

“INDEPENDENT” UNION NEWS

June 2007

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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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LOCAL 511
LOCAL 506



CDL MEDICAL CARD UPDATE

On May 25, 2007 DOT issued a memo to all DOT CDL Holders regarding Medical Cards. The following are the important points to be aware of:

- CDL holders will now be required to provide a Medical Examiner's Card (Form B-328) **AT THE TIME OF LICENSE RE-NEWAL.**
- All DOT CDL holders should be aware of their license renewal date and schedule physicals in time to have your doctor complete the medical card form. The Union advises that physicals be scheduled approximately six months before your renewal date in order to ensure no lapse in licensing.
- At the time of license renewal, you will need to present your completed medical card to DMV in order to be allowed to renew.
- You only need to provide a copy of the medical card to DOT Human Resources. You do NOT need to provide any further medical documentation to DOT.
- Once you have obtained your medical card, you will be required to carry it with your CDL license at all times.

If you are medically disqualified you are required to advise DOT Human Resources immediately in order to avoid discipline.

If you are medically disqualified or suspect you may be in the near future, please contact your Staff Representative immediately. CEUI will continue to work with DOT in attempts to handle these situations as they arise. **If you have any questions regarding the new medical card requirement please contact Cara Wachsman, General Counsel at (860) 343-8719 or 800-622-3359 x719.**

***DON'T BE A
ZERO!
THINK BEFORE
YOU ACT!***

VIOLATING THE STATE OF CONNECTICUT
ZERO TOLERANCE POLICY FOR WORKPLACE
VIOLENCE COULD COST YOU YOUR JOB.

DO NOT BRING ANY WEAPON OR
DANGEROUS INSTRUMENT TO WORK.

DO NOT USE, ATTEMPT TO USE, OR
THREATEN TO USE A WEAPON OR
DANGEROUS INSTRUMENT AT WORK.

DO NOT CAUSE OR THREATEN TO CAUSE
DEATH OR PHYSICAL INJURY AT WORK.

IN ADDITION, MEMBERS HAVE RECENTLY
RECEIVED SUSPENSIONS AND
TERMINATIONS FOR THE FOLLOWING:

INAPPROPRIATE COMMENTS
INAPPROPRIATE PHYSICAL CONTACT
SEXUAL HARASSMENT
SUBSTANCE ABUSE
INSUBORDINATION

**YOUR FAMILY DEPENDS ON YOU!
THINK ABOUT THE IMPACT
ON YOUR FAMILY IF YOU
LOSE YOUR INCOME AND
HEALTH INSURANCE**

JULY 1, 2007 RAISES & INCREASES

Article 10 Training, July 1, 2007

- Tuition Reimbursement increases to \$70,000
- Training Fund increases to \$80,000
- Workshops, Seminars Fund increases to \$30,000

Article 20 Compensation, July 1, 2007

- Effective Sunday, July 1, 2007—3.5% payraise
- Annual increments (AI's) and *new* 10th Step Bonus paid in the check dated July 20: *2.5% higher than the 10th step of each salary group. This is only for those with a July increment.* Payment may be denied for "less than good" service rating
- Safety shoe allowance increases \$15 to \$125

Article 23 Shift & Other Salary Differentials

- Effective July 6, 2007 weekend differential increases to 60¢
- Effective July 6, 2007, 2nd and 3rd shift differentials increase to 85¢

Article 27 Permanent Part-Time Employees

- Safety shoe allowance increases \$15 to \$125

Article 42 Meal Policy

- Meals purchased when working extended hours due to emergencies increases one dollar (\$1.00):
Breakfast \$6.50/Lunch \$8.50/Dinner \$14.00

Article 53 Snow & Ice Premium Pay

- Snow & ice premium pay increases to \$1.60/hr

Complete payscales can be found in the 2005-2008 Maintenance & Service Unit contract beginning on page 100

DOT SPRING & SUMMER SAFETY TIP

GUIDELINES FOR CROSSING MULTI-LANE HIGHWAYS

Whenever possible, crossing a multi-lane highway should be avoided. Reduce workers risk of exposure to traffic: If work is to be done in the median area, park all equipment in the median area whenever possible. If work is to be performed on the right side of the highway, equipment should be parked on the right side whenever possible.

