



# UNION NEWS

Connecticut Employees Union Independent · December 2013

Wishing all of our CEUI members and families a happy, healthy, and safe holiday season

## 46<sup>TH</sup> ANNUAL CONVENTION THEME: SOLIDARITY

The 46<sup>th</sup> annual CEUI convention was held on October 18, 2013 at the Hawthorne Inn in Berlin. A total of 175 delegates, retirees, staff, and guests attended. The theme of the convention this year was SOLIDARITY! The speakers and the conversations at the convention were focused on the mounting threats to workers and the specific targeting of public service workers and their collective bargaining rights. In times such as these, solidarity among our members and all workers has never been more crucial.

### PRESS CONFERENCE ANNOUNCES A \$150,000 TWO YEAR GRANT FROM THE NATIONAL INSTITUTE OF ENVIRONMENTAL HEALTH SCIENCES (NIEHS) TO SEIU FOR ESTABLISHING A DISASTER RESILIENCY PROGRAM



Left to right: Stephen Rice, CEUI Safety Trainer; Nancy Wyman, Lt. Governor; Paul Kalajian, CEUI Safety Trainer; Mark Catlin, SEIU Hazmat Program Coordinator

Attending the October 18<sup>th</sup> press conference were Lt. Governor Nancy Wyman, CEUI President Ron McLellan, SEIU Hazmat Program Coordinator Mark Catlin, Deputy Commissioner of the Division of Emergency Management and Homeland Security, William Shea, SEIU Disaster Resiliency Program Administrator Steve Schrag, CEUI Trustee and Safety Trainer Paul Kalajian, CEUI Safety Steward (DOT Crew Leader) Steve Rice, House Majority Leader Joe Aresimowicz, and House Representative and CEUI Staff Rep. Russ Morin. In addition, there were another 30 CEUI members in attendance.

The program will train CEUI members to be trainers and Union Resiliency Coordinators. The training will provide CEUI members with information and skills to prepare co-workers, state agencies, and their communities to prepare for disasters. Ron McLellan opened the press conference with this statement: "No matter how severe the weather or

catastrophic the event, Local 511 members report to work and open our highways, colleges, universities, schools, and State buildings. We are excited to be a partner in this project. Our trainers will train our members to help organize a comprehensive disaster plan for their State facility and their community. For Local 511 this is a perfect fit; it is what we do!"

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Steve Rice: "During super storm Sandy in Bridgeport we witnessed large road signs blowing down I-95, trees falling everywhere, and electrical transformers exploding. Careless drivers were joyriding around and hitting the debris. We helped the State Police sort out the mess and open the roads for emergency vehicles."

Steve Schrag: "Wouldn't it be a unique opportunity to have our members be trained to be ahead of the curve before the disaster. This is a great opportunity for us to put a different face on the union when we talk to the community. We are not here to talk about budget cuts or contracts, we are here to help you make your home and community safer."

Russ Morin: "Our people are often the unsung heroes, go out and do the work, like making sure folks in our hospitals are fed, and their rooms are clean. Our craft workers and electricians make sure that everyone is being taken care of. What better people to have involved in a plan to keep our residents safe and keep our state moving than those who do the work."

## **IMPORTANT CDL INFORMATION - PLEASE READ**

1. Driving Type Self-Certification:
  - Every CDL driver in CT should have received a notice from DMV in the past few weeks indicating that they need to certify their "driving type" on the DMV website. This is a requirement by the Federal Government that the State is required to comply with.
  - The link to the registration is at: <http://ct.gov/dmv> and registration must be completed by January 30, 2014.
  - The DOT has issued a memo indicating that their drivers should select Category 1-(N1)-Non-expected interstate.
  - We would expect that most other CDL drivers would choose the same category, but that is dependent on your particular use of your license. (If you use your license for your State job, we suggest checking with your agency if you are unsure.)
2. Medical Card Info to DMV (UPDATED INFORMATION - PLEASE READ)
  - The mailing from DMV mentioned above also indicated that an additional condition imposed by the federal regulations is submission of medical cards to DMV. Prior to January 30, 2014 you need to either fax a copy of your medical card or mail a copy of your medical card to DMV. Additionally, every time you renew your medical card from now on you will similarly need to mail or fax your new card. (Note: if you have a short term medical card [i.e. less than 2 years], you are required to send your FULL physical form to DMV; not just your wallet card).
    - Fax: 860-263-5568
    - Mailing Address: DMV, Driver Services Division, 60 State Street, Wethersfield, CT 06161
3. Medical Card Renewals after May 2014:
  - Effective May 2014, all CDL medical cards must be signed by "Certified Medical Examiners". In order to be a Certified Medical Examiner, medical providers need to go through a certification process and be on the National Registry of Certified Medical Examiners. As we are uncertain how many doctors will choose to go through this certification process, we suggest you have a discussion with your physician to find out if he/she will do so.
  - Information on this issue can be found at <https://nationalregistry.fmcsa.dot.gov/NRPublicUI/home.seam>
  - As we receive further updates or information, we will send it on to you. If you have questions in the meantime, please contact General Counsel & Staff Director Cara O'Sullivan at 860-343-8719.

