

Our Actions...in Brief

▶▶ Making Politics Work at the Local Level:

On the whole, November 8 was a great day for union-endorsed candidates for municipal offices and public school boards. Of the 20 races where CSEA's Executive Council made an endorsement, we were victorious in 13. They included a hard-fought and surprising win in Middletown's mayor's race and another seat for the Working Families Party on Hartford's Court of Common Council. Winning candidates backed by our Union are listed below, along with the office they were elected to serve in:



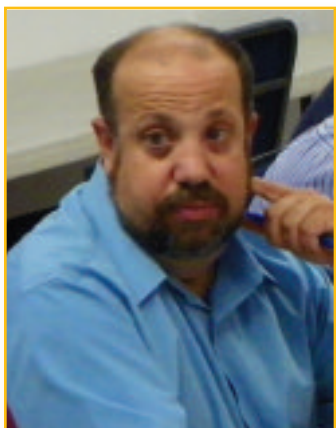
**Council 760 Member
 Debbie King "Getting Out
 the Vote" in November**

- **Joyce Hall *, Board of Education - Enfield**
- **Larry Deutsch, Court of Common Council - Hartford**
- **Luis Cotto, Court of Common Council - Hartford**
- **Shawn Wooden, Court of Common Council - Hartford**
- **Cynthia Jennings, Court of Common Council - Hartford**
- **Pedro Segarra, Mayor - Hartford**
- **Lisa P. O'Neill, Board of Directors - Manchester**
- **Leo Diana, Board of Directors - Manchester**
- **Rudy Kissman, Board of Directors - Manchester**
- **John Topping, Board of Directors - Manchester**
- **Warren Packer *, Constable - Manchester**
- **Dan Drew, Mayor - Middletown**
- **Tim O'Brien, Mayor - New Britain**

* CSEA/SEIU Local 2001 Member

▶▶ Fighting for Fairness for All State Employees:

In early-October, union leaders took action over news reports that state agency managers and political appointees would receive full longevity payments later that month. The State Employees Bargaining Agent Coalition (SEBAC) filed a grievance under our 2011 agreement with the Administration of Governor Dannel Malloy for allowing the longevity to go forward. At issue was the contradiction created by making payments to managers when most front-line service workers had given theirs up in exchange for job security and protection of vital benefits. "It appears at odds with the 'shared sacrifice' mantra [Governor Malloy] spoke of prior to his election and throughout our recent negotiations," P-4 Council member Joe Sorcinelli (pictured below) said of the payments. While union leaders had secured a far better concession for front-line state workers like Joe than the permanent longevity freeze imposed on managers and appointees, formal action was still necessary. By making the October payments, some officials would never make equivalent sacrifices -- particularly those who planned to retire soon or were already at the top of the longevity scale. At press time, the payments had been made and union leaders were seeking arbitration dates in an effort to reach an eventual resolution that is fair to all state employees.



Look for the arrows symbol ▶▶ for more "Actions...In Brief"

Our President's Desk

Quality Services + Direct Action = Public Support

The aftermath of the late-October snowstorm that at its peak left over 800,000 Connecticut families in the dark provides a unique opportunity to change public perception of public service workers. The dismal performance of the state's largest private utility company is the ready-made context for a renewed value of an effective and efficient government at all levels.

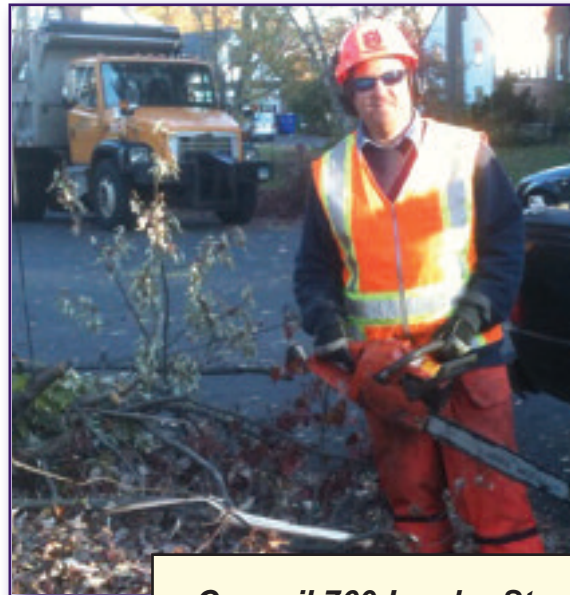
Like the vast majority of CSEA members, the storm caused the



