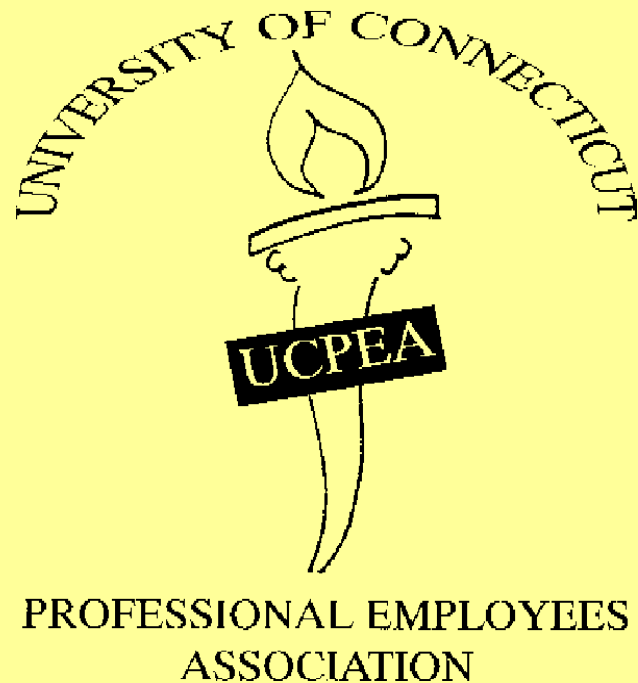


UCPEA Overview



Information for UCPEA Union Reps and Members

Why do people join unions?

Respect

Voice in the
Workplace

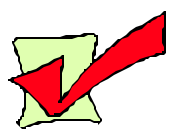
Wages

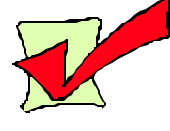
To Level the
Playing Field


Benefits

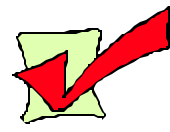
Strength in
Numbers

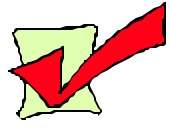
A non-union employee be fired because...