## **STEWARDS ELECTIONS:**

Per the By-Laws, Steward Elections are conducted every 4 years. We are currently in the process of an election period and postings have been going up in worksites for the last few weeks. All elections are scheduled to be concluded by the end of the year, with new terms starting on January 1, 2014.

After receiving feedback from a number of worksites since the 2009 steward elections, the Executive Board has made some changes to the process. Some of those changes include: 1) providing a method for members on large campuses to have representation from their specific work areas (2) changing the number of stewards available for election based on changing employment numbers and (3) changing voting to a mail ballot system to better assure members from all shifts and those out on workers comp or vacation be given an opportunity to vote.

If you have any questions regarding steward elections, please contact General Counsel & Staff Director, Cara O'Sullivan at (860) 343-8719.

# **SCHOLARSHIPS FOR CHILDREN OF CEUI MEMBERS**

Applications are now available for the 2014 Salvatore Perruccio Scholarship. CEUI offers four (4) \$2,500 scholarships to a deserving child (note: grandchildren are excluded) of an active (not retired) dues paying member of CEUI. The specifics for qualifying are:

1. You must be a senior in high school about to enter a four-year accredited college by the Fall of 2014.
2. You must fill out a preliminary application and return it by April 15, 2014.
3. You must return a final application postmarked by May 16, 2014.
4. Qualifying students will be individually interviewed by the Scholarship Committee.
5. Winners will be expected to attend the 27th Annual Salvatore J. Perruccio Golf Tournament held June 26, 2014.

To obtain a preliminary application please call Tracy at 860-343-8712. You may also request an application by email: [tdeegan@ceui.org](mailto:tdeegan@ceui.org). Please be sure your email indicates both the name of the parent and the child.

## **DO YOU KNOW A MEMBER DESERVING OF A HUMANITARIAN AWARD?**

The Salvatore J. Perruccio Humanitarian Award is presented to a member for outstanding recognition of his/her time spent serving the community by volunteering and/or providing his/her leadership and lending a helping hand whenever needed. The award is presented to a CEUI member who demonstrates qualities such as being humane, kindhearted, public-spirited, idealistic, generous, merciful, considerate and exceptionally kind. If you would like to nominate a "special" CEUI member whose efforts are deserving of this award, please submit his or her name by May 16, 2014, to Tracy at the Union office or email it to: [tdeegan@ceui.org](mailto:tdeegan@ceui.org). The Humanitarian Award will be presented at the 27th Annual Salvatore J. Perruccio Golf Tournament on June 26, 2014.

## **SEIU SCHOLARSHIP PROGRAM 2014**

SEIU offers a number of scholarships to members. The availability, requirements and due dates for the SEIU scholarships can be found online at [www.seiu.org/members/](http://www.seiu.org/members/) — click on "scholarships." As a reminder, the SEIU scholarships are not handled by CEUI; they are processed and funded through the SEIU office in Washington DC.

## **UNION PLUS EDUCATION SERVICES**

If you are a union member with dreams of getting an advanced education, or if your son or daughter is looking to continue their schooling after high school, now's the time to start making progress toward your goal. Visit [www.UnionPlus.org/Education](http://www.UnionPlus.org/Education) — there you will find multiple links to scholarships, grants, rebates and discounts. Union Plus brochures are available at the Union office. Please call if you'd like one mailed to you.

## **HOLIDAY PARTY REMINDER**

The 35th Annual Holiday Party is being held on Saturday, December 14, 2013 at the Elks Lodge, Pleasant Street, Willimantic. Hors d'oeuvres and hot buffet dinner, music and dancing to a DJ. Doors open at 6pm, dinner served at 7pm. Contact Tom White at the Union Office at 860-343-8716 for tickets (members \$20, guests \$40).