Patrice Peterson
 State School Teacher,
 CT Dept. of
 Developmental Services
 CSEA President

loss of electricity in my own home. Most of Connecticut Light & Power's customers in West Hartford were without service for more than a week while we waited for the utility to turn the lights back on.

In contrast, our town's municipal workers were on the ground even before the first snow fell, preparing for the disaster that forecasters had predicted. Our Public



**Council 760 Leader Steve Schunder and His
 Co-Workers in West Hartford's Public Works
 Cleaning-Up After the October Snowstorm**

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Visit our Union's website at www.csea-ct.com

Postmaster: Please forward address changes to:

CSEA, 760 CAPITOL AVE., HARTFORD, CT 06106

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(Editor's note:
"Classified Advertising"
remains removed from this
and future editions until
further notice to allow for
more coverage of Union
members' issues.)

"Go Green" and Skip the Print Version of the CSEA News

Send an email from your home account to gogreen@csea760.com with your name and employer (or indicate if you are retired) to receive a monthly message with a link to a downloadable version of the latest edition of our Union newspaper online.



CSEA Council 400 RETIRED and ACTIVE SEIU Retiree Chapter Meetings & Events

(Editor's note: This information will be posted on our website's "Events Calendar" – updated information and details not available by November 11 will be posted online once provided to the Union hall.)

December Meetings & Luncheons

COUNCIL 400 DELEGATES: Thursday, December 15, 10:00 AM, CSEA/SEIU Local 2001 Union Hall, 760 Capitol Ave., Hartford. Program: Council Officer, Committee, and Union Staff reports. Contact: Retiree Coordinator Hollis Block at (800) 894-9479.

CHAPTER 401 (Hartford area), Thursday, December 1, 11:00 AM (social with cash bar, followed by meeting at 11:30 AM; luncheon at 12:15 PM), U.S.S. Chowder Pot IV, 165 Brainard Rd., Hartford. Holiday sing-along musical entertainment. Choice: slow roasted prime of beef (Chapter 401 member: \$26; non-members: \$29); baked scrod Florentine (Chapter 401 member: \$23; non-members: \$26) roasted turkey dinner (Chapter 401 member: \$25; non-members: \$28). Served with: garden salad, penne pasta w/vodka sauce, potato, vegetable, bread, dessert, coffee or tea. RSVP deadline: call for availability (flyer with reservation form is linked to "Events Calendar"). Contact: Chairperson Al Marotta at (860) 712-1300.

CHAPTER 402 (Danbury area): Wednesday, December 14, 12:00 PM, The Hearth Restaurant, 756 Federal Rd., Brookfield, CT. Choice: Beef, Chicken, or Fish. Cost: \$15 per member. RSVP deadline: December 9 (mail payable to "CSEA Chapter 402," with meal selection, to Krista Judson, 475 Berkshire Road, Southbury, CT 06488). Contact: Chairperson Krista Judson at (203) 231-4176.

CHAPTER 403 (Norwich area), Tuesday, December 13, 11:30 AM (social with cash bar and appetizers, followed by luncheon at 12:30 PM), Norwich Inn & Spa, 607 W. Thames St. (Rt. 32), Norwich. Choices: Sautéed chicken picatta, English cut prime rib, or Boston baked scrod. Served with: assorted field greens, starch, seasonal vegetables, rolls & butter, dessert, coffee/tea. Cost - Chapter 403 member: \$25; Guest: \$30. RSVP and payment deadline: December 5 (flyer with reservation form is linked to "Events Calendar"). Contact: Co-chair Gail Carr at (860) 822-0788.