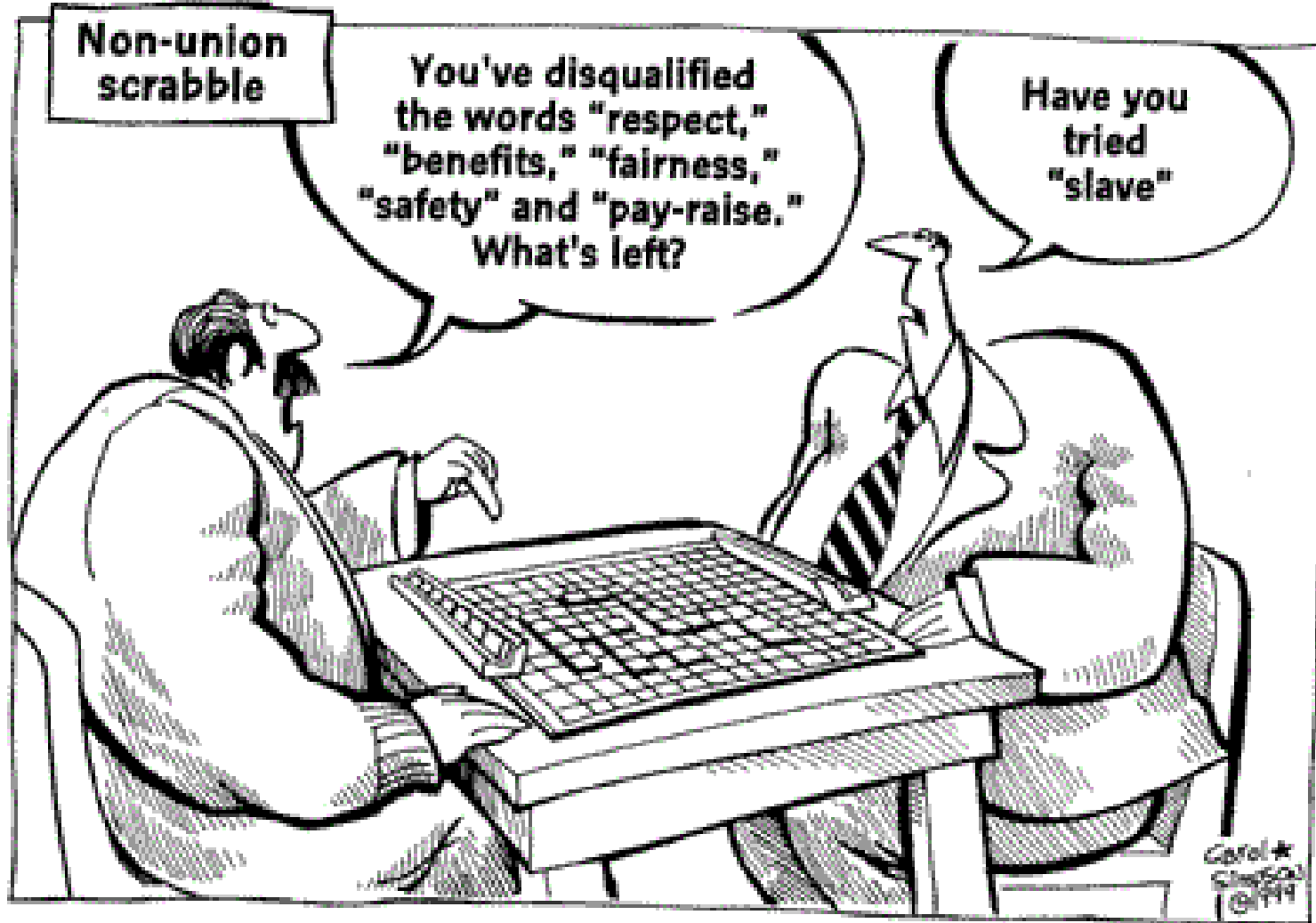
 The boss is allergic to your perfume

 You're too cute & it makes the boss's spouse uncomfortable

 The boss's cousin needs a job

 You don't think the boss's kids are the cutest kids ever

 The boss thinks it's time to make change



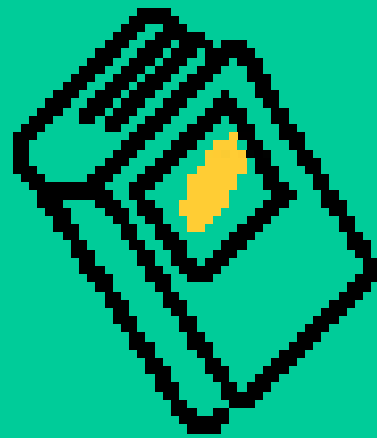
Non-union
scrabble

You've disqualified
the words "respect,"
"benefits," "fairness,"
"safety" and "pay-raise."
What's left?

Have you
tried
"slave"

Carol ★
Simpson
© 1999

The History of UCPEA

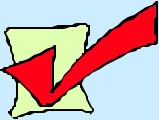


A story with a happy ending

1970s

- UCPEA formed as an association to give voice to concerns of professional employees at UConn
- The Association pushes for consistent personnel rules and achieves installation of a grievance process.
- Still just an association; University could choose to do what it wanted. They didn't have to bargain.

1975

- In January the CT General Assembly authorized collective bargaining for state employees.
- Professional employees at UConn are given two choices:
 - 1) Become part of the faculty bargaining unit;
 -  2) Form a separate bargaining unit

1976

- Which national union to affiliate with?
- Executive Board researches several unions and endorses the American Federation of Teachers (AFT).
- AFT represents the widest variety of employees. The Executive Board is satisfied it's the best match.