When there is not sufficient room to safely park the equipment in the median area, the supervisor must evaluate and pre-plan the safest possible approach. This planning should include:

1. Is there a safe place to park?
2. Are additional personnel needed? (i.e., police or flaggers)
3. What is the correct position of pre-warning equipment? (i.e., police or flaggers)
4. What personal protective equipment is needed? (i.e., vest, headgear)



PRACTICE ROAD SAFETY FIRST!



WORKERS' ADVOCATE

By Ron McLellan
President

In the past two weeks the Union office has received several phone calls of the type you never want to get: a supervisor informing us of an accident at a work site and members may have injuries. Your thoughts are with the members and their families. You hope that there are no serious injuries.

The most important issue to workers on the job is safety. There may be no second chance to work safely. Our Union has a long history of fighting for a safer workplace. For many years former safety staff representative Tony Straka and safety stewards Jim Maddeloni, Jeff Janusonis, and others fought epic battles with management over eliminating hazards in the workplace. They skillfully documented the fight and with every new contract improved the language in Article 19 (Safety) to protect workers. Today we have one of the strongest safety articles in the country. Other Union locals use our safety article as a model to help them in their fight for worker safety. It is the responsibility of every member to enforce the safety article and to abide by it. Take the extra time to think about the hazards on every job. Use the protective equipment, follow safe work practices, and look out for your co-workers. Do not be the member who thinks that they are scoring points with management by cutting corners or doing the unsafe job that everyone refuses to do. Article 19, Section 5 gives us the protection to refuse an unsafe job until it can be done in a safe manner.

The fact that workers still get injured or killed on the job tells us that we must continue the fight. We need to train more members to be safety stewards. We have to work with management to establish effective safety committees that quickly resolve safety issues.

State government needs to hear the voice of our members and their families to provide the resources to protect workers. The state roads, highways, and interstates are an increasingly dangerous place for our DOT members to work. Motorists ignore signs and speed through our work zones. We are very concerned about the safety of these workers.

Please get the word out to your friends, family, and neighbors to slow down when they see a work zone. The Union will be starting a campaign to bring attention to this issue. We will be getting information out to the membership on what they can do to help.

DOT MEMBER RETIRES



Rich Farmer, DOT 3 from North Haven/State Street Maintenance, retired in May with 29 years of state service. Congrats, Rich!

Service to Members by Stewards and Staff

WORKERS COMPENSATION

Richard Vail, QCW Tinsmith, DMR/Southbury Training School, injured himself while at work. He was denied coverage by the insurance carrier. The Union requested a hearing and was able to obtain Mr. Vail's time back. **Richard Provencher, Skilled Maintainer, Dept. of Education/Ellis Tech**, injured his back and shoulders while at work. He eventually ran out of workers comp payments. After a hearing that the Union requested, an extension was awarded on Mr. Provencher's payments until such time as his disability retirement is awarded.

DISABILITY RETIREMENTS

Raymond Racine, Skilled Maintainer, DMR/Hartford Regional Center, with the assistance of the Union, was able to obtain a non-service connected disability retirement effective February 1, 2007. **Nicolette Latourneau, Supervising Custodian, UConn/Storrs**, was able to obtain a non-service connected disability retirement effective January 1, 2007, with the help of the Union. **Kevin Devaney, Maintainer 2, DOT/North Haven**, was injured while performing his duties as a DOT Maintainer 2. These injuries necessitated him to apply for a disability retirement. The Union submitted his package to the Disability Retirement Board for review. Mr. Devaney was awarded a disability retirement effective January 1, 2007.

