



ABOVE: 62 students were awarded the Bernard McCusker Memorial Scholarship at the CSEA Union Hall this year.

## McCusker 2023: 62 Scholarships Awarded to Children & Grandchildren of CSEA Members!

This past month, CSEA held our annual Bernard McCusker Memorial Scholarship Award Ceremony, recognizing 62 students with \$1,000 scholarships to help with

their higher education aspirations. Bernard McCusker was the President of CSEA when he passed unexpectedly. In his memory CSEA created the memorial scholarship

which has awarded well over 1,000 scholarships totalling over \$1,000,000 throughout the past 60+ years.

This scholarship is more important than ever as the price of higher education has

*continue onto page 7*

## Council 400 Membership Drive: Together We Make a Difference!

Congratulations to our incredible team of retiree activists and all our members! Over the past year we not only met our goal of 750 new members into Council 400, but we've surpassed it. We are over 12,000 for the first time in over a decade! This accomplishment speaks volumes about the strength and unity of our community.

However, we're not slowing down! Our commitment to organizing retirees and fighting for the rights of retired State of Connecticut Employees remains unwavering. Council 400 will continue to be the leading force, ensuring the security of the hard-earned benefits you deserve throughout your retirement.

The power of a union lies in its members, and with your continued support, we can achieve even greater heights. Together, we'll ensure that your well-deserved benefits are protected and safeguarded for the long term.

Here are some ways you can help us make an even greater impact:

- **Spousal Membership:** Encourage your spouse

After all, they too benefit from your retiree benefits, and their support strengthens our collective voice.

- **Join Us for Phone Bank Sessions:** We invite you to join us for our upcoming phone bank sessions at the Union Hall. These sessions are a fantastic opportunity to connect with others, share experiences, and encourage more retirees to join our cause.

- **Spread the Word:** Talk to your friends and former co-workers about Council 400 and our mission. Ask them if they are ready to join the fight alongside us, protecting essential pensions and healthcare at home and advocating for Social Security and Medicare in Washington!

Your efforts and involvement play a pivotal role in our success. Together, we'll continue to grow and create a better future for all retirees. By standing united, we ensure that our collective voice is heard, and positive change becomes a reality.

Council 400 is only as strong as its members,

to sign up for a Spousal Membership card.

and we're excited to have you on board in this important journey! Let's keep marching forward, making a difference in the lives of all retired State of Connecticut Employees.

Contact Kevin Sullivan at 860-951-6614, ext. 118 or ksullivan@csea760.com to be a part of growing our Union and making it stronger!



ABOVE: Tom Welch, (left) Council 400 Membership Chair was celebrated at a Delegates Meeting for his leadership throughout this campaign along with Retiree Organizer Kevin Sullivan (right).

## CSEA Members Qualify for BJ's Discount! New and Existing Customer Offers at CSEA-CT.com

We are happy to offer BJ's Membership once again.

To better serve you, all membership enrollments and renewals will be processed through our BJ's Partnership Support Center by calling them directly at 1-800-313-8887. Please use the CSEA Code 350150. The expiration date of the offer is January 27, 2024.

Please note the CSEA

'Group Promo Code', which is 350150. This code is unique to CSEA. When contacting the Support Center, you will need to reference this 'Group Promo Code' to qualify for the discount

**BJ's Partnership Support Center details**

Phone #: 1-800-313-8887  
Hours of Operation: Monday-Friday from 9:00 AM - 6:00 PM EST  
**When you call, you will need**

**to supply the following information -**

- Your Organization's 'Group Promo Code', which is 350150.
- Debit or credit card information
- If a current BJ's member, a membership ID which can be found on your BJ's member-

ship card or from within the BJ's app

The award is electronically loaded to your membership card and will be available at the register in 24

*continue onto page 4*

Visit our union's website at: **CSEA-CT.com**

Postmaster: Please forward address changes to:  
CSEA, 760 CAPITOL AVE., HARTFORD, CT 06106

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Weicker  
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**MEETING DATES**

The September Delegates Meeting will be held as a hybrid meeting on **Thursday, September 21st at 10am at the CSEA Union Hall and via Zoom**

Chapter 401 (Hartford area)  
Thursday, September 7th - 1pm  
Guest Speaker: Aetna Representative  
CSEA Union Hall & Zoom  
760 Capitol Ave., Hartford  
Zoom Meeting ID: 833 1491 7718  
Patrice Peterson - (860) 416-0306

Chapter 402 (Danbury area)  
Wednesday, September 13th - 10am  
Guest Speaker: Cigna Representative  
United Methodist Church  
5 Clapboard Ridge Rd. Danbury  
Linda Albanese - (860) 354-6965

