

“INDEPENDENT” UNION NEWS

Affiliated ·Service Employees International Union ·AFL-CIO, CLC
CT EMPLOYEES UNION INDEPENDENT, SEIU LOCAL 511
MUNICIPAL EMPLOYEES UNION INDEPENDENT, SEIU LOCAL 506



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40TH ANNIVERSARY—1967—2007

Reprinted from the Middletown Press April 1967 WE'RE BROKE—BUT WE ARE FREE!

On this past Sunday, the AFSCME, AFL-CIO International Union telegraphed our President, Sal Perruccio telling him that all of funds (over \$14,000) properties and books were being taken. The members of Conn. Valley Hospital Local 398 were placed in trusteeship. We are broke — we the independent members — but we are free!

We are free to handle our own affairs. We are free to elect our own officers, without fear, ever again, of having our vote taken away from us. We are free from paid business agents who want to tell the members, who pay their salaries, what they should do. We are free to choose our office location and to form our own credit union close to the members, and we love the City of Middletown, where we wish to stay. We are free Americans who will not knuckle under smear tactics, smear leaflets or threats.

The International's agents have distributed leaflets calling President Perruccio a "dictator". Yet when the president resigned his position he was left without a car. Both as a so-called dictator and as an individual, Perruccio is broke. But, the paid agents, all, have their 1966-67 cars intact, none below the luxury models. Thanks be to God for free spirit and true friendship. Guy Alessi, owner of the College Auto Sales, has given president Perruccio free use of a car for as long as he needs it. In this manner, the "Independent" members will still be served.

We are proud of what we did because when we decided to form our own independent union it gave us our freedom and, whether we are broke or not, no price tag can be attached to that.

We ask all of the hospital employees to join the U.I. (Union Independent) today at the Conn. Valley Hospital. Send in your yellow and blue cards to 2 Main Street or call Middletown 347-4694 or 347-4695 between the hours of 1-9pm (Monday through Thursday).

This ad was paid for by donations (passing the hat around) at our last Sunday's meeting and we friends of Sal Perruccio will work, for free, until we succeed.

The Next 40 By Vice President Ron McLellan

On April 16, 2007 we celebrate the 40th anniversary of our Union, the Connecticut Employees Union Independent. On that fateful Sunday afternoon in 1967, Salvatore J. Perruccio and 300 loyal members had the courage to break away from the AFL-CIO. These men and women had a vision of a better quality of life for the working person. Together they began the fight for fair treatment, safe working conditions and improved benefits for all workers. This spirit of strength and unity has carried our members through forty years of challenges. When we face layoff, privatization, harassment, discrimination or any unfair treatment we always fought. Many battles were won and some were lost. We can look back and say that all workers, union and non-union, have a better quality of life today than they did in 1967. Because of these gains, workers of modest means have been able to send their children to college. Our founders knew that education was the key to our children having more than we did. We can be proud of the positive impact his labor movement has had on working families. We give thanks to the many members and staff who worked night and day to get us where we are today.

Looking to the future, what will the next forty years bring? All the challenges of the past and more. In the past seven years we have seen some of the harshest attacks on working families in history. In the spirit of the original 300 members, we need to fight for what we have and fight for a better future for our children. The is necessary for all members of our Union to be united and strong for this cause.

PAUL WAS THERE FOR EVERYONE PLEASE HELP

On Wednesday night, January 31st, we lost the most kind-hearted parent, friend, and Union member you have ever met.

Paul Garabedian began work at the University of Connecticut on September 13, 1954 as a custodian, and he retired 41 years later as a lead custodian on April 1, 1995.

For years, Paul cut and stacked firewood to warm his house in Windham that he had shared with his wife Louise since December of 1978. Paul and Louise were married in Sterling on June 1, 1968. The fire that took the life of Paul is believed to have started in the early evening near the woodstove. It is believed that he returned more than once to rescue their cats. Louise was working at the time. The house and its contents were lost entirely and there is no home insurance coverage.

For more than 20 years, Paul and Louise prepared coffee and donuts for the Union Membership Meetings held at UConn on Sunday afternoons. Paul wrote numerous editorials that appeared in the Willimantic Chronicle and Hartford Courant denouncing the Ex-Con Governor's anti-State worker agenda. Whenever a member was in need, you could count on Paul helping.

Paul was a crossing guard for St. Mary-St. Joseph School in Windham for 20 years, and spent hours every day helping in the school, in St. Joseph's Church and local charities.

NOW IT IS OUR TURN!

Checks made payable to the Salvation Army with "Garabedian family" in the memo line will be turned over to the family. Donations may be mailed to the Salvation Army, P.O. Box 595, Willimantic, CT 06226. The Salvation Army can also be contacted at (860) 423-0977.

GOVERNOR'S BUDGET FOCUSES ON EDUCATION & TRANSPORTATION

Governor Rell unveiled her two-year, \$35.8 billion tax and spending plan before a joint session of the Democrat-controlled General Assembly on February 7. The centerpiece of the proposal is a five-year, \$3.4 billion plan to increase state education funding. Rell announced that she would raise the state income tax and exceed the spending cap by more than \$500 million in order to implement her plan.

Rell also pledged major staff increases at the Department of Transportation, including money to hire about 200 Department of Transportation workers, almost the same number terminated four years ago when the state faced a budget deficit. The majority of the

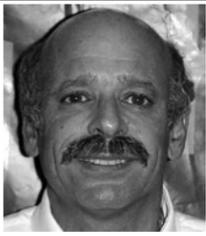
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SERVING THE WORKING PERSON

I quietly began my employment with CEUI in January 1970 and over 37 years later I remember countless skirmishes, battles and wars in the crusade to improve the lives of working people. To choose an event as the "best" or most "beneficial" to CEUI members and their families, in my opinion, is impossible because each victory has meant something important to members.

