



# UNION NEWS

Connecticut Employees Union Independent • December 2016

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



Jim Hightower, radio commentator, spoke at the CEUI annual convention on Friday, October 14th

## CEUI HOLDS 49<sup>TH</sup> ANNUAL CONVENTION

On Friday, October 14, 2016 CEUI SEIU 511 held its annual convention at the Aqua Turf Club in Plantsville. Over 200 members from across the state attended and received and approved convention minutes and the treasurer's report. A report from President Ron McLellan outlined the state of the union and the impact of public policy and the elections on the future of our contract. Bruno Cappellucci presented the Committee on Political Education (COPE) committee's report on the interview and endorsement process of candidates for state and federal offices in November.

The keynote speech was given by Jim Hightower, national radio commentator and twice elected former Texas Agricultural Commissioner. Jim Hightower has spent four decades battling the Powers That Be on behalf of the Powers That Ought to Be – consumers, working families, environmentalists, small businesses, and just-plain-folks. Some comments from attendees regarding Hightower include: "The speaker was awesome." "The speech of Jim Hightower sent a strong message and to the point." "Renewed my sense of direction and the need to do more for my union." "The hat guy was great." (article continued on page 3)

## STAFF UPDATES

### Retirements:

Contract Administrator Bill Kluytenaar has retired from CEUI after 14 years with the local. Prior to working with CEUI, Bill worked for AFSCME Council 4 for many years. Bill was a true trade unionist who put all of his energy into helping his union brothers and sisters! Bill will be greatly missed at CEUI and we wish him a long and healthy retirement!

### New Hires:

Danielle McMullen has been hired to fill the Contract Administrator position upon Bill Kluytenaar's retirement. Danielle has worked with our Municipal local for a little over 8 years, handling everything from contract negotiations, arbitrations, and member grievances. She has been working with Bill for the past 2 months to allow for a smooth transition and is looking forward to the new challenge.

Shane Henry has been hired to fill the Political Director vacancy created when former Political Director, Jim Vigue took a position with AFT CT at the end of August. Shane is a former Carpenter's Local member who took a keen interest in politics causing him to intern and work at the State Capitol over the last few years. He is looking forward to meeting our CEUI members and lobbying on your behalf as we approach this very difficult legislative session. Shane can be reached at 860-343-8736.

# ELECTION 2016: Will we have change for the better or worse?

## National

**U.S. Senate**  
**48- Democrats 51- Republicans**

**U.S. House of Representatives**  
**193- Democrats 238- Republicans**

We are not sure what we will get with the Trump administration. He certainly crowned himself as the champion of the working and blue collar middle class! Some of the progressive things Trump talked about in the campaign such as, an improved healthcare system, better trade agreements, and bringing manufacturing jobs back to the U. S. are not Republican values. It will be interesting to see what Legislation a majority Republican Congress passes. A new conservative supreme court justice will put Republicans in control of all branches of federal Government, Executive, Legislative, and Judicial. Will Trump veto anti-worker legislation that gets passed by the Republican controlled Congress? We will certainly withhold any judgement in the hope that he does the right thing.

Here are a few areas of concern that we need to watch at the Federal Level in the coming months:

- Will a new conservative supreme court appointment rule in favor of cases like Friedrichs and make the public sector anti-worker, "right to work" nationwide?
- Will Congress pass legislation making the entire country anti-worker, "Right to Work" in the private and public sectors?
- Will Trump revoke Obama's executive orders giving millions of workers the right to overtime pay and strengthening OSHA?
- Will Congress pass legislation turning Medicare into a voucher program or some other plan to reduce benefits for seniors?
- Will Congress pass legislation to privatize Social Security or reduce benefits to retirees?

This is the short list, and we will have to keep a careful eye on who is appointed to lead Federal agencies such as the U.S. Department of Labor that includes (OSHA), the EPA, and the FDA to name a few.

## Connecticut

**State Senate**  
**18 -Democrats/18 – Republicans**  
**(Vote tiebreaker -Lt Governor Nancy Wyman)**

**State House of Representatives**  
**79- Democrats/72- Republicans**

The 2017 Legislative Session will deal with a \$1 Billion plus deficit. With much tighter Democratic majorities, the possibility of conservative Democrats partnering with Republicans to pass anti-worker legislation is much greater. If such legislation is passed the only roadblock is a veto by the Governor.