Chapter 403 (Norwich area)  
Tuesday, September 12th - 1:30pm  
Guest Speaker: Cigna Representative  
Rose City Senior Center  
8 Mahan Drive., Norwich  
Carol Burgess - (860) 859-3641

Chapter 404 (Waterbury area)  
Tuesday, September 12th - 10am  
Guest Speaker: Kevin Sullivan  
CSEA Council 400 Organizer  
Trinity Orthodox Church  
937 Chase Parkway, Waterbury  
John Quinn - (203) 804-0189

Chapter 405 (New Haven area)  
Thursday, September 14th - 10:30am  
Hamden Government Center Bldg  
2750 Dixwell Ave, Hamden  
Ron Osokow - (203) 671-7685

Chapter 406 (Middletown area)  
Tuesday, September 12th - 1pm  
Guest Speaker: Aetna Representative  
American Legion Post 75  
58 Bernie O'Rourke Dr. Middletown  
Joe Formica - (860) 347-4532

Chapter 407 (Bridgeport area)  
Wednesday, September 20th - 1pm  
Guest Speaker: Sebastian Puglisi,  
CSEA Regional Vice President West  
St. Josephs of Stratford Catholic  
Church  
1300 Stratford Rd., Stratford (on Rt. 113)  
Joan Matzonkai - (203) 751-0300

Chapter 408 (Willimantic area)  
Thursday, September 14th - 12:30pm  
Guest Speaker: Bernadette Conway  
CSEA Director of Administrative  
& Retiree Services  
Mansfield Senior Center  
303 Maple Road. Mansfield  
Doug Racicot - (860) 234-2537

Chapter 409 (University Professors)  
Friday, September 15th - 10am  
CSEA Union Hall & via Zoom  
760 Capitol Ave., Hartford  
Zoom Meeting ID: 868 8922 7158  
Dave Walsh - (860) 684-4773

Chapter 410 (Windsor Locks area)  
Monday, September 11th - 1pm  
Guest Speaker: Mairead Painter  
First Vice President of Ombudsman  
Suffield Senior Center  
145 Bridge St., Suffield  
Amelia Smith - (860) 687-1848

Chapter 411 (Rocky Hill area)  
Thursday, September 21st - 12:30pm  
CSEA Union Hall  
760 Capitol Ave., Hartford  
Sebastian Puglisi - (860) 529-8336

Chapter 412 (Putnam area)  
Tuesday, September 19th - 1:30pm  
Guest Speaker: Aetna Representative  
Putnam Town Hall  
200 School St., Putnam  
Don Gladding - (860) 933-9998

Chapter 414 (Torrington area)  
Monday, September 18th - 10am  
Cooperative Service Extension Bldg  
843 University Dr, Torrington  
Karen Pineman - (860) 354-6727

**COUNCIL 400  
PICNIC  
(AUGUST 9<sup>TH</sup> 11AM)  
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Chapter 415 (Manchester area)  
Monday, September 25th - 1pm  
Guest: Robert Rodriguez - Social  
Security Pubic Affairs Specialist  
Manchester Elks Lodge  
30 Bissell St., Manchester, CT  
Stuart Clark - (860) 205-0657 (c)  
(860) 454-4818 (h)

Chapter 416 (New London area)  
Tuesday, September 12th - 12pm  
Groton Public Library  
52 Newtown Road, Groton  
John Knaff - (860) 857-4244

Chapter 417 (Plainville area)  
Wednesday, September 13th - 1pm  
Plainville Public Library - Auditorium  
56 East Main St., Plainville  
Mark Kirschner - (860) 882-2717

Chapter 418 (Community College Re-  
tirees)  
Tuesday, September 19th - 10am  
Guest Speaker: Sean Scanlon,  
State of Connecticut Comptroller  
4C's Union Hall & via Zoom  
907 Wethersfield Ave, Hartford  
Bill Searle - (860) 745-3692

**Important numbers to have on hand:**

Retirement Division Payroll: 860-702-3528

Aetna Customer Service: 1-855-648-0391

Retirement Division Life Insurance: 860-702-3537

Caremark: 1-800-318-2572

Retirement Division Health Insurance: 860-702-3533

Cigna: 1-800-244-6224

Anthem Blue Cross Blue Shield: 1-800-922-2232

CSEA Retiree Organizer, Kevin Sullivan:  
860-951-6614 x118

HEP Care Management Solutions: 1-877-687-1448 or visit them at their portal:  
<https://www.connect2yourhealth.com/ParticipantPortal/Default.aspx>