CHAPTER 404 (Waterbury area): Tuesday, December 13, 10:30 AM (NOTE TIME CHANGE from regular meeting; NOTE location to be determined). Program: Program: not available at press time; check "Events Calendar" for updates. Contact: President Ron Chasse at (860) 945-0768.

CHAPTER 405 (New Haven area), Wednesday, December 7, 12:00 PM (social with hors d'oeuvres, followed by luncheon at 12:30 PM), Il Monticello, 577 S. Broad St., Meriden. Choices: prime rib, chicken Marsala, or stuffed filet of sole. Served with: salad, pasta, potato, vegetable, bread, dessert, coffee, cash bar. Door prizes. Dancing with music by Vivian. Cost - Chapter 405 member: \$15; Spouses: \$20; Guest: \$23. RSVP deadline: December 1 (flyer with reservation form is linked to "Events Calendar"). Contact: Vice-President George Breuler at (203) 284-0464.

CHAPTER 406 (Middletown area): Tuesday, December 6 (NOTE DATE CHANGE from regular meeting), 11:30 AM, Baci Grill Restaurant (in the Rose Room), 134 Berlin Rd., Cromwell. Cash bar. Door prizes. Choice/Cost: (all include tax, gratuity, coffee/tea and dessert) chicken Marsala (\$26), NY strip steak (\$29), baked

stuffed sole (\$25), pasta primavera (\$23). RSVP deadline: call for availability (flyer with reservation form is linked to "Events Calendar"). Contact: Co-chair Edmund McRae at (860) 347-0298.
CHAPTER 407 (Bridgeport area): Wednesday, December 21, 12:00 PM. (social, luncheon follows at 12:30 PM), Augustyn's Blue Goose Restaurant, 326 Ferry Blvd., Stratford. Menu: scallops, beef sirloin, filet of sole, chicken Parmesan. Cost: Chapter 407 member \$12; guest \$15. Bring non-perishable food item for local food bank. RSVP: December 20 (mail with meal selection to Marge Bepko, 58 Kirkside Avenue, Milford, CT 06460.) Contact: Chairperson Marge Bepko at (203) 878-2934.

CHAPTER 408 (Willimantic area): Thursday, December 8, (NOTE DATE CHANGE from regular meeting schedule; snow date Friday, December 9), 11:30 AM (social with fruit and crackers followed by luncheon at 12:30 PM), University Club, 184 Club Rd., N. Windham. Speaker: CSEA Council 400 Retiree Coordinator Hollis Block. Buffet includes: Caesar salad, NY Strip Steak, chicken Parmesan, penne pasta, cake, non-alcoholic beverages. RSVP deadline: December 1 (flyer with reservation form is linked to "Events Calendar"). Contact: Treasurer Clarence Sylvester at (860) 423-2954.

CHAPTER 410 (Windsor Locks area): Monday, December 12 (snow date Wednesday, December 14), 11:00 AM, Chez Josef, 176 Shoemaker Ln., Agawam, MA. Cost - Chapter 410 member & 1st Guest: \$18; additional guests: based on meal choice – filet mignon: \$25; chicken Cape Cod: \$22; filet of sole: \$22. RSVP deadline: December 6 (flyer with reservation form is linked to "Events Calendar"). Contact: Chairperson Carm Wopschall at (860) 745-7017.

CHAPTER 411 (Rocky Hill area): Thursday, December 8, 11:30 AM (social with hors d'oeuvres and a cash bar, followed by luncheon at 12:30 PM), U.S.S. Chowder Pot IV, 165 Brainard Rd., Hartford. Door prizes. Choice/cost: roast prime rib (\$20/Chapter 411 members, \$30/non-members); baked stuffed shrimp casserole (\$18/members, \$28/non-members), stuffed breast of chicken Francaise (\$16/members, \$26/non-members). Served with: penne pasta w/meat sauce, garden salad, baked potato, vegetable of the day, lemon cream cake, coffee or tea. RSVP deadline: December 5 (flyer with reservation form is linked to "Events Calendar"). Contact: Treasurer Rose Tracy at (860) 666-6271.