NOTICE: To Employees represented by the Connecticut Employees Union Independent, affiliated Local 511, Service Employees International Union, AFL-CIO, who are not members of the Union and are subject to a Union security clause and, therefore, must pay dues or fair share fees to CEUI, Local 511, as a condition of employment.

The United States Supreme Court has held that federal law does not permit a labor union to utilize union funds collected from nonmember employees pursuant to a union security clause on union activities unrelated to representational activity, if the nonmember employee objects. Representational activity has been construed by the courts to include all matters germane to collective bargaining, are justified by the government's vital policy interest in labor peace and avoiding "freeriders" who benefit from union efforts without paying for union services and do not significantly burden free speech, contract administration, and grievance adjustment.

CEUI, Local 511, believes that the funds it expends on activities which the Supreme Court has deemed non-representational, and therefore not chargeable to objecting nonmembers, including certain types of legislative lobbying, litigation, public relations and communication, are all vitally necessary to fulfilling the union's role in representing employees and of improving the working conditions for all employees.

Employees who have not joined the Union are urged to consider the benefits of full Union membership. Employees who choose, for whatever reason, not to join the Union may nonetheless continue to support the efforts the Union makes on their behalf by not objecting to paying an agency service fee equal to the dues that Union members pay.

For the fiscal year ending December 31, 2012, 75.0% (percent) of the Union's expenses were for representational functions; 25.0% (percent) of the expenses funded is what has been classified by the courts as nonrepresentational activity. The fair share fee, also known as the agency service fee, of objecting nonmembers for the period of 2012 is calculated from these figures and is, therefore, 75.0% (percent) of Union dues.

Nonmembers do have the right to object to paying the 25.0% portion of Union dues which finances nonrepresentational Union activities. Nonmembers who file such objections are classified as objecting nonmembers. Objecting nonmembers are required to pay only the agency service fee amounting to 75.0% of the full Union fees required under the Union security clause.

To object to that portion of Union fees which supports nonrepresentational activity for the period January 1, 2014 to December 31, 2014, nonmembers must send a letter of objection to: Leslie Maddocks, Secretary/Treasurer, Connecticut Employees Union Independent, P.O. Box 1268, Middletown, CT 06457.

Objecting nonmembers should include in this letter their name, address, employer, and Social Security number. Objections must be filed and received by CEUI, Local 511, on or before December 31, 2013. Objections must be renewed each year. Objecting nonmembers who file timely objections will be required to pay only the agency service fee required under the terms of the Union security clause for the period from January 1, 2014 to December 31, 2014.

In addition, objecting nonmembers have the right to challenge the Union's calculation of the agency service fee. The fiscal basis for the Union's calculation of the agency service fee is set forth in the Financial Report published with this Notice. Objecting nonmembers who wish to challenge the Union's agency service fee calculation must (1) submit a letter contesting the calculation, (2) state the percentage they believe their agency service fee should be, and (3) request a hearing to determine the accuracy of the Union's calculation. The percentage of the agency service fee which is contested will be placed in an interest-bearing escrow account until the dispute is resolved. Letters challenging the Union's calculation should be addressed to the Treasurer and must also be filed and received at CEUI, Local 511, on or before December 31, 2013. After the challenged deadline has passed, all calculation challenges will be consolidated and a hearing date will be set within 30 days before the Union's Executive Board. At the hearing, all objecting nonmembers requesting an additional fee reduction will be given the opportunity to present evidence and explain their position. The Board will consider all the evidence and issue a decision within 10 days of concluding the hearing.

If an objecting nonmember challenging the agency service fee is not satisfied with the Executive Board's decision, an appeal must be submitted to and received by the Board in writing within 15 days of the decision. Timely appeals will be submitted to arbitration before an impartial fact-finder appointed by the American Arbitration Association. Multiple appeals will be consolidated into a single hearing. The hearing will be conducted under the American Arbitration Rules For Impartial Determination of Union Fees, and will be held within 120 days of the date the appeal is timely received by the Union. The Union will pay the arbitrator's fee. The objecting nonmember who appeals is responsible for personal expenses such as travel, lost wages, and attorney's fees and other related expenses.