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*\*One \$10 Bonus per primary number. IRAs are excluded. Applies to new eStatement enrollees. Funds will be deposited into the share account of the account holder within 31 days of enrolling. Once enrolled in eStatements, paper statements will no longer be mailed. Promotion ends 12/31/2023.*

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[www.CSECreditUnion.com](http://www.CSECreditUnion.com)

**Dividend Rates - Second Quarter 2023**

	Dividend Rate	Annual Percentage Yield
REGULAR SHARES	2.50%	2.53%
SHARE DRAFTS (Checking)	1.25%	1.26%
CLUB ACCOUNTS	1.75%	1.77%

Minimum opening balance \$25.00. The annual percentage yield is accurate as of the last dividend declaration date. Rate may change after the account is opened. Fees or other conditions may reduce the earnings on the account.

**7 Full Service Offices To Serve You**

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<b>MIDDLETOWN</b> 15 Ward Street Middletown, CT 06457 (860) 347-0479	<b>STORRS</b> 1244 Storrs Rd. Storrs, CT 06268 (860) 429-9306	<b>SOUTHBURY</b> Southbury Training School P.O. Box 644 Southbury, CT 06488 (203) 267-7610
		<b>NEWINGTON</b> O'Neil Plaza 2434 Berlin Turnpike Newington, CT 06111 (860) 667-7668

Hours: Main Office: Mon-Fri, 9am-4pm Branches: Mon-Fri, 9:30am-4pm  
Drive-Up Teller (Hartford & Middletown): Mon-Fri, 8:30am-4pm; Paydays Open Until 5pm

**Gone too Soon:  
CSEA Members Who Have Passed On**

The Office of the State Comptroller has provided CSEA with the following members that have recently passed away. Our condolences are with their friends, family and loved ones.

- Affelder, Anne, Admin and Residual (P-5)
- Barteaux, Anna, Administrative Clerical (NP-3)
- Blanchette, Ronald, Managerial
- Burton, Laurie, Health NonProfessional (NP-6)
- Ceella, Anita, Administrative Clerical (NP-3)
- Chartier, Joy, Administrative Clerical (NP-3)
- Cianci, Nicholas, Protective Services (NP-5)
- Collin, Maurice, Social and Human Services(P-2)
- Czombos, Billy, Service/Maintenance (NP-2)
- Finizio, Victor, State University Faculty
- Gagliardo, Frank, Health NonProfessional (NP-6)
- Hospod, Stanley, Engineer, Scien, Tech (P-4)
- Leary, Joy, Confidential
- Lombardi, Rocco, Service/Maintenance (NP-2)
- Lopreiato, Domenic, Engineer, Scien, Tech (P-4)
- Lucas, William, State Police (NP-1)
- Martin, Jane, Administrative Clerical (NP-3)
- Mischak, Michael, Correctional Officers (NP-4)
- Moore, Barbara, Administrative Clerical (NP-3)
- Murzin, Daniel, Judicial - Judicial Marshals
- Oconnell, Elizabeth, Judicial - Non-Professional
- Pachera, Lucille, Administrative Clerical (NP-3)
- Peloquin, Olga, Service/Maintenance (NP-2)
- Pomeroy, Joann, Health NonProfessional (NP-6)
- Rinaldi, Dennis, Judicial - Judicial Marshals
- Schiffert, Barbara, Admin and Residual (P-5)
- Spencer, Edwin, Service/Maintenance (NP-2)
- Supple, Maureen, Health NonProfessional (NP-6)
- Terezakis, Michael, State University Faculty
- Williams, Marguerite, Administrative Clerical (NP-3)

**CSEA NEWS**

*The Voice of Connecticut's  
Public Service Employees & Retirees*  
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- Local 2001, Service Employees International Union, CTW/CLC
- Travis Woodward .....President
  - Beverly Lee .....Secretary/Treasurer
  - David Glidden .....Executive Director
  - Drew E. Stoner .....Communication Specialist
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INSERTION DEADLINE: 1st of prior month.  
MAILING ADDRESS: CSEA/SEIU Local 2001, 760 Capitol Avenue, Hartford, CT 06106;  
PHONES: (860) 951-6614, toll-free: (800) 894-9479, FAX: (860) 951-3526; INTERNET:  
[www.csea-ct.com](http://www.csea-ct.com).

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continued from Page 1 hours from when the form is processed. Award must be used within 30 days on an In-Club purchase. These are ELECTRONICALLY LOADED so NO COUPON OR GIFT CARD WILL BE ISSUED.