CHAPTER 412 (Putnam area): Tuesday, December 6 (NOTE CHANGE from regular meeting), 12:00 PM (social with hors d'oeuvres & cash bar, followed by luncheon at 1:00 PM), The Golden Eagle, 8 Tracy Road, Dayville. Choice: sirloin, baked stuffed chicken, or baked scrod. Served with: salad, vegetables, rolls & butter, coffee, and dessert. Cost - Chapter 412 member: \$11; spouse/guest: \$22. RSVP deadline: November 25 (flyer with reservation form is linked to "Events Calendar"). Bring unwrapped toy and canned good for donation. Contact: Vice-President Francis Duquette at (860) 923-2781.

CHAPTER 414 (Torrington area): Monday, December 19, 10:00 AM (NOTE TIME CHANGE from regular meeting; social followed by luncheon at 11:30 AM), Log House Restaurant, 10 New Hartford Rd. (Rt. 44), Barkhamsted. Choices: roast pork, chicken, or fish. Cost - Chapter 414 member: \$15; guest/non-member: \$18 (mail, payable to "CSEA Chapter 414," with meal selection, to Kathleen Serkey, 59 Jones Street, Torrington, CT 06790). Contact: President Karen Pineman (860) 354-6727.

CHAPTER 415 (Manchester area): Thursday, December 15 (NOTE DATE CHANGE from regular meeting), 12:00 PM (social with cash bar, followed by luncheon at 1:00 PM), Manchester Country Club, 305 S. Main St., Manchester. Choices: roast sirloin, pork loin, or baked haddock. Served with: salad, vegetables, rolls,

(Continued on page 7)

Our Executive Director's Corner

The Path Forward to a Better State Government



Robert D. Rinker
Executive Director,
CSEA SEIU Local 2001

P-4 Council. Then-Governor John Rowland, on the other hand, bonded tens of millions of taxpayer dollars to hire costly outside consultants to ready the rest of the state's IT systems.

The different results provide a valuable lesson about transformation. CSEA members installed a successful fix for any computer problems in the comptroller's office six months ahead of January 1, 2000.

Consultants instead took taxpayer dollars out by the wheelbarrow from state agencies. To provide a sense of the magnitude of their cost, ask a tree service company for a quote for removing a couple of hanging branches in your yard. That is what IT consultant firms were charging in 1999 to prevent Y2K problems.

Another lesson about effective transformation was learned through the formation and implementation of the successful Placement and Training Committee. In the SEBAC 3 agreement of 1992, then-Governor Lowell Weicker committed to "mitigate to zero" the number of laid off state employees. The committee's charge was to find appropriate jobs or re-train workers for new positions as they became vacant or were created to fulfill service needs. This labor-management committee has been in place since.

On November 1, state employee union leaders met with Governor Dannel P. Malloy to begin the process of transforming state government as called for in the SEBAC 2011 agreement. Both the governor and Lieutenant Governor Nancy Wyman attended and embraced empowering front-line workers to improve the quality of their worklives and strengthen the services they deliver.

(Editor's note: Video of the meeting online is linked to our website's CSEA Connections page November 2 post, "Making Connecticut State Government Work Better.")

The lieutenant governor demonstrated these values when she was the State Comptroller. In 1999 she entrusted the project to prepare for potential "Y2K" computer glitches in her office (OSC) to State information technology (IT) professionals -- members of our

Conn. Unions Discuss Savings with Management

Associated Press, November 1, 2011

Early on in the Placement and Training process, management side members did not share Governor Weicker's commitment. I called the governor and at the very next meeting, Department of Administrative Services Commissioner Reggie Smith and his deputy, Ray Meany, showed up and exercised executive control over their side. The committee then continued to meet almost weekly, placing nearly 1,000 laid-off state employees into new jobs within the next six months. That is taking charge.

The lessons of the past apply

1. The Governor has to make it absolutely clear to his commissioners that **this transformation is a priority for him and he will hold them accountable.** That requires him to ensure his commissioners and agency heads listen to -- and act upon -- the ideas of front-line workers.
2. Transformation has to **have early successes, so that it can be embedded into a new work culture.** The example of the Placement and Training Committee in the Weicker Administration has to be replicated -- today, all state employees know and recognize it by the name, "SEBAC Rights."

