



# CSEA SEIU

Local 2001  
One Union ★ One Voice  
Stronger Together

## 67th Anniversary Convention

Student Center  
Central Connecticut State University  
October 24, 2008

# **CSEA SEIU Local 2001**

67<sup>th</sup> Biennial Convention

Friday, October 24, 2008

Central Connecticut State University, New Britain, CT

Student Center, Alumni Hall

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# Agenda

## All Times Are Approximate Only

- 8:30 a.m.**      **Registration of Delegates**  
Coffee available
- 9:15 a.m.**      **Convention Convenes**  
Call to Order  
Invocation and Memorial Service  
Pledge of Allegiance
- 9:30 a.m.**      **Report of Convention Committees**  
Registration and Credentials Committee  
Presentation of the Rules of Order  
Confirmation of Presidential Appointments for the Convention  
Receipt of Emergency Constitutional Amendment, if any
- 9:45 a.m.**      **Welcoming Address**  
State Rep. Chris Donovan, Majority Leader, House of Representatives  
State Sen. Don Defronzo, Co-Chair, Transportation Committee
- 10:00 a.m.**      **Endorsed Legislators**  
U.S. Rep. Chris Murphy, 5th Congressional District  
U.S. Rep. Joe Courtney, 2nd Congressional District
- 10:30 a.m.**      **Elections**  
Officers (two-year terms)      President, Secretary/Treasurer  
Auditor      Elect one (1) Auditor (1 four-year term)
- 11:00 a.m.**      **Address by Public Sector Director, SEIU**  
The Future of Public Service: Quality Services and Justice for All  
Eileen Kirlin, Public Sector Division Director
- 11:30 a.m.**      **Constitutional Amendments and Resolutions**  
Report of the Committee  
Ed Daly, Chairperson
- 12:00 p.m.**      **Reception**
- 1:00 p.m.**      **Luncheon**  
Presidents Awards
- 2:00 p.m.**      **Unfinished business from the Morning Session**  
Report of the Tellers  
Good and Welfare  
Installation of Officers, Auditor, and McCusker Trustees
- Adjournment**

## Standing Rules of the Convention

1. The Convention shall remain in session until the business of the Convention shall have been completed, or until a recess has been declared by the Convention.
2. The Chair shall appoint a parliamentarian.
3. The Chair shall appoint the sergeants-at-arms, four of whom shall be on the floor whenever the Convention is in session. It shall be their duty to provide for and maintain an area of the Convention Hall for authorized delegates clearly identified by badges. This area shall be separate from the space reserved for spectators and non-delegates. It shall be the duty of the sergeants-at-arms to keep this space cleared and to maintain quiet and order at all times.
4. The Chair shall appoint the tellers, four of whom shall be on the floor at all times. It shall be their duty when a vote has been ordered to count the vote and report to the Chair.
5. Only those delegates who have registered with the Credentials Committee may speak on the floor or vote.
6. A delegate seeking recognition shall be wearing a delegate badge and shall rise, go to a microphone, and give his/her name and chapter number or name.
7. A recess shall be limited to twenty (20) minutes.
8. Any motion, other than a procedural motion, shall be written on a three-part motion form available on each delegate table. Motion forms may be submitted to a teller in advance of the mover's recognition by the chair.
9. If a delegate is called to order while speaking, he/she shall hold his/her position until the question of order is decided.
10. Should two or more delegates rise to speak at the same time, the Chair shall decide who is entitled to the floor.
11. No delegate shall interrupt another in his/her remarks, except to rise to a point of order or point of personal privilege. Each delegate shall speak no longer than two minutes at any one time. Each delegate has the right to speak twice on the same question. A delegate will not be recognized to make a second speech on the same question as long as any delegate who has not spoken on that question is seeking the floor.
12. Elections shall be by ballot, except when there is only one nominee for an office, in which case election may be by acclamation. Elections will be conducted by the tellers.
13. Nominating speeches shall be limited to three minutes each. Two seconding statements will be permitted for each candidate and are limited to one minute in length in each case.

Candidates for office may have five minutes to speak to the Convention and shall be called to speak in the order of their nomination.

14. When a vote has been ordered, the Chair shall order the floor cleared of all but those qualified to vote. When all delegates present have had an opportunity to record their votes, the Chair shall declare the voting closed. When a roll call vote has been ordered, no other business shall come before the Convention until the result has been announced.
15. A visiting member may be granted the privilege of speaking to the assembly if all Convention delegates so vote.
16. For the purpose of this Convention, a quorum shall consist of a simple majority of the registered delegates.

# Motion Rules

## New This Year - Motion Forms

This year, convention delegates will be using motion forms to make their proposals. You will find motion forms in the center of your table. If you want to make a motion of more than two words, you must use this form. Here are the steps:

1. Write your motion on a form, pressing hard so the image can be seen all the way to the bottom copy. For example, write:  
*"Buy the office a new computer."*
2. If someone else has made that motion, you may want to propose a change to some of the words. You can add more words, remove words, or replace words. Whatever you do, the words must be connected, and the sentence must make sense when read with your proposed changes. For example, you can write *"strike out the word 'new' and insert 'used.'"* If your amendment is adopted, the motion will be to *"buy the office a used computer."*

Sign the form and put your delegate number at the bottom.

3. Give the completed motion form to a Sergeant-at-Arms, who will give you back the pink sheet and take the white and yellow copies to the front.
4. When the convention reaches the point in the agenda when your motion would be appropriate, go to a microphone to seek recognition. When you are recognized, give the "motion form number" from the top of the form, wait for the President to find it, and then read your motion from the pink copy you kept.

Remember – your motion will not come to the floor unless you seek recognition and bring it up.

# Convention Resolutions

## I. Resolution for Quality Public Services

**WHEREAS** as publicly funded workers we have the ability to improve the quality of life for ourselves and our community through growing our Union and by working to improve and expand access to the services we provide, and

**WHEREAS**, we work hard to provide the best services possible to the public, and

**WHEREAS**, we face a concerted and continuing effort to under-fund and de-fund the services provided by us and our agencies, and

**WHEREAS**, CSEA SEIU Local 2001 has fought to improve services in Connecticut, and

**WHEREAS**, frontline workers are the experts in their respective fields because they have knowledge and ideas that can improve services provided, and

**WHEREAS**, our jobs are more rewarding and enjoyable when we are providing the best services possible, and

**WHEREAS**, we can increase member involvement and strengthen our Union when we work on forward-looking causes like improving services now, and

**WHEREAS**, the concerted and continuing under-funding and de-funding of public services provided by government agencies has eroded our ability to provide top quality services and has accelerated pressure to privatize public services, and

**WHEREAS**, there is a perception that the private sector provide services more effectively and efficiently and at less cost to the taxpayer because the public sector is less innovative and too bureaucratic, and

**WHEREAS**, privatization of public services almost always leads to less accountability and lower standards for workers, and

**WHEREAS**, our Union led the fight against unwise and costly schemes to outsource the State's information technology system and also led the fight to pass an innovative Clean Contracting Bill in 2007, and

**WHEREAS**, we intend for our Union to become recognized as a leading advocate for quality services, therefore

**BE IT RESOLVED** by this 67th Anniversary Convention of CSEA SEIU Local 2001: That CSEA SEIU Local 2001 shall become a leading force for standing up for quality public services in our State.

**BE IT FURTHER RESOLVED** that the Union change the terms of debate around privatization from public versus private to one of quality services to the public and quality standards for workers.

**BE IT FURTHER RESOLVED** that the Union shall continue to shine a public spotlight on the risks and lower quality that ensues from privatization.

**BE IT FURTHER RESOLVED** that the Union shall participate fully in the newly established Clean Contracting process to highlight the flaws and costs inherent in privatization.

**BE IT FURTHER RESOLVED** that the Executive Council will identify and launch at least one (1) initiative in each Division and partner with our employers and other quality service advocates when possible to improve the services we deliver.

## **2. Resolution for Organizing in Connecticut & in Non-Union States**

**WHEREAS**, the primary focus of CSEA SEIU Local 2001 is to fight for funding our contracts, wages, and the services we provide, and

**WHEREAS**, our Union also engages in lobbying for the rights of workers and for affordable healthcare for all Connecticut's residents, and

**WHEREAS**, our Union is only strong if we continue to push for the rights of unorganized workers, and

**WHEREAS**, the health insurance we currently have can only be maintained if healthcare is available to all Connecticut residents, and

**WHEREAS**, low Union density impacts our ability to negotiate the wages and benefits our families need, and

**WHEREAS**, workers in the South and Southwest face daunting obstacles when they try to organize, including "right to work" laws, lack of collective bargaining rights for public sector workers, limited support from politicians, and fierce employer opposition, and

**WHEREAS**, there are thousands of unorganized publicly funded workers in Connecticut that lack quality pay and benefits, and

**WHEREAS**, until we build a stronger Labor Movement nationwide and here in Connecticut, we face limits on our ability to influence politics, and

**WHEREAS**, SEIU has made huge strides in building the Labor Movement in states like North Carolina, and

**WHEREAS**, CSEA SEIU Local 2001 played a significant role in helping organize State employees in North Carolina, and

**WHEREAS**, the experience of organizing public employees in North Carolina is an invaluable training and development experience for members, leaders and staff of CSEA SEIU Local 2001, and

**WHEREAS**, many of the issues affecting our members are impacted by the political process, and

**WHEREAS**, the political work of the Union complements the work we perform at the bargaining table and worksites, and

**WHEREAS**, working families deserve to have a legislature that works for them, and

**WHEREAS**, elected officials make policy decisions about our wages, benefits and working conditions as well as make decisions that directly impact the quality of services that our members provide, and

**WHEREAS**, in these uncertain economic times, we need to have policy makers that will put the needs of the citizens we serve and the needs of our members over the needs of special interests that have dominated Connecticut's government for the last 14 years, and

**WHEREAS**, office holders who seek our support and then vote against the interests of working families break the trust of Union members and jeopardize the integrity of our Union's political programs, and

**WHEREAS**, in order protect our benefits and wages, and to achieve our goals, we need to elect pro-worker legislators and a pro-worker Governor in 2010, and

**WHEREAS** the political work of the Union relies on the dedication, commitment and skills of our members, and

**WHEREAS**, CSEA SEIU Local 2001's Legislative Action Committee (LAC) and Political Action Committee (PAC) are the voice for our Local's members in electoral politics, and

**WHEREAS**, our success in candidate elections is determined by our ability to register our members to vote, educate our members about the candidate, and mobilize our members to volunteer, and

**WHEREAS**, our success is also determined by the amount our members contribute to our PAC, and

**WHEREAS**, our Union has traditionally had a strong voice in Connecticut politics, and

**WHEREAS**, the extreme challenges we are facing in the economic downturn demand that our Union have an even stronger voice, now therefore

**BE IT RESOLVED** by this 67th Anniversary Convention of CSEA SEIU Local 2001: That CSEA SEIU Local 2001 support the rights of the unorganized to organize and help low wage workers raise their standard of living by passing the Employee Free Choice Act.