**IF YOU HAVE ANY QUESTIONS, YOU MUST CONTACT THE BJ's Partnership Support Center details Phone #: 1-800-**

**313-8887 DIRECTLY. Scan the QR code for more information about the deal!**



**Ed Daly Turns 90!**  
Former CSEA President



We are happy to wish Ed Daly a Happy 90th Birthday! Ed has served CSEA members in many capacities through the last several decades. Our Union would not be where it is today without his leadership and guidance.

## P4 Council Picnic

The P4 Council held their annual picnic on July 14th with P4 members from various state agencies coming together at the Farmington Club to celebrate over BBQ, ice cream and some ice cold drinks. P4 members are engineers, IT workers, environmental professionals, scientists and technical employees working hard at each and every state agency to ensure that critical functions are performed. Paired with the fact that many P4 members can also take advantage of the Telework Agreement, events like these

are becoming increasingly important to ensure that members are still able to network with one another. Whether you are an ITA in DAS BITS servicing DMHAS or a supervising engineer working for DOT, walking around the P4 Picnic, it was clear that members are facing the same challenges regardless of their chapter, job title or agency: an unrelenting staffing crisis. As union members we must stand together to address this crisis through innovative and effective retention and recruitment strategies.



ABOVE: P4 members gather around to enjoy lunch with one another.

ABOVE: P4 members enjoy the Annual P4 Picnic at the Farmington Club.

## Inspector's Council Picnic

The Inspectors Council enjoyed their annual meeting a few weeks ago at the Verdi in Waterbury where 74 inspectors from across the state gathered to discuss important business, thank and honor retirees for their service and introduce new Inspectors to the council. In addition to the active Inspectors who attended this meeting, 15 retired Inspectors also joined.

Inspector Council President David Sydnor welcomed Chief State's Attorney Patrick J. Griffin and Deputy Chief State's Attorney Kevin D. Lawlor, who addressed the Council. In addition, several members were honored for their service: recently retired Supervisory Inspector Gary Mecozzi was honored for his years of service and Inspector Douglas Jowett was recognized by the Connecticut Criminal Justice Educational and Charitable Association with the 2023 Employee of the Year Award for his work in the Cold Case Unit in the Office of the Chief State's Attorney.

During the meeting, members also

thanked their council leaders for their continued service: David Sydnor as President, Derek Sutton as Vice President, Forrest

"John" Beaulieu as Treasurer and Elisa Tuozoli as Secretary.



ABOVE: Inspectors Council President David Sydnor introduces the Deputy Chief State's Attorney Kevin D. Lawlor.



ABOVE: Inspectors Council Members enjoy the Annual Inspectors Council Picnic



# CSEA Members & Hot Union Summer!

It's official: We're having a hot labor summer! When hundreds of thousands of workers are striking and millions are bargaining and fighting for working families, union power is everywhere! Even the Urban Dictionary has had to acknowledge our collective power, cementing this summer in urban history by adding 'hot labor summer' to its website this month, defining hot labor summer as "the summer where everyone from actors to fast food workers and even your mom either unionize their workplace or support their existing union by going on strike for better labor conditions." Even here in Connecticut CSEA members can feel the summer heating up with 63 of our union contracts in bargaining, joining the half a million SEIU workers across the country demanding more for working families at the negotiating tables. CSEA members are also getting vocal on social media, supporting the 11,000 workers affiliated with the Writers Guild of America and 160,000 workers with SAG-AFTRA who are both on strike, marking the first time in 63 years that every writer and performer

is on strike together. We're attending sip-ins at our local Starbucks and showing up to picket lines at Amazon facilities. But all of this union power is a threat to our opposition, they see us gaining steam through solidarity and want nothing more than to diminish our strength and roll-back protects for working families. Of course, all of this union power is a threat to our opposition - they see us gaining steam through solidarity and they want nothing more than to diminish our strength and roll-back protections for working families. In fact, groups as deceitful as the 'Freedom Foundation' have started



bringing their scam directly to the homes of Connecticut union members, trying to manipulate us into dropping our union. Don't fall

for their tricks! Cut out the graphic above and tape it to your front door so there is no question - you are sticking with your union!

## Labor Summer School for Women

*CSEA Members Head to Rutgers for a 4-Day Conference*

CSEA leaders in P3B and the Para Council attended the 46th Annual United Association for Labor Education Northeast Summer School for Women in Unions and Worker Organizations last month. P3B President Stephaine Darden along with P3B leaders Pamela Armstrong, Dora Bennett, Lisa Bennett, Janet Brutcher, Latarsha Johnson, Andrea Wallen; Para Council President Cynthia Ross-Zweig and Para leaders Julie Cinnamon and Jennifer McLarney all attended this four-day conference at Rutgers University.