(Continued on page 7)

today. If the governor and lieutenant governor remain personally committed to transformation of state government, then it will be a success. If on the other hand, transformation is delegated to disinterested agency commissioners and left to those in the upper reaches of management, then it is doomed to failure.

So from those lessons learned we have a new opportunity to transform state government.

I would offer the following suggestions to ensure its success:

Learn More Online



Stay connected between editions of the CSEA News and learn about many issues not covered because of its limited space by visiting our website. Access news and updates and find out about upcoming Union events and activities.



IT Professionals who Protect Data at the State Dept. of Administrative Services at the P-4 Council's 2010 Holiday Party



CSEA NEWS

The Voice of Connecticut's
Public Service Employees & Retirees

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INSERTION DEADLINE: 1st of prior month.

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Our Benefits

Stepping Up to Support Scholarships in 2012: McCusker Awards Night 2011 continued our Union's tradition of building the middle class of tomorrow when we awarded 61 college scholarships of \$1,000.00 each to CSEA members' children and grandchildren. Our annual drive to raise funds for next year's recipients kicks off on **February 1**, and members are already digging deep to make sure 2012 is even more successful, including this first round of inductees to our McCusker "Hall of Fame:"

- **Police Inspectors Council (CT DCJ Inspectors):** **\$500.00**
- **P-4 Council, Chapter 119 (CT Housing Support Services):** **\$100.00**
- **Sally Raupach, Council 400:** **\$100.00**
in memory of Victor Raupach
- **Joanna James, CSEA SEIU Local 2001 Staff Representative:** **\$100.00**
- **Thomas Connolly, Council 400 Member:** **\$25.00**
in memory of Emelie Rinker

And at press time, we had brought in more than \$2,000.00 to support 2012 scholarships in our latest Lyman Orchards holiday pastries fundraiser. Full results will be reported in the next edition of the CSEA News.



P-4 Council Member Yolanda Antoniak's Son Thomas Receiving His McCusker Scholarship at Our Union Hall in July

Last year more than 135 completed applications were considered for a McCusker scholarship. More support from Union members, Councils, and Chapters will allow us to increase the number of CSEA families to receive awards. Be sure you are included in the 2012 "Hall of Fame" by sending your check, endorsed to the "McCusker Memorial Scholarship Fund," to:

- **CSEA/SEIU Local 2001,**
760 Capitol Ave., Hartford, CT, 06016

And don't forget the other higher education benefits available each year to CSEA members and their families through our affiliation with SEIU. The Union Plus program's 2011 deadline is **January 31, 2012**, and the application period for five individual scholarships offered by SEIU next year opens in **December**.

(Editor's note: Access both the "SEIU Scholarship Program" and "Union Plus Scholarship Program" pages from our website's "Incentives" section for resources for both education benefits.)



Quality Services + ...

(Continued from page 1)

Works Department employees continue to provide vital clean-up and restoration services to this day, clearing roads of downed tree limbs and cleaning up sidewalks and other public property.

They are among the many municipal public works, grounds, roads, and maintenance professionals across Connecticut in CSEA's Council 760 that rose to the challenges presented by the storm. Along with State Division members in our P-4 and State Police Commissioned Officers Councils, they and their colleagues have won the praise of the press, elected officials, and local taxpayers.

And after more than three years of non-stop public employee bashing in the media by pundits and politicians, the recognition of government workers and the structures they support is welcome. Even the generally anti-public service editors at the *Journal Inquirer* opined in our favor in their first column on the failure of the private sector's response to the storm, saying:

**"Again, the moral is:
We need government."**

The appreciation for the work of our Union members in a collective crisis is an important opening that we cannot afford to allow to close without taking action. This can be a pivot point to gain traction in the fight against the myths and lies perpetuated about us in the press and in our communities.

Council 760 members -- from Mansfield to

Woodbury, from Enfield to Lebanon, from Hartford to Waterbury -- proved that a public agency and its workforce can effectively serve taxpayers' needs. Perhaps more importantly, CL&P proved that outsourcing vital services -- from tree limb cutting to power line maintenance -- to private companies is no guarantee of "cheaper, better, faster" results.