The successes would not, more accurately, could not, have occurred if it were not for the members who volunteered to help a family in need, who served as a steward, who served on a committee, who participated in political campaigns, who walked with pickets and protestors, and, importantly, who stood up to be counted. Thank you for all you did to help!

To the loyal staff, decades of many active and (now) retired members can tell you based on personal experience how conscientious, dedicated, loyal and hard working you have been and are today. Staff made the difference in every way possible. Thank you, Connie, Lisa and Sue. Tracy, you made the last 5 tough years a lot easier. Thank you!

To the Executive Board, you are top shelf. If it were not for your tenacious adherence to your convictions our members would not enjoy many of the benefits they have today: salaries have almost doubled and a 20 year pension/medical contract is the envy of every Connecticut newspaper editorial board. Your leadership will continue to improve the benefits and working conditions of members for a very long time.

So who was here before me? Joy Bylan and Ed Lynch, two individuals who played an integral role in almost every critical issue over several decades. On a personal note, if I could turn the clock back and change several decisions in line with the advice they gave, I would do so in a heart beat.

In 1970, shortly after starting my State job as an assistant storekeeper for DAS, Middletown Central Warehouse, Frozen Food (minus 30 degrees) Department, I said to myself, I will turn 55 in August 2006, so I will retire April 2007. So I signed the papers in early January 2007.

Dear members, I kept my intentions to myself so you would be the first to know. I have tried to be available seven days a week and as many hours as it took, and as often as possible to assist and serve you in any and every way possible. I never said never. When necessary I fought and now I will quietly leave with good health. Thank you for letting me serve you, God bless and please don't tell me what kind of retirement to have!

CEUI IN-SERVICE COURSES IMPORTANT REMINDER

We are currently processing the registrations for the Spring, 2007 In-Service courses. Please remember that there is great demand for many courses and they are often over-subscribed which means that some people do not get into the class. If you learn that you are scheduled to attend a class, please make sure that you do so. If you are a no-show, that means that some other CEUI member has lost out on the opportunity to take the course. If you know that you cannot attend a class, please tell your supervisor immediately and he/she will notify the proper person.

MAILHANDLERS

ARBITRATION LOST

The State did not violate the contract by using clerical and correctional bargaining unit employees to perform NP-2 Mail Handler duties, according to a ruling by an arbitrator issued February 2, 2007. The decision, in response to grievances filed by the Union against the Department of Correction in June, 2000 August 2003 and November 2004, cited clerical job descriptions and the long-existing practice of using clerks, clerk-typists and correction officers to perform mail handler duties in denying the grievances.

The Union argued that the use of clerical and correctional employees to perform the NP-2 Mail Handler duties was a form of contracting out and was done in violation of the terms of Article 13, Section Ten of the contract. The arbitrator, pointing to evidence that the use of Clerks and Clerk-Typists to perform mail handling duties dated as far back as 1994, concluded that for clerical employees the duties were consistent with their job descriptions and constituted a long-existing practice.

While the arbitrator determined that the Correction Officer (CO) job description did not contemplate work in NP-2 mail handling areas, the evidence demonstrated that Correction Officers were assigned to assist NP-2 Mail Handlers or to perform the duties in their absence since the mid-1990's. The more recent use of CO's with medical restrictions to perform mail handling duties as a short-term (90 day) 'recuperative' assignment was not a change from this historical practice, the arbitrator ruled.

Finally, the arbitrator dismissed the Union's argument that the layoff of two (2) Department of Correction Mail Handlers in 1993 was a direct consequence of the State's use of non-bargaining employees to perform these duties. In denying the grievances, the arbitrator concluded that there was insufficient evidence that layoff of the two (2) Mail Handlers as part of the large scale statewide layoff in 2003 was caused by an increase in the use of non-bargaining members beyond historical levels.

IACOBUCCI DISMISSAL UPHELD AT ARBITRATION

An arbitrator upheld the dismissal of a DMHAS employee for violating the agency's policy on Sexual Harassment. The employee John Iacobucci was terminated in April, 2002 based on an act of inappropriate physical contact with a coworker. The coworker alleged that the contact was made in early February 2002 and reported it immediately. Iacobucci adamantly denied the charge but after investigating the complaint the agency dismissed him.

As there were no witnesses, the arbitrator was confronted with a 'She said..., he said...' situation. Acknowledging this, the arbitrator says, "Thus, there exists before me a classic credibility dispute which I must resolve. After careful consideration of the relevant factors, I determine that the testimony of [the victim] should be credited over that of the Grievant as an accurate depiction of what occurred..."

He credited her testimony because he determined that the victim had no motivation to lie and had a good work record and reputation. The arbitrator noted that while Iacobucci, also had a good work record and reputation, he had an obvious motive not to recall accurately exactly what happened; namely to retain his job.

Additionally, a report of an earlier touching incident, also denied by Iacobucci, but witnessed by another coworker who testified at the arbitration hearing, was persuasive. The decision goes on to say, "As there is no apparent reason why [the

Service to Members

coworker] would lie about the earlier incident, I conclude that concerning that matter [the victim's] testimony should be credited and that of the Grievant discredited." Having reached these conclusions about the earlier incident and motive, the arbitrator concluded that it followed that he found the testimony of the victim more credible than that of Iacobucci.