**BE IT FURTHER RESOLVED** that the Union shall continue its efforts to expand healthcare to all of Connecticut's residents through granting small employers and others access to the State employee healthcare plan.

**BE IT FURTHER RESOLVED** that our Local as part of our new organizing program, continue to assist publicly funded workers outside of Connecticut for the purpose of helping them organize and build SEIU so that we can help reverse the decline of Union power in this country and protect the Union rights we hold in Connecticut.

**BE IT FURTHER RESOLVED** that we shall work diligently to hold members of Congress and the next national Administration accountable to pass the Employee Free Choice Act within the first 100 days of the 2009 legislative session.

**BE IT FURTHER RESOLVED** that we shall continue to build on our organizing successes here in Connecticut and continue to organize publicly funded workers in the school bus and child care industries to improve standards for workers in those industries.

**BE IT FURTHER RESOLVED** that CSEA SEIU Local 2001 will place a high degree of emphasis on holding Connecticut's elected officials accountable for their voting records when making endorsement recommendations.

**BE IT FURTHER RESOLVED** that our Local shall work with candidates to demonstrate their willingness to partner with our Union on issues affecting working families, including standing with workers on organizing drives, contract campaigns, and fighting against cuts to our salaries, benefits, and the services we provide.

**BE IT FURTHER RESOLVED** that CSEA SEIU Local 2001 will work in concert with other Unions to recruit, train, and elect more Union active members and retirees to run for public office as well as to elect a Governor in 2010 that is committed to Connecticut's working families.

**BE IT FURTHER RESOLVED** that the political program of CSEA SEIU Local 2001 shall place more emphasis on developing the political leadership skills of members and staff as well as to educate our members early in the process about the records and policies of the candidates for Governor.

**BE IT FURTHER RESOLVED** that the Union's Executive Council establish aggressive targets for PAC fundraising in order to meet the challenges we will surely face in the next 2 years.

**BE IT FURTHER RESOLVED** that the Executive Council implement a program to train and deploy member political organizers (MPOs) in the upcoming political fight-back campaigns and have 500 MPOs ready to work on the 2010 gubernatorial campaign.

### **3. Resolution to Strengthen CSEA SEIU 2001**

**WHEREAS**, since its merger 2 years ago CSEA SEIU Local 2001 has worked to fully integrate all divisions of our Local – private sector, State, municipal, board of education, and retired members – into a stronger and more cohesive Union, and

**WHEREAS**, more efforts need be made to have all of our members informed of and involved in the workings of our Union, and

**WHEREAS**, the involvement of all of CSEA SEIU Local 2001's members is the fundamental source of our success and achievement, and

**WHEREAS**, it is the goal of our Union to achieve "justice for all, not just us," and

**WHEREAS**, personal interaction between Union staff and Local members is vital to building strong chapters, the basic building block of our Union, and

**WHEREAS**, Union leadership, both elected and professional, need to play a role in developing staff to ensure that this goal is achieved, and

**WHEREAS**, increased engagement by all of our members will lead to more potential leaders who will move our Union program forward, now therefore

**BE IT RESOLVED** by this 67th Anniversary Convention of CSEA SEIU Local 2001: That CSEA SEIU Local 2001 work to join together and hold each other accountable for engaging all of our members through internal organizing, increased support, regional meetings, training and orientation for new members.

**BE IT FURTHER RESOLVED** that in the economic turbulence that is gripping our state and nation, our Union develop an aggressive policy that will help mitigate the effects of layoffs, furloughs, and concessions to members in all of our divisions.

## Convention Committees

### Credentials and Registration

Tom Welch, P-3B Council, Chairperson  
 Dora Bennett, Council 760  
 Sandra Brunelli, P-4 Council  
 Katherine Goulet, Council 400  
 Carlton Grodotzke, P-4 Council  
 Elizabeth Kavanah, Council 760  
 Valerie Marino, P-3A Council  
 Karen Pineman, Council 400  
 Stephen Schunder, Council 760

### Tellers

Stephen Anderson, P-4 Council, Chairperson  
 Joseph Casey, Jr, CSC Council  
 Patricia Couture, P-3B Council  
 Beth Croasdale, CSC Council  
 Michael Dayton, Council 760  
 David Lavery, P-3B Council  
 Michael Lucas, Jr., Council 400  
 Chester Morgan, Council 400

### Sgt. at Arms

Mark Lucey, CSC Council, Chairperson  
 James Bartlett, P-3B Council  
 Jeff Beiler, P-3B Council  
 Paige Farnham, P-3A Council  
 Evelyn O. Knight, P-3A Council  
 Chuck Lemelin, CSC Council  
 Donna Linkkila, Council 400  
 Warren Packer, P-4 Council  
 Calvin Patrick, SJM Council  
 Dane Salzarulo, Council 760

### Convention Constitution and Bylaws

Ed Daly, Council 400, Chairperson  
 Bob Adriani, P-3B Council  
 Paige Farnham, P-3A Council  
 Carolyn Keily, Council 760

### Parliamentarian

Marie Wilson

## **Executive Council Delegates 2008-2010**

Only the following members are eligible for nomination for and election to the offices of President and Secretary/Treasurer.

### **P-3A Council**

Paige Farnham

### **P-3B Council**

Bob Adriani  
Patrice Peterson

### **P-4 Council**

John Vitale  
Fredrena deGraffenreidt  
Robert A. Reilly  
Joseph Sorcinelli, Jr.  
Jay Young

### **Inspectors Council**

Concezio Dinino

### **CSC Council**

Catherine Osten

### **SJM Council**

Mark O'Brien

### **Council 400**

Ed Daly  
Michael Lucas, Jr.  
Donald Gladding  
Marilyn Tyszka

### **Paraprofessional Council**

Anne Feeney  
Sharon Hagans  
Linda Kazmierski  
Bill Walkauskas

### **Public Sector Division**

Stephen R. Ferrucci  
Michael Dayton  
Richard Devito  
Carolyn D. Keily  
Dane J. Salzarulo  
Stephen P. Schunder  
Tammy Slowinski

### **Private Sector Division**

Lydia Pacheco

# CSEA SEIU Local 2001 Constitution

**As Amended**  
October 6, 2000  
October 11, 2002  
October 8, 2004  
September 8, 2006

## **I. Name and effective date.**

- 1.1 Name. The name of this union shall be CSEA SEIU Local 2001.
- 1.2 This Constitution was adopted December 8, 1982 and became effective upon that date.

## **2. Object and Methods.**

- 2.1 Objects of the Union shall be:
  - 2.1.1 To unite and organize employees and retirees of the State of Connecticut, of its political subdivisions, and of any publicly funded private sector group of employees for mutual welfare, protection and advancement.
  - 2.1.2 To work for the establishment and maintenance of fair wages and hours, civil service classifications, affordable health care, and good working conditions and to work for appropriate benefits for retirees (including cost of living increases).
  - 2.1.3 To foster and promote better understanding between employees of the State of Connecticut and its political subdivisions and the public.
  - 2.1.4 To assist in promoting and maintaining better public service.
  - 2.1.5 To promote the union philosophy in all workplaces.
  - 2.1.6 To establish divisions, councils and chapters to aid and assist in carrying out the aforementioned purposes.
  - 2.1.7 To represent its members individually or collectively in any negotiated contract related matter.
- 2.2 Methods. The methods of obtaining the objects of this Union shall be:

- 2.2.1 By the collective bargaining process.
- 2.2.2 By creating and fostering sentiment favorable to proposed reforms.
- 2.2.3 By working with government officials.
- 2.2.4 By promoting legislation.
- 2.2.5 By other ethical lawful means.
- 2.2.6 By organizing unorganized employees and retirees in the Union's jurisdiction.

### **3. Membership.**

- 3.1 Active membership. All persons employed by the State of Connecticut, by any of its political subdivisions, and by any publicly funded private sector entity, and also represented by CSEA for purposes of collective bargaining, are eligible for active membership in CSEA. Joining CSEA shall be by affiliation with a chapter. Active members may also include dues paying members performing the same or similar jobs to those performed by employees of the State of Connecticut, its political subdivisions and/or in publicly funded private sector entities.
- 3.2 Retiree membership. Any person who is retired under the provisions of a state sponsored retirement system, or the spouse or domestic or civil union partner, or the surviving spouse or domestic or civil union partner of said person or any person who is retired from a retirement system of a political subdivision of the State of Connecticut, or the spouse or domestic or civil union partner or the surviving spouse or domestic or civil union partner of said person who is receiving a pension payment from a retirement system of said political subdivision, or a person who has terminated state service with vested rights or a person who has terminated service from a political subdivision with vested rights in the retirement system of that subdivision, or a CSEA member who has retired, may choose or retain membership in the CSEA by becoming a member of a chapter established for retirees. A spouse or domestic or civil union partner or the surviving spouse or domestic or civil union partner would have the same rights as those of an affiliate member, and only those rights. Council 400 delegates may vote to expand retiree membership to other retirees subject to approval by the CSEA Executive Council.
- 3.3 Affiliate membership. Any state employee, not otherwise represented by CSEA, may choose affiliate membership in order to receive news and information on CSEA.
  - 3.3.1 Affiliate members may choose membership in an existing chapter or form chapters along bargaining unit lines, subject to Executive Council approval.

3.3.2 Affiliate members shall not have voting privileges nor shall they hold office in the Union, except retiree affiliate members may vote, and hold office at the chapter level if permitted by the chapter bylaws, but shall not hold an elective office or elective position beyond the chapter level.

#### 3.4 Charge and Trial Board.

3.4.1 Charges against a member shall be preferred only by another member of this Union in writing to the secretary/treasurer of the Union.