1976-1977

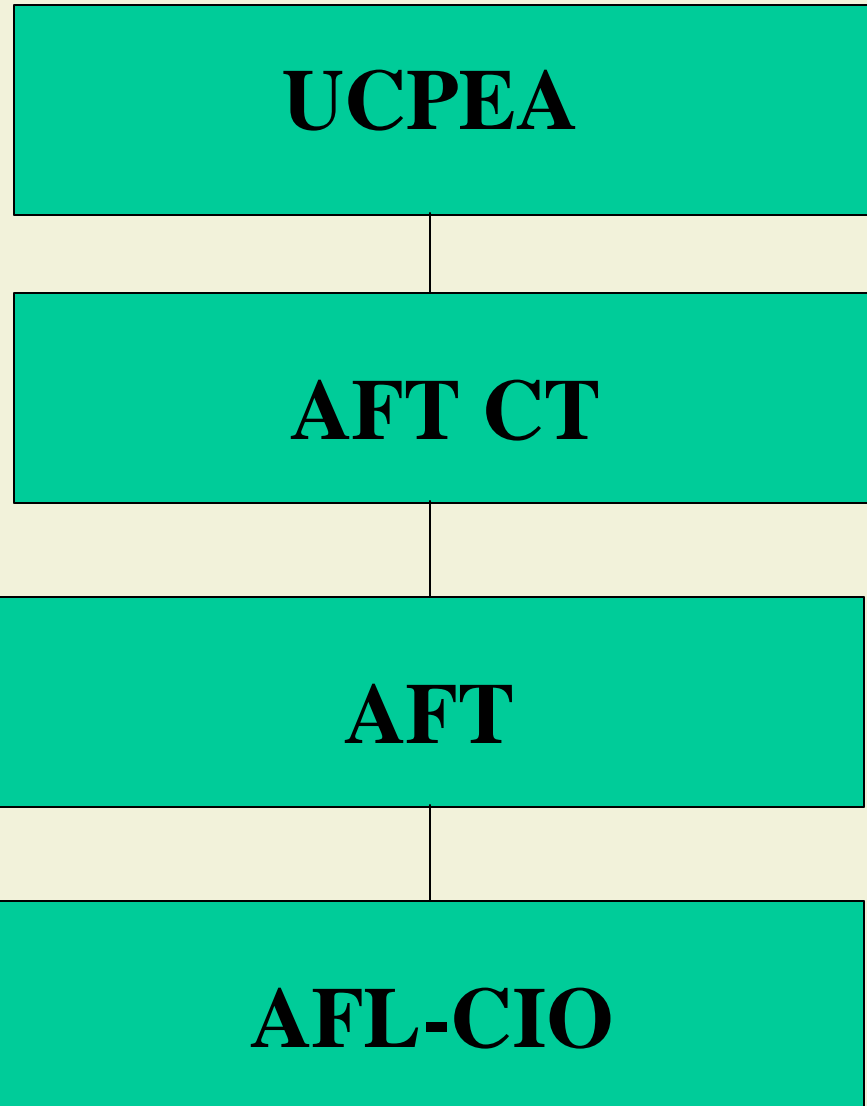
- Sept. 13, 1976 – UConn's professional staff vote for representation by UCPEA-CSFT-AFT (Local 3695).
- January 1977 – Election results certified
- April 1977 – First contract negotiated

1978 - Words of Wisdom

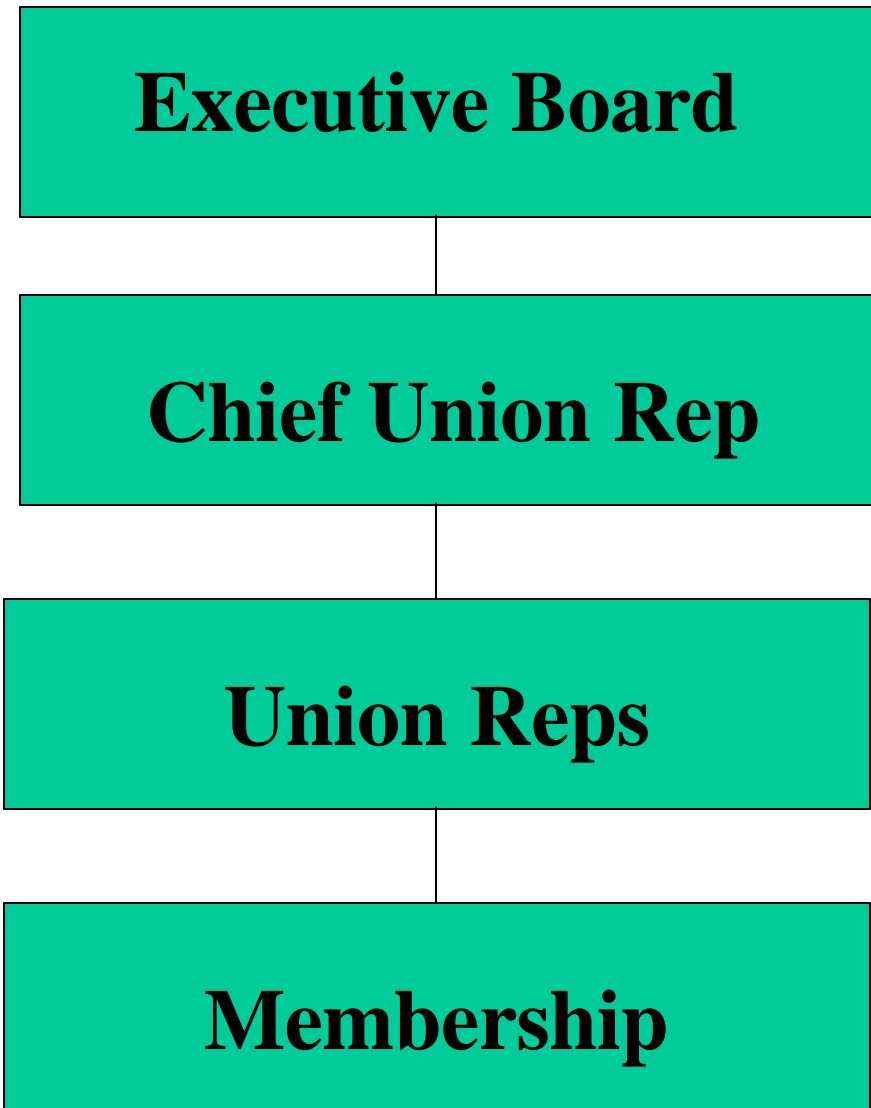
“Many employees feel they lost their role as part of management. We are now clearly defined as employees – but it was an illusion to imagine we were ever really anything else. What we have gained has been rights in our employment situation, and the ability to define them”