In response to the Union's argument, citing twelve (12) earlier arbitration decisions, that even if some misconduct did occur, it did not warrant termination, the arbitrator disagreed. According to the arbitrator, only one (1) of the decisions involved the same type of proven misconduct (sexual harassment), involved a single incident, occurred five (5) years earlier and did not constitute a successful defense in this case. As the arbitrator concluded, "Accordingly, notwithstanding the Union making every possible argument to the contrary, the grievance must be denied."

FELICIANO WINS AT ARBITRATION

An arbitrator ruled that DOT did not have just cause to suspend Rafael Feliciano, a Qualified Craft Worker (QCW) at the Darien Repair garage, for failing to provide medical certificates for a series of absences in 2001 and 2002. The arbitrator ordered that the three (3) day suspension be reduced to a written warning and Feliciano be made whole for any lost wages and benefits.

In October 2001, Feliciano signed an agreement to accept a one (1) day suspension and provide a medical certificate for any absence due to sick leave. On three (3) occasions from December 2001 through March 2002, Feliciano used sick leave for which he provided doctor's notes which DOT considered incomplete and unacceptable. After absences in December 2001 and January 2002, he was that the notes were unacceptable and that he must submit a valid medical certificate. He failed to do. Despite this, no disciplinary action was taken. Feliciano continued to work without incident. When it happened in March, DOT held a fact finding and in May issued the suspension.

Ruling that the State established that Feliciano's violated the medical certificate requirement, the arbitrator decided that DOT did not take timely action to correct his behavior in December 2001 and January 2002. Since, after he submitted an unacceptable note, nothing happened to him, he was lulled into a false sense of security. According to the arbitrator, "it appeared that the Agency was not enforcing either the stipulation or the medical certificate requirement." He concluded that despite Feliciano's culpability, DOT's failure to provide prompt notice and timely discipline meant that it did not have just cause for the suspension. He ordered that DOT reduce the suspension to a written warning and Feliciano paid for the three (3) days of lost wages..

WORKERS COMPENSATION

John Meister, DOT Maintainer 2, Mansfield DOT, was injured

while performing his duties as a DOT Maintainer. The claim was submitted but was denied by the insurance carrier for insufficient medicals. **Gloria Barry, Maintainer, UConn/Storrs**, requested to be



John Meister

able to change doctor's for her worker's comp injury. The Union presented the request for change of treator to the insurance carrier, and after several attempts were able to get authorization to change her treator.

by Stewards and Staff

William Bland, QCW Carpenter/UConn, was given a rating for the injury he sustained while on the job. The Union submitted the rating Mr. Bland received and was able to get the insurance carrier to start making payments. The Union obtained medical notes and submitted them to the carrier, and after receipt, the carrier accepted the claim.

Karla Kropiwnicki, Food Service Supervisor, DCF/Connecticut Childrens Place, was seeking time back that she used after she was injured at work. The Union was granted a hearing where facts were presented, and Ms. Kropiwnicki had her time restored.

Doris Falconi, Custodian, UConn/Storrs, was injured while performing her job. The insurance carrier denied coverage. The Union asked for a hearing and presented medical documentation to get coverage. The claim was accepted and lost time is to be restored.

Robert Quayle, Cook, Veterans' Home, injured his leg at work when he fell on a slippery floor. The insurance carrier denied liability claiming the injury was not work related. The Union spoke to the agency and explained how the injury occurred. The agency then amended the injury report and sent it to the carrier. The insurance company then accepted the claim.

James Scully, DOT Maintainer 4, Aviation Ports/Windsor Locks, was denied coverage from GAB Robins for an injury he sustained while performing his duties as a Maintainer 4. After several Workers Comp hearings, the Union was able to get Mr. Scully's case accepted, and GAB Robins was instructed to make restitution for lost time and any and all medical care that will be needed.

Salvatore Rivera, Storekeeper, BESB, was injured while performing his duties as a storekeeper. GAB Robins refused treatment for part of his injuries. The Union contacted GAB Robins, and explained the situation. After GAB Robins contacted the doctor's office and the doctor verified the information, GAB authorized treatment to the other body part.

David Aubrey, DOT Maintainer 3, Trumbull, was injured on the job. After a year, Mr. Aubrey was instructed to receive a rating for his injury. The Union wrote a letter to Mr. Aubrey's doctor requesting a rating. The doctor issued a rating, which was then forwarded to the workers comp carrier for payment.

Sandra Postell, Maintainer 2, Higganum, was denied coverage for a reoccurrence of a prior injury. The Union was able to get a doctor to state that the reoccurrence stemmed from the original injury. The carrier accepted the claim.

DISABILITY RETIREMENTS

Thomas Alexander, DOT Maintainer 4, Hartford Bridge, had to apply for disability retirement due to medical problems. On November 3, 2006 Mr. Alexander's request was granted effective November 1, 2006.

Frederick Quick, DOT Maintainer 2, Mansfield DOT, applied for disability retirement due to medical problems. On November 3, 2006 Mr. Quick's request was granted effective September 1, 2006.

Melvin Rosenberg, Lead Custodian, Asnuntuck Community College, was awarded a non-service connected disability retirement effective February 1, 2006.

Lynn Lane, Maintainer, DMHAS/CVH, applied for a non-service connected disability retirement with the Union's assistance. Ms. Lane was awarded the retirement effective April 1, 2006.

DISCIPLINE

Patrick Christadore, QCW Painter, ECSU, received a written reprimand resulting from violation of the University computer use policy. The Union filed a grievance asking the written reprimand be removed from Mr. Christadore's

personnel file because the agency failed to issue him a Loudermill statement or letter prior to imposing the discipline. Also, the punishment was too excessive. The grievance proceeded to Step 2, at which time the reprimand was removed.