Connecticut Employees Union Independent, Inc.  
Statement of Income, Expenses and Net Worth  
For the Calendar Year Ended December 31, 2012

INCOME	\$2,474,930
Less payments to the International Union—Schedule A	(\$598,400)
Net Revenues for the Year	\$1,876,530
EXPENSES	
Payroll and Related Expenses—Schedule B	\$1,276,168
Affiliations—Schedule C	\$69,248
Operating Expenses—Schedule D	\$258,515
Professional—Schedule E	\$89,038
General and Administrative Expenses—Schedule F	\$137,141
Total Expenses	\$1,830,110
Net Income for the Year	\$46,420
Net Worth—Beginning of Year	\$1,638,141
Unrealized Investment Portfolio Market Increase (Net)	\$23,747
Net Worth—End of Year	\$1,708,308

## NP-2 COMPENSATION TIMELINE

### Year 2014:

- January 2014 - Annual Increments and Top Step Bonuses paid
- April 2014 - Longevity paid
- July 2014 - 3% General Wage Increase [members who began retiree healthcare contributions in 2013 will increase their contribution by 1 ½%]
- July 2014 - Safety Shoe money paid [\$135.00]
- April 2014 - Longevity paid

### Year 2015:

- January 2015 - Annual Increments and Top Step Bonuses paid
- April 2015 - Longevity paid
- July 2015 - 3% General Wage Increase [members who began retiree healthcare contributions in 2013 will increase their contribution by 1%]
- July 2015 - Safety Shoe Money paid [\$135.00]
- October 2015 - Longevity paid

### Year 2016:

- January 2016 - Annual Increments and Top Step Bonuses paid
- April 2016 - Longevity paid
- July 2016 - Safety Shoe Money paid [\$135.00]

## RETIREMENT OF LOYOLA WELSH, STEWARD AND EDUCATION COORDINATOR

As many of you are aware, Loyola Welsh, our Steward and Education Coordinator is retiring at the end of this year. Loyola is a retired teacher and joined our office in 2006. She has been your contact for all your education questions and steward training needs since she joined. Also, she has been instrumental in CEUI being awarded the Green Cleaning Grant with the UCHC. That grant has allowed us to provide higher level research and training to many of our members as the state moves to rid its buildings of toxic chemicals in favor of the new green products.

We expect to be recruiting for Loyola's replacement in the near future. The new position will also incorporate our need for media relations in order to better serve our members in a variety of social media areas.

In the meantime, if you have any questions regarding steward training or education after the New Year, please contact General Counsel & Staff Director, Cara O'Sullivan at 860-343-8719.

*We wish Loyola a happy and healthy retirement!*

Connecticut Employees Union Independent, Inc.  
 Schedule of Chargeable and Nonchargeable Expenses  
 Supporting Schedules for Statement of Income, Expenses and Net Worth  
 For the Calendar Year Ended December 31, 2012

	Total Expenses	Chargeable	Non- Chargeable
<b>A. Payments to Int'l. SEIU</b>			
Per Capita - Dues	\$598,400	\$307,099	\$291,301
Totals	\$598,400	\$307,099	\$291,301
<b>B. Payroll and Related Expenses</b>			
Salaries	\$862,431	\$777,022	\$85,409
Related Benefits, Taxes & Health Ins.	\$317,982	\$286,491	\$31,491
Travel and Auto Expenses	\$95,755	\$86,272	\$9,483
Totals	\$1,276,168	\$1,149,785	\$126,383
<b>C. Affiliations</b>			
Connecticut Labor Organizations	\$69,248	\$0	\$69,248
Totals	\$69,248	\$0	\$69,248
<b>D. Operating Expenses</b>			
Printing and Publications	\$9,009	\$8,117	\$892
Supplies	\$11,493	\$10,355	\$1,138
Building Repairs and Maintenance	\$10,679	\$9,621	\$1,058
Rubbish Removal	\$1,609	\$1,450	\$159
Security	\$4,059	\$3,657	\$402
Telephone Expense	\$32,496	\$29,278	\$3,218
Advertising	\$7,811	\$0	\$7,811
Annual Convention	\$8,417	\$8,417	\$0
Meetings	\$29,372	\$26,463	\$2,909
Equipment Rentals and Leases	\$21,744	\$19,591	\$2,153
Depreciation Expense	\$39,516	\$35,603	\$3,913
Member Welfare	\$30,146	\$0	\$30,146
Picnic Expense	\$14,449	\$0	\$14,449
Safety Expense	\$5,586	\$5,586	\$0
Computer Expense	\$27,074	\$24,393	\$2,681
Steward Training	\$5,055	\$5,055	\$0
Totals	\$258,515	\$187,586	\$70,929
<b>E. Professional</b>			
Negotiation Expense	\$6,130	\$6,130	\$0
Arbitration and Transcripts	\$15,818	\$15,818	\$0
Accounting	\$11,795	\$10,627	\$1,168
Financial Review	\$26,095	\$23,511	\$2,584
Other Professional Fees	\$29,200	\$26,308	\$2,892
Totals	\$89,038	\$82,394	\$6,644
<b>F. General &amp; Administrative Expense</b>			
Utilities	\$17,648	\$15,900	\$1,748
Property Taxes	\$18,967	\$17,089	\$1,878
Insurance	\$35,247	\$31,756	\$3,491
Postage and Mailing	\$14,607	\$13,160	\$1,447
Scholarship Expenses and Grants	\$25,378	\$0	\$25,378
PAC Contributions and Expenses	\$19,100	\$0	\$19,100
Dues, Licenses and Subscriptions	\$5,194	\$4,680	\$514
Donations	\$1,000	\$0	\$1,000
Totals	\$137,141	\$82,585	\$54,556
<b>Total Expenses</b>	<b>\$2,428,510</b>	<b>\$1,809,449</b>	<b>\$619,061</b>
Percent Chargeable	75%		