Here are some potentially harmful bills that we must watch very carefully in Connecticut:

- **Mandatory voting on State Employee contracts.** Currently, contracts submitted to the legislature for approval can go into effect after 30 days of no action. Republicans have proposed recently to require a vote as a method to reject negotiated/arbitrated contracts they don't like.
- **Elimination of Collective Bargaining for State and Municipal Employees.** Currently, state and municipal employees have rights to bargain due to State statute. Republicans have indicated a desire to eliminate or greatly reduce these rights with a change to those statutes. This could effectively make state and municipal employees "at will" employees.
- **Elimination of bargaining for pension and healthcare benefits.** Currently, state employees have a statutory right to bargain for pension and healthcare as a coalition (SEBAC). Republicans have indicated a desire to eliminate this right by ending bargaining for pension and healthcare at the expiration of the current SEBAC contract (June 30, 2022). Additionally, they have proposed putting future workers into 401k type plans which is a backdoor way of destroying the funding for our defined benefit plan. Without contributions from future workers, the fund implodes.

**The bottom line is that legislators will have to hear from ALL of our members, if we are to survive this tough legislative session. Holding on to our rights and getting a new contract are the top priorities in 2017.**

## **HOLIDAY PARTY REMINDER**

The 39th Annual Holiday Party is being held on Saturday, January 7, 2017 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 at 860-343-8716 for tickets or more information. Members are charged \$20, guests \$40.

## **SCHOLARSHIP APPLICATIONS AVAILABLE**

We will be continuing the tradition of awarding scholarship money to deserving children of members with the Third Annual CEUI Scholarship Golf Tournament. We will be offering four \$2,500 scholarships. The applicant must: be the child of a dues paying, actively working member of CEUI; be a senior in high school about to enter a four-year accredited college in the fall of 2017; complete a preliminary application and return it by April 7, 2017; return a final application postmarked by May 5, 2017. Qualifying students will be individually interviewed by the Scholarship Committee sometime in May/June. To obtain a preliminary application call Tracy at 860-343-8712 or email her at tdeegan@ceui.org. Please indicate both the name of the parent and the child. Your name will be placed on a list and applications mailed out in mid-January.

## **EDUCATION AND TRAINING FUNDS UPDATE**

The CEUI contract expired on June 30, 2016. We executed an Extension Agreement with the Office of Labor Relations that extended almost all contractual provisions until a new successor agreement is reached. However, that extension agreement did NOT include new money into our Education accounts as such money is currently at dispute between the parties. We are permitted to utilize the remaining funds that existed in our accounts at the expiration of the contract. The impact to members is as follows:

- The Fall 2016 CEUI In-Service Courses will be the last courses run until a successor agreement is reached.
- Members can continue to submit for Tuition Reimbursement and Conference funds through their training approval officers. However, reimbursement may be denied if funds are no longer available.

Questions regarding Education and Training funds can be directed to General Counsel & Staff Director, Cara O'Sullivan at (860) 343-8719.

## **CONTRACT NEGOTIATION UPDATE**

The CEUI Negotiation Committee has been engaged in mediation with the Office of Labor Relations since the contract expired on 6/30/16. As of this publication, the parties have had 5 mediation sessions aided by Mediator Cathy Serino of the State Board of Mediation & Arbitration. A sixth mediation session is scheduled for mid-December. Since beginning mediation, the parties have signed off on 27 contractual articles and/or sections. Additionally, the parties have had substantive discussions about possible resolutions to other issues raised by the Union and the State. It is hoped these discussions will lead to further sign offs on new language. However, the State has still not offered any compensation proposals and they have indicated that they are still not prepared to do so for the next mediation session. The same holds true for all other units in negotiations. The Governor's office has again requested State agencies to submit reduced budgets for the upcoming fiscal year as he prepares to present a budget to the Legislature. The Legislative Session opens in January and we will be keeping a close eye on the budget as it relates to the NP-2 unit contract and the members we represent. Questions related to contract negotiations can be directed to General Counsel & Staff Director Cara O'Sullivan at (860) 343-8719.