CONTRACT VIOLATIONS

Michael Perreault, Building Maintenance Supervisor, Dept. of Education/Oliver Wolcott Tech, was listed in a high school memorandum entitled Extra Curricular Assignments 2006-2007 as the "Chemical Hygiene Officer." A grievance was filed to remove this title as well as the duties associated with said position. The grievance was sustained, and the title and duties removed.

Members in Dining Services at UConn

were working on equipment that they were not properly trained to operate. The Union filed a class action grievance in March 2006.



Paul Kalajian & Jamie Findley

As a result of the Step 2 conference in January 2007, the University and CEUI signed a stip stating that Dining Services will continue to work in conjunction with the Dept. of Environmental Health & Safety, Workers Compensation providers and the equipment brokers to offer training as requested by staff member. Dining Services will continue to utilize their annual employee workshops as an avenue for safety training.

Jeremy Cote & Jon Colozzi, DOT Maintainer 2's, East Hartford S&M, had been working at East Hartford S&M since 2002, and were being transferred involuntarily to other locations. The Union filed a grievance, and as a result a stipulated agreement was reached that kept both members at the East Hartford garage.

A class action grievance was filed on behalf of **members at UConn/Storrs**, after it was found that the agency had non-NP-2 employees working on ballasts and tombstones "light fixtures." A stipulated agreement was reached at the Step 2 hearing which states that the changing of light bulbs may be done by any member of the agency, however in cases where ballasts and/or tombstones "light fixtures" must be changed, NP-2 employees will be assigned the task.

Sherah Wislocki, Mail Handler, Cheshire/Dept. of Corrections, received a service rating that the Union felt was arbitrary and capricious. As a result of the Union's help, the service rating was changed to an overall satisfactory due to lack of supportive documentation.

Fior Ramirez, Mail Handler, Cheshire/Dept. of Corrections, received a service rating that the Union felt was arbitrary and capricious. As a result of the Union's help, the service rating was changed to an overall satisfactory.

A grievance was filed on behalf of **members at the DOT Trumbull Maintenance Garage**, when a non-bargaining unit member/volunteer outside of the bargaining unit was given preference over NP-2 members for a snow & ice assignment. As a result of the grievance, the volunteer was removed from the snow & ice assignment at the garage.

Western Connecticut State University had not posted overtime in an area convenient to members pursuant to the contract. As a result, a grievance was filed and the overtime will now be regularly posted in a convenient area.

A class action grievance was filed on behalf of **members at ECSU**, when the agency

used FMLA sick time on service ratings to grade members in the area of attendance. The Union filed a grievance and asked that all sick time that was covered under FMLA be removed. The grievance was sustained at Step 2, and new service ratings will be issued for affected members. FMLA sick time will not be taken into consideration in rating attendance.

Custodians at Western Connecticut State University filed a grievance after the agency violated the contract when it ordered custodians not to come in the day after Thanksgiving. Unilateral change in the members' work schedules were not discussed nor were they negotiated with the Union. Custodians were forced to use accrued time for that day. As a result of the grievance, WCSU agreed that it would not implement the same policy in the future.

Dain Junget, Maintainer, SCSU, had his personal leave and working test period timeline miscalculated by SCSU. The Union was successful in having the agency accurately correct this information.

Luther Ellison, Fernando Pina and Mark Trotman, Custodians, CCSU, grieved they were not properly paid when sent home after working 2.5 hours of a scheduled 4 hour call-out. The agency agreed they were not properly paid, and will pay each member 1.5 hours at time & one-half.

Members at WCSU incorrectly received a 50 cent weekend shift differential when they should have received 75 cents. The Union contacted WCSU, and as a result the problem was corrected and eleven employees were paid a total of \$854.69.

Mark Stephens, Cook, UConn/Storrs, was unjustly denied advance sick leave. The Union filed a grievance, and as a result, Mr. Stephens will receive 11 days advanced sick leave, which will be paid back in accordance with Article 29, Section 9 of the contract.



Mark Stephens

Joe Prince, Building Superintendent, Tony Benoit, Lead Custodian and Leroy Smith, Lead Custodian, Gateway CTC/North Haven, were repeatedly denied overtime relative to tasks involving the campus recycling program. Additionally, non-bargaining unit campus employees were performing their work. The Union intervened, and as a result, the agency agreed that overtime would be re-evaluated, and non-bargaining unit employees would cease doing bargaining unit work.

Members in Residential Life at UConn, reached an agreement whereby overtime will be equalized in accordance with Article 18, Section 8 of the contract. This stemmed from the continued practice of a supervisor working overtime in place of regular employees.

MEDICAL

Wendy Baker, Cook, UConn/Storrs, contacted the Union seeking assistance in getting a medical bill for \$141.16 paid. The Union contacted the medical provider who stated the insurance company was never billed because workers comp was improperly billed. As a result, the insurance company was billed and the bill was paid.



Wendy Baker

Michael Sirois, Storekeeper, Revenue Services, contacted the Union seeking assistance in getting approval from his insurance company for his dependent child to have a consultation with a non-participating provider. The Union contacted the insurance company resulting in approval being granted for Mr. Sirois to go out of network for the consultation. **George Gittens, DOT Maintainer 2, Goff Road Stores**, contacted the Union when his dependent's medical coverage was

CALL YOUR LEGISLATORS!

If you don't know who your legislators are, call Jennifer Berigan at (860) 344-0311 ext. 715
h: home phone; c: capitol office phone

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Please hold onto this information. The legislators need to hear your voice!