# 2014 State Holidays and Check Dates

MAY 2014						
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APRIL 2014						
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**PAYDAYS IN 2014**  
*(SPECIAL NOTE: We are publishing check dates according to Core-CT rather than check distribution dates since direct deposit, distribution, and check dates can differ.)*

January 10, 24  
 February 7, 21  
 March 7, 21  
 April 4, 17  
 May 2, 16, 30  
 June 13, 27  
 July 11, 25  
 August 8, 22  
 September 5, 19  
 October 3, 17, 31  
 November 14, 28  
 December 12, 26

NOVEMBER 2014						
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DECEMBER 2014						
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30	31					

**2014 HOLIDAYS OBSERVED**

HOLIDAY	OBSERVED ON
New Year's Day	January 1, 2014
Martin Luther King Jr. Day	January 20, 2014
Lincoln's Birthday	February 12, 2014
Washington's Birthday	February 17, 2014
Good Friday	April 18, 2014
Memorial Day	May 26, 2014
Independence Day	July 4, 2014
Labor Day	September 1, 2014
Columbus Day	October 13, 2014
Veterans Day	November 11, 2014
Thanksgiving Day	November 27, 2014
Christmas Day	December 25, 2014
New Year's Day	January 1, 2015

**OTHER IMPORTANT DATES**

Longevity Payments: April 18 and October 17  
 3 Payment Months: May and October  
 Safety Shoe Check: on or about July 25  
 27th Annual Golf Tournament: June 26

CALENDAR KEY

Pay Days ■ Premium Holidays ▲ Holidays ○

Connecticut Employees Union Independent  
SEIU Local 511, AFL-CIO, CLC  
PO Box 1268  
Middletown, CT 06457



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## JANUARY 2014 MEMBERSHIP MEETINGS

The seven statewide January Membership Meetings have been scheduled. Active members and retiree members are encouraged to attend. Attendance at these meetings guarantees you the most up-to-date information on the issues affecting you and your family.

### INCLEMENT WEATHER ADVISORY

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 800-622-3359 x905 (accessible 24 hours a day) for pertinent information. You can also check out our website at [www.ceui.org](http://www.ceui.org). A meeting canceled due to inclement weather will not be rescheduled. The schedule is as follows:

Monday, January 13

Tuesday, January 7

Public Works Garage, 309 Buckingham St, Hartford.....Noon  
UConn/Storrs, St. Thomas Aquinas basement .....4:00 pm  
Yantic Firehouse, Norwich .....7:00 pm

Wednesday, January 8

Operating Engineers, Local 478, 1965 Dixwell Ave, Hamden .....7:00 pm

Thursday, January 9

CEUI Headquarters, Middletown .....7:00 pm

Monday, January 13

Oliver Wolcott Tech, Library, Torrington .....4:30 pm  
Naugatuck Valley CTC, Rm L501, Waterbury .....7:00 pm

### SNOW & ICE PHONE NUMBER

During a snow & ice storm with a callout of 50% or more, a staff rep is on duty day & 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 or 800-622-3359 x715 (please do not use the after hours number for any calls other than snow & ice questions/problems).