



UNION UPDATE

Connecticut Employees Union Independent • February 2015

CEUI BEGINS PREPARATIONS FOR SUCCESSOR CONTRACT THAT EXPIRES 6/30/16 2015 Timeline of Events

This year will be a very busy year for CEUI as we begin to prepare for negotiations for our successor contract which expires on June 30, 2016. Any questions relative to the events listed below can be directed to General Counsel & Staff Director, Cara O'Sullivan at (860) 343-8719.

- February 2015: Requests for members interested in being on the Negotiation Committee
- To be included in CEUI newsletter with criteria Board looks for and instructions to mail in a request to the attention of Cara O'Sullivan
 - Board to review and choose new committee no later than April 2015
- March 2015: Contract questionnaires to be mailed to members with return date no later than May 2015
- May/June 2015: Approximate time Negotiation committee to have initial meeting and review the questionnaires
- September 2015: CEUI will request negotiations to begin with the State for a successor contract
*NOTE: Per State Statute, cannot request until at least 330 days before expiration of contract
- October 2015: Approximate timeframe for negotiation sessions to begin with the State for successor contract

Contract Negotiation Committee Frequently Asked Questions

Q: Who selects the Committee?

A: The CEUI Executive Board selects the Committee after requesting that all who are interested submit their request to be considered.

Q: How many members can be on the Negotiation Committee?

A: Historically, CEUI has had 13 members on the Negotiation Committee. The final number is always determined when ground rules are established between the State and the Union at the commencement of negotiations for a contract.

Q: What does the Executive Board consider when selecting those who will be on the negotiation committee?

A: The Executive Board considers the following when making selections:

- Is the Committee comprised of a good cross-section of our membership (i.e. do we have variety of agencies represented? A variety of Yype of workers? Members from different sections of the state? etc.)
- Are there members who bring certain experiences that would be helpful to the process?
- Whether an individual interested in being on the Committee would be available to be on the committee due to other time constraints (either personal or work related)

(continued on reverse)

CDL Exam Issues Update

In 2007, the State notified the Union that it would require our members who drive a CDL vehicle for a State agency to maintain a current CDL medical card. Prior to that time, State employees were exempt when driving a State CDL vehicle. Negotiations over the impact were not productive. (the State's position was that the exam would be on your time and your dime! In addition, a medically disqualified driver would be immediately out of a job). The Union ultimately filed for arbitration over issues relative to this change. In 2009, Arbitrator Susan Meredith issued an arbitration award which provided that members be paid administrative leave time to get their medical card physical, reimbursement for previous unpaid medical exams, time for medically disqualified drivers to attempt to become qualified, and creation of new non-CDL required positions in DOT.

Since the implementation of the medical card and the subsequent arbitration award, things went relatively smooth. In particular, we rarely saw doctors charging fees for filling out medical card paperwork and we rarely saw doctors refuse to see a CDL driver to complete an exam. However, all of this again changed due to the Certified Medical Examiner requirement in the Federal Motor Carrier Regulations in 2014. Effective May 2014, CDL medical cards could no longer be completed by just any medical provider. But rather, doctors who wanted to perform these exams needed to become "Certified Medical Examiners" in compliance with the Federal Motor Carrier Regulations.

As soon as the Certified Medical Examiner requirement came into force, the Union began discussions with the State about concerns we had. In particular, we had concerns about how many doctors would become certified and whether the newly certified doctors would try to charge our drivers new or additional fees that we never saw before.

Unfortunately, many of our concerns became a reality upon the new requirement going into effect. Many doctors have chosen not to become certified, fees are being charged for filling out the forms, and in some cases the exams are being coded as a work physical and not getting paid by the health insurer. Additionally, members who want to keep their uncertified primary care doctor for their normal healthcare needs have to go to another doctor for their CDL physical.

We have had (and continue to have) discussions with the other bargaining units who have CDL drivers affected by this issue and the labor-management committee that oversees our healthcare plan in an effort to resolve these issues.