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Andres.Ayala@cga.ct.gov

129. Robert T. Keeley (D) rm 4035
2156 Park Ave. Bridgeport 06604
c: 860-240-0182
Robert.Keeley@cga.ct.gov

130. Felipe Reinoso (D) rm 4114
P.O. Box 839, Bridgeport 06601
c: 860-240-8579
Felipe.Reinoso@cga.ct.gov

131. David K. Labriola (R) rm 4057
39 Briarwood Rd., Naugatuck 06770

h: 203-723-0171; c: 860-240-8381
David.Labriola@housegop.state.ct.us

132. Thomas Drew (D) rm 4009
800 Rowland Road, Fairfield 06824
h: 203-256-8050; c: 860-240-8552
Thomas.Drew@cga.ct.gov

133. Kim Fawcett (D) rm 4048
234 Collingwood Avenue, Fairfield 06825
h: 203-368-1872; c: 860-240-8569
Kim.Fawcett@cga.ct.gov

134. Tom Christiano (D) rm 4001
306 Hadley Drive, Trumbull 06611
h: 203-220-8136; c: 860-240-8585
Tom.Christiano@cga.ct.gov

135. John E. Stripp (R) rm 4084
4 Scatacook Trail, Weston 06883
h: 203-227-8917; c: 860-240-87474
John.Stripp@housegop.state.ct.us

136. Joe Mioli (D) rm 4037
90 Main Street Unit 9, Westport 06880
h: 203-226-9166; c: 860-240-0136
Joe.Mioli@cga.ct.gov

137. Chris Perone (D) rm 4004
8 East Rocks Road, Norwalk 06851
h: 203-840-1643; c: 860-240-8752
Chris.Perone@cga.ct.gov

138. Janice R. Giegler (R) rm 4056
10 Old Hayrake Rd., Danbury 06811
h: 203-744-3666; c: 860-240-8718
Janice.Giegler@housegop.state.ct.us

139. Kevin Ryan (D) rm 3804
21 Terrace Drive, Oakdale 06370
h: 860-848-0790; c: 860-240-0141
Kevin.Ryan@cga.ct.gov

140. Bruce Morris (D) rm 4054
17 Sention Avenue, Norwalk 06850
h: 230-354-0352; c: 860-240-8515
Bruce.Morris@cga.ct.gov

141. John J. Ryan (R) rm 4072
311 Noroton Avenue, Darien 06820
h: 203-655-7106; c: 860-240-8778
John.Ryan@housegop.state.ct.us

142. Lawrence F. Cafero (R) rm 4203
6 Weed Avenue, Norwalk 06850
h: 203-854-6769; c: 860-240-0028
Lawrence.Cafero@housegop.state.ct.us

143. Toni Boucher (R) rm 4064
5 Wicks End Lane, Wilton 06897
h: 203-762-3232; c: 860-240-8774
Toni.Boucher@po.state.ct.us

144. Jim Shapiro (D) rm 4028
93 East Lane, Stamford 06905
h: 203-324-0910; c: 860-240-8568
Jim.Shapiro@cga.ct.gov

145. Christel H. Truglia (D) rm 4030
7 Gypsy Moth Lndg, Stamford 06902
h: 203-357-7786; c: 860-240-0146
Christel.Truglia@cga.ct.gov

146. Gerald Fox (D) rm 4000
66 Fairview Ave., Stamford 06902
c: 860-240-8585
Gerry.Fox@cga.ct.gov

147. William Tong (D) rm 4003
99 Chestnut Hill Road, Stamford 06903
h: 203-595-9809; c: 860-240-0146
William.Tong@cga.ct.gov

148. Carlo Leone (D) rm 4113
88 Houston Terrace, Stamford 06902
h: 203-323-2138; c: 860-240-8568
Carlo.Leone@cga.ct.gov

149. Livvy R. Floren (R) rm 2205
210 Round Hill Rd, Greenwich 06831
h: 203-661-5758; c: 860-240-8778
Livvy.Floren@housegop.state.ct.us

150. Lile R. Gibbons (R) rm 4076
23 Tomac Ave, Old Greenwich 06870
h: 203-637-0784; c: 860-240-8778
Lile.Gibbons@housegop.state.ct.us

151. Claudia "Dolly" Powers (R) rm 4205
15 Hendrie Avenue, Riverside 06878
h: 203-637-1438; c: 860-240-8778
Claudia.Powers@housegop.state.ct.us

**The Governor (Lisa)
in her budget speech
did not propose a
Golden Handshake!
Don't Believe
Rumors!!**



CEUI's 2007 LEGISLATIVE AGENDA

Connecticut's General Assembly convened its 2007 session on January 3rd. Throughout the session CEUI will be working pass legislation to protect state employee jobs and workers' rights. With Democrats holding two-thirds majorities in both the House and the Senate, there is an even better chance that we can pass measures Governor Jodi Rell (R) has vetoed in previous sessions. Issues included in CEUI's legislative agenda are:

- **Clean Contracting** – Despite pledges to reform state contracting, Governor Rell has vetoed three bills that would have eliminated corruption in awarding state contracts. CEUI will fight again to pass legislation to end ineffective and unjust privatization by requiring the state to complete financial and quality control analyses before privatizing services normally performed by state employees.
- **Captive Audience** – Last year the business community killed legislation that would have prohibited employers from forcing employees to attend "captive audience" meetings. These meetings generally require workers to listen to the employer's views on politics, religion or labor organizing activities. CEUI will work to pass legislation protecting workers' rights to organize and join a union free from employer coercion or intimidation.
- **Pension Protection** - Attorney General Richard Blumenthal has introduced legislation that would give judges the ability to revoke or reduce the pensions, health insurance and other benefits when sentencing state employees who are convicted of corruption. Other legislation has been proposed to prohibit state employees who are convicted of crimes relating to their state service from continuing to receive state pension payments. CEUI will vigorously oppose proposals to rescind any public employee benefits, including pensions and health insurance.
- **Universal Healthcare** – More than 407,000 Connecticut residents have no health insurance at all, while thousands more are underinsured. Though state employees enjoy good health benefits, the cost of those benefits is constantly rising. Attempts to negotiate wage increases and monetary benefits at the bargaining table are often derailed by the employer's skyrocketing health insurance costs. As a result, CEUI has joined with the AFL-CIO and Labor for Universal Healthcare to enact quality, continuous and affordable health care for all Connecticut residents.