Women from all over the US came together to build on their leadership skills and participated in a wide array of workshops from climate's impact on labor organizing to women in labor history night and heard from panelists from all over the world.



ABOVE: Para Council Members pose in front of the Labor Center at Rutgers University.



ABOVE: P3B Members pose in front of the Labor Center at Rutgers University.

## Go Green!

*Opt-In to our Digital CSEA News*

Did you know that the average person in the US uses more than 700 pounds of paper per year? Or that despite global digitalization, paper usage has actually grown 126% in the last 20 years in the US?

The CSEA News has been an integral part of our communications program for decades, but it is 2023 and we have a host of resources to reduce our carbon footprint and "Go Green." The most effective way for our members to "Go Green" is to request that the CSEA News be sent digitally rather than a hardcopy in the mail!

"Going Green" not only helps decrease the amount of paper waste in our landfills, but it also reduces ink waste and the carbon emissions from delivery. Many of our CSEA members have been interested in decreasing their carbon footprint and opting into the digital E-Newsletter is a great way to take a small step towards a greener future! Every

month you will receive this digital paper in your email inbox - all of the same information, just a lot less waste! To opt into the Go Green E-Newsletter, simply visit [bit.ly/GoGreenCSEA](http://bit.ly/GoGreenCSEA) and fill out the form.

To make your communications experience even easier, we've launched a NEW WEBSITE! Visit [CSEA-CT.com](http://CSEA-CT.com) or [SEIU2001.org](http://SEIU2001.org) and let us know what you think - give us feedback on what you like, don't like and what you want improved by visiting [bit.ly/CSEAWebSiteInput](http://bit.ly/CSEAWebSiteInput) (case sensitive).

If CSEA has your email address, then you've already received this survey in your inbox, but if we don't then it is also a good opportunity for you to update your contact information by visiting [bit.ly/UpdateCSEA](http://bit.ly/UpdateCSEA) (case sensitive).



## Frm. Exec. Dir. Recalls Weicker Admin: Part II

Last month we published Part I of our remembrance of Lowell P. Weicker. It focused on the fight for the state income tax and what may have been called a concession agreement that was tied to the passage of the state income tax. We heard from retired Executive Director, Bob Rinker, who recalled his experience working with former Governor Weicker, below is a continuation of that piece.

While it was hard to believe at the time, Weicker actually believed in frontline workers. When deinstitutionalization came to certain large state institutions, CSEA members were placed into state jobs in the community or worked in different locations or in different capacities. Many P-3B state school teachers in the then Department of Mental Retardation became part of the Early Connections' Birth to Three Program. This nationally acclaimed and innovative program had about two hundred special education teachers with Master's degrees working with infants and toddlers to ameliorate development issues and prepare them for transition to their local school district. This was a testament to Weicker and to the dedication and commitment of our members. Shortly after reaching the first "concession" agreement, SEBAC reached a second agreement that included the Placement and Training Committee. The goal of the committee as stated by Weicker was to mitigate to zero the number of laid-off state employees. This program had a number of unique features and it continues to this day.

Upon reaching the agreement on the Placement and Training Committee, we had our work cut out for us since a number of state employees had been laid off. At our first meeting, representatives from the Office of Labor Relations, who were part of the Department of Administrative Services at that time, came and treated the process as adversarial and obstructed the purpose of the committee. I called Tom D'Amore, the Governor's Chief Staff, and told him that I needed to speak with the Governor about the situation. D'Amore told me that would not be necessary. At our next meeting, Commissioner Reggie Smith appeared and told the management side of the committee the following, "It is the Governor's words to mitigate to zero the number of laid-off state employees, he means it, and get to it." Following those very direct words to the committee, the union side began to receive weekly reports of laid-off state employees being placed into state jobs. Weicker was a man of his word.

As an epilogue to the story, the two state employees assigned inclusive to the Placement and Training Committee were laid off by John Rowland in 2002. Rowland wanted to gut the Placement and Training Committee prior to laying off 2,000 state employees. Rowland wanted them to have no resources during this devastating period when our members were laid off. State employee unions pushed back and forced *continue onto Page 8*

## Tier IV Plan Update for State Employees

In the coming weeks, SEBAC leaders will be meeting with the Lamont Administration to discuss issues with the Tier IV Plan, including employee contribution rates. Changes in the existing SEBAC Agreement cannot be unilaterally made by either party.

The risk-sharing provision of the Tier IV pension plan – which covers most state employees hired after 7/31/2017 – has taken effect for one year, beginning with the upcoming pay cycle. That provision permits the State to increase employee contributions by half of the amount by which the plan's investment returns failed to reach the projected average amount of 6.9% in the prior calendar year, up to a maximum of 2%.

