



# UNION NEWS

Connecticut Employees Union Independent • December 2015

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

## 48TH ANNUAL CEUI CONVENTION

The 48th Annual CEUI Convention was held in October at the Aqua Turf in Southington 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, Attorney General George Jepsen, and Middletown Mayor Dan Drew for taking the time to speak to our members on issues that are important to our families. At the convention, members from different agencies and different locations in Connecticut all came together. This was a great opportunity for members who wouldn't normally speak to each other to get together and have good discussions with each other in addition to hearing from their leadership and guest speakers. During the convention we discussed our internal organizing efforts, upcoming challenges to union rights, and took an informal poll about which presidential candidate the membership thinks the Union should endorse. The membership favored Sen. Bernie Sanders by a wide margin with Donald Trump and Secretary of State Hillary Clinton following. When asked if they are entertained by Donald Trump, about 75% of the delegates raised their hand but when asked if they wanted Donald Trump to decide their pay and benefits, not a single hand was raised.



CEUI LAST TERM AND NEW TERM EXECUTIVE BOARD MEMBERS

FROM LEFT TO RIGHT: Dave Cummings, President Ron McLellan, John Birtwistle, Mark Negralle, Paul Kalajian, Carl Chisem, Diane Quarty, Leslie Maddocks, and Gina Ferrucci

## EXECUTIVE BOARD ELECTION RESULTS

During the Annual CEUI Convention and under the guidance of Federal Moderator Joe Dubin, the CEUI Election Committee opened ballots for the 2015 Executive Board Election.

The CEUI Election Committee reports the following results of the 2015 CEUI Executive Board Election:

Total Number of Ballots Mailed out: 3,654

Total Number of Ballots Returned: 778

Total Number of Ballots Disqualified: 29

### Winners:

Office of President: Ron McLellan (CCSU)

Office of Vice President: Carl Chisem (DOT)

Office of Secretary/Treasurer: Leslie Maddocks (Retired - UConn Storrs)

Office of Trustee: John Birtwistle (DDS); David Cummings (ECSU); Gina Ferrucci (UCHC); Paul Kalajian (Uconn); and Mark Negralle (Lottery). (continued on pg. 2)

## What's Inside.....

Retiree Information .....	2	Scholarship and Benefit Information .....	3
CEUI Statement/Supporting Schedules of Income, Expenses & Net Worth ....	4-6	Education Update .....	5
Holiday and Payday Calendar .....	7	Membership Meetings Schedule .....	8

# GOT RIGHTS? SUPREME COURT MAY SAY NOT SO FAST

Throughout the past few months, at membership meetings and the CEUI convention, we've been having discussions about the upcoming Supreme Court case, Friedrichs v. California Teachers Association because this case is the most direct attack on public-sector labor rights to date.

The conservative Supreme Court justices will give a ruling by June, 2016 that could turn the clock back to when public-sector workers had no rights in the workplace. CEUI members, the Executive Board, and staff have begun a member-to-member organizing campaign where every CEUI member will be educated on this important issue. Expect that someone will be talking with you and/or giving you information on this Supreme Court case.

Friedrichs and the Center for Individual Rights (who is funding this case) is making the argument that they shouldn't have to pay fair-share fees while still getting all the benefits that a dues paying member receives. This would allow union members to opt-out and become scabs who pay nothing but have the legal right to receive all the benefits that dues paying members receive. As unfair as this sounds, this Supreme Court decision is designed to defund and destroy unions, collective bargaining, wages, and benefits for public-sector workers. If CEUI was defunded as we enter contract negotiations, we would be unable to negotiate for wage increases, safety, and other benefits provided in the contract. Furthermore, all existing contractual benefits would eventually come to an end.

The good news is that as CEUI members we control our own destiny. If every member understands the importance of funding our union, the Supreme Court can't decide our fate. With our union we have rights. With our union we have a voice. With our union we can fight for our families!

## EXECUTIVE BOARD ELECTION RESULTS CONT.

The Election Committee is comprised of seven active CEUI members and they are tasked with ensuring a fair election of our board officers. The Election Committee members this election cycle were: Rich Pelletier (CCSU), Matt Costa (DAS), Dominic Cusano (DOE), Dwight Johnson (DOT), Tina James (UConn), Dave O'Hara (DOT), and Tony Sousa (MCC). The Committee met four times prior to this convention to make all decisions related to running the elections in accordance with the CEUI By-Laws and is happy to report that the process went as smoothly as possible. The Election Committee tried to encourage increased participation in this year's election by sending several list-serv emails to members announcing that election materials were mailed out as well as by placing a notice on our website indicating the same. Unfortunately, despite all these efforts the Committee was extremely disappointed to see that out of 3,654 ballots mailed, only 778 were returned. We hope that through member education, this number drastically increases in future elections.