Richard Farmer, DOT Maintainer 3, State Street, received a non-service connected disability retirement.

MISCELLANEOUS

Joseph Wirtemberg, Maintainer 2, DOT/Milford Maintenance, was unreasonably issued a written warning for making a restricted turn during a February snow & ice event that resulted in hitting another vehicle. Following a Step 2 hearing, it was determined that the motorist hit the truck plow in an effort to go around the truck. Mr. Wirtemberg was found to be diligent in his job duties, and the written warning was reduced to a letter of counseling. **Thomas Pecora, Maintainer, DMV/Norwalk**, was working in an unsafe and unhealthy work environment due to a broken heating system. The Union made numerous site visits to the Maintenance Area of the building, and filed a grievance, resulting in the DMV supplying the grievant with temporary heat while repair bids were submitted. The heating system was permanently fixed shortly thereafter.

MEDICAL

Wendy Baker, Cook, UConn/Storrs, contacted the Union seeking assistance in getting a medical bill for \$141.16 paid. The Union contacted the credit agency and provided them with the member's insurance information because the insurance company had never been billed. The insurance company was finally billed, and the bill was paid in its entirety.

COBRA Costs If One of the Following Occurs

In accordance with the Consolidation Omnibus Budget Reconciliation Act of 1985, as amended (COBRA), and related State law, you, your spouse and eligible dependents may continue your health/dental insurance coverage through the State's health care plan at group rates for 18, 29 or 36 months, depending on the qualifying event.

QUALIFYING EVENTS

QUALIFYING EVENTS	LENGTH OF COVERAGE
• Any member who quits or is terminated and enrolled his/her enrolled dependents	Up to 18 months
• Employee/dependents whose hours have been reduced, laid-off	Up to 18 months
• Members on a leave of absence without pay	Up to 18 months
• Any member who quits and is totally disabled as determined by Social Security	Up to 29 months
• Spouse/dependents of a deceased employee	Up to 36 months
• Divorced or legally separated spouse of an employee	Up to 36 months
• A child who no longer qualifies as a dependent	Up to 36 months
• A child on their 19th birthday is not eligible for dental coverage, regardless if they attend college	Up to 36 months (dental)
• A child 19 years old who does not attend high school and /or college is not eligible for health insurance	Up to 36 months (health & dental)
• A child who on their 23rd birthday, if attending college, is not eligible for health insurance coverage	Up to 36 months (health)
• <i>Children can continue dental/health insurance under COBRA for 36 months</i>	

Loss of Continuation of Coverage

Your continuation coverage ends earlier than the period stated above if:

- You and/or your dependents become covered by another group plan (unless plan has pre-existing condition limitations.)
- You divorce, subsequently remarry, become covered by new spouse's group plan.
- Your and/or your dependents fail to make a premium payment within required time.
- Your employer no longer provides group health coverage to any of its employees.

Monthly rates for COBRA continuation coverage effective 7/1/07

Plan	Individual	Subscriber&1	Family
Anthem State Preferred	\$676.05	\$1487.30	\$1825.32
Anthem BlueCare POS	\$517.28	\$1138.02	\$1396.66
Anthem BlueCare POE	\$497.19	\$1093.82	\$1342.41
Anthem BlueCare POE Plus	\$489.65	\$1077.23	\$1322.06
Anthem Out of Area	\$623.89	\$1372.57	\$1684.51
Health Net Charter POS	\$507.13	\$1115.69	\$1369.26
Health Net Charter HMO	\$478.81	\$1053.38	\$1292.78
Health Net Passport HMO	\$484.15	\$1065.14	\$1307.21
Oxford Freedom Select POS	\$458.55	\$1008.81	\$1238.09
Oxford HMO Select POE	\$437.36	\$962.18	\$1180.86
Oxford HMO	\$404.05	\$888.92	\$1090.94
Oxford USA Out of Area	\$485.01	\$1067.02	\$1309.53
United Basic Dental	\$32.79	\$100.01	\$100.01
United Enhanced Dental	\$30.16	\$91.99	\$91.99
Aetna Dental DMO	\$22.60	\$49.73	\$61.03
United Dental Judges	\$33.60	\$102.06	\$102.06