## **CONVENTION 2016 (continued from page 1)**

Other speakers included Connecticut State Comptroller Kevin Lembo, State Representative Joe Aresimowicz and Connecticut AFL-CIO President Lori Pelletier. A short video of U.S. Senator Elizabeth Warren grilling a Wells Fargo executive about their financial scandal was well received by attendees. Members in attendance were asked to step up and help out to elect pro workers candidates in November and 50 of them did sign up.

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, 2015, 85.0% (percent) of the Union's expenses were for representational functions; 15.0% (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 2015 is calculated from these figures and is, therefore, 85.0% (percent) of Union dues.

Nonmembers do have the right to object to paying the 15.0% 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 85.0% 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, 2017 to December 31, 2017, 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, 2016. 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, 2017 to December 31, 2017.

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, 2016. 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, 2015**

<b>INCOME</b>	\$2,663,556
Less payments to the International Union—Schedule A	(\$596,936)
Net Revenues for the Year	\$2,066,620
 <b>EXPENSES</b>	
Payroll and Related Expenses—Schedule B	\$1,486,275
Affiliations—Schedule C	\$62,018
Operating Expenses—Schedule D	\$221,579
Professional—Schedule E	\$126,044
General and Administrative Expenses—Schedule F	\$131,074
Total Expenses	\$2,008,990
 Net Income for the Year	\$57,630
Net Worth—Beginning of Year	\$1,682,138
Unrealized Investment Portfolio Market Decrease (Net)	(\$36,707)
Net Worth—End of Year	\$1,703,061

## ARTICLE 19: SAFETY

Article 19, Section One: The State shall maintain safe and healthy working conditions. It is a simple contract clause that CEUI has fought for and won, which can mean a lot for our members. Our contract protections are amongst the best in the country. However, the words only mean something if we enforce them.

Our Safety Stewards are the front line in helping all of our members make these words real. If you have concerns, please contact one of the safety stewards listed below:

Les Archer, DOT/Winsted	Willis Ballard, DDS/South Region	John Birtwistle, DOT/Winsted
Neil Caron, UConn/Storrs	Frank Chaluto, DOT/Old Saybrook	Joseph Conforti, DDS/STS
Julio Cuevas, DOT/Occum	Jorge de Leon, UConn/Storrs	Joe Delorimiere, DOT/Portland
Dwight Johnson, DOT/Willington	Paul Kalajian, UConn/Storrs	Louis Powell, DOT/Darien
Michael Robles, DOT/Mansfield	Andrew Marinelli, DOT/Newington	Fred Schluntz, DMHAS/CVH
Robert Smollen, DMHAS/CVH	Carlos Soto, DOT/North Haven	Shawn White, UConn/Storrs

In addition, Willis Ballard and Louis Powell are the members of the Bargaining Unit Joint Safety Committee which can deal with hazards anywhere in the state. The union has participated in and used joint safety committees at ECSU and SCSU to raise important member concerns and work to find ways to make the workplace safer. We have conducted training for hundreds of our members while on the clock for bloodborne pathogens, ergonomics and back injuries, lock out/tag out and investigating workplace incidents. If you would like a training program run in your workplace, please contact the Union Safety Department (Steve Schrag, 860-343-8721).

When stewards and members stand up, we can get action. On a Wednesday, a steward in a DOT garage raised concerns about a toxic paint being used. The safety department raised concerns, requested information and warned management about retaliation. By that Friday the paint was withdrawn from use statewide. Member action can lead to real victories. **Know your rights or lose your health.**