3.4.2 A member may be charged with:

- (1) Violation of any specific provision of this Constitution or any bylaws of a Division, Council or chapter;
- (2) Violation of an oath of office;
- (3) If an officer, gross inefficiency which might hinder or impair the interests of the Union;
- (4) Financial malpractice;
- (5) Engaging in corrupt or unethical practices or racketeering;
- (6) Violation of democratically and lawfully established rules, regulations, policies or practices of the Union;
- (7) The wrongful taking or retaining of any money, books, paper or any property belonging to Union; or the wrongful destruction, mutilation or erasure of any books, records, bills, receipts, vouchers or other property of the Union;
- (8) The bringing of false charges against a member or officer with out good faith or with malicious intent.

Charges must be specific and in writing.

3.4.3 The charges shall be referred immediately to the Charge and Trial Board which shall be the standing committee with jurisdiction over such matters. Such standing committee, to be comprised of three (3) members and to be appointed by the Executive Council, shall serve a term of two years. No charge may be filed more than six months after the charging party learned, or could have reasonably learned, of the act or acts which are bases of the charges. It shall be the duty of the Charge and Trial Board to review the charges. In reviewing the charges, the Board shall interview the accuser and the accused and shall review all relevant documentation of the charges. The Board shall complete its review in sixty days. If the Charge and Trial Board sustains the charges, or any portion thereof, then the Board shall render judgment and impose the disciplinary action as provided for in this Constitution.

3.4.4 The Charge and Trial Board shall fix a date for a hearing and shall notify accuser and the accused of the date, place and time of hearing. The

Charge and Trial Board shall not be bound by technical rules of evidence and the hearing will be conducted to give both parties due process of law and a fair hearing.

- 3.4.5 At a hearing, both the accused and the accuser may produce witnesses in their behalf.
- 3.4.6 The Charge and Trial Board shall furnish each party with a copy of its decision.
- 3.4.7 In case the charges are sustained, the Charge and Trial Board shall reprimand, fine, suspend, or expel the guilty party.
- 3.4.8 An appeal to the CSEA Executive Council may be taken by either the accused or the member filing the charges from any decision of the Charge and Trial Board with respect to such charges, provided such decision is a final decision under the term of the Constitution. Any such appeal shall be filed in writing with Secretary/Treasurer within 15 days after the decision. During the pendency of such appeal, the decision appealed from shall remain in force. Appeals to the CSEA Executive Council shall be decided at the next Executive Council meeting following the filing of the appeal, provided the appeal is filed within seven days of the CSEA Executive Council meeting. If the appeal is filed within the seven day period, the CSEA Executive Council may decide the appeal at its next meeting or the next following meeting. Appeals from any decision of the CSEA Executive Council may be taken in accordance with the SEIU Constitution and Bylaws.
- 3.4.9 The accused or the member filing the charges may appeal a decision of the CSEA Executive Council to an arbiter prior to taking an appeal in accordance with the SEIU Constitution and Bylaws. A permanent arbiter will be appointed to hear and decide the charges and who shall be selected by the Executive Council and compensated by funds appropriated by said Executive Council. The arbiter shall fix a date for a hearing and shall notify the Union, the accuser and the accused of the date, place and time of hearing. The arbiter shall not be bound by technical rules of evidence and the hearing will be conducted to give both parties due process of law and a fair hearing. At a hearing, the Union, the accused and the accuser may produce witnesses in their behalf. The arbiter shall furnish each party with a copy of his or her decision.
- 3.4.10 An expelled member may be readmitted to membership after one hundred and eighty (180) days and suspended members after sixty (60) days or one-half the term of suspension, whichever is shorter, upon vote of the Executive Council and after payment of all fees, dues and indebtedness owing to the Union.

#### 4. Revenues.

- 4.1 The chief source of revenue of the Union shall be the dues of its members. Agency fees collected from employees represented by CSEA shall be paid to the Union.
  - 4.1.1 Dues for CSEA members, active, retired and affiliate, shall be established by the Executive Council based upon their respective needs for basic services from the Union.
- 4.2 Rebates for members.
  - 4.2.1 Not less than thirty-two cents per active member bi-weekly dues shall be paid to the treasurer of the division to which the member belongs. If a division has two or more councils, then the rebate shall instead be made to the treasurers of the councils. Not less than two percent (2%) of all active member bi-weekly dues shall be paid to the treasurer of the chapter to which the member belongs. For Divisions, Councils or Chapters without treasurers or established bank accounts in the name of the Division, Council or Chapter, the rebate will be held in a custodial account by CSEA and may be drawn upon by an action of the Division, Council or Chapter. In order for a Division, Council or Chapter to be eligible for a rebate, it must have on record duly elected officials and adopted bylaws.
  - 4.2.2 Union dues for retiree members shall be rebated to the treasurer of the retiree division in an amount to be not less than \$.75 per month per member.
  - 4.2.3 Chapters will be rebated twenty-five cents bi-weekly dues for each active affiliate member.
- 4.3 All rebates shall be paid quarterly.
- 4.4 Special assessments may be made by majority vote of the Executive Council and shall be used solely for the promotion of the welfare of the Union. Only one special assessment may be levied in any one calendar year.
- 4.5 Initiation fees may be established by a majority vote of the Executive Council.
- 4.6 With the approval of the CSEA Executive Council, a division, council or chapter may establish a higher dues rate than those dues established under Section 4.1.1. A division, council or chapter shall approve of such higher dues rate in accordance with their bylaws. The amount of dues over and above the dues established under Section 4.1.1 shall be rebated pursuant to Section 4.3.

#### 5.0 Structure.

- 5.1 All active and retiree chapters shall be assigned to one of the following four divisions:
  - 5.1.1 State Employees
  - 5.1.2 Municipal Employees
  - 5.1.3 Private Sector Employees
  - 5.1.4 Retiree Members
    - 5.1.4.1 The Division for retiree members shall be known as Council 400.
- 5.2 Exceptions to the above may be approved by a majority vote of the Executive Council.
- 5.3 Divisions.
  - 5.3.1 Each division shall establish at least one chapter.
  - 5.3.2 A division shall be composed of delegates from its constituent chapters except if the division has only one chapter in which case the division shall be composed of its members. For divisions with councils, a division shall be composed of delegates from its constituent councils.
  - 5.3.3 A division shall establish bylaws with the approval of the Executive Council. Changes to division bylaws must be submitted to the Executive Council for their approval. Furthermore, when the CSEA Constitution is amended pursuant to Section 9, notice of amendment or amendments shall be given to each division within sixty days of action of the Convention. After receipt by the division, the division shall submit its current bylaws or its amended bylaws, as appropriate, to the Executive Council for their approval.
  - 5.3.4 A division shall hold regular meetings, but not less than quarterly.
  - 5.3.5 A division shall elect its officers annually, or biennially. If elected biennially, the election shall take place in the year of the CSEA convention and must be held before the date of the convention.
  - 5.3.6 A division shall also elect delegates to the Executive Council which election shall be held biennially before the biennial convention. The term of office for each Executive Council delegate shall be two years. The installation of delegates shall occur at the biennial convention. Their term of office shall be until the next biennial convention.

- 5.3.7 Each division shall determine its own member/delegate ratio. Each chapter shall be entitled to at least one delegate to the division. For divisions with councils, each council shall be entitled to at least one delegate to the division.
- 5.3.8 CSEA and/or each division may hold a meeting during the year in which the CSEA convention is not being held for the purpose of educating and training its membership and/or delegates to the goals and objectives of the Union and methods of obtaining those goals and objectives.

#### 5.4 Chapter

- 5.4.1 All active and retiree members shall be members of a chapter.
- 5.4.2 Chapters may be formed in various localities of the state where they may be of the greatest practical service and accessibility to CSEA members. They shall have no less than twenty-five (25) members. A chapter shall establish bylaws with the approval of the Executive Council. Changes to bylaws must be submitted to the Executive Council for their approval.

Furthermore, when the CSEA Constitution is amended pursuant to Section 9, notice of amendment or amendments shall be given to each chapter within sixty days of the action of the Convention. After receipt by the chapter, the chapter shall submit its current bylaws or its amended bylaws, as appropriate, to the Executive Council for their approval.

- 5.4.3 Chapters shall be chartered by the Executive Council and will be recognized upon the issuance of a charter signed by the President and Secretary/Treasurer.
- 5.4.4 The Executive Council shall have the power to revoke the charter of a chapter and the assets of the chapter shall become the property of CSEA. The Executive Council, by a vote of two-thirds (2/3) of those of the Executive Council that are present and voting, may revoke a charter. Revocation of the charter can be done if the Executive Council has reason to believe that:
  - a. The chapter has less than the required number of members after having been given three (3) months to bring their membership up.
  - b. That chapter is not functioning properly.
- 5.4.5 A chapter shall hold regular meetings.
- 5.4.6 With the approval of the Executive Council, chapter(s) may form into Councils or a Council.

## 5.5 Council

- 5.5.1 Formation. Councils shall be established for each state employee bargaining unit represented by CSEA for purposes of collective bargaining. Councils may be established for paraprofessionals, other education employees, municipal employees, school bus drivers and child care/early education employees.
- 5.5.2 Councils shall establish at least one chapter in their unit. Groups of members can petition formation of chapters by application to their council with an appeal to the Executive Council.
- 5.5.3 A council shall be composed of delegates from its constituent chapters except if the Council has only one chapter in which case the Council shall be composed of its members.
- 5.5.4 A council shall establish bylaws with the approval of the Executive Council. Changes to council bylaws must be submitted to the Executive Council for their approval. Furthermore, when the CSEA Constitution is amended pursuant to Section 9, notice of amendment or amendments shall be given to each council within sixty days of the action of the Convention. After receipt by the council, the council shall submit its current bylaws or its amended bylaws, as appropriate, to the Executive Council for their approval.
- 5.5.5 A council shall hold regular meetings.
- 5.5.6 A council shall elect its officers annually, or biennially. If elected biennially, the election shall take place in the year of the CSEA convention and must be held before the date of the convention.
- 5.5.7 A council shall also elect delegates to the Executive Council which election shall be held biennially before the biennial convention. The term of office for each Executive Council delegate shall be two years.
- 5.5.8 Each council shall determine its own member/delegate ratio. Each chapter shall be entitled to at least one delegate to the council.

## 6. Executive Council.

- 6.1 The Executive Council shall be made up of delegates from each division of the Union. Divisions shall be represented on the Executive Council on the basis of one (1) delegate for the dues equivalent of five hundred full time active employees or major fraction thereof.
  - 6.1.1 Divisions with Councils shall apportion the delegates to each council. Such apportionment shall be done in a manner so that the 1:500 ratio

specified in 6.1 is preserved, provided however, no council shall have less than one delegate.