LEGISLATIVE UPATE – JUNE 2007
By Jennifer Berigan, Political Director

GENERAL ASSEMBLY ADJOURNS WITHOUT BUDGET

The General Assembly adjourned at midnight on June 6, 2007, without completing work on a state budget. Governor Rell's proposed budget differs greatly from the budget proposed by the Democratic majority. As a result, negotiations between the Administration and legislative leadership are continuing at press time. A tentative agreement has been reached and a special session will be called to approve the new budget before the state's fiscal year begins July 1, 2007. Please check www.ceui.org/politics.html for session updates. Despite the legislature's failure to adopt a budget, CEUI experienced success during the regular session. Below is a summary of issues important to CEUI members:

WINS:

Contract Changes Approved - Two Memoranda of Understanding between CEUI and the State were approved by the General Assembly. One created a pilot program for Highway Operations employees to work three 12-hour shifts. The other allowed for a one-time sick leave donation between AFSCME and CEUI bargaining units at DOT.

Protected Pensions - State employee unions successfully opposed unfair proposals to rescind benefits, including pensions & health insurance, of state employees convicted of fraud or corruption. The bill died in the Senate.

UConn Health Center Study – A bill that would study the Health Center's need for a new hospital passed both chambers and awaits the Governor's signature. The study would also include the regional economic impact of the Health Center and the need for hospital beds in Central Connecticut.

ISSUES PENDING BUDGET COMPLETION:

Possibly 30 New DOT Positions – 16 CHAMP and 14 Maintainer positions were created in the Governor's proposed budget and retained in the Democrats' proposed budget. Negotiations are ongoing,

but CEUI is hopeful that all 30 new positions will be created in the next fiscal year.

Funding for UConn Health Center – The state has significantly underfunded UConn's medical and dental schools for several years. Most recently, shortfalls have been made up with proceeds from John Dempsey Hospital, but the hospital is small, outdated and no longer profitable. Governor Rell provided no new funding for UConn Health Center in her proposed budget. CEUI lobbied to help UConn Health Center secure funding in the Democrats' proposed budget to fully fund the medical and dental schools. Budget negotiations are ongoing, but without additional funding, the Health Center will be forced to lay off up to 400 employees. Almost 200 CEUI members are employed at the Health Center.

LOSSES:

Clean Contracting Standards– CEUI and other state employee unions negotiated compromise legislation with non-profit human service providers, the State Contracting Standards Board and the Governor to create meaningful privatization standards for the very first time. In the last moments of the legislative session, House Republicans filibustered and killed the bill. CEUI is hopeful that the bill can be resurrected and passed during the special session.

Captive Audience Prohibitions - Legislation protecting workers' rights to organize and join a union free from employer coercion or intimidation died in the House of Representatives.

Universal Health Care – Legislators talked a big game, but were short on resolve to craft a universal health care system in Connecticut. The session began with promises of meaningful reform that would diminish the role of profit-hungry insurance companies in favor health-care access, affordability and patient rights, but in the end all that was accomplished was a long overdue expansion of HUSKY.

For more information about these or any other legislative issues, please contact Political Director Jennifer Berigan at 860-343-8715 or jberigan@ceui.org.

COPE STEPS UP FUNDRAISING

The SEIU Executive Board has increased minimum Committee on Political Education (COPE) fundraising goals for all local affiliates. CEUI must raise \$6 per member per year or \$25,410. The SEIU recommended standard is \$12 per member per month or \$50,820.