Tier IV employees recently received a memo from the Comptroller's office stating that "in calendar year 2022, the SERS fund's investment income was far below the 6.9% annual benchmark. In fact, the fund's investments suffered a net loss of 10.85%..." As a result, Tier IV employees are scheduled to pay an extra 2% contribution for the next 12 months.

Stay tuned for more information and action as we collectively press the Administration to address the problems with the plan.



# Correctional Supervisors Council Family Outing

## High Meadow, North Granby

**\$40/ adult**  
**\$25 / Child**  
**(2-11 years)**



**Lunch, Snacks, Drinks, Music, Swimming & Games**

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**HIGH MEADOW**  
311 N GRANBY ROAD  
NORTH GRANBY, CT  
06060

**THURSDAY**  
**AUGUST 24TH**  
**10AM-4PM**

TO REGISTER PLEASE SEE: TARA KEATON, LT. KITT (UCONN), CAPT. STEWARD (MYI), LT. JOE (HARTFORD), LT. SUAREZ (OSBORN), LT. WHITE (CHESHIRE), LT. WATSON (YORK), LT. EASTERLING (MWC) OR D/W MCNISH (GARNER)



# Council 400 Summer Picnic

**Wednesday, August 9, 2023 11AM-4PM**

**The Farmington Polo Club**  
162 Town Farm Road, Farmington, CT 06032

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**\$15 for Members**

**\$25 for Non-Member spouses**

**\$38 for Guests**

**Buffet: 12Noon – 2:30PM**

**Menu – Hamburgers, veggie burgers, hotdogs, chicken, NE Clam Chowder and MUCH More...**

**Cash Bar – Non-Alcohol beverages Served ALL Day.**

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**PLEASE COMPLETE THIS COUPON** **RSVP by Aug 1st**

Member: \_\_\_\_\_ Spouse: \_\_\_\_\_

Address: \_\_\_\_\_

Phone No: \_\_\_\_\_

Chapter# - Location: \_\_\_\_\_

No. of Guests: \_\_\_\_\_ Guest Names: \_\_\_\_\_

\$ Amount Enclosed: \_\_\_\_\_

Mail completed coupon and check payable to "CSEA Council 400"  
C/O Tina Franco, 45 Peach Orchard rd, Prospect, CT 06712-1052

CUT OFF & SUBMIT THIS REGISTRATION FORM TO ATTEND



# 2023 McCusker Award Night at CSEA!

continued from page 1 surged, with our public higher education systems right here in Connecticut facing tuition hikes and staff and faculty lay-offs.

CSEA members have been active in the fight to reduce public higher education costs and address the student loan crisis. Unions are critical to uplifting working families - from securing affordable health insurance and stable employment to competitive wages and paid

time off to make precious memories with our loved ones.

CSEA President, Travis Woodward, did not miss the opportunity to address dozens of future union members, urging them to be active in the labor movement, "The surge in union popularity that we are seeing right now is driven by Gen Z-ers like you all and I urge all of our recipients, if you are presented with the opportunity to organize or join a union, you do

so wholeheartedly."

Without the hard work and dedication of our McCusker Trustees, judges and staff lead Valeria Lattarulo, these students would not have been awarded these scholarships. They work throughout the year to collect donations, create the application, judge the applicants and put on a celebration which is often dubbed, 'the best day of the year at CSEA'.

And of course, the

McCusker Scholarship is only made possible through generous donations of our members, chapters and councils throughout the year. In 2023 we were able to raise over \$62,000 - with your help we can beat this for 2024! Donate online at CSEA-CT.com under "Union Resources" and "McCusker Scholarship."