- 6.1.2 The chief elected officer for each division or state employee council shall, by their election as a chief elected officer, be an automatic delegate to the Executive Council. Such appointment shall not result in an increase of delegates to the Executive Council.
- 6.1.3 Vacancy in the office of Executive Council delegate or Executive Council alternate delegate.

In the event of a vacancy in the position of an Executive Council delegate or an alternate delegate to the Executive Council during the term of office of such position, the Council or Division where the vacancy exists shall fill the vacancy for the remainder of the term of office in accordance with that Council's or Division's bylaws. Once the vacancy has been filled by operation of said bylaws, the delegate or alternate delegate, as applicable, shall be seated at the following Executive Council meeting.

- 6.2 The Executive Council shall be the governing body of the Union and its authority shall include, but not be limited to, responsibility for collective bargaining. An annual budget shall be approved by the Executive Council.
- 6.3 The Executive Council shall meet within thirty (30) days following the close of the biennial convention and monthly thereafter.
- 6.4 The Executive Council may also meet at the call of the president of the Union and at such times as the majority of the members of the Executive Council deem necessary.
- 6.5 A quorum for the Executive Council shall consist of representation of a majority of the divisions with elected delegates and a majority of the members of the Executive Council.
- 6.6 Regularly scheduled meetings of the Executive Council shall be held only upon at least seventy-two (72) hours written notice to each member of the Executive Council.
- 6.7 Special meetings of the Executive Council shall only be held upon actual and verifiable notice of at least twenty-four (24) hours to each member of the Executive Council.
- 6.8 There shall be one alternate delegate elected for the dues equivalent of every thousand full time active members from each division who will be entitled to attend and vote at an Executive Council meeting if the regularly elected delegate(s) from his or her division is unable to attend.

- 6.8.1 Divisions with councils shall apportion the alternate delegate(s) to each council. Such apportionment shall be done in a manner so that the 1:1000 ratio is preserved, provided however, no council shall have less than one alternate delegate. An alternate delegate from a council shall attend and vote at an Executive Council meeting if the regularly elected delegate(s) from his or her council is unable to attend. In the event a council does not have an alternate delegate to attend and vote at an Executive Council meeting when the regularly elected delegate(s) from his or her council is unable to attend, then that council may request the seating of another individual division alternate delegate.
- 6.8.2 The installation of alternate delegates shall occur at the biennial convention. Their term of office shall be until the next biennial convention.
- 6.9 In the event of a temporary or permanent vacancy of an officer, the Executive Council, by majority vote, can elect one of its members to fill that position during the officer's absence.
- 6.10 The Executive Council shall submit to the president and secretary of each division or council the minutes of each Executive Council meeting.
- 6.11 CSEA Executive Council delegates and alternates by their election to the CSEA Executive Council shall also be automatic delegates to the SEIU Convention and any other affiliated body designated by the delegates to the biennial convention. In the event more delegates and alternate delegates are on the CSEA Executive Council than allowed to the SEIU Convention or other affiliated bodies, the CSEA Executive Council shall vote on which delegates and alternates it will send to the SEIU Convention or affiliated body.

## **7. Convention.**

- 7.1 There shall be a biennial convention to be held during the months of September or October.
- 7.2 The delegates to the convention shall have the power to amend the Constitution and Bylaws when two-thirds of the delegates present and voting vote to so amend. The delegates to the convention shall have the power to elect the officers of the Union from among the members of the Executive Council. Resolutions can be submitted to the convention.
- 7.3 The convention shall only have the powers set forth in 7.2 aforementioned.
- 7.4 The biennial convention and special conventions shall be formed by active/retiree delegates from the chapters as assigned by the divisions who are active/retiree members of CSEA. Executive Council delegates shall also be delegates to the biennial and special conventions.

- 7.5 Divisions of members shall be represented at the convention on the basis of one (1) delegate for the dues equivalent of every thirty (30) full time active CSEA members or a major portion thereof.
- 7.5.1 Active divisions or councils shall apportion the delegates to which they are entitled among their chapter divisions unless an active council has formed a statewide chapter/council/division structure. Such apportionment shall be done in a manner so that the 1:30 ratio specified in 7.5 is preserved. To the extent that chapter or council divisions of an active division have to be combined for the sole purpose of apportioning delegates, the division shall have the power to do so.
- 7.6 The retiree division shall be entitled to no more than 25% of the total active delegates eligible to attend any biennial or special convention. Retiree delegates may be apportioned among the chapter divisions in a manner to be determined by the retiree division.
- 7.7 A special convention may be called by a majority of the membership of the Executive Council or by petition of a majority of the divisions. Such a petition shall be authorized by majority vote of the total number of members at a division meeting.
- 7.8 Delegates and alternates to a special convention shall be the same as those elected to the last regular convention.

## **8. Officers and Executive Director.**

- 8.1 Number. There shall be two (2) officers of the Union who shall be president and secretary/treasurer.
- 8.1.1 Officers must be qualified to hold office and carry out the duties and functions of that office.
- 8.2 Election of officers and term of office. The officers of the Union shall be elected and installed from among the delegates to the Executive Council. Said election and installation shall occur at the biennial convention. Election of the president and secretary/treasurer shall be by a majority vote of the convention delegates by secret ballot and their term of office shall be until the next biennial convention.
- 8.3 Duties of the President. The president of the Union shall have the following duties:
- 8.3.1 Said president shall preside at all conventions, and at all meetings of the Executive Council.

- 8.3.2 Said president shall sign all authorized orders of the secretary/treasurer of the Union drawn against the funds of the Union that can be legitimately charged against a budgeted account of the Union in which there is a balance on hand.
  - 8.3.3 Said president shall submit an annual report to the Union regarding the progress and standing of the Union.
  - 8.3.4 Said president shall appoint such committees as are required for the convention, which committees shall be submitted for approval by the convention on the first day of the convention.
  - 8.3.5 Said president shall provide general supervision to the Executive Director.
  - 8.3.6 Said president shall serve as the administrative authority for the Union in the event of the incapacity of the Executive Director or a vacancy in the office of the Executive Director.
- 8.4 Duties of the Secretary/Treasurer. The secretary/treasurer of the Union shall have the following duties:
- 8.4.1 The secretary/treasurer shall deposit all money received to the credit of the Union in a financial institution selected and approved by the Executive Council.
  - 8.4.2 Said secretary/treasurer shall invest the surplus funds of the Union as directed by the Executive Council.
  - 8.4.3 Said secretary/treasurer shall make all disbursements by check upon written order of the president when such disbursement can be legitimately charged against a budgeted account of the Union in which there is a balance on hand.
  - 8.4.4 Said secretary/treasurer shall keep an accurate record of receipts and disbursements and shall render a monthly report thereon to the Executive Council.
  - 8.4.5 Said secretary/treasurer shall submit his or her books and records for an audit annually, or more frequently when required by the Executive Council.
  - 8.4.6 With the approval of the Executive Council, the methods by which the record of his or her office shall be prepared and maintained shall be prescribed by the secretary/treasurer.

- 8.4.7 A monthly report to the Executive Council on the financial condition of the Union shall be submitted by the secretary/treasurer and he or she shall recommend changes that appear desirable to be made in budgeted accounts.
- 8.4.8 Said secretary/treasurer shall submit a biennial report to the Union at the biennial convention regarding the financial condition of the Union.
- 8.4.9 Said secretary/treasurer shall keep a record of the proceedings of the convention and at the Executive Council.
- 8.4.10 Said secretary/treasurer shall submit a biennial report to the Union at the biennial convention regarding the membership of the Union.
- 8.5 A bond shall be furnished for the president and secretary/treasurer in the amount established by the Executive Council and the cost of this bond shall be paid by the Union.
- 8.6 Executive Director. The Union shall employ an Executive Director.
  - 8.6.1 The Executive Director shall perform all duties as assigned to him or her by the Executive Council and shall perform his or her duties under the general supervision of the president of the Union.
  - 8.6.2 The employment of any person by the Union shall be made only with approval of the Executive Council and such person must be employed only in the service of the Union as a whole. All persons, other than the Executive Director, shall be under the supervision and direction of the Executive Director.
  - 8.6.3 The Executive Director may elect membership in any active chapter of the Union.

## **9. Constitutional Amendments.**

- 9.1 Regular Procedure. Amendments to the Constitution may be proposed by any member of the Union and shall be submitted, in writing, to the secretary/treasurer of the Union at least sixty (60) days in advance of the biennial or special convention and thereafter submitted by the secretary/treasurer to the chapters at least thirty (30) days in advance of such convention. The secretary/treasurer shall refer said proposals to the constitution and bylaws committee for its recommendations to convention delegates.
- 9.2 These proposed amendments shall be voted upon at the convention.
- 9.3 Emergency Amendments. In case of an extreme emergency, additional amendments may be brought into the constitution and bylaws committee on the

first day of the convention. The committee will make recommendations to the convention as to the validity of the emergency amendment and will recommend acceptance or rejection of the emergency amendment. The delegate sponsoring the amendment must submit a statement of the emergency and provide copies of the emergency amendment and the cause of the emergency so that each delegate at the convention will have a copy at the time it is presented.

- 9.4 Copies of the amendments thus presented to the convention, if favorably acted upon by the convention, shall be made and sent to each chapter.
- 9.5 A two-thirds (2/3) vote of the delegates present and voting at the convention shall be necessary for adoption of regular and emergency amendments.

#### **10. The Bernard H. McCusker Memorial Scholarship Fund.**

- 10.1 There shall be established the Bernard H. McCusker Memorial Scholarship Fund.
- 10.2 The purpose of this Fund is to provide for education, training or scholarly advancement of such person or persons as shall be selected to receive scholarships, grants or other awards, to be given for the purpose of education and/or scholarly advancement of children and grandchildren of such members of the CSEA SEIU Local 2001.
- 10.3 Trustees.
  - 10.3.1 Number. There shall be six (6) trustees of this fund, equally divided between the sexes. Effective for the 2008 biennial convention, each council shall have one member to serve as a trustee to the fund. These trustees will replace the existing trustees and shall be sworn in and take office at the 2008 biennial convention.
  - 10.3.2 Eligibility. Any member in good standing is eligible to be elected a trustee of the Bernard H. McCusker Memorial Scholarship Fund.
  - 10.3.3 Election. The election of trustees to the McCusker Scholarship Fund shall be conducted by each council prior to the biennial convention.
- 10.4 Reports of Accounts. The chairperson of the board of trustees shall present a report to the biennial convention regarding the management of the fund.
- 10.5 The Union shall set aside February of each year as Bernard H. McCusker Memorial Scholarship Fund Month and the president of the Union shall send a letter to each chapter, council, and division in the Union urging the members, chapters, councils and divisions to make a donation to the fund.
- 10.6 Each person eligible to sign checks for the fund elected from the membership of CSEA shall be bonded by a bonding company in an amount to be determined by

the trustees in order to protect the CSEA, the trustees and the beneficiaries of the fund.