But we cannot rest on our laurels and expect even such a high profile example of delivering quality public services to overturn years of very effective propaganda by our opponents.

The reality is that Wall Street bankers and corporate CEOs have effectively used the economic crisis to drive a wedge between us and the public we serve. They have spent millions to fund politicians' attacks on our basic rights as workers and on our protections in the workplace by seeking to cut down our unions.

Let's not forget that downgrading and diminishing the ability of the labor movement to represent and protect working people is a priority on the agenda of American big business interests. That is how today's "titans of industry" have avoided paying their fair share to support public structures and amassed great wealth at their own



Council 760 Member Mike Crownshaw Urged Woodbury Elected Leaders to Value Public Works at a Town Meeting in August 2010

CSEA Members Can Join or Renew for Only \$40. Or Sign Up as a BJs Rewards Member for Only \$80 and Earn a 2% Payback on Purchases!

That's a savings of \$10 off both annual fees and includes an additional two months of membership as a sign-up bonus. Download a CSEA BJs Application form online at our website's "Incentives" page today.



Utility Union Leaders: CL&P Staffing Too Low, Executive Pay Too High

Hartford Courant, November 2, 2011

employees' expense. In the case of CL&P, this race to the bottom affected tens of thousands of Connecticut families in the middle of the worst natural disaster in decades.

It is also how the special interests can keep us from taking action when politicians consider outsourcing unionized public service employees and our fair wages, quality healthcare, and pension plans. Big business ultimately seeks lucrative taxpayer-funded contracts and the chance to replace us with unorganized private sector workers they can get away with paying less and denying benefits.

So we've got to do more than just be responsive if we are to win the public's support in opposing restrictions on our collective bargaining rights and contracting-out our jobs. We've got to take action.

That's why CSEA members joined with the unemployed, community activists, students, faith leaders, and trade unionists in Hartford on November 17 to declare "an economic emergency for the 99%." They peacefully gathered at an Interstate 84 on-ramp and demanded our politicians invest in our

infrastructure and rebuild our economy for everyone, not just the richest 1% in this country.

The Connecticut Action Alliance for a Fair Economy, which organized the November event, is planning additional opportunities to get involved and get active in the days and weeks ahead.

(Editor's note: Information on the alliance's future efforts will be posted to the "Rebuild Connecticut: A Fair Economy for All" section of our website's "Action Center" page.)

With the failure of the Congressional "Super Committee" to create good jobs or prevent threatened cuts to Medicare and Social Security, no less than our country's future is at stake. It's going to take all of us telling Congress it's no longer acceptable to put the interests of big businesses and billionaires first to make real change happen.



Connecticut Building Trades President Dave Roche Told Channel 3 Viewers Hartford Needs Work at the March

State of Connecticut Employees and Retirees!



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►► **Sterling School Support Staff Step Forward:** The bargaining team representing Sterling Community School's support personnel was ready for a fight after losing many issues in interest arbitration after contract talks broke down two years ago. However their energy was well spent as the group this fall reached a settlement with the board of education for the members of our combined Paraprofessional and Council 760 chapter. Even though school officials canceled two sessions at the last minute, the team remained focused and came out ahead in the end. They made many gains in the new collective bargaining agreement, including increased paid time off, improvements to sick day accumulation, and an accumulated 5% general wage increase over three years. They also won new language for school bus driver assignments and managed to keep the increase in insurance cost shares for individual members to 2%. "The bargaining committee would like to thank the membership for their trust and support," said school paraprofessional and Chapter Co-President Ellen Chalfant (pictured right). "With their backing, we were able to successfully negotiate a contract that meets our present goals and our goals for the future," she added. The Chapter's membership ratified the settlement unanimously when it was brought back for a ratification vote in October.



Citizen's Oil Co-op

HEAT FOR LESS

Citizen's Oil Co-op, Inc. has partnered with Public Power & Utility, Inc. to provide electrical power for less to CSEA/SEIU Local 2001 members. The rate is guaranteed to be **5% to 20% lower than CL&P and UI.**

This is another way that the Citizen's Oil Co-op is working to help union members and all consumers save on the high cost of utilities!