– James Makuch, Grievance Officer

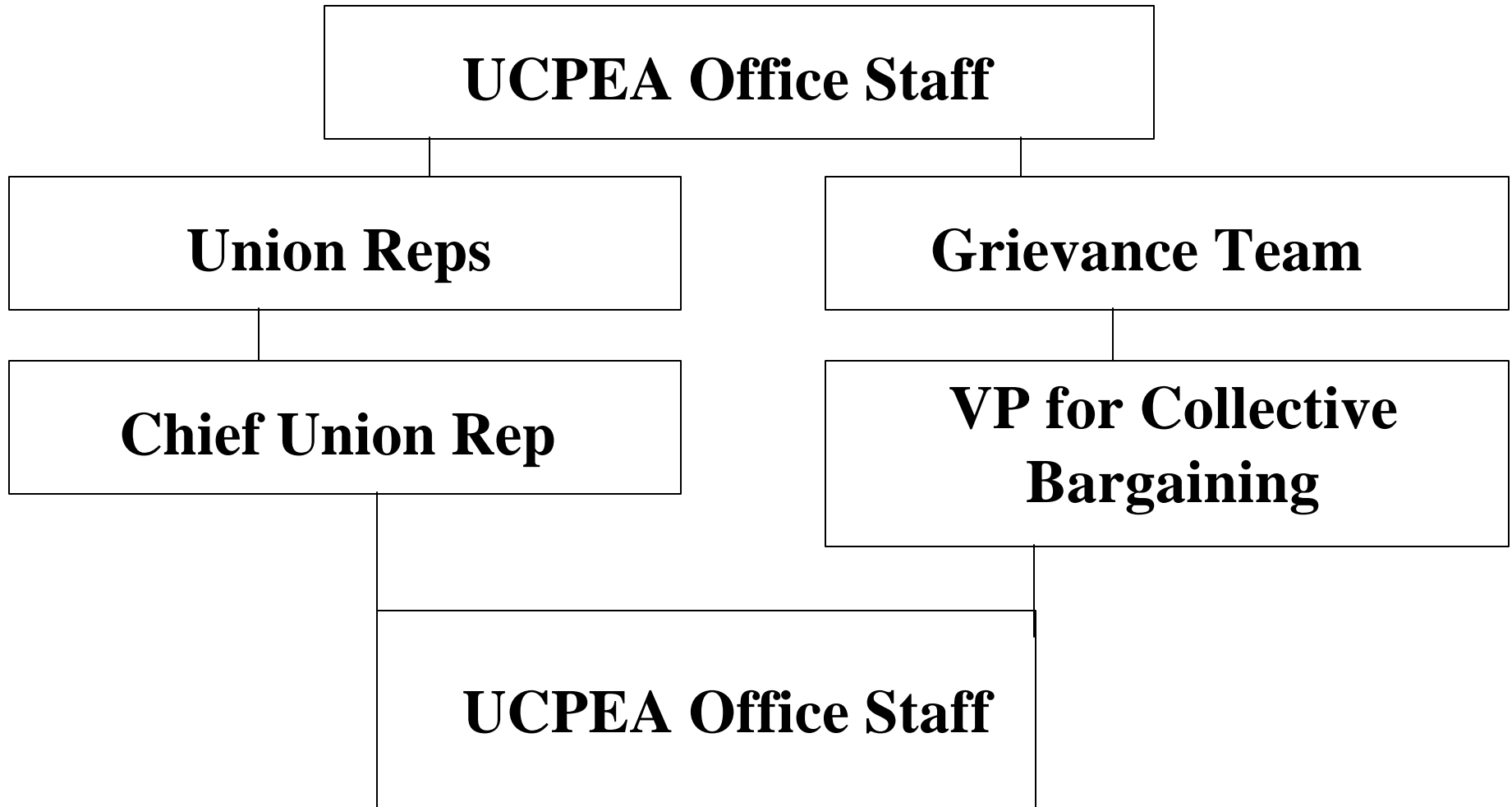
UCPEA Affiliations



UCPEA Internal Structure



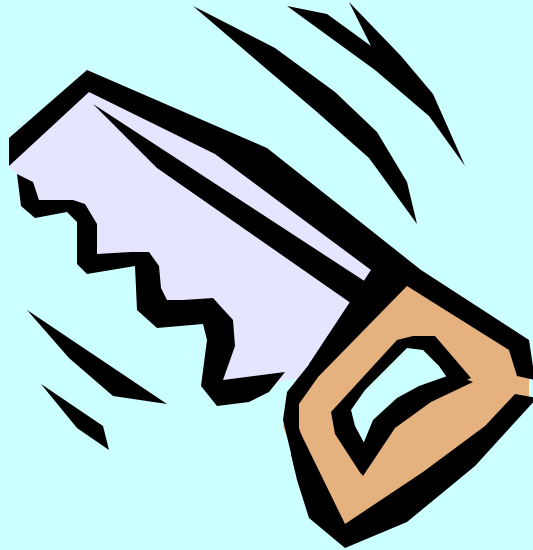
Member Issue/Grievance Flow



The Role of the UCPEA Rep

Q: What would UCPEA be like
without union reps?

A: A saw with no teeth!



Why are Union Reps so key?



1. They are in the workplace – they will be among the first to know if the contract is being violated.