## Thank you to our 2023 McCusker Donors

Soda Machine Donations 2023	
GoFundMe Donations 2023	
Convention Pass the Hat	
Council 400 Delegates Meeting	
50/50 raffle 2023	
Council 400	
Council 760	
P4 Council	
P3B Council	
P3A Council	
Executive Council	
Executive Council	<i>In memory of Stuart Fishbone</i>
Executive Council	<i>In memory of Elizabeth Phelan</i>
401	<i>Council 400</i>
402	<i>Council 400</i>
403	<i>Council 400</i>
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412	<i>Council 400</i>
415	<i>Council 400</i>
418-4C'S	<i>Council 400</i>
422	<i>Council 400</i>
424	<i>Council 400</i>
425	<i>Council 400</i>
427	<i>Council 400</i>
431	<i>Council 400</i>
Chapter 9	<i>P4 Council</i>
Chapter 24	<i>P4 Council</i>
Chapter 33	<i>P4 Council</i>
Chapter 88	<i>P4 Council</i>
Chapter 97	<i>P4 Council</i>
Mansfield ParaEducators	
Linda King-Corbin	<i>Chapter 401</i>
	<i>412 - In memory of Carol Young -</i>
Phillip Young	<i>Chapter 412</i>
Julia Rosa	<i>418 4C's</i>
	<i>In loving memory of Simon</i>
Arlene Mobarak	<i>Mobarak - Chapter 417</i>
Dave and Tina Glidden	<i>CSEA Executive Director</i>
Travis Woodward	<i>President, CSEA/SEIU Local 2001</i>
Mary and Michael O'Brien	<i>Chapter 406</i>
Dorothy and Joseph Eaton	<i>Chapter 408</i>
Patricia and Donald Gladding	<i>Chapter 412</i>
Carolyn and Edward Soboleski	<i>Chapter 424</i>
Anita and Gerald Leibowitz	<i>Chapter 408</i>
Saroj Gulati	<i>Chapter 404</i>
Leon Shatkin	<i>Chapter 420</i>
Margaret Brady	<i>New Fairfield Paraprofessionals</i>
Doris Curtis	<i>Chapter 415</i>
Robert Rinker	<i>Chapter 410</i>
Paul Altieri	<i>Chapter 409</i>
Prashant Chandra	<i>Chapter 88, P4 Council</i>
Priscilla Dickman	<i>Chapter 415</i>
Achilles Pappano	<i>Chapter 410</i>

## Congratulations to the 2023 McCusker Awardees

STUDENT'S LAST NAME	STUDENT'S FIRST NAME	MEMBER NAME	MEMBER'S COUNCIL
Ahmed	Nasreen	Munir Ahmed	P4
Allison	Zoe	Marcia Balint	P4
Antarsh	Leightyn	Norman Antarsh	400
Babich	Chase	Kathleen Knight	P4
Beckwith	Brooke	Jeffery Beckwith	P4
Bouffard	Isabella	Rickey Bouffard	P4
Brown	Charlotte	Fionnuala Brown	P3A
Cecarelli	Andrew	Richard Cecarelli	P4
Clyne	John	Annie Clyne	Fairfield Paras
Cuello Dominguez	Eliana	Jacqueline Ulloa	Childcare
Cyr	Brooke	Bruce Cyr	TO Farmington
Damiani	Maya	Darleen Damiani	400/parent
Doyle	Kassidy	Thomas Doyle	P4
Duff	Daniel	John Duff	P4
Faria	Stephanie	Theresa Faria	P3B
Ferreira	Skylar	Thomas Ruggiero	400/parent
Forbes	Ariana	Donatella Forbes	P4
Guilmartin	Madelyn	Wayne Guilmartin	P4
Kennedy III	Robert	Robert Kennedy Jr.	P4
Killian	Kayla	Stacie Killian	Paras
LaBonte	Elizabeth	Andrew LaBonte	P4
Lara	Alexander	Diane Ifkovic	P4
Laskin	Yasha	Anna Laskin	P4
Lattarulo	Dominic	Valeria Lattarulo	CSEA Staff
Lattarulo	Mary	Valeria Lattarulo	CSEA Staff
Masayda	Robert	Michael Masayda	400/parent
McCloud	Nylah	Brandon McCloud	CSC
McDermott	Riley	Regina McDermott	400
McKenna	Veronica	Joseph McKenna III	Wethersfield Paras
Melillo	Olivia	Lisa Bennett	P3B
Merson	Jacob	Sean Cyr	P4
Meyer	Kayla	Virginia Verhoff	400
Molina	Ashli	Angela Molina de Anziani	Childcare
Munch	Laura	Rosemarie Wilson	400
Munch	Ryan	Rosemarie Wilson	400
Nair	Aarav	Anilkumar Nair	P4
Nazario III	Peter	Peter Nazario Jr.	P4
Nigri	Thomas	John Nigri III	P4
Nivison	Emily	Daniel Nivison	P4
Perez	Julian	Sandra/Rafael Perez	Waterbury Bus
Phouthakoun	Sattah	Sengsavath Phouthakoun	P4
Pociu	Anna	Shannon Pociu	P4
Raiano	Sam	Tammy Raiano	Paras
Rankin	Brooke	Kathleen Rankin	P4
Ravenberg	Connor	Loan Ravenberg	P4
Regan	Tolby	Christopher Regan	P4
Resto	Lorenzo	Martin Resto Jr.	P4
Richard	Zachary	Elaine Richard	P4
Richards	Isabelle	Gilbert Richards	P4
Romero	Yamilex	Alexia Garcia	Childcare
Salinas Ortega	Stephanie	Maria Ortega	Childcare
Sessa	Francesca	Roseann Palaia-Sessa	P3B
Song	Dara	Won Song	P4
St. Martin	Emily	William St. Martin	400
Stamp	Shaina	Warren Stamp	400/parent
Stopper	Mallory	Mark Stopper	P4
Supik	Alfredo	Christoher Supik	P3B
Supik	Alissa	Christoher Supik	P3B
Szwajger	Wiktor	Arkadiusz Szwajger	P4
Ventrelli	Talia	Anthony Ventrelli	P3B
Wallen	Brianna	Andrea Wallen	P3B
Wallen Jr.	Cadian	Andrea Wallen	P3B

