



UNION NEWS

Connecticut Employees Union Independent • December 2014

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

GOVERNOR MALLOY AND NANCY WYMAN RE-ELECTED FOR A SECOND TERM

Election Day has come and gone with Connecticut sending a loud message that by re-electing Dan Malloy and Nancy Wyman we are a union state and that candidates who want to take away our rights, who want to hurt our families, and who want to turn back the clock have no place holding office. On a Tuesday where we saw anti-worker candidates win across the United States, their momentum stopped at the border of Connecticut and that is because workers made their voices heard. Members from across the state worked tirelessly throughout the campaign to protect their pay, pension, healthcare, and bargaining rights by ensuring a victory for Governor Malloy.

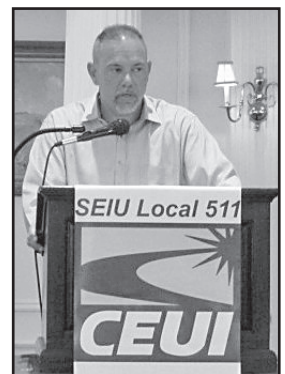


Zak Leavy and members Doug Racicot and Gary Catucci getting ready for a labor walk

We also had great successes with sixty-nine of the eighty-six candidates that were endorsed by our Committee on Political Education elected to the House, Senate, and Constitutional offices. Only four COPE endorsed candidates who lost were incumbents while the thirteen other candidates who lost were challenging a strong incumbent. This overwhelming success can be attributed to the hard work of CEUI member volunteers who worked to get good candidates elected. Your work and your efforts to educate members on the issues made the difference and showed that there is strength in numbers. This election was a low turnout across the state but CEUI had a large majority of members who voted and that showed when we had sixty-nine endorsed candidates (continued on pg 2)

47TH ANNUAL CEUI CONVENTION

The 47th annual CEUI convention was held in October at the Aqua Turf with a packed house. We had a great turnout of members who were excited to be there and brought a lot of energy to the convention. We send a special thank you to Lieutenant Governor Nancy Wyman, Comptroller Kevin Lembo, Representative Elizabeth Esty, House Majority Leader Joe Aresimowicz, and AFL-CIO Executive Secretary-Treasurer Lori Pelletier for giving rousing speeches to members. This convention was a great opportunity for members from different agencies and from across Connecticut to get together and hear from these speakers and your leadership. Thank you to everyone that attended and we look forward to another great convention next year!



House Majority Leader Joe Aresimowicz

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(Governor, cont. from page 1) candidates win office. Politics can be a tough subject for many members but there is an important reason why we are involved and take a position on candidates. Most important is that we vote! Becoming frustrated with politics and silencing your own voice equals bad results. We've seen it happen in states from Wisconsin to New Jersey to Michigan to Indiana when those elected officials took away the rights of union workers across their state. Those are the consequences that we face and why we continue to fight for workers rights through the work site, through negotiations, and through politics. This election proved that we have influence over who gets elected when we get involved and stand together.



Members at the 2014 convention listen to speakers

WE APPRECIATE OUR VOLUNTEER ARMY!

The stakes could not have been higher in this election cycle. Because of the hard work of our members who volunteered their time, we will have a brighter future. Special thanks to our members who phone banked, door knocked, did member-to-member education, dropped off literature, attended debates, and most important voted!

CDL MEDICAL CARD EXAM UPDATE

In May 2014, the Federal Government instituted the requirement that CDL medical exams be performed by "Certified Medical Examiners." This new requirement has created a multitude of problems due to the lack of sufficient certified medical examiners, fees that many medical practices are now charging for these medical exams, and the requirements under the Health Enhancement Plan (HEP).

For months, we have been working to negotiate to address these problems with the Comptroller's office and with several medical practices to offer options to those that are affected. At this time, we still have no agreement, but we are trying to address concerns by members that were charged fees and/or additional exam costs since May 2014. Also, we are trying to find a long term solution for members who are required to hold a CDL for their position to make the process more streamlined, especially in conjunction with the HEP requirements.

As we continue trying to work out a solution, we are asking that members keep receipts for any costs incurred as a result of these exams. If we are able to create some sort of reimbursement for costs you have incurred, you will need those receipts for proof of payment. If you or your fellow co-workers have problems related to your CDL medical card exam, please either contact President Ron McLellan at 860- 343-8718 or General Counsel/Staff Director Cara O'Sullivan at 860-343-8719.

SCHOLARSHIP APPLICATIONS AVAILABLE

At the request of the Perruccio family, the 2014 Salvatore J. Perruccio Memorial Golf Tournament was to be the last one held. Thanks to the Perruccio family for all the years of support for our CEUI kids. The tournament was the primary fundraiser for the scholarship. The Union will be continuing with the tradition of awarding scholarship money to deserving children of members, and is happy to announce that applications for the First Annual CEUI Scholarship will be available for distribution in January. We will continue to offer four \$2,500 scholarships.

The applicant must:

- be the child of a dues paying, active member of CEUI
- be a senior in high school about to enter a four-year accredited college in the fall of 2015
- complete a preliminary application and return it by April 3, 2015
- return a final application postmarked by May 1, 2015

Qualifying students will be individually interviewed by the Scholarship Committee. Interviews will be held at the Union office on a date to be determined after the application period ends.

