient care or patient registration).	<input checked="" type="checkbox"/> Use your work access to view the medical records of a family member or other relative or friend, if access is NOT necessary to do your job, even if the individual asks you to do so.

BEFORE ACCESSING A PATIENT RECORD, ask yourself: "Which hat am I wearing?"

You may access records through the same mechanisms available to all other UConn Health patients and their representatives, such as MyChart.



You may access records for work-related purposes only.

For questions or to report a privacy-related concern, please contact the Office of Healthcare Compliance and Privacy at privacyoffice@uchc.edu.



While we don't generally post notifications from HR, we do want to alert those who use EPIC only to do so for work related reasons. My Chart is the portal to use for accessing non-employment related matters for yourself or family members. We post this notice in hopes of avoiding potentially disciplinary issues.



Please [Contact](#) our Executive Council or Collective Bargaining Council with any questions or concerns!