- 10.7 The duties of the trustees and the disposition of assets will be done in accordance with the bylaws of the fund.

### **11. Parliamentary Authority.**

- 11.1 The rules contained in Robert's Rules of Order Revised shall be the governing rules of the Union on any subject matter not provided for in the Constitution and Bylaws in all cases to which they are applicable and in which they are not inconsistent with the Constitution and Bylaws of the Union.

### **12. Employee Contracts.**

- 12.1 Copies of any proposed employee contract shall be distributed to the employees affected by the contract one (1) calendar week prior to the date voting on the proposed contract begins, or as otherwise provided in council/chapter bylaws.

### **13. Nature.**

- 13.1 This Union shall be non-partisan.
- 13.2 This Union may become affiliated with or disaffiliated from another group, society or organization with similar goals by a majority vote of the membership through a procedure established by a majority vote of the delegates to the biennial convention, or special convention of the CSEA called for that purpose.

### **14. Savings Provision.**

- 14.1 If any provision of this Constitution shall be modified or declared invalid or inoperative by any competent authority of the executive, judicial or administrative branch of the state or federal government, the Executive Council shall have the authority to suspend the operation of such provision during the period of its invalidity or modification and to substitute in its place and stead a provision which will meet the objections to its validity and which will be in accord with the intent and purposes of the invalid or modified provision. If any article or section of this Constitution should be modified or held invalid by operation of law or by any tribunal of competent jurisdiction, the remainder of this Constitution or the application of such article or section to persons or circumstances, other than those, as to which it has been held invalid or modified, shall not be affected thereby.

### **15. Auditors.**

- 15.1 Each division and council shall have an audit committee.

15.2 The duties of the audit committee auditors shall be to examine all accounts of their division or council after the close of the fiscal year on June 30, and render a report thereon within 120 days. An inventory of assets and liabilities of the division or council shall be included in the auditors' reports.

15.3 A copy of the audit reports shall also be sent to the Secretary/Treasurer of the Union.

15.4 An audit committee for the CSEA SEIU Local 2001 shall be elected at the biennial convention of the Union. Three auditors shall be elected for staggering term of four years. The auditors shall be members in good standing with the Union. In initially establishing the audit committee, two auditors shall be elected for a four year term and one auditor for a two year term. Thereafter, all auditors will be elected to a four year term. The audit committee shall meet on a quarterly basis to review the books of the Union and to make a report to the CSEA Executive Council. The audit committee shall also meet with the firm contracted by the Executive Council to perform the annual audit. The audit committee shall also assist the Secretary/Treasurer in reviewing the financial statements and/or audit reports of divisions and councils.

***(Editor's note: the CSEA SEIU Local 2001 Constitution is also available at our website's "Our Local " page in the "Local 2001 - Our Organization" in a format you can download and print)***

# Report of the President

**Michael J. O'Brien**

P-4 Council

President, CSEA SEIU Local 2001

The phrase 'Justice for All' is the last three words of the Pledge of Allegiance that we will recite in unison at the opening of our convention today. Justice for All is also the guiding theme from the SEIU quadrennial convention held in June of this year and for our Union's program going forward for the next four years.

What is our Union's program going forward to begin to make Justice for All a reality?

The first and most important step and the one that will make all subsequent goals easier to attain is to elect a worker-friendly President and our endorsed candidate, Barack Obama, next month.

The next step after the election and the inauguration of President Obama is to work for passage of the Employee Free Choice Act, EFCA for short. Passage of EFCA will enable more workers to join a union and will level the playing field for working families in these difficult economic times. After all, a good union job is one of the greatest weapons we have in the arsenal for the war on poverty.

American workers need to share in the gains from their increased productivity. So far they have only cascaded up to those at the top who have seen their compensation increase on average seven-fold in the last twenty-five years. Meanwhile, the benefits from these productivity gains have not even trickled down to the average worker whose wages have stagnated in real terms.

We also need to pass some form of quality affordable healthcare for all workers. It should be a right in this country. Aside from the obvious fact that the 47 million Americans who have no healthcare at all should have it, we also need to pass quality affordable healthcare so that those of us who do have it do not become the target for those who wish to take it away due to economic or political realities.

What have we done in the two years since our last convention to help make Justice for All a reality here in Connecticut?

Briefly, we finally passed Clean Contracting legislation after three gubernatorial vetoes that will protect our members' jobs and will also protect the citizens we serve from being fleeced by private contractors who want to maximize their profits from public funds.

We united the approximately 2,200 paraprofessionals from thirty-five chapters around the state into the Paraprofessional Council. This platform for the paras will lead to increased visibility and respect for the work that they do and, through increased political power, to increases in pay, benefits and training to help these dedicated public servants meet the challenges of their jobs.

Having 2nd District Congressman Joe Courtney "walk a day in a para's shoes" in Mansfield Public Schools was a great first step in increasing their visibility.

We negotiated important pay upgrades in Objective Job Evaluation (OJE) agreements in the P-4 Council for the Information Technology professionals and for engineers in the Department of Transportation. We are working with our community allies in the City of Hartford to make improvements to the "Living Wage Ordinance," which we helped pass in 1999 to benefit our members and other workers.

What do we need to do going forward here in Connecticut?

We have to do our part to elect Barack Obama as President. This means not only voting for him, but getting out in the last week and a half to continue to do whatever we can to make his election a reality both here in Connecticut and in nearby battleground states.

And on Election Day we also need to VOTE NO and defeat the ballot item calling for a Constitutional Convention. Otherwise we will be on defense in future years as our union brothers and sisters are in California, Oregon, and Massachusetts are this year.

Finally, Justice for All should also mean bringing those to justice who have done harm to our country. This means not only tracking down foreign terrorists to improve our national security, but also the scoundrels on Wall Street who enriched themselves at the expense of so many, including the welfare of their own companies. Instead of a \$750 billion economic bailout that allows them to move on to their next scheme, they should be investigated, arrested and forced to bail themselves out of jail while they await trial.

When you read our union mission statement, it is easy to see why Justice for All should be our guiding theme for the next four years and beyond:

*We are united by the belief in the dignity and worth of workers and the services they provide, and dedicated to improving the lives of workers and their families and creating a more just and humane society.*

In this last week and a half before the presidential election, let us all go out and do what we can to make the first step – electing Barack Obama as President – a reality.

# Report of the Secretary-Treasurer

**Patrice Peterson**

P-3B Council

Secretary-Treasurer, CSEA SEIU Local 2001

As we have done for several years, CSEA SEIU 2001 works with a five-year budget cycle. This year brings us to the end of that cycle. As we have seen many times in the past, the fifth year of the budget leaves us with a small deficit. Since we plan for this part of the cycle we have sufficient funds in savings to carry us through.

CSEA SEIU 2001 is no different than your families, experiencing sharply rising costs for essentials such as heat and electricity. Yet, we have managed to carry on another year with no dues increase for any member. This success is due to a couple of factors.

First, the Organizing Department continues to help us grow our Union. With the addition of new members we see an increasing number of members, both active and retiree, paying dues. The State of Connecticut has hired people into many of our Chapters and Councils in the State Division. In the Municipal and Private Sector Divisions, the Administrative Staff of the Union has worked diligently to reconcile membership lists to be sure we are receiving the correct amount of dues from the cities, towns, and school districts where our members work.

Second, we have worked with SEIU to extend the merger agreement we originally signed a few years ago. The extended agreement with SEIU significantly increases the subsidy we receive so that we can continue to provide quality services to our members, as well as work on the programs that meet the mission of the Union.

The Financial Advisory Committee, made up of the Council Presidents of the State Division and representatives from the Municipal and Private Sector Divisions, continues to meet to work on both budget issues and an appropriate dues structure. We have been analyzing the current resources of the Union, looking at projections of future programs and resources. We are developing a financial plan that balances meeting our needs and a dues structure that is fair to all our members.

We thank the Administrative Staff for their hard work and dedication. They oversee all the details and day-to-day issues that need to be done for all the members of our Union. From taking care of our Union building, to answering our phone calls, to publishing our newspaper and providing support to our Staff Representatives; the Administrative Staff works tirelessly to be sure that we all receive the best service possible.

# Report of the Executive Director

**Robert D. Rinker**

Executive Director, CSEA SEIU Local 2001

I am pleased to make the following report to the 67th Anniversary Convention of CSEA SEIU Local 2001. This report differs from my previous reports to the convention over the past twenty-five years. Internal restructuring within the Union has given me the opportunity to focus on the larger issues facing the Union. My report intends to address those larger issues.

## **Contract Negotiations/Administration**

Robert Krzys, long-time CSEA attorney, has continued his responsibilities as Director of Collective Bargaining. The staff representatives for state employees, municipal employees, school board employees and school bus drivers reported to Bob Krzys on a regular basis regarding contract negotiations and contract administration.

I continue to serve as the CSEA representative and the State employee chair of the Placement and Training Committee. The goal of this committee is to mitigate to zero the number of laid off state employees. I am pleased to report that less than six CSEA members out of 300 CSEA members laid-off have not been returned to their previous job held in State service. A number of members have been promoted as result of the Placement and Training Program. The Placement and Training Committee was reconstituted under the Rell Administration after being illegally disbanded by former Governor Rowland. The Committee will be prepared to act if any members are laid off as result of the current financial crisis.

As CSEA's representative on the State Employees Bargaining Agent Coalition (SEBAC) and a member of the Health Care Cost Containment Committee, I work with other State employee union leaders to make sure that our pension and healthcare plan are honored by the Rell Administration, the Comptroller's Office and insurance carriers. During the past two years, the Union has worked on the bidding of the State's health insurance program. As result of the work of the Committee, the actual cost of active and retiree health insurance declined by 2% over the pervious year. This is unheard of in the days of double-digit increases in healthcare premiums. Additionally, the Committee was successful in gaining parity for our out-of-state Medicare eligible retirees' pharmacy benefits. They will now pay the same co-pays as active employees and in-state retirees. We are working to implement wellness and disease prevention programs and chronic disease management for our members.