To obtain a preliminary application please call Tracy at 860-343-8712. You may also request an application by email: tdeegan@ceui.org. Please be sure your email indicates both the name of the parent and the child. Your name will be placed on a list and applications mailed after the first of the year.

SEIU SCHOLARSHIP PROGRAM 2015

As a member of CEUI, you are eligible to apply for the scholarships offered by SEIU (Service Employees Union International). The availability, requirements and due dates for the SEIU scholarships can be found online at 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.

ADDITIONAL BENEFITS

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 — 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 your home.

HOLIDAY PARTY REMINDER

The 37th Annual Holiday Party is being held on Saturday, January 10, 2015 at the Elks Lodge, Pleasant Street, Willimantic. Hors d'oeuvres and hot buffet dinner will be served. Music is provided by a DJ. Doors open at 6pm, dinner served at 7pm. A 50/50 raffle is held, and there are door prizes.

Please contact Staff Rep Tom White at the Union Office at 860-343-8716 for tickets or more information. Members are charged \$20, guests \$40.

WWW.CEUI.ORG

Have you visited the CEUI website? Check out the information that is available on: Bargaining Unit Job Safety, CDL, Committees, Committee on Political Education, Education & Training, Member Benefits, Photos, Retirement Services, Staff Directory, Steward, Information, Workers Compensation.....and much more!

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 "free riders" 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, 2013, 80.0% (percent) of the Union's expenses were for representational functions; 20.0% (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 2013 is calculated from these figures and is, therefore, 80.0% (percent) of Union dues.

Nonmembers do have the right to object to paying the 20.0% 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 80.0% 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, 2015 to December 31, 2015, 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, 2014. 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, 2015 to December 31, 2015.

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, 2014. After the challenge 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, 2013

INCOME	\$2,475,500
Less payments to the International Union—Schedule A	(\$602,485)
Net Revenues for the Year	\$1,873,015
 EXPENSES	
Payroll and Related Expenses—Schedule B	\$1,328,444
Affiliations—Schedule C	\$61,600
Operating Expenses—Schedule D	\$248,627
Professional—Schedule E	\$154,286
General and Administrative Expenses—Schedule F	\$119,944
Total Expenses	\$1,912,901
 Net Income for the Year	(\$39,886)
Net Worth—Beginning of Year	\$1,708,308
Unrealized Investment Portfolio Market Increase (Net)	\$23,005
Net Worth—End of Year	\$1,691,427

**NP-2
 COMPENSATION
 TIMELINE**

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]

**CEUI FAMILY SUFFERS
 TOTAL LOSS IN
 TRAGIC FIRE**

Union brother Eugene Casivant (DOT / Danbury Maintenance) and his family lost their home in Southbury and all of the contents in a tragic fire on November 13th. Sadly the family pets -- two dogs and a rabbit -- died in the home. Our thoughts, prayers, and support go out to the Casivant Family.

We have set up a fund to assist the family at the Union hall. Monetary donations or gift cards can be mailed to Tracy c/o CEUI, PO Box 1268, Middletown CT 06457. Please make checks out to CEUI; we will combine and forward one check to the family.

Thank you in advance for your help!

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, 2013

	Total Expenses	Chargeable	Non- Chargeable
A. Payments to Int'l. SEIU			
Per Capita - Dues	\$602,485	\$398,182	\$204,303
Totals	\$602,485	\$398,182	\$204,303
B. Payroll and Related Expenses			
Salaries	\$866,136	\$781,255	\$84,881
Related Benefits, Taxes & Health Ins.	\$365,979	\$330,113	\$35,866
Travel and Auto Expenses	\$96,329	\$86,889	\$9,440
Totals	\$1,328,444	\$1,198,257	\$130,187
C. Affiliations			
Connecticut Labor Organizations	\$61,600	\$0	\$61,600
Totals	\$61,600	\$0	\$61,600
D. Operating Expenses			
Printing and Publications	\$17,097	\$15,421	\$1,676
Supplies	\$13,109	\$11,824	\$1,285
Building Repairs and Maintenance	\$12,024	\$10,846	\$1,178
Rubbish Removal	\$1,648	\$1,486	\$162
Security	\$4,070	\$3,671	\$399
Telephone Expense	\$35,846	\$32,333	\$3,513
Advertising	\$8,100	\$0	\$8,100
Annual Convention	\$8,141	\$8,141	\$0
Meetings	\$11,750	\$10,598	\$1,153
Equipment Rentals and Leases	\$21,749	\$19,618	\$2,131
Depreciation Expense	\$64,476	\$58,157	\$6,319
Member Welfare	\$8,883	\$0	\$8,883
Picnic Expense	\$11,120	\$0	\$11,120
Safety Expense	\$4,459	\$4,459	\$0
Computer Expense	\$22,545	\$20,336	\$2,209
Steward Training	\$3,610	\$3,610	\$0
Totals	\$248,627	\$200,500	\$48,127
E. Professional			
Negotiation Expense	\$66,894	\$66,894	\$0
Arbitration and Transcripts	\$13,500	\$13,500	\$0
Legal Fees and Expenses	\$2,503	\$2,503	\$0
Accounting	\$11,504	\$10,377	\$1,127
Financial Review	\$25,985	\$23,438	\$2,547
Other Professional Fees	\$33,900	\$30,578	\$3,322
Totals	\$154,286	\$147,290	\$6,996
F. General & Administrative Expense			
Utilities	\$17,281	\$15,587	\$1,694
Property Taxes	\$7,814	\$7,048	\$766
Insurance	\$36,489	\$32,913	\$3,576
Postage and Mailing	\$14,774	\$13,326	\$1,448
Scholarship Expenses and Grants	\$25,533	\$0	\$25,533
PAC Contributions and Expenses	\$11,875	\$0	\$11,875
Dues, Licenses and Subscriptions	\$5,678	\$5,122	\$556
Donations	\$500	\$0	\$500
Totals	\$119,944	\$73,996	\$45,948
Total Expenses	\$2,515,386	\$2,018,225	\$497,161
Percent Chargeable	80%		