If you do not see an issue on this list that you think should be included in CEUI's legislative agenda, please let us know. Contact Political Director Jennifer Berigan at 860-343-8715 or jberigan@ceui.org to make your suggestions. The General Assembly is will adjourn the 2007 session on June 6th.

SESSION DATES

2007 Session Convened: January 3, 2007
2007 Session Will Adjourn: June 6, 2007

LEGISLATURE TRIES TO REVOKE PENSIONS OF CONVICTED STATE EMPLOYEES

Convicted former Governor John Rowland and members of his corrupt administration may be long gone from public service, but the fallout from their criminal activities continues to influence legislation in Hartford. While Rowland's plea deal allowed him to keep his lucrative state pension and health insurance benefits, the General Assembly has tried on numerous occasions to revoke or reduce benefits from state employees convicted of a crime.

In an effort to bolster public trust, deter crime and recover public money, legislators are trying to pick up the slack for judges who have handed down light sentences to Rowland and his cronies. Most recently Lawrence Alibozek, Rowland's Deputy Chief of Staff, was sentenced to just a year of home confinement, five years of probation and a \$100,000 fine.

Attorney General Richard Blumenthal has introduced legislation that would give judges the ability to revoke or reduce the pensions, health insurance and other benefits when sentencing state employees who are convicted of corruption. Other legislation has been proposed to prohibit state employees who are convicted of crimes relating to their state service from continuing to receive state pension payments.

CEUI and other state employee unions have vigorously opposed proposals to rescind public employee benefits. Negotiated by collective bargaining agreements, pensions and health care benefits are essentially deferred compensation earned by state employees. It is CEUI's position that a pension is personal property, owned and earned by a public employee that cannot be revoked. We will continue to fight any attempt to block state employees from receiving benefits they have earned. For further information, please contact Political Director Jennifer Berigan at 860-343-8715 or jberigan@ceui.org.



NEW TRANSPORTATION CHAIR APPOINTED

Senator Donald J. DeFronzo (D-New Britain) has been named Senate chairman of the General Assembly's Committee on Transportation.



As Chairman, Senator DeFronzo will play a major role in the state's transportation initiatives.

The Transportation Committee has jurisdiction over all matters

relating to the Department of Transportation, including highways and bridges, navigation, aeronautics, mass transit, and railroads; and to the State Traffic Commission and the Department of Motor Vehicles. The committee's previous chair, Senator Biagio "Billy" Ciotto (D-Wethersfield), retired from the state legislature this year.

Senator DeFronzo is the former mayor of New Britain and represents residents of Berlin, Farmington and New Britain in Connecticut's

Sixth Senatorial District. He also serves as co-chair of the General Assembly's Finance Committee's General Bonding Subcommittee and as a member of the Finance and Environmental Committees. CEUI has enjoyed a good working relationship with Senator DeFronzo in the past and looks forward to working with him in his new role as Chairman of the Transportation Committee.

(Budget, continued from Page 1)

new positions would be inspectors and engineers, but the budget also calls for 14 new maintainers and 16 additional maintainers to staff new CHAMP trucks.

Rell's other transportation initiatives include \$40 million to repair bridges and add more (continued on Page 6) railcars and parking on the state's two main passenger lines, the New Haven and Shore Line East rail lines. She is also advocating the state move more quickly to add service on the rail line that runs from New Haven to Springfield, Mass.

Rell also laid out her plans for the \$532 million 2007 budget surplus:

- \$151.2 million for the Budget Reserve Fund
- \$50 million for school textbooks and deferred maintenance
- \$21 million for Other Post Employment Benefit (OPEB) account
- \$30 million for Energy Conservation account
- \$150 million for pre-funding the Teachers' Retirement Contribution
- \$96.2 million for FY 2008 expenditures

Other key budget proposals highlights include:

- Increasing the tax on cigarettes from \$1.51 per pack to \$2.00 per pack.
- Eliminating the local property tax on privately owned or leased passenger cars
- Phasing out the state's gift and estate tax over the next five years
- Increasing public bus fares from \$1.25 to \$1.50 effective October 1, 2007

Extending sales tax exemptions on weatherization products and hybrid vehicles until June 30, 2010.

It's unclear how many of Governor Rell's proposals will ultimately be part of the final budget. The Democratically-controlled General Assembly is expected to put its own stamp on the budget in the coming weeks. Agreement must be reached before the General Assembly adjourns June 6, 2007.



Toll-Free Capitol Phone Numbers

Senate Democrats	1-800-842-1420
Senate Republicans	1-800-842-1421
House Democrats	1-800-842-8267
House Republicans	1-800-842-8270

QCW OJE Interim Arbitration Award Received

On January 31, 2007, an interim award was issued regarding the QCW (Qualified Craft Worker) OJE appeal. The award was issued by Arbitrator Susan Brown after seven hearing dates throughout 2006. Paul Kalajian and Mike Griffin, OJE member representatives, assisted Joy Bylan, the Union's OJE consultant, during the arbitration process.