An issue facing all public employees with retiree health insurance will be the implementation of GASB 45. GASB 45 requires a public employer to actuarially cost retiree health insurance. While it does not require a public employer to pay off any unfunded liability nor to pay future costs on an actuarial basis, it will be used as reason for those who attack our benefits to call for reduction or elimination of retiree health insurance. For public employers on the municipal side, we expect they will seek changes to their retiree health insurance program in contract negotiations. When such an accounting reporting requirement was imposed in the private

sector, many employers dropped or reduced retiree health insurance benefits. It is critical we address this issue. Fortunately, SEIU has done the research and has developed strategies for its public members to meet the challenges of GASB 45. We were able to negotiate from our healthcare savings achieved for this year a contribution to our unfunded liability for the State Employee and Retiree healthcare plan.

I have also participated on behalf of the Union in expanding and improving health care coverage for our members. One of our initiatives was to open up the State Health Insurance Plan to municipal employees, non-profits, and small businesses. This legislation, sponsored by Majority Leader Christopher Donovan, passed overwhelmingly by both chambers of the General Assembly but was vetoed by the Governor. We will work on it again next session. I have also worked with the Comptroller's Office on "Enhanced Municipal Employees Health Insurance Program" (MEHIP). The goal is to allow municipalities to pool their health care plans to achieve the economies of scale that we have achieved with the State Health Plan. Finally, I am on the Cost, Cost Containment, and Finance Workgroup of the HealthFirst Connecticut Authority. The goal of the Authority is to bring affordable, comprehensive healthcare to all residents of Connecticut. The report of the Committee is to be issued for the 2009 General Assembly.

In State contract negotiations, we achieved the following:

- Negotiated a new four-year agreement for our Supervising Judicial Marshals that provided for four years of wage increases, annual increments and lump sum bonuses for employees at maximum pay. The agreement is effective July 1, 2008 to June 30, 2012.
- Concluded contract negotiations for inclusion of captains and counselor supervisors in our Correction Supervisor Contract.
- Implemented a new career ladder and upgradings for Information Technology employees that work for the State.
- Implemented a new career ladder and upgradings for certain classifications in the state's Department of Public Works.
- Concluding negotiations with the State over upgrading and extending workweeks for our P-4 Council members working in the Department of Transportation.

Finally, we are working on quality initiatives program, so that public sector members can deliver the highest quality service to the residents of Connecticut.

## **Organizing**

Stacey Malitz has been our Organizing Director for the past four years. Stacey and the organizing staff have been successful in increasing our membership among active and retired State employees, and municipal and school board members. We have been on the cutting edge of bringing collective bargaining to public sector members that have been previously excluded from collective bargaining. I will work with our organizing team on strategic organizing campaigns for retirees, early childhood educators and school bus drivers. Additionally, we will work on organizing those employees in the public sector that remain unorganized.

## Political and Legislative Actions

We are fortunate to have two resources for the Union's political and legislative program. Within CSEA, we have our Legislative Action Committee and the Council 400 Legislative Action Committee. As part of SEIU, CSEA belongs to the SEIU State Council. With its 55,000 members, we are a major political player in Connecticut.

Rick Melita was our long time political director. Rick is recognized for both his lobbying efforts on our behalf and his role in engaging members in important political campaigns. After eleven years of service, Rick left us on October 9, 2008 to work for the presumptive Speaker of the House of Representatives, Christopher Donovan. Rick was a dedicated and exemplary employee, and he will be missed by the organization.

Our major legislative issues are clean contracting, universal health care coverage, improving services for children and adults with developmental disabilities, and collective bargaining rights for family child care providers.

As previously reported, we have passed three times "clean contracting" legislation, and three times Governor Rell has vetoed that legislation. However, the fourth time was a charm. We had an aggressive media campaign that led the Governor to sign the most comprehensive contract reform legislation in the nation. Implementation of the legislation starts in 2009, and will bring about standards and accountability to State and municipal contracting. Clean contracting legislation is the means to bring about this reform in Connecticut.

Universal healthcare coverage is a way to make sure all Connecticut residents have access to affordable and comprehensive health insurance coverage. If enacted, it will cover those members who do not have health insurance and will stop the attacks on our own health insurance benefits in the public sector. SEIU, with its Americans for Health Care Campaign (HCAN), has raised the issue nationally and on a state-by-state basis. More states have enacted universal health care coverage. As I have previously noted, we are working on three initiatives: including municipalities, non-profits, and small businesses in the State healthcare plan; pooling plans for municipalities to achieve economies of scale and bargaining power with the insurance companies; and implementation of the HealthFirst Authority's recommendations to expand accessible, comprehensive healthcare coverage. We also were able to implement "Age 26" healthcare coverage for children not in college, but are unmarried residents of Connecticut, and who are covered under fully-insured plans.

The role of our members in providing services to children and adults with developmental disabilities is changing, and we need to have a voice in the delivery of those services. Through attrition and layoffs, our state members in the Institution Educators (P-3B) unit are playing a lesser role in the delivery of those services. At one time, our P-3B Council members provided services that were considered a national model. Today, we cannot say that. In schools, members of our paraprofessional units are being asked to do more under federal No Child Left Behind legislation, and to take on the difficult assignments of mainstreaming special needs students. This is a system in crisis.

Since our last convention, we expanded services for children with autism, although we have not achieved our goal of having their own agency. We have also raised the profile of paraeducators through our "Walk a Day in My 'Para' Shoes Program" and the establishment of our Paraprofessional Council.

Finally, we are beginning to give a voice to family child care providers. These providers/early childhood educators make a difference in the success of our children in school. The financial resources provided to them by the State are inadequate to ensure quality education for these children before they enter our public schools. For those providers that do not receive aid from the State, access to affordable and comprehensive health insurance is critical for them to remain a provider of services to our children. As we have done with other groups of employees without collective bargaining, we need to pass legislation giving them a voice to improve their standards. SEIU has succeeded in other states in giving these providers a voice, and they have succeeded in raising their standards and the services they provide to children. SEIU is providing us the resources here in Connecticut to organize these providers. Through SEIU, we are able to offer them affordable, comprehensive healthcare insurance.

### **Administration**

During the past two years some changes have occurred with staffing. Sam Franzo, who worked with our municipal and school board members, retired from the Union.

Susan Nelson, an attorney, was hired to serve as counsel, and to work with Bob Krzys on legal issues and contract negotiations and administration. Her previous experience also includes elder law.

In addition to the staff directly employed by CSEA, SEIU has provided us with project staff and resources to hire staff to complement our existing staff at the Union. Both Rosemary Fantozzi and Maggie Russell were hired with grants from the Universal Health Care Foundation to help organize child care providers around the issue of accessible affordable healthcare.

Besides his day-to-day responsibilities of administration of the Union, Mike Nortz, our Director of Administration, is overseeing some capital improvements to CSEA. During the past two years, we have improved the cooling system and waterproofing of the building. It has been said that we are a 21st century union in a 1940's building. We will not have a 21st century building during the next two years, but maybe we can make it into the 1980s.

# **Report of the Director of Collective Bargaining**

**Robert J. Krzys**

Director of Collective Bargaining, CSEA SEIU Local 2001

Collective Bargaining is the process of enforcing the labor contracts we have in place and negotiating successor contracts. It also involves negotiating first contracts for new members who join our Union. It is a process that requires active member participation and intense efforts by our staff to prepare and to execute an effective bargaining strategy.

CSEA is currently the certified bargaining agent for about 150 labor contracts covering State employees, Municipal employees, and employees working for companies in the private sector performing public services. Thus, we bargain contracts under the State Employees Relations Act, the Municipal Employees Relations Act and the National Labor Relations Act.

Our success at the bargaining table is dependent on our level of member unity, our bargaining skills and our political and community strength. Where the membership is united, where our political work is strong, and where we have educated the community about our mission and how that mission is related to a better economy and a stronger community with a more stable class of working families, we will continue to succeed by raising wage standards, by increasing access to health insurance and by establishing financial security into retirement through pensions and post-retirement health coverage.

That is why collective bargaining does not take place separate and apart from the rest of the Union. In collective bargaining, our members gain not only from our expertise at the table but also from our political efforts and from our community efforts. A perfect storm of all our activities is the path to excellent contracts for our members.

Since our last convention, an incredible amount of activity has taken place.

In the State sector, we are preparing for negotiations for successor contracts. In the Correctional Supervisors unit, the Union and the State are once again in interest arbitration over the terms and conditions of a new contract. This will mark the third consecutive contract where there has been no settlement.

As we head towards a new year, we anticipate tough bargaining given the economic climate.

Moreover, as to the State employee units, lingering disputes continue. CSEA's challenges to the Rowland layoffs of 2003 continue. The Union has prevailed on most of its challenges, but lawsuits against the former Governor are still pending in both State and Federal courts seeking a full remedy for all the laid-off workers. CSEA and its members will not back off in seeking a fair solution.

Issues abound in all the units. Constant fights are being waged to enforce existing contractual provisions and to secure rights under the existing pension and health care agreements. In addition, State Police lieutenants and captains, who have unanimously voted to choose CSEA as their union, have been targeted by the Rell Administration, which has retained a law firm for a fee of \$250,000 to appeal the Labor Board Certification of this bargaining unit to the Connecticut Supreme Court. It is our hope that the judicial system will enforce the right to bargain for these lieutenants and captains.

In the municipal sector, our staff representatives deal with complex issues throughout the state. These units face the same pressures as do the State units on wages, pensions and healthcare. These units are located in municipalities dependent on the local property tax to fund increases and every town and city is different. Our challenge as a Union is elect a Governor and a Legislature that will address the unfairness of the current system of financing municipal government so that your wages do not depend on where you live, but instead reflect the quality and importance of the work our members do for their towns and their schools.

Since the last convention, our paraprofessional members have come together to form the Paraprofessional Council to address issues that affect their economic status. This effort is long overdue but it is exciting, and it is likely to succeed given the strength of our members.

At any given time, more than twenty Municipal Division contracts are under negotiation. Pulling together to establish common bargaining standards as to healthcare and pensions continue to be crucial as we move ahead.