The resolution we would like to see is as follows:

- CDL drivers who have had out of pocket costs since May of 2014 be reimbursed for any reasonable fees paid. This would likely be subject to some limit.
- The medical coding issue gets resolved so the exam is covered by the insurance company. Even if we have to see a separate certified doctor for the CDL medical card as we still want our members to keep their primary care doctor if they so choose.
- Establish a reasonable fee for the doctors to fill out medical card forms, and have it paid by the State for employees who are required to hold a CDL for their State job.
- The goal is to make it easy to get your CDL and HEP physicals with as few visits as possible and not be charged fees.

Resolution of these issues would be a change in the healthcare plan and subject to agreement by the parties (labor and management). In addition it would have to be approved by the Legislature. Discussions are ongoing in an effort to get the best possible terms for our members.

Please save any receipts from any fees paid out of pocket for a CDL medical card physical. If and when we can apply for reimbursement you will need that documentation. If you have any questions, please contact President Ron McLellan at (860) 343-8718.

Q: Can I be considered for the Committee if I work an alternate schedule (i.e. part time, nights, etc)?

A: Absolutely! If you work an alternate schedule and are selected for the Committee, the Union will work with you to be included in the process. Our union is comprised of members that work just about every type of shift or schedule, therefore the Executive Board encourages everyone who is interested to put their name in.

Q: Can I nominate someone to be on the Negotiation Committee?

A: Yes, however that person must be willing to participate and the Executive Board would need to verify that information before being able to consider him/her.

Q: What is the time commitment involved to be on the Committee?

A: The Committee generally meets on state time however there can be nights/weekends involved sometimes that would be on your own time. Much of this does depend on how long negotiations go on and whether or not we go to arbitration.

If you have questions about your particular situation and whether you would be able to give a commitment of time to this process, please feel free to contact Cara O'Sullivan at (860) 343-8719 to discuss further.

NP-2 Contract Negotiation Committee

If you are interested in being considered for the NP-2 Contract Negotiation Team, please complete the form below and mail it to: CEUI / SEIU Local 511, Attn: Cara O'Sullivan, General Counsel, PO Box 1268, Middletown, CT 06457

Name: _____ Phone Number: _____

Email: _____ Years of State Service: _____

Agency: _____ Job Title: _____

Schedule/Shift: _____

Why you wish to be considered for the NP-2 Negotiation Committee:

Have you ever taken part in contract negotiations -either with the state or with another employer? If yes, please provide a brief description of your experience.

Please provide any other information you wish the Executive Board to consider when considering your request to be on the NP-2 Negotiation Team:

THIS FORM MUST BE RECEIVED NO LATER THAN MARCH 16, 2015 TO BE CONSIDERED

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 are now available for distribution. 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.

GOLF TOURNAMENT

In conjunction with the newly named scholarship, we will be holding the First Annual CEUI/MEUI Golf Tournament -- the primary fundraiser for our scholarships -- on Monday, June 22nd at the Farmington Woods Golf Club in Avon.

We would like to offer our loyal supporters "first dibs" at golfing in this event -- so please be on the lookout for registration material that will be mailed in the coming months, and be sure to submit your name by the deadline indicated on the registration form. After that deadline, we will open it up to the Farmington Woods club members, and anticipate that it will sell out.

As we did in the past, we will be offering the opportunity for sponsorships as well as golf, with three levels of sponsorship available. And as always, we welcome any donated raffle prizes.

We look forward to seeing you in June. If you have any questions, or would like your name added to the list to receive registration material, please contact Tracy at (860) 343-8712, or by email at tdeegan@ceui.org.

2015 COMPENSATION TIMELINE

- April -- Longevity paid
- July -- 3% General Wage Insurance (members who began retiree healthcare contributions in 2013 will increase their contribution by 1%)
- July -- Safety Shoe Money paid (\$135)
- October -- Longevity paid