We need your help to reach our goals! Contributing to COPE is easy. Your donation is deducted directly from your paycheck. Members who give \$2 per pay period will receive a CEUI T-shirt. Members who give \$3 per pay period will receive a CEUI sweatshirt.

If you would like to contribute to COPE please complete the form below and mail it to CEUI Headquarters at P.O. Box 1268, Middletown, CT 06457. You can also contact Political Director Jennifer Berigan at 860-343-8715 or your Staff Representative.

What is COPE? The Committee on Political Education (COPE) is our Union's voluntary political action fund.

What is the money used for? All funds are deposited into our political account, not the general treasury. They are used to make political contributions to pro-union candidates and fund voter registration and education, lobbying and Get Out The Vote (GOTV) efforts.

Why should I contribute to COPE? How will it protect my job? With ongoing budget battles and a negative perception of state employees, the current political climate is a potentially dangerous one for CEUI members. The money you invest allows CEUI to inform and educate the public and elected officials about how they will be negatively impacted by privatizing and/or laying off state employees. The more COPE money we raise, the more effectively we can protect our jobs and our family's financial security. The few dollars you invest in COPE is worth thousands of dollars in better benefits, better working conditions, and few layoffs.

Why is CEUI involved in politics? Your bargaining rights, wages, benefits and job security are all decided by elected representatives. CEUI has a responsibility to protect members' rights and working conditions. In order to do this effectively, you must be part of the political process. Public employees are increasingly targeted by politicians bent on cutbacks and scaling back government. If we don't participate in politics, we won't have a voice.

**Contribute to SEIU's
Committee on Political Education (COPE)**

I am volunteering to contribute to the SEIU Committee on Political Education (COPE) to help make elected officials stand up for working people. I authorize my local union to file this payroll deduction with my employer and for my employer to forward the amount specified to SEIU COPE.

I understand that: 1) I am not required to sign this form or make COPE contributions as a condition of my employment by my employer or membership in the union; 2) I may refuse to contribute without any reprisal; 3) Only union members and executive/administrative staff who are US citizens or lawful permanent residents are eligible to contribute to SEIU COPE; 4) The amounts on this form are merely a suggestion, and I may contribute more or less by this or some other means without fear of favor or disadvantage from the union or my employer; SEIU COPE uses the money it receives for political purposes, including but not limited to addressing political issues of public importance and contributing to and spending money in connection with federal, state and local elections.

Contributions to SEIU COPE are not deductible for federal income tax purposes. This authorization shall remain in effect until revoked in writing by me. Please sign to indicate that you have read and agree with these terms.



Yes! I will do my part to make elected officials listen to working people! Sign me up to contribute to SEIU's Committee on Political Education (COPE)

Name _____

Home Address _____

Home E-Mail _____

Agency/Location _____

Occupation _____

Are you registered to vote yes no Birthdate ____/____/____

I authorize my employer to deduct from my pay the sum of (please circle) \$2.00 \$3.00 Other \$_____ biweekly from compensation as above employee and transmit that amount to Local #511 COPE.

This shall remain in full force and effect until revoked in writing by me.

AUGUST/SEPTEMBER 2006 MEMBERSHIP MEETINGS

The seven (7) statewide August/September 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, August 27

Oliver Wolcott Tech, Café, Torrington	4:30 pm
Kaynor Tech, Demo Room, Waterbury	7:00 pm

Tuesday, August 28

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

Wednesday, August 29

Gateway Comm. College, Rm 160, New Haven	7:00 pm
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Tuesday, September 4

CEUI Headquarters, Middletown	7:00 pm
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CALL TO CONVENTION

Union Secretary/Treasurer Leslie Maddocks has issued a call for the CEUI Election Convention on Friday, October 5, 2007. The convention will be held in Middletown. Delegates will be selected at the August/September Regional Membership meetings. If you are interested in being a delegate, be sure to attend one of the membership meetings listed above.