In the private sector, our school bus drivers have had their standards raised since joining CSEA, but much more needs to be done. Importantly, we all need to ensure these employees have access to healthcare, which many do not. In Hartford, the "Living Wage Ordinance," passed several years ago through the actions of the SEIU State Council, has been applied to our employees by agreement with the bus companies contracted to Hartford Public Schools. On-going negotiations in the other units will hopefully see similar gains.

In addition, we continue to represent Head Start workers at HRA in New Britain as we work to raise their standard of living. It is important to raise the wages of all of our members who work in educational settings. They serve our children and perform valuable public services.

The past has been filled with positive steps. The future will be too, as long as we continue to consolidate our strength and increase our effectiveness and commitment.

# Report of the Organizing Director

**Stacey Malitz**

Organizing Director, CSEA SEIU Local 2001

Since our last convention in 2006, CSEA SEIU Local 2001 has continued on our program to organize and improve the lives of working people in Connecticut. We continued the discussion at the CSEA retreat where we laid out specific goals of where we wanted to focus our efforts to grow our Union. The focus areas were in the school bus industry, board of education and municipal employees, at-home child care providers, and our retiree organization.

Since then we were successful at organizing the Bethany Board of Education's paraprofessional employees into our newly established Paraprofessional Council.

We organized the school bus monitors in the city of New Haven, who will be added to our existing unit's school bus drivers chapter. After five attempts over the past several years we were successful at organizing West Hartford Public Schools' bus workers, who are currently in negotiations for their first union contract.

With assistance from our SEIU, we developed an affordable healthcare plan for at-home child care providers, even in the absence of collective bargaining rights. This was an incredible victory since child care providers had no alternative except to seek insurance as independent business owners.

One of the most successful campaigns we have been engaged in has been growing Council 400. We established a team of retiree members who went door-to-door to talk about the importance of joining Council 400 as a retiree. Over sixty-five retirees have participated in this new program. Along with mailings, we organized 940 new members, an increase of 20% over the same period two years ago.

In addition to organizing, we expanded our reach to Connecticut retirees by establishing two chapters in South Carolina and one in Cape Cod, Massachusetts.

Our plan for the next two years is to continue to grow and raise standards in the school bus industry, to win collective bargaining and provide educational training for at-home child care providers, and to expand Council 400 by organizing new members and establishing new chapters in the South.

# Report of the McCusker Scholarship Fund Trustees

**Edward Daly**

Council 400

Chair, McCusker Scholarship Trustees, CSEA SEIU Local 2001

Our Bernard H. McCusker Memorial Scholarships are made possible each year through the individual donations of members, chapters, councils and our Union's Executive Council. Nearly \$800,000.00 in scholarships have been awarded to members' children and grandchildren since 1961, and the past two years shattered all previous records for funds raised.

Donations to the fund in 2007 allowed us to award forty-one members' children and grandchildren increased individual scholarships of \$1,000.00 each for the first time. In 2008 donations exceed the \$50,000.00 barrier for the first time, and fifty-two students were each awarded a \$1,000.00 grant for their post-secondary education.

Our Trustees want to thank each and every donor for their financial support, whether it was in honor of a member who has recently passed away, or just keeping up with an annual tradition. We also want to once again recognize and congratulate the past two years' ninety-three scholarship recipients, and wish them success in their educational endeavors.

## 2007 Scholarship Recipients

Kelsey Aarrestad  
Daughter of Peter Aarrestad  
Member, P-4 Council

Matthew Braddon  
Son of Margaret Braddon  
Member, Council 400

Robert Antoniak  
Son of Yolanda Antoniak  
Member, P-4 Council

Maegen Brady  
Daughter of Margaret Brady  
Member, Council 760

Thomas Besade  
Son of Donna Besade  
Member, P-3B Council

Christina Capobianco  
Daughter of Thomas Capobianco  
Member, P-4 Council

Ryan Bielenda  
Son of Stephen Bielenda  
Member, P-4 Council

Shalyn Carey  
Daughter of Steve Carey  
Member, P-4 Council

Carmen Blatt  
Daughter of David Blatt  
Member, P-4 Council

Matthew Cartoceti  
Son of Mel Cartoceti  
Member, Police Inspectors Council

Shawn and Kevin Cobleigh  
Sons of Neal Cobleigh  
Member, P-3B Council

Kathryn Czaja  
Daughter of John Czaja  
Member, P-4 Council

Erin Czczotka  
Daughter of Jan Czczotka  
Member, P-4 Council

Shahla Farzan  
Daughter of Ali Farzan  
Member, P-4 Council

Andrew Fritzer  
Son of Stephen Fritzer  
Member, Council 400

Nicholas Furlani  
Son of Dan Furlani  
Member, P-4 Council

Brittany Gustafson  
Daughter of Brian Gustafson  
Member, P-4 Council

Sara Gruner  
Daughter of Julia Gruner  
Member, P-4 Council

Amy Hubert  
Daughter of Susan Hubert  
Member, P-3B Council

Eliza Jones  
Daughter of Mark Jones  
Member, P-4 Council

Caroline Malcom  
Granddaughter of Don and Ann Cashman  
Members, Council 400

Allison McAdam  
Granddaughter of John McAdam  
Member, Council 400

Kara McCann  
Daughter of James McCann  
Member, P-4 Council

Margaret Mennone  
Daughter of Diana Mennone  
Member, P-3B Council

Krishna Mistry  
Son of Harishchandra Mistry  
Member, P-4 Council

Lorraine Mobarak  
Daughter of Arlene Mobarak  
Member, Council 400

Kaitlyn O'Donnell  
Daughter of Eileen O'Donnell  
Member, P-4 Council

Dana Oullette  
Daughter of Tom Oullette  
Member, P-4 Council

Shannon Packer  
Daughter of Warren Packer  
Member, P-4 Council

Dennis Poulter  
Son of Randy Poulter  
Member, P-4 Council

Sierra Raimondi  
Daughter of Natalina Raimondi  
Member, P-4 Council

Joseph Reutt  
Son of Charles Reutt  
Member, P-3B Council

Andrew Reynolds  
Son of Mark Reynolds  
Member, P-4 Council

Rebeca Ruitto  
Daughter of James Ruitto  
Member, P-4 Council

Milena Rydzewski  
 Daughter of Renata Rydzewski  
 Member, P-4 Council

Rachel Stevenson  
 Granddaughter of Salvatore Pitruzzello  
 Member, Council 400

Daniel Sitcovsky  
 Son of Merrill Sitcovsky  
 Member, P-4 Council

John Wood  
 Son of John Wood  
 Member, P-3B Council

Ricky Song  
 Grandson of Claire Gallant  
 Member, Council 400

Kelby Zimmerman  
 Daughter of Kathleen Zimmerman  
 Member, P-4 Council

### **2008 Scholarship Recipients**

Lola Aldrich  
 Daughter of Mark Aldrich  
 Member, P-3B Council

Maegen Brady  
 Daughter of Margaret Brady  
 Member, Paraprofessional Council

Wyatt Andree  
 Son of Keith Andree  
 Member, Paraprofessional Council

Ashley Burns  
 Daughter of Monique Burns  
 Member, P-4 Council

Ben Baranowski  
 Son of Joel Baranowski  
 Member, P-4 Council

Shalyn Carey  
 Daughter of Steve Carey  
 Member, P-4 Council

Shaina Barr  
 Daughter of Clive Barr  
 Member, P-4 Council

Stephanie Cutler  
 Daughter of David Cutler  
 Member, P-4 Council

Joshua Bartholomew  
 Son of Debbie Bartholomew  
 Member, P-3B Council

Kathryn Czaja  
 Daughter of John Czaja  
 Member, P-4 Council

Melissa Berardi  
 Daughter of Sue Berardi  
 Member, Paraprofessional Council

Victoria DelVecchio  
 Daughter of Dominic DelVecchio  
 Member, P-4 Council

Thomas Besade  
 Son of Donna Besade  
 Member, P-3B Council

Chelsea Downs Fox  
 Daughter of David Fox  
 Member, P-4 Council

Maci Boni  
 Daughter of Rocco Boni  
 Member, Council 760

Mitchell Furber  
 Son of Paula Furber  
 Member, Paraprofessional Council

Jessica Estanislau  
Daughter of Anthony Estanislau  
Member, P-4 Council

Andrew Fritzer  
Son of Stephen Fritzer  
Member, Council 400

Leslie Furbush  
Daughter of Caryn Furbush  
Member, P-4 Council

Sara Gruner  
Daughter of Julia Gruner  
Member, P-4 Council

John & Jennifer Hansen  
Son & Daughter of Jean Hansen  
Member, P-3B Council

Hannah Horowitz  
Granddaughter of Angeline Armillei  
Member, Council 400

Justin Kelly  
Son of Gail Kelly  
Member, Paraprofessional Council

Dane Loree  
Son of Sharon Loree  
Member, Paraprofessional Council

Lauren LaRocca  
Daughter of Laurie LaRocca  
Member, P-4 Council

Mark Lucey, Jr.  
Son of Mark Lucey, Sr  
Member, CSC Council

Emily Maretsky  
Daughter of Gale Maretsky  
Member, P-4 Council

Stephanie Martin  
Daughter of Stephen Martin  
Member, P-3A Council

Sarah Matulis  
Daughter of James and Irene Matulis  
Members, P-4 Council

Kara McCann  
Daughter of James McCann  
Member, P-4 Council

Lorraine Mobarak  
Daughter of Arlene Mobarak  
Member, Council 400

Michelle Munsey  
Daughter of Paul Munsey  
Member, P-4 Council

Benjamin Perry  
Grandson of Laurence Eiden  
Member, P-3A Council

Anthony Pesce  
Son of Nick Pesce  
Member, SJM Council

Ashley Randall  
Daughter of Stephen Randall  
Member, P-3B Council

Joseph & Sarah Reutt  
Son & Daughter of Charles Reutt  
Member, P-3B Council

Veronica Roche  
Granddaughter of Doris Roche  
Member, Council 400

Matthew Rothbart  
Son of Paul Rothbart  
Member, P-4 Council

Emily Santacroce  
Daughter of Mike Santacroce  
Member, P-4 Council

Andrew Sherwill  
Grandson of Bernard Sherwill  
Member, Council 400

Daniel Sitcovsky  
Son of Merrill Sitcovsky  
Member, P-4 Council

Kerry Silva  
Daughter of Tom Silva  
Member, Council 760

Rachel Stevenson  
Granddaughter of Salvatore Pitruzzello  
Member, Council 400

Kyle Strong  
Son of Ronald Strong  
Member, Council 760

Daniel Unkel  
Son of Richard Unkel  
Member, P-4 Council

Christina Waiculonis  
Daughter of John Waiculonis  
Member, P-3B Council

John Wood, Jr.  
Son of John Wood, Sr.  
Member, P-3B Council

Zohra Wardak  
Daughter of Abdul Wardak  
Member, P-4 Council

Cali Zibluk  
Daughter of Tara Zibluk  
Member, P-3B Council

***(Editor's note: Awards Night program booklets for both 2007 and 2008 with complete "Hall of Fame" donor lists and scholarship winners are available at our website's "Incentives" page in a format you can download and print)***

# Report of the Legislative Action Committee

**Catherine Osten**

CSC Council

Co-Chair, Legislative Action Committee, CSEA SEIU Local 2001

**Lynn Coda-Klein**

P-4 Council

Co-Chair, Legislative Action Committee, CSEA SEIU Local 2001

We have accomplished many significant victories since our last convention two years ago, building greater political power for our members and all of Connecticut's working families. In his Executive Director's report, Bob Rinker highlighted many of the gains made at the General Assembly during the 2007 and 2008 legislative sessions, so our report is focused on the upcoming General Election.