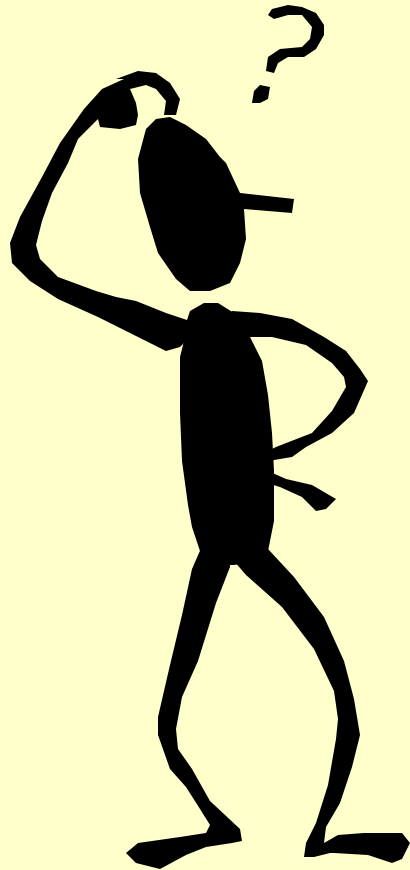


2. They are the union presence in your workplace.



3. They are the key cog in the union's communication system.

What is the role of the union rep?



- Educate
- Inform
- Recruit
- Represent
- Buffer

Educate

- Introduce yourself
- Let members know you'll be representing them
- Inform members **WHEN** & **WHERE** you'll be available
- Make it clear you represent them & need to know their thoughts & ideas