CORRECTION

Angela Maggi, a steward at Western Connecticut State University, attended the New Steward Training on March 23, 2007. Apologies, Angela, for leaving you off the list of attendees. Congratulations and good luck in your job as a steward.

INFORMATION, PLEASE!

Please remember to let the Union know when you have moved. Having your correct address is vital to us—otherwise we are unable to get important information via newspapers and leaflets to you. The post office does NOT provide us with forwarding addresses on third class mail (under which the newspapers and leaflets are sent). Additionally, having correct phone numbers (home, cell and work) allows us to reach you in a more timely manner.

Change of address forms are available from your staff representative, or you can call the Union office at 860-344-0311, x0, and ask that your information be updated.

IMPORTANT INFORMATION CONCERNING MEDICAL INSURANCE

- Before making an appointment always confirm the doctor is in your insurance network.
- It is your responsibility to contact the insurance company within two business days after an emergency admission and before any planned admission. (This information is usually on the back of your insurance card.)
- If you receive a doctor's bill that you feel the insurance company should have paid contact the Union immediately. Under no circumstances should you call the insurance company because anything you say could be used against you.
- Never file an appeal over the phone with the insurance company without first contacting the Union.



If you have any medical insurance questions or concerns please contact Retiree Staff Representative George Spurlock at 860-343-8722 or 800-622-3359 x 722 or President Ron McLellan at 860-343-8718 or 800-622-3359 x 718.



BUJSC Committee members John Marchese and Willis Ballard

GOT A JOB SAFETY OR HEALTH ISSUE?

Call the Bargaining Unit Job Safety Committee for advice or help. John Marchese and Willis Ballard work each Monday on member safety and health issues. They are trained to monitor workplace safety and health issues.

They can be reached 7 days a week, 24 hours a day at the following numbers:

John Marchese:	860-343-8742 or 1-800-622-3359 x 742
Willis Ballard:	860-343-8740 or 1-800-622-3359 x 740

CEUI EDUCATION OPPORTUNITIES ARTICLE 10 NP-2 CONTRACT

Fall and Spring in-service courses are offered free of charge to members. Watch for information coming soon from your agency and on the Union website, www.ceui.org. These courses are given during the work day and require agency approval for you to take them. Admission to classes is based on seniority.

Tuition Reimbursement is available for undergraduate or graduate credit and non-credit courses that you take on your own time. The courses must be approved by the agency before you start the course. You pay for the course yourself and get reimbursed after you complete the course, have gotten a passing grade and present proof of payment to your agency.

Union vouchers for the State Regional Vocational Technical High Schools are for courses that you take on your own time. Call Loyola Welsh at the Union office for a voucher for the Fall or Spring semester. You present the voucher at registration and this allows you to take the course(s) free of charge to you.

If you take a course on your own time at one of the State approved **Private Occupational Schools**, you can obtain 50% reimbursement if you have gotten pre-approval from your agency.

If you wish to attend a **Workshop, Seminar or Conference**, it must be beneficial to you and your agency. You get a Travel Authorization Form from your agency to apply for the cost to be paid out of Article 10 funds. Save all receipts for what you have paid for travel, lodging, and meals so that it can be included along with the registration cost. You may attend up to two (2) of these a year with a maximum reimbursement of \$1000.

A more detailed list of these opportunities is available at the Union office and online. For more information, contact Loyola Welsh, Education Director, at 860-343-8721 or 1-800-622-3359 x 721.

WWW.CEUI.ORG

Be sure to check out the Union website at www.ceui.org for information on politics, workers comp services, Objective Job Evaluation (OJE) and upcoming events. You can find information on how to contact anyone in the Union office. Stewards can find information and forms (in pdf format) that will help them help their members. The 2005-2208 NP-2 contract is available online, as is the health insurance contract.



If you'd like other items to appear on the website that would benefit you as a member, please email President Ron McLellan at rmclellan@ceui.org