## IMPORTANT INFORMATION FOR RETIREES

- When retirees or their spouses receive their Medicare cards approximately 90 days before their 65th birthdays and/or qualify for Medicaid: you must accept both Part A and Part B and mail a copy of the signed card to the Union. The pension contract allows for the reimbursement of the monthly Medicare Part B premium.
- Retirees receiving disability retirements from the State or Social Security Disability must accept Medicare Part A and Part B when offered to you regardless of age. Spouses receiving Social Security Disability benefits **must** also accept Medicare Part A and Part B when offered regardless of age.
- Retirees receiving disability retirements from the State **must** report all income to the State **including Social Security Disability benefits**.
- Retirees or their spouses on Medicare should **never** enroll in Medicare Part D or any supplemental medical insurance.

Retiree Staff Representative George Spurlock can be reached at 860-343-8722 or 1-800-622-3359 ext. 722 for any questions or concerns.

# SCHOLARSHIP APPLICATIONS AVAILABLE

2015 kicked off the inaugural CEUI Annual Scholarship Golf Tournament with a good turnout and beautiful weather. This tournament serves as the primary fundraiser for the CEUI scholarships. We will be continuing the tradition of awarding scholarship money to deserving children of members with the Second Annual CEUI Scholarship Golf Tournament. We will be offering four (4) \$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 2016
- complete a preliminary application and return it by April 8, 2016
- return a final application postmarked by May 2, 2016

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](mailto: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.

**Save the Date: The 2016 CEUI Scholarship Golf Tournament will be held on June 27, 2016.**

## SEIU SCHOLARSHIP PROGRAM 2016

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/](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.

## 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](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 your home.

## HOLIDAY PARTY REMINDER

The 38th Annual Holiday Party is being held on Saturday, January 9, 2016 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.

## ROWLAND LAWSUIT SETTLEMENT

For the latest information related to the Rowland Lawsuit Settlement please visit Attorney Golub's website developed for those impacted.

The link is as follows (and there is also a link from our website [www.ceui.org](http://www.ceui.org)):

<http://www.sgtlaw.com/class-action-sebac-v-john-g-rowland1>

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, 2014, 82.0% (percent) of the Union's expenses were for representational functions; 18.0% (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 2014 is calculated from these figures and is, therefore, 82.0% (percent) of Union dues.

Nonmembers do have the right to object to paying the 18.0% 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 82.0% 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, 2016 to December 31, 2016, 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, 2015. 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, 2016 to December 31, 2016.

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, 2015. 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, 2014**

<b>INCOME</b>	\$2,578,047
Less payments to the International Union—Schedule A	(\$600,921)
Net Revenues for the Year	\$1,977,126
 <b>EXPENSES</b>	
Payroll and Related Expenses—Schedule B	\$1,376,292
Affiliations—Schedule C	\$61,198
Operating Expenses—Schedule D	\$235,752
Professional—Schedule E	\$178,219
General and Administrative Expenses—Schedule F	\$137,716
Total Expenses	\$1,989,177
 Net Income for the Year	(\$12,051)
Net Worth—Beginning of Year	\$1,691,427
Unrealized Investment Portfolio Market Increase (Net)	\$2,762
Net Worth—End of Year	\$1,682,138

## **EDUCATION AND TRAINING UPDATE**

The Fall 2015 in-service training semester is coming to a close and we had another successful semester with good enrollment numbers. We added several new courses – Garden Design Basics, Real Deal Communications, and Team Building: Fostering Team Spirit – which were well attended for the first time being offered. We also were able to offer five courses in the afternoon to accommodate members who work evening shifts.

These in-service training courses are a result of collective bargaining with the State and setting aside funds for job training. Due to this, we are able to provide training courses to members for free during the Spring and Fall semester at community colleges. We're able to offer courses such as AutoCad, Welding, Basic Electricity, Leadership and Team Development, and HVAC courses among others to help develop and refine our trades. The course list for the Spring 2016 semester should be finalized by the end of December/early January and will be available on our union website at [www.ceui.org](http://www.ceui.org).

For any questions or comments about the in-service training courses, please contact Zak Leavy at 860-343-8731 or email at [zleavy@ceui.org](mailto:zleavy@ceui.org).