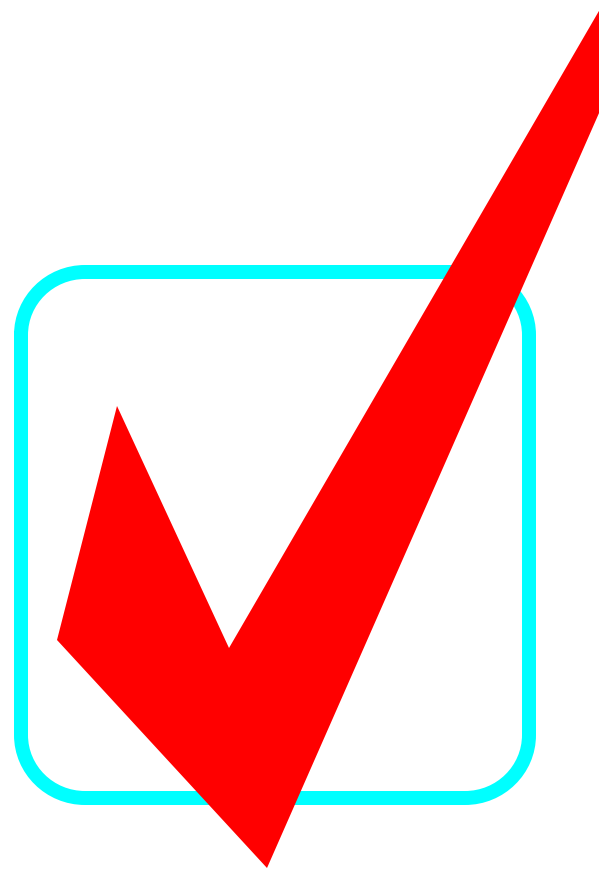
Inform



- Set up area meetings
- Distribute all information to your members distributed by the Chief Union Rep
- Report on UCPEA activities, votes & decisions to members

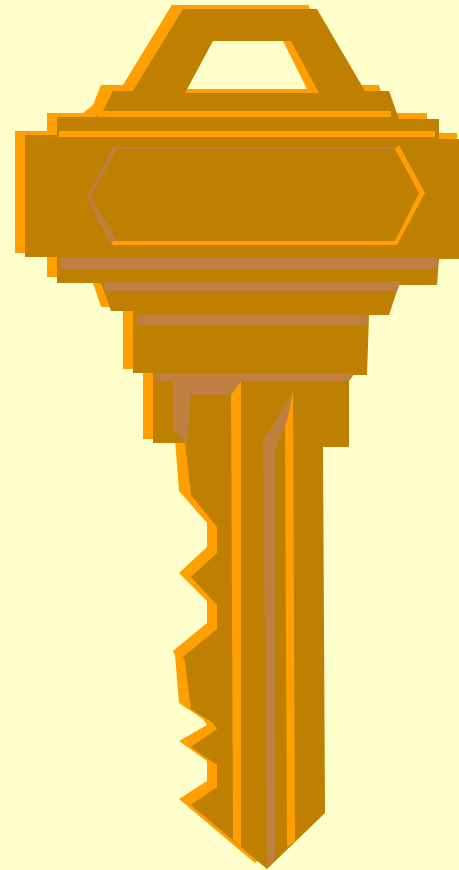
Recruit - Dues payer to member

- Make one of your objectives 100% membership in your area
 - Always have a supply of payroll dues deduction cards
 - Personally ask every non-member to join the union



Recruit - New Members

- Introduce yourself to each new professional in your area
- Make sure they have received a new member packet
- Encourage involvement
 - committees
 - events



Represent - Reps meetings



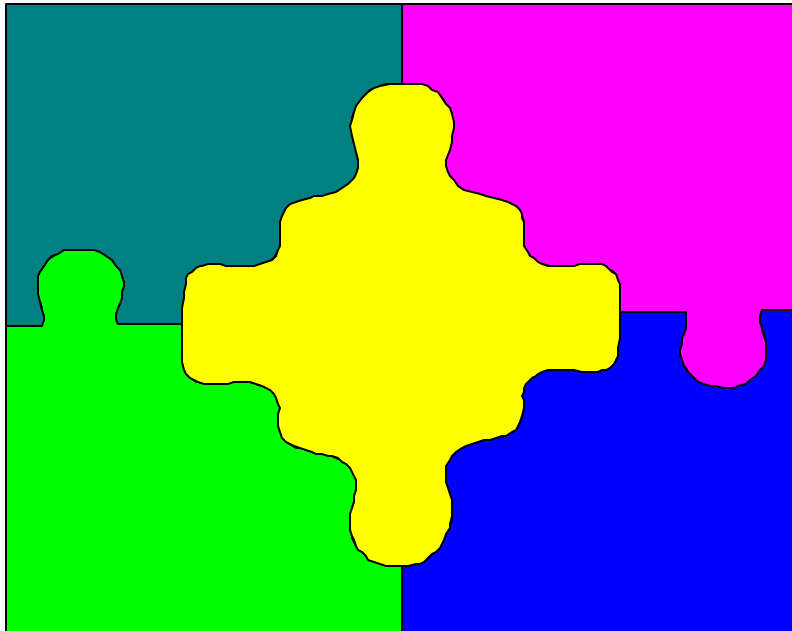
- Attend all union representative meetings
- Report meetings' proceedings to your area membership by memo, e-mail, or by calling a monthly area meeting

Represent - Input from members

- Encourage all members to join you for area meetings
- Solicit input from your area professionals
- Know your membership
- Present views of area members, not your own views at reps meetings