2015 State Holidays and Check Dates

JANUARY 2015							FEBRUARY 2015							MARCH 2015							APRIL 2015							MAY 2015						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
				1	2	3	1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7
4	5	6	7	8	9	10	8	9	10	11	12	13	14	8	9	10	11	12	13	14	5	6	7	8	9	10	11	3	4	5	6	7	8	9
11	12	13	14	15	16	17	15	16	17	18	19	20	21	15	16	17	18	19	20	21	12	13	14	15	16	17	18	10	11	12	13	14	15	16
18	19	20	21	22	23	24	22	23	24	25	26	27	28	22	23	24	25	26	27	28	19	20	21	22	23	24	25	17	18	19	20	21	22	23
25	26	27	28	29	30	31	29	30	31	29	30	31	26	27	28	29	30	26	27	28	29	30	24	25	26	27	28	29	30	31				

JUNE 2015							JULY 2015							AUGUST 2015							SEPTEMBER 2015							OCTOBER 2015						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
							1	2	3	4	5	6	1	2	3	4	5	6	1	2	3	4	5	6	7	1	2	3	4	5	6	7		
7	8	9	10	11	12	13	7	8	9	10	11	12	7	8	9	10	11	12	8	9	10	11	12	13	14	4	5	6	7	8	9	10		
14	15	16	17	18	19	20	12	13	14	15	16	17	18	9	10	11	12	13	14	15	13	14	15	16	17	18	19	11	12	13	14	15	16	17
21	22	23	24	25	26	27	19	20	21	22	23	24	25	16	17	18	19	20	21	22	20	21	22	23	24	25	26	18	19	20	21	22	23	24
28	29	30	26	27	28	29	30	31	23	24	25	26	27	28	29	30	31	27	28	29	30	25	26	27	28	29	30	31						

2015 HOLIDAYS OBSERVED

HOLIDAY	OBSERVED ON
New Year's Day	January 1, 2015
Martin Luther King Jr. Day	January 19, 2015
Lincoln's Birthday	February 12, 2015
Washington's Birthday	February 16, 2015
Good Friday	April 3, 2015
Memorial Day	May 25, 2015
Independence Day	July 3, 2015
Labor Day	September 7, 2015
Columbus Day	October 12, 2015
Veterans Day	November 11, 2015
Thanksgiving Day	November 26, 2015
Christmas Day	December 25, 2015
New Year's Day	January 1, 2016

NOVEMBER 2015							DECEMBER 2015						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
1	2	3	4	5	6	7	1	2	3	4	5		
8	9	10	11	12	13	14	6	7	8	9	10	11	12
15	16	17	18	19	20	21	13	14	15	16	17	18	19
22	23	24	25	26	27	28	20	21	22	23	24	25	26
29	30	27	28	29	30	31							

PAYDAYS IN 2015

(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 9, 23
- February 6, 20
- March 6, 20
- April 2, 17
- May 1, 15, 29
- June 12, 26
- July 10, 24
- August 7, 21
- September 4, 18
- October 2, 16, 30
- November 13, 27
- December 11, 24

OTHER IMPORTANT DATES

Longevity Payments: April 7 and October 16
 3 Payment Months: May and October
 Safety Shoe Check: on or about July 24

CALENDAR KEY
 Pay Days ■ Premium Holidays ▲ Holidays ○

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



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JANUARY 2015 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'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. A meeting canceled due to inclement weather will not be rescheduled. The schedule is as follows:

- Monday, January 5
Oliver Wolcott Tech, Library, Torrington4:30 pm
Naugatuck Valley CTC, Rm L501, Waterbury7:00 pm
- Tuesday, January 6
Public Works Garage, 309 Buckingham St, Hartford.....Noon
UConn/Storrs, St. Thomas Aquinas basement4:00 pm
Yantic Firehouse, Norwich7:00 pm
- Wednesday, January 7
Operating Engineers, Local 478, 1965 Dixwell Ave, Hamden7:00 pm
- Thursday, January 8
CEUI Headquarters, Middletown7:00 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).