The Union was required to demonstrate to the Arbitrator that there had been "significant" change in class responsibilities or working conditions in order for the class to be presented to the Master Evaluation Committee (MEC) for re-evaluation.

Halfway through the hearings, the State requested that the Arbitrator make her decision on each QCW parenthetical separately. This issue was argued and briefed by both parties. During the original OJE ratings in 1989, all the QCW parentheticals were evaluated together based on the highest use of the QCW classification based on three parentheticals, namely Electrical, Plumbing and HVACR.

Following the past practice of the original evaluation, the Union presented documentation and testimony at the arbitration hearings, concerning those three parentheticals along with two others, Automotive & Mechanical Equipment and Locksmith.

In her decision, the Arbitrator stated "the assessment of the QCW parentheticals for the purpose of referral to the MEC shall be done individually."

Because the Arbitrator ruled on the separation of the parentheticals, she gave the Union 30 days to re-open the arbitration hearings for the purposes of presenting evidence on the

remaining parentheticals. **This gives the Union the option to present new evidence for the eight parentheticals not included in this award. The eight parentheticals that may be considered for arbitration are QCW Adaptive Medical Equipment, QCW Carpentry, QCW Glazing, QCW Machine Shop, QCW Masonry, QCW Painting, QCW Tinsmith, and QCW Welding.**

In her award, the Arbitrator ruled that three parentheticals, **QCW Electrical, QCW Plumbing and Steamfitting, and QCW Heating, Ventilation, Air Conditioning and Refrigeration (HVACR)**, will be referred to the MEC for re-evaluation. The Arbitrator found "significant" change in the duties of these three positions as follows:

QCW Electricians are being asked to perform duties not mentioned in the job description including utility and high voltage work. The Arbitrator found that these additional requirements alter the duties and purpose of the position.

QCW Plumbers and Steamfitters are now required to do trenching and excavation work with heavy equipment. They must also use high pressure and motorized jetting equipment, utility work that they were not previously expected to perform.

The QCW HVACR position was found to have an entirely new duty. They are required to design new heating and cooling systems for certain buildings.

The above three parentheticals will be resurveyed, audits will be done and the information will be presented to the MEC who will make the final decision as to whether these parentheticals will receive enough additional points to warrant an increase in salary.

The Arbitrator found that two parentheticals (QCW Automotive and Mechanical Equipment, and QCW Locksmith) are **not to be** referred to the MEC for re-evaluation.

Because of the Arbitrator's ruling on the separation of parentheticals, the OJE Committee – Mike Griffin, Paul Kalajian and Joy Bylan need to evaluate the significant changes, which may have taken place in the remaining parentheticals.

We are offering members, in the above QCW parentheticals the opportunity to bring forward information about any changes in their job duties. We need to hear from the members in these parentheticals no later than **March 30, 2007**. It may be necessary for you to come to the office to submit documentation and further discuss your case.

In order to determine if there is sufficient evidence to move forward with an appeal of an individual parenthetical, it is extremely important that YOU CALL THE UNION OJE Committee **no later than March 30, 2007** with your changes. You can call directly to Joy Bylan, OJE Consultant, at 1-800-622-3359 X717 or 860-343-8717 on Tuesdays and Thursdays with the information regarding your parenthetical.

Remember the evaluation is based on the position's actual job requirements, and the job classification is evaluated statewide, not the duties performed by one person. You may want to review your job specification during the preparation process.

REMEMBER THIS IS A TIME SENSITIVE ISSUE. The OJE Committee needs to determine whether or not there is significant changes to the eight QCW parentheticals for the Union to pursue with further arbitration hearings.

incorrectly terminated. The Union contacted the agency and insurance company, and after the required paperwork was completed, insurance was reinstated with no lapse in coverage. **Dean Chamberland, Wastewater Treatment Tech, UConn/Storrs**, contacted the Union seeking assistance in getting his dental insurance reinstated for himself and his spouse. The Union contacted the agency and the insurance company, and coverage was reinstated with no lapse and any outstanding claims were reprocessed and paid.

Richard Welzant, QCW Electrician, UConn/Storrs, sought assistance in getting a \$4683 in denied medical claims paid. The Union contacted the insurance company several times a week over a 3 month period. The insurance company finally agreed to pay all claims.



Richard Welzant

Michael Cooley, QCW Electrician, Montville Electrical, contacted the Union when his dependent's prescription drug coverage was canceled. The Union contacted the agency and the insurance company, and the dependent was reinstated with no lapse in coverage.

Richard Wieland Jr. Retiree, ECSU, needed assistance in getting his health insurance reinstated for himself and his two dependent children. The Union contacted the Retiree Health Insurance Unit/Retirement & Benefits Division and the insurance company. Health insurance was reinstated retroactively. **Beverly Sears, Custodian, UConn/Storrs**, contacted the Union seeking assistance in getting a \$214.20 medical bill charged to her deceased spouse paid. The Union contacted the insurance company; charges were rescinded as they were billed to the wrong individual.

Robert Fox, Skilled Maintainer, DMHAS/CVH, contacted the Union when the insurance company would not reimburse him for \$112.79 in out-of-pocket expenses for his wife's prescription. The insurance company was contacted by the Union, and Mr. Fox was reimbursed the full amount of his out-of-pocket expenses.