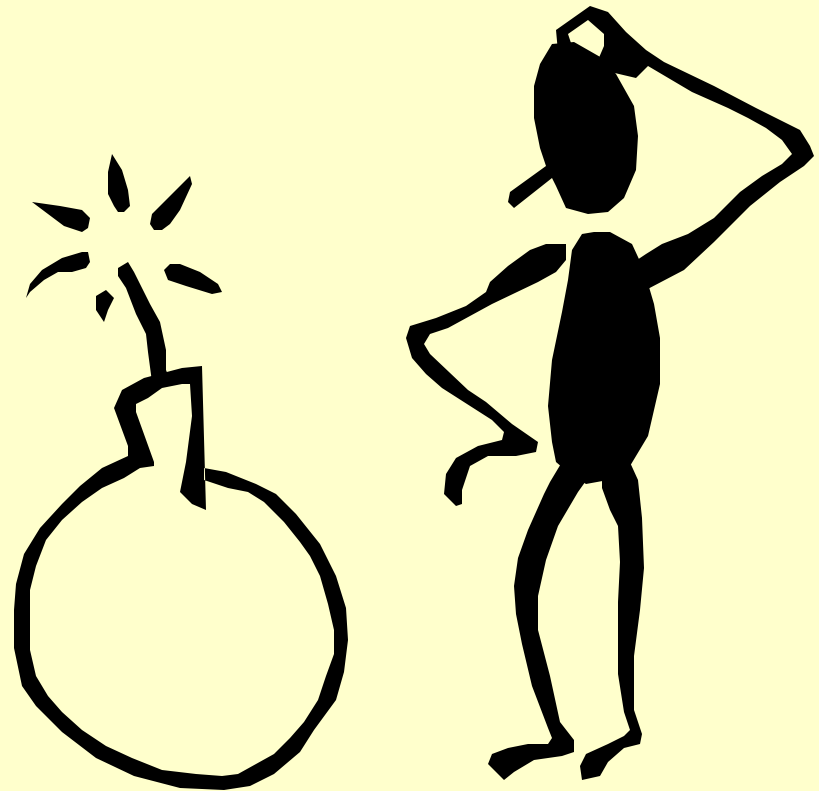
Buffer - Member Concerns



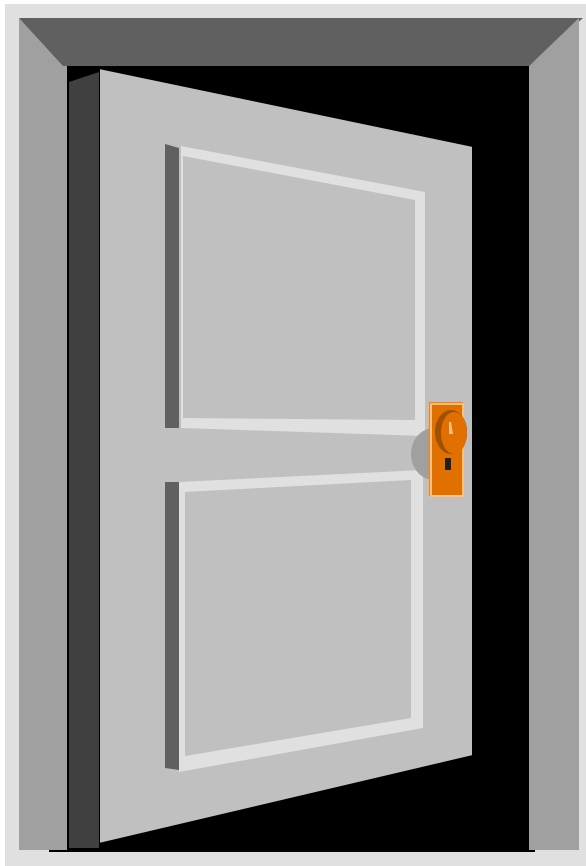
- You serve as the liaison between your area membership and the Grievance team
- Listen to your members' issues & problems carefully
- Take good notes

Buffer - Informal Resolution

- Attempt to resolve minor communication difficulties through clarification. Many assumed grievances are only the result of misunderstanding & misinformation