## Thank you to our 2023 McCusker Trustees!

Don Gladding - Chair - Council 400; Janet Brutcher - P3B; Kara Chandler - P4; Tawanda Kitt - Treasurer - CSC ; Keryn Felder - P3A; Elisa Tuozzoli - Inspectors; Edna Morales - School Bus Driver; Jacqueline Ulloa - Child Care Providers

# Former CSEA Exec. Dir. Recalls Weicker Admin

## Part II

continued from page 6

Rowland to implement the Weicker promise to mitigate to zero the number of laid-off state employees. Ironically because of the previously mentioned unique features of the Placement and Training Committee, many of CSEA's Information Technology professionals returned to their old jobs with promotions. A further epilogue, these Rowland layoffs violated our members' first amendment rights of free speech and association resulting in a federal court settlement of over \$130 million to make our members whole for this illegal action.

Weicker's commitment to frontline workers resulted in him signing legislation establishing the Innovations Review Panel. The Panel was a way for frontline workers to submit their ideas for improving state service without being crushed by the bureaucracy. This was not as some say today a glorified employee suggestion box. The panel was composed of private sector members with some state managers. The employee would submit their innovative idea directly to the panel, not through their agency. The employee was rewarded even if the agency didn't implement the cost-saving innovation. To encourage implementation, the state agency that implemented the innovation would get to keep one-half of the first year's annualized savings to be spent on anything they wanted to do. The demise of the Innovations Review Panel again occurred under the Rowland Administration when he laid off the staff person assigned to the Innovations Review Panel. SEBAC remains supportive of this concept today.

In 1994, a coalition of state employee unions

formed the State Coalition of Pay Equity. It was called SCOPE and the historic agreement reached with the Weicker administration was and is still called the SCOPE agreement. This agreement was the first of its kind in the nation that eliminated wage inequities based on race and sex. CSEA started the campaign for pay equity in 1978. The first order of business was the elimination of wage inequities in individual bargaining units, some call this OJE. OJE stands for Objective Job Evaluation. Additionally, the coalition had to extend OJE to unclassified positions. The original law only applied to those positions in the classified service; those positions were subject to the merit system of evaluation.

These historic negotiations took place using interest-based bargaining as opposed to the more traditional positional-based bargaining that is typically in contract negotiations. Interest-based bargaining is based on the book, "Getting to Yes: Negotiating Without Giving In," written by Roger Fisher and William Ury, two professors at Harvard. The negotiations were facilitated by two mediators skilled in interest-based bargaining.

One of the provisions of the SCOPE agreement was to review classifications every five years to update as necessary to see if wage inequities reappeared during this five-year period. Unfortunately, as has been a theme, the incoming Rowland Administration repudiated that provision and when they did issue a report it was cursory at best. For example, in the Information Technology report, they still had data entry clerks doing keypunch cards. Keypunch cards had died twenty years be-

fore the report. This repudiation left each bargaining unit with the task of negotiating changes in job classifications and pay. Almost thirty years after this historic agreement, there are still discussions about pay inequities. These discussions are based upon a report from the Comptroller's Office that pay inequity based on race has returned to state service.

The one downside I mentioned from the Weicker administration was our inability at the end of his administration to negotiate strong wage increases beyond 1994. While we were close to an agreement, Weicker ceased the negotiations because his Lieutenant Governor Eunice Groark thought it would hurt her chances of being elected governor to succeed Weicker. Many pundits thought that Groark's run for governor hurt the Democratic nominee Bill Curry's shot to win. Rowland won the race with just 36.2% of the vote, followed by Curry with 32.7%, Groark had 18.9% and Tom Scott, the vehement anti-state income tax candidate, had 11.3% of the vote.

John Rowland was no Lowell Weicker. Weicker respected state employee unions and our members. Rowland said that state employee unions and by extension our members were his mortal enemies. The actions of his administration, until he went to prison, reflect that view.

Lowell Weicker, a friend of state employees and retirees, may you rest in peace.

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