Robert Fox

THANK YOU'S

To Everyone at CEUI: Thank you all for making my "good bye" luncheon a special occasion, with your kind words, cards and gifts. It meant a lot to me. Best wishes, and I am sure I'll see you again soon. **John Brown**

Dear George & Steven, thank you so much for all your hard work on my insurance issue. My wife & I are very grateful. Thank you for making all the calls so I didn't have to pay the full price for the medication. I will ever be indebted to you. In peace, **Robert Fox, CVH**

To George Spurlock, Local 511, Just a few lines to let you know that I received a letter from Aetna. My insurance coverage has been reinstated effective August 17, 2006. I have you and the Union to thank for this; without your help I don't know what I would do. Enclosed is a small donation to the Union scholarship fund. Thank you, Dorothy Knapp

Dear Steve, will you please put these words of thanks in the Union newsletter. I want to say thanks to Joy Bylan for helping me out from the beginning; she's a sweet lady. Next I want to say thank you to Artie Spencer for all the time and work she put into helping me get my permanent disability. They were both a big help to me and I appreciate it very much.

Sincerely, **Tom Alexander**

John, thanks for all you did for me. Happy retirement. **Bill Rivers, Asnuntuck CTC**

Dear Steven, your generosity and what you did for me will never ever be forgotten. It was hard to swallow but when people like you step up and do what you did, it makes you still believe there are kind people in this world.

Again, many thanks, **Ray Racine, DMR**

Dear Steve, I finally got to write this long overdue letter of thank you and apology; both for the very numerous cases you helped me with, just recently (Medicare), the acquiring of my pension, and all the episodes involved throughout my employment. I feel I put you through hell with some of them quite probably because I was wrong and way out of control in those days, with no excuse other than my own frustration of the events on the job. You helped all you could, like a friend and a hero, and if things didn't go the way I hoped, I was mad at you. For that I'm both too sorry and humiliated to say this in person. Please forgive me. Too often many members react the same, and should remember that sometimes we don't always "have a leg to stand on" which hinders the help you give them. You are the same friend today as you were while working in the Meat Processing Plant years ago; I just failed to realize that. Thank you, more than words can express. Sincerely, **Don Millington**

Dear Steven, I would like to thank all the Union members for their donation of time and well wishes during my recent surgery. I am proud to be a member of this Union. Thanks again to all for making my recovery less stressful. **Joanne Collins, Hairdresser, CVH**



It's that time again! Preparation for the next round of contract negotiations begins this winter, and we need your input! Please fill out the form below to tell us what you want to see in the next contract.

CONTACT INFORMATION: (Please tell us who you are. We ask for your contact information so that if we have questions about your responses, or if we'd like to discuss them in more depth with you, we know how to find you.)

Name:
 Job Title:
 Agency:
 Work Location:
 Work Phone:
 Home Phone:
 Home Email:
 Home Address:
 Initial Date of Hire:

WAGES AND OTHER ECONOMIC BENEFITS

Which form of a general wage increase would be most acceptable to you? (circle choice):

- A. Across the board percentage increase (for example, 3%)
- B. Across the board flat-rate increase (for example, \$0.25 per hour)
- C. A combination of A and B

Please rate the following economic items in order of importance to you, with "1" as the most important, "2" as the second most important, etc... If an item does not apply to you, please mark the item "N/A."

- ___ Annual Increments and/or 10th Step 2 ½% Payment (paid to members who have been at Step 10 for more than 1 year)
- ___ Shift Differential/Premium Pay Increases
- ___ Tuition Reimbursement Increases
- ___ Fees for Licenses (please specify the license, cost, & issuing state agency):
- ___ 40 Hour Work Week
- ___ 35 Hour Work Week
- ___ Meal Allowance Increases
- ___ Vacation or Personal Leave Increases
- ___ Donation of Sick Leave for Members in Need
- ___ Other Economic Items (please specify):

CONTRACT LANGUAGES ISSUES & IMPROVEMENTS

The following list includes issues most often arising from contract language. Please rate the following issues in order of their importance to you, with "1" as the most important, "2" as the second most important, etc... Please explain the problems that you see in these areas and the improvements you would like to see implemented.

- ___ Domestic Partner Benefits:
- ___ Discipline Issues:
- ___ Hours of Work, Work Schedules & Overtime:
- ___ Job Security & Protections Against Contracting Out:
- ___ Layoff Procedures:
- ___ Paid Leave Issues (sick time, vacation time, etc...):
- ___ Snow & Ice:
- ___ Equal Time Off When Emergency Declared:
- ___ Seniority:
- ___ Training Issues:
- ___ Transfer Issues:
- ___ Vacancy Issues:
- ___ Other (please specify):

Please return questionnaire to your steward or mail to CEUI, PO Box 1268, Middletown CT 06457. Questionnaires will be distributed at membership meetings and will appear in future leaflets. It can also be found online at www.ceui.org.

If you are interested in joining the negotiating committee, please contact Steven Perruccio at (860) 343-8718.



April/May 2007 MEMBERSHIP MEETINGS

The seven (7) statewide May Membership Meetings have been scheduled. **We encourage active 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 issues affecting you and your family. Please plan to attend. The dates, times and places of the meetings are as follows:

Monday, April 30

Oliver Wolcott Tech, Torrington, Library Media Center, 4:30pm
 Kaynor Tech, Waterbury, Lecture Hall, 7:00pm

Tuesday, May 1

DPW Trade Shop, 309 Buckingham St Hartford, 12:00pm
 UConn, Storrs, St. Thomas Aquinas Church, 3:30pm
 Yantic Firehouse, Norwich, 7:00pm.

Wednesday, May 2

Gateway Comm. College, Room 160, New Haven, 7:00pm

Thursday, May 3

CEUI HQ, Middletown, 7:00pm

GET PREPARED....It's not far off when retired and/or active members can change health/dental carries, and/or add and delete family members. Additional information and premium increases will be mailed to your home address on record in late April or early May..