Buffer - Your role as liaison



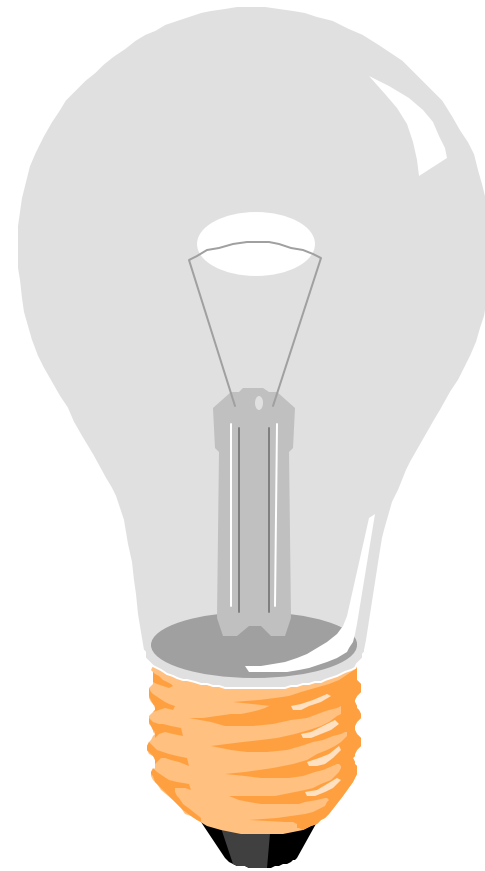
- Listen and guide
- Avoid personal opinions
- Represent your members' issues and problems to the appropriate union official only upon request

Buffer - Your role as liaison

- Never dismiss any member's problem as petty. It's your responsibility to represent your membership's wishes.
- Listen to all sides of any issue or problem. Remember, however, that you are the Union -- avoid being placed in a situation where management intimidation could occur.

Remember...

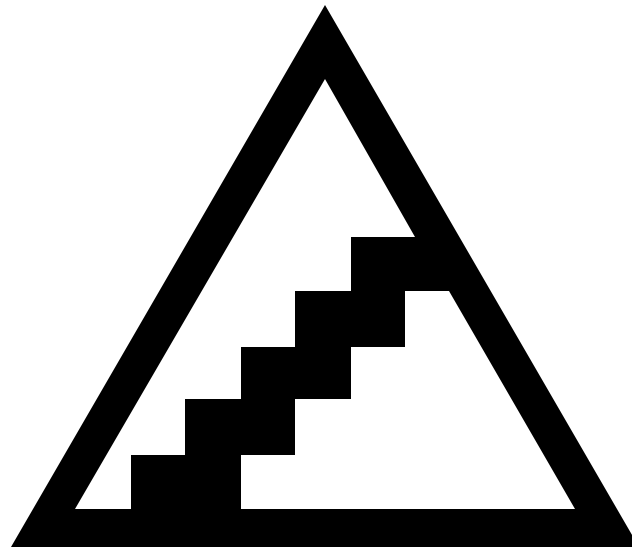
- To members in your area, YOU represent the Union
- At Reps meetings, YOU represent your area.
- Be accessible, informed & objective



Why a Grievance Procedure?



1. To provide a safe, acceptable and systematic way to settle problems.



2. To provide a method for interpreting the contract.



3. To provide an employee with the opportunity to tell his/her side of the story.



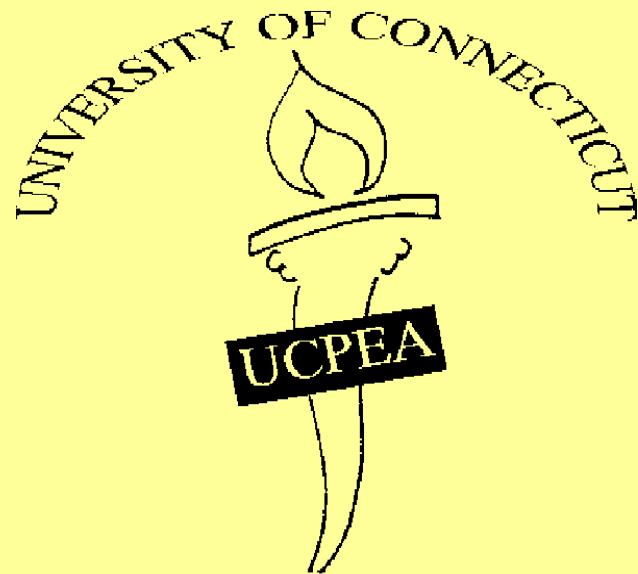
4. To provide a way to protect employee's rights.





5. To bring support of all behind the worker with the grievance.

Questions?



PROFESSIONAL EMPLOYEES
ASSOCIATION

Contact the UCPEA office at 487-0850 or uconn.professional@snet.net