**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, 2015**

	<b>Total Expenses</b>	<b>Chargeable</b>	<b>Non- Chargeable</b>
<b>A. Payments to Int'l. SEIU</b>			
Per Capita - Dues	\$596,936	\$510,261	\$86,675
Totals	\$596,936	\$510,261	\$86,675
<b>B. Payroll and Related Expenses</b>			
Salaries	\$931,883	\$839,369	\$92,514
Related Benefits, Taxes & Health Ins.	\$440,404	\$396,682	\$43,722
Travel and Auto Expenses	\$95,988	\$86,459	\$9,529
Totals	\$1,468,275	\$1,322,510	\$145,765
<b>C. Affiliations</b>			
Connecticut Labor Organizations	\$62,018	\$0	\$62,018
Totals	\$62,018	\$0	\$62,018
<b>D. Operating Expenses</b>			
Printing and Publications	\$15,029	\$13,537	\$1,492
Supplies	\$12,351	\$11,125	\$1,226
Building Repairs and Maintenance	\$14,984	\$13,496	\$1,488
Rubbish Removal	\$1,397	\$1,258	\$139
Security	\$4,204	\$3,787	\$417
Telephone Expense	\$42,394	\$38,185	\$4,209
Advertising	\$2,992	\$0	\$2,992
Annual Convention	\$13,391	\$13,391	\$0
Meetings	\$8,407	\$7,572	\$835
Equipment Rentals and Leases	\$24,759	\$22,301	\$2,458
Depreciation Expense	\$28,361	\$25,545	\$2,816
Member Welfare	\$14,906	\$0	\$14,906
Picnic Expense	\$13,311	\$0	\$13,311
Safety Expense	\$8,580	\$8,580	\$0
Computer Expense	\$10,667	\$9,608	\$1,059
Steward Training	\$5,846	\$5,846	\$0
Totals	\$221,579	\$174,231	\$47,348
<b>E. Professional</b>			
Negotiation Expense	\$49,396	\$49,396	\$0
Arbitration and Transcripts	\$4,404	\$4,404	\$0
Legal Fees and Expenses	\$3,540	\$3,540	\$0
Accounting	\$11,410	\$10,277	\$1,133
Financial Review	\$24,110	\$21,716	\$2,394
Other Professional Fees	\$33,184	\$29,890	\$3,294
Totals	\$126,044	\$119,223	\$6,821
<b>F. General &amp; Administrative Expense</b>			
Utilities	\$17,898	\$16,121	\$1,777
Property Taxes	\$16,049	\$14,456	\$1,593
Insurance	\$29,662	\$26,717	\$2,945
Postage and Mailing	\$24,060	\$21,671	\$2,389
Scholarship Expenses and Grants	\$18,831	\$0	\$18,831
PAC Contributions and Expenses	\$19,050	\$0	\$19,050
Dues, Licenses and Subscriptions	\$5,524	\$4,976	\$548
Totals	\$131,074	\$83,941	\$47,133
<b>Total Expenses</b>	<b>\$2,605,926</b>	<b>\$2,210,166</b>	<b>\$395,760</b>
<b>Percent Chargeable</b>	<b>85%</b>		

# 2017 State Holidays and Check Dates

JANUARY 2017						
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FEBRUARY 2017						
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MARCH 2017						
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APRIL 2017						
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MAY 2017						
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JUNE 2017						
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JULY 2017						
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AUGUST 2017						
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SEPTEMBER 2017						
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OCTOBER 2017						
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**PAYDAYS IN 2017**  
*(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 6, 20  
 February 3, 17  
 March 3, 17, 31  
 April 13, 28  
 May 12, 26  
 June 9, 23  
 July 7, 21  
 August 4, 18  
 September 1, 15, 29  
 October 13, 27  
 November 9, 24  
 December 8, 22

NOVEMBER 2017						
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DECEMBER 2017						
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31						

**2017 HOLIDAYS OBSERVED**

HOLIDAY	OBSERVED ON
New Year's Day	January 2, 2017
Martin Luther King Jr. Day	January 16, 2017
Lincoln's Birthday	February 13, 2017
Washington's Birthday	February 20, 2017
Good Friday	April 14, 2017
Memorial Day	May 29, 2017
Independence Day	July 4, 2017
Labor Day	September 4, 2017
Columbus Day	October 9, 2017
Veterans Day	November 10, 2017
Thanksgiving Day	November 23, 2017
Christmas Day	December 25, 2017
New Year's Day	January 1, 2018

**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 2017 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 x605 (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 9  
Oliver Wolcott Tech, Library, Torrington .....4:30 pm  
Naugatuck Valley CTC, Rm L501, Waterbury .....7:00 pm  
Tuesday, January 10  
State Office Building, 165 Capitol Avenue, First Floor, Room G-38  
(**please note change of location**) .....Noon  
UConn/Storrs, St. Thomas Aquinas basement .....4:00 pm  
Yantic Firehouse, Norwich .....7:00 pm  
Wednesday, January 11  
Operating Engineers, Local 478, 1965 Dixwell Ave, Hamden .....7:00 pm  
Thursday, January 12  
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).