



SNOW AND ICE CONTRACT NEGOTIATIONS



Article 53 Snow & Ice Premium Pay

(reprinted from the January 2003 Union newspaper)

A great deal of time was spent by staff in the Office of Labor Relations (OLR) and Union proof reading the maintenance contract for spelling errors, punctuation and wording. You could call it a Freudian mistake due to the fact that a great deal of time and effort was spent by members who testified and exhibits introduced for the purpose of paying the snow and ice differential, to be paid during regular work hours (\$1.40). Unfortunately the arbitrator was not convinced and chose to continue the current practice of paying the \$1.40 per hour for every hour outside the normal work day.

The first paragraph of Article 53 should read as follows:

"Bargaining unit employees designated by the employer as having a snow and ice control or removal assignment shall be paid a premium of one dollar and forty cents (\$1.40) for each hour actually worked on snow and ice control or removal, other than regular shift schedule."

Article 38 Workers Compensation and Overtime

Article 38, Section 10, Subsection 15 reads as follows: Overtime work. An employee on limited duty shall not be denied overtime solely based on such limited duty designation.

The intent is to allow anyone on workers compensation that has returned to work on light/limited duty status, overtime work provided the hours and duties to be performed are consistent with duties allowed by his/her treating physician.

Contract Negotiations

The present contract expires June 30, 2005. Negotiations for a successor will begin before the January Membership meetings. Attend a membership meeting for the latest updates on the State budget and other issues. Attend any of the eight statewide meetings held in January.

Note: We have added a membership meeting to be held at Norwalk Community College, 188 Richards Avenue, Norwalk, Room East 202, on Tuesday, January 11 at 7:30pm.

A full listing of the membership meeting dates, locations and times can be found on the reverse side of this leaflet.

Possible \$25,000 Fine Prison???

The Department of Transportation (District 3) Managers and Personnel possibly violated the 2001 Privacy Rule, promulgated by the U.S. Department of Health and Human Services. The abbreviation for this rule is HIPAA. Anyone violating HIPAA can face a civil fine of up to \$25,000 and be subject to criminal penalties including prison time for wrongful disclosure.

HIPAA requires agencies to develop procedures to ensure medical information (i.e., workers compensation, sick leave, FMLA, etc.) is disclosed in limited situations. Your supervisor has NO right to see or review medical information. Additional information regarding the possible violation at DOT will be in the next CEUI newspaper.

In the meantime, members should place any medical information (Form 33's, medical certificates, etc.) in a sealed envelope addressed to the agency Human Relations director with "CONFIDENTIAL" on the outside before handing it to their supervisor. If you have any questions, please call CEUI's General Counsel/Chief Negotiator Sara Horesco at 1-800-622-3359 x719 or 860-343-8719.

2004 ELECTIONS

Although we are dismayed at Kerry's loss in the Presidential election, we still have something to cheer about. Our hard work throughout the state has paid off. The General Assembly Democrats fought hard in the tough races and were able to gain more seats. Before the elections, the Democrats controlled the Senate 20-15. The Democrats were able to gain four (4) more seats, now controlling the Senate with twenty-four (24) seats. With that majority, the Senate will now be able to override any bill that is vetoed by the Governor. The House Democrats also control the House with a 94-56 lead. However, the House would need to control 101 seats to gain override proof.

"The 49% of the voting public who wanted a different outcome in the Presidential race are disappointed, and in some cases, crushed and frightened about the future of the country."

November 4, 2004 New York Times Editorial

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SPECIAL SNOW & ICE PHONE NUMBER

The Union works when you do. During a snow and ice storm with a call out of 50% or more, a staff representative is on duty day and night to answer any questions you may have, or to take care of any problems.

Call the Union office during the day at:

(860) 344-0311 / (800) 622-3359 x0

or after hours at

(860) 343-8715 / (800) 622-3359x715

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Meals Policy – Article 42

Please refer to Article 42, Meals Policy for any questions regarding meals being provided. In summary those employees at locations without a dining facility shall

- Receive a meal allowance (Breakfast = \$5.50, Lunch \$7.50, Dinner \$13.00);
- Be given ½ hour to eat (unpaid) in an approved restaurant or be allowed to eat "on the go" (paid)
- All meals will be as close to 6am, Noon and 6pm as possible
- Article 42 Section (e) states that Supervisors will discuss the meal policy with employees before the start of the winter storm season
- Employees shall be given a choice of their meal with the allotted monies

BRIEFLY EDITED

January Annual Increment (AI's) and \$500 10th step payment for those eligible will be paid in the check dated January 21, 2005...Health/dental benefits are going out to bid for the 5th time in 20 years...Friday, December 31, 2004 has been designated the holiday for New Years Day (January 1, 2005)...Visit <http://www.shopunionmade.org>...Maximum earnings subject to social security tax in 2004 is \$87,900...Maximum amount a retiree collecting social security can earn in 2004 is \$11,640...The 2005 General Assembly starts on Wednesday, January 5 and adjourns on Wednesday, June 8...Reminder, for the purposes of advancement/promotion, and/or just to learn something new be sure to utilize tuition reimbursement...

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Anthem's Merger With Blue Cross/Blue Shield

Many of you have seen the recent newspaper articles on the Connecticut Supreme Court case concerning the merger of Anthem and Blue Cross / Blue Shield. This court case does not bear on our claim with the state over the money's gained when the companies merged. SEBAC is fighting for better healthcare coverage with the monies obtained for all bargaining units. One idea or example of what this money could go for is, orthodontic dental care being covered under the states dental plans.

27TH ANNUAL HOLIDAY PARTY

Saturday, December 11, 2004

The Elks Lodge, Pleasant Street, Willimantic

Hors d'oeuvres & buffet dinner. Doors open at 6 pm, dinner at 7 pm. Members \$20 (will be reimbursed at door, only with tickets) Guests \$30

Music and dancing to a DJ

Tickets will not be sold at the door and are available on a first-come, first served basis as the seating capacity is limited.

Contact Tom White at the Union office at 800-622-3359 x716 or 343-8716 for tickets

JANUARY '05 MEMBERSHIP MEETINGS

The seven statewide January Membership Meetings have been scheduled. **We encourage active members as well as retired CEUI members to attend** these important meetings. Remember, your attendance at these meetings guarantees you the most up-to-date information on state happenings affecting you and your family. Please plan to attend.

INCLEMENT WEATHER ADVISORY

Please note that meetings will begin at 7:30 pm for those regularly scheduled evening meetings. If there is a question whether a membership meeting will be held due to inclement weather, please call the Union and listen to the Union's update line at 1-800-622-3359 x905 for pertinent information. A meeting canceled due to inclement weather will not be rescheduled. Members may call this number 24 hours a day.

The dates, times & places of the meetings are as follows:

Monday, January 3		Wednesday, January 5	
Oliver Wolcott Tech, Torrington	4:30 pm	UConn/ Storrs, St. Thomas Aquinas	3:30 pm
Monday, January 3		Yantic Firehouse, Norwich	7:30 pm
Kaynor Tech, Waterbury	7:30 pm	Monday, January 10	
Tuesday, January 4		CEUI Headquarters, Middletown	7:30 pm
Public Works Garage, 309 Buckingham St,		Tuesday, January 11	
Hartford	Noon	Norwalk Community College	7:30 pm
Gateway Community College,			
New Haven	7:30 pm		