Over the past six months, our SEIU Connecticut State Council has coordinated regional interviews with General Assembly and Congressional candidates seeking our affiliated unions' endorsement. Our Legislative Action Committee (LAC) members reviewed the records, read up on the proposals, and met with the candidates who seek to represent our families in Hartford and in Washington, DC.

We have made recommendations to the CSEA SEIU Local 2001 Executive Council, which voted to approve endorsing the following ballot question positions and candidates on the November 4 ballot.

## **Ballot Questions**

VOTE NO on Question 1 – *"Shall there be a Constitutional Convention to amend or revise the Constitution of the State?"*

## **Presidential Electors**

Barack Obama and Joseph Biden

## **Representative in Congress**

2nd District (Eastern Connecticut) – Joe Courtney

4th District (Fairfield County) – Jim Himes

5th District (Western Connecticut) – Chris Murphy

## **Connecticut State Senator**

21st District (Monroe, Seymour, Shelton, and Stratford) – Janice Anderson

31st District (Bristol, Harwinton, Plainville, and Plymouth) – Tom Colapietro

2nd District (Bloomfield, Hartford, and Windsor) – Eric Coleman

6th District (New Britain, Berlin, and Farmington) – Donald J. DeFronzo

1st District (Hartford and Wethersfield) – John Fonfara  
 35th District (Ashford, Chaplin, Coventry, Eastford, Ellington, Hampton, Pomfret, Stafford, Tolland, Union, Vernon, Willington, and Woodstock) – Anthony Guglielmo  
 23rd District (Bridgeport and Stratford) – Edwin A. Gomes  
 4th District (Bolton, Glastonbury, Manchester, and Marlborough) – Mary Ann Handley  
 10th District (New Haven and West Haven) – Toni N. Harp  
 5th District (West Hartford, Bloomfield, Burlington, and Farmington) – Jonathan Harris  
 26th District (Bethel, New Canaan, Redding, Ridgefield, Weston, Westport, and Wilton) – John Hartwell  
 8th District (Avon, Barkhamsted, Canton, Colebrook, Granby, Hartland, Harwinton, New Hartford, Norfolk, Simsbury, and Torrington) – Art House  
 3rd District (East Hartford, East Windsor, Ellington, and South Windsor) – Gary LeBeau  
 21st District (Griswold, Groton, North Stonington, Plainfield, Preston, Sterling, Stonington, and Voluntown) – Andrew Maynard  
 32nd District (Bethlehem, Bridgewater, Middlebury, Oxford, Seymour, Southbury, Thomaston, Roxbury, Watertown, and Woodbury) – John McCarthy  
 22nd District (Bridgeport, Trumbull, and Monroe) – Anthony Musto  
 24th District (Bethel, Danbury, New Fairfield, and Sherman) – Duane Perkins  
 19th District (Andover, Bozrah, Columbia, Franklin, Hebron, Lebanon, Ledyard, Lisbon, Montville, Norwich, and Sprague) – Edith Prague  
 20th District (East Lyme, Montville, New London, Old Lyme, Old Saybrook, Salem, and Waterford) – Andrea Stillman  
 29th District (Brooklyn, Canterbury, Killingly, Mansfield, Putnam, Scotland, Thompson, and Windham) – Donald E. Williams, Jr.

### **Connecticut State Representative**

83rd District (Berlin and Meriden) – Catherine F. Abercrombie  
 30th District (Berlin and Southington) – Joe Aresimowicz  
 128th District (Bridgeport) – Andres Ayala  
 73rd District (Waterbury) – Jeffrey J. Berger  
 72nd District (Waterbury) – Larry B. Butler  
 19th District (Avon, West Hartford, and Farmington) – Beth Bye  
 126th District (Bridgeport) – Christopher L. Caruso  
 124th District (Bridgeport) – Charles D. Clemons  
 134th District (Fairfield and Trumbull) – Tom F. Christiano  
 65th District (Torrington) – Michelle Cook  
 115th District (West Haven) – Stephen D. Dargan  
 78th District (Bristol and Plymouth) – Jaqui Denski  
 92nd District (New Haven) – Patricia A. Dillon  
 84th District (Meriden) – Christopher Donovan  
 17th District (Avon and Canton) – Brett Eisenlohr  
 18th District (West Hartford) – Andrew M. Fleischmann  
 71st District (Middlebury and Waterbury) – Steve Ferrucci  
 146th District (Stamford) – Gerald Fox, III  
 44th District (Killingly, Plainfield, and Sterling) – Mae Flexer  
 87th District (North Haven) – Steve Fontana

10th District (East Hartford) – Henry J. Genga  
104th District (Ansonia and Derby) – Linda M. Gentile  
25th District (New Britain) – John Geragosian  
29th District (Newington, Rocky Hill, and Wethersfield) – Antonio Guerrera  
127th District (Bridgeport) – Jack Hennessy  
53rd District (Ashford, Tolland, and Willington) – Bryan Hurlburt  
56th District (Rockville and Vernon) – Claire Janowski  
District 49 (Windham) – Susan Johnson  
31st District (Glastonbury) – Thomas J. Kehoe  
5th District (Hartford) – Marie Lopez Kirkley-Bey  
99th District (East Haven) – Michael P. Lawlor  
8th District (Columbia, Coventry, and Vernon) – Joan A. Lewis  
148th District (Stamford) – Carlo Leone  
100th District (Durham, Middlefield, and Middletown) – Matt Lesser  
106th District (Newtown) – Chris Lyddy  
47th District (Canterbury, Norwich, Scotland, and Sprague) – Jack Malone  
20th District (West Hartford) – David McCluskey  
54th District (Chaplin and Mansfield) – Denise W. Merrill  
28th District (Wethersfield) – Russell A. Morin  
140th District (Norwalk) – Bruce V. Morris  
85th District (Wallingford) – Mary M. Mushinsky  
89th District (Bethany, Cheshire, and Prospect) – Vickie Orsini Nardello  
24th District (New Britain and Newington) – Tim O'Brien  
32nd District (Cromwell, Middletown, and Portland) – James A. O'Rourke  
46th District (Norwich) – Melissa M. Olson  
48th District (Colchester and East Haddam) – Linda A. Orange  
102nd District (Branford) – Lonnie Reed  
9th District (Manchester) – Jason Rojas  
4th District (Hartford) – Kelvin Roldan  
139th District (Bozrah, Franklin, Lebanon, and Montville) – Kevin Ryan  
60th District (Windsor and Windsor Locks) – Peggy Sayers  
88th District (Hamden) – Brendan Sharkey  
36th District (Chester, Deep River, Essex, and Haddam) – James Field Spallone  
96th District (Hamden and New Haven) – Cameron C. Staples  
107th District (Bethel and Brookfield) – David Stevenson  
26th District (New Britain) – Peter A. Tercyak  
13th District (Manchester) – John W. Thompson  
147th District (New Canaan and Stamford) – William Tong  
93rd District (New Haven) – Toni E. Walker  
64th District (Cornwall, Goshen, Salisbury, Sharon, and Torrington) – Roberta B. Willis  
77th District (Bristol) – Chris Wright  
81st District (Southington) – Bruce "Zeke" Zalaski

*(Editor's note: the complete slate of endorsed candidates will also be printed in the November edition of the CSEA News and sent to members signed-up online at our website's Action Center in an e-mail message the week before the election)*



## Cover Photos

Group photo, 2006-2008 Executive Council Delegates and Alternates:

Front row: (left to right) Lynn Coda-Klein (P-4 Council), Patrice Peterson (P-3B Council), Karen Pineman (Council 400), Steve Schunder (Council 760), Paige Farnham (P-3A Council), Marilyn Tyszka (Council 400), Ann Francisco (P-3B Council), Tammy Slowinski (Council 760)

Second row: (left to right) Cathy Osten (CSC Council), Robert Adriani (P-3B Council), Katherine Goulet (Council 400), Dane Salzarulo (Council 760), John Vitale (P-4 Council)

Third row: (left to right) Sharon Hagans (Paraprofessional Council), Ed Daly (Council 400), Carolyn Keily (Council 760), Chez Dinino (Inspectors Council), Gary Mazzone (Inspectors Council)

Fourth row: (left to right) Michael Lucas (Council 400), Michael O'Brien (P-4 Council), Sandra Brunelli (P-4 Council), Valerie Marino (P-3A Council), Dan Stafko (P-4 Council), Robert Rinker (Executive Director)

Individual photos, clockwise from bottom left:

Kenneth Olszta (CSC Council)

Sandra Cyr (Paraprofessional Council)

Adrian Wood (P-3A Council)

Sheila Chunis (P-3B Council)

Richard DeVito (Council 760)

Dorothy Eaton (Council 400)

Hector Diaz (Council 760)

Linda King-Corbin (P-4 Council)

## Booklet Design

Administration: Mike Nortz (Administration Director)

Design/Editing: Matt O'Connor (Communications Director)

Printing: Jason Webster (Graphic/Technical Design)

Binding: Luis Torres (Technical/Maintenance)

# CSEEd SEIU

**Local 2001**

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Stronger Together**

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