**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, 2014**

	Total Expenses	Chargeable	Non- Chargeable
<b>A. Payments to Int'l. SEIU</b>			
Per Capita - Dues	\$600,921	\$461,147	\$139,774
Totals	\$600,921	\$461,147	\$139,774
<b>B. Payroll and Related Expenses</b>			
Salaries	\$883,436	\$795,119	\$88,317
Related Benefits, Taxes & Health Ins.	\$391,288	\$352,171	\$39,117
Travel and Auto Expenses	\$101,568	\$91,414	\$10,154
Totals	\$1,376,292	\$1,238,704	\$137,588
<b>C. Affiliations</b>			
Connecticut Labor Organizations	\$61,198	\$0	\$61,198
Totals	\$61,198	\$0	\$61,198
<b>D. Operating Expenses</b>			
Printing and Publications	\$14,219	\$12,798	\$1,421
Supplies	\$10,484	\$9,436	\$1,048
Equipment Repairs and Maintenance	\$0	\$0	\$0
Building Repairs and Maintenance	\$13,747	\$12,373	\$1,374
Rubbish Removal	\$1,559	\$1,403	\$156
Security	\$4,253	\$3,828	\$425
Telephone Expense	\$37,218	\$33,497	\$3,721
Advertising	\$5,917	\$0	\$5,917
Annual Convention	\$11,654	\$11,654	\$0
Meetings	\$5,572	\$5,015	\$557
Equipment Rentals and Leases	\$25,750	\$23,176	\$2,574
Depreciation Expense	\$26,528	\$23,876	\$2,652
Member Welfare	\$32,562	\$0	\$32,562
Picnic Expense	\$14,790	\$0	\$14,790
Safety Expense	\$3,501	\$3,501	\$0
Computer Expense	\$15,433	\$13,890	\$1,543
Steward Training	\$12,565	\$12,565	\$0
Totals	\$235,752	\$167,012	\$68,740
<b>E. Professional</b>			
Negotiation Expense	\$80,931	\$80,931	\$0
Arbitration and Transcripts	\$9,481	\$9,481	\$0
Legal Fees and Expenses	\$0	\$0	\$0
Accounting	\$11,864	\$10,678	\$1,186
Financial Review	\$25,046	\$22,542	\$2,504
Other Professional Fees	\$50,897	\$45,809	\$5,088
Lobbying Expense	\$0	\$0	\$0
Totals	\$178,219	\$169,441	\$8,778
<b>F. General &amp; Administrative Expense</b>			
Utilities	\$18,410	\$16,570	\$1,840
Property Taxes	\$15,871	\$14,284	\$1,587
Insurance	\$35,300	\$31,771	\$3,529
Office Expense	\$120	\$108	\$12
Postage and Mailing	\$16,968	\$15,272	\$1,696
Scholarship Expenses and Grants	\$25,122	\$0	\$25,122
PAC Contributions and Expenses	\$20,425	\$0	\$20,425
Dues, Licenses and Subscriptions	\$5,300	\$4,770	\$530
Donations	\$200	\$0	\$200
Totals	\$137,716	\$82,775	\$54,941
<b>Total Expenses</b>	<b>\$2,590,098</b>	<b>\$2,119,079</b>	<b>\$471,019</b>
<b>Percent Chargeable</b>	<b>82%</b>		

# 2016 State Holidays and Check Dates

JANUARY 2016						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
						31

FEBRUARY 2016						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

MARCH 2016						
S	M	T	W	T	F	S
	1	2	3	4	5	
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

APRIL 2016						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

MAY 2016						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

JUNE 2016						
S	M	T	W	T	F	S
	1	2	3	4		
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

JULY 2016						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
						31

AUGUST 2016						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

SEPTEMBER 2016						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

OCTOBER 2016						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

**PAYDAYS IN 2016**  
*(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 8, 22  
 February 5, 19  
 March 4, 18  
 April 1, 15, 29  
 May 13, 27  
 June 10, 24  
 July 8, 22  
 August 5, 19  
 September 2, 16, 30  
 October 14, 28  
 November 10, 25  
 December 9, 23

NOVEMBER 2016						
S	M	T	W	T	F	S
	1	2	3	4	5	
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

DECEMBER 2016						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

**2016 HOLIDAYS OBSERVED**

HOLIDAY	OBSERVED ON
New Year's Day	January 1, 2016
Martin Luther King Jr. Day	January 18, 2016
Lincoln's Birthday	February 12, 2016
Washington's Birthday	February 15, 2016
Good Friday	March 25, 2016
Memorial Day	May 30, 2016
Independence Day	July 4, 2016
Labor Day	September 5, 2016
Columbus Day	October 10, 2016
Veterans Day	November 11, 2016
Thanksgiving Day	November 24, 2016
Christmas Day	December 26, 2016
New Year's Day	January 2, 2017

**CALENDAR KEY**

Pay Days  Premium Holidays  Holidays 

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

Presorted  
First-Class Mail  
U.S. Postage  
**PAID**  
Permit No. 18  
Middletown, CT 06457



## JANUARY 2016 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. Any member in good standing for a period of two years who wishes to attend the June 2016 SEIU Convention in Detroit must forward their name in writing to Secretary/Treasurer Leslie Maddocks, CEUI, PO Box 1268, Middletown CT 06457, no later than December 23, 2015. Delegate elections will be held at the January Membership Meeting.

**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](http://www.ceui.org). A meeting canceled due to inclement weather will not be rescheduled. The schedule is as follows:

Monday, January 11  
Oliver Wolcott Tech, Library, Torrington .....4:30 pm  
Naugatuck Valley CTC, Rm L501, Waterbury .....7:00 pm  
Tuesday, January 12  
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 13  
Operating Engineers, Local 478, 1965 Dixwell Ave, Hamden .....7:00 pm  
Thursday, January 14  
CEUI Headquarters, Middletown .....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).