Call (860) 561-6011 for further information, or visit the Co-op's website which is linked to our site's "Incentives" page.



Get Behind the Wheel of a Great Deal!

CSE's Auto Loan Special - 3.50% APR*

For a limited time, we are lowering our loan rate down to 3.50% APR on the purchase of new cars. You choose the term that's best for you – from 12 to 72 months. You can get up to 100% financing on the selling price, including Tax, Title, Warranty and Conveyance Fees. Plus, you may be eligible for free life insurance coverage up to \$10,000.

All applications must be received by December 31, 2011.

Percentage Rate. Certain restrictions apply. Cannot be applied toward existing loans. Cannot be combined with any other offer.

Visit Our Web Site

Find all the essential information about the products and services we have to offer. You can even print a loan application online! Best of all, it's accessible from your personal computer 24 hours a day, 7 days a week.

www.CSECreditUnion.com



Christmas Day.....Monday, Dec. 26
New Year's Day.....Monday, Nov. 24

Dividends Declared Third Quarter 2011

	Dividend Rate	Annual Percentage Yield
REGULAR SHARES	0.75%	0.75%
SHARE DRAFTS (Checking)	0.35%	0.35%
CLUB ACCOUNTS	0.50%	0.50%

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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MIDDLETOWN P.O. Box 2485 Middletown, CT 06457 (860) 347-0479	STORRS 1244 Storrs Rd. Storrs, CT 06268 (860) 429-9306	SOUTHBURY Southbury Training School P.O. Box 644 Southbury, CT 06488 (203) 267-7610	NEWINGTON O'Neil Plaza 2434 Berlin Turnpike Newington, CT 06111 (860) 667-7668

Hours: Main Office: Mon.-Fri. 9 AM to 4 PM • Branches: Mon.-Fri. 9:30 AM to 4 PM
DRIVE-UP TELLER (Hartford only): Mon.-Fri., AM to 4 PM; Paydays open until 5:00 PM

Social Activities

UConn Women vs. Villanova: Cats & Dogs

Saturday, January 14 –
Sunday, January 15, 2012
Cost: From \$245.00 per person (twin)
Reservation deadline: \$50.00 per person due now
Includes: Roundtrip motorcoach from West Hartford, Manchester, North Haven, and Waterford, Waterbury, or Stratford; 1 night accommodation; 2 meals; sports-themed tour of Philadelphia; reserved seat at the Villanova Athletic Center



St. Patrick's Day from Galway to Broadway

Monday, March 12, 2012
Cost: \$60.00 per person (drive to event)
Reservation deadline: Full payment due Feb. 7, 2012
Includes: Family-style lunch at the Aqua Turf Club in Southington; Entertainment by Broadway stars Ciaran Sheehan and Kimilee Bryant and violinist Heather Martin Bixle



Heart of Europe Circle Tour

Departure Dates Beginning
Wednesday, March 21, 2012
Cost: From \$3,040 per person (double); deposit \$460 (double)
Reservation deadline: Call for availability
Includes: Roundtrip airfare from JFK Airport in NYC; airport transfers in Europe; baggage handling; 22 meals; 15-day tour via motorcoach of Germany, Austria, Italy, Switzerland, France, Belgium, & Holland



UPCOMING TRIPS and ACTIVITIES

Bermuda 8-Day Cruise

Sun., April 22 - Sun., April 29, 2012
Cost: From \$669 per person (double); deposit \$450
Reservation deadline: Balance due Jan. 21, 2012
Includes: Roundtrip motorcoach to NY Pier; 7 nights accommodation onboard Holland America's Veendam; all meals onboard; nightly entertainment; 3 days docked in Hamilton

West Point Dress Parade

Sat., April 28, 2012
Cost: \$77.00 per person
Reservation deadline: Full payment due Mar. 24
Includes: Roundtrip motorcoach to West Point, NY; cadet parade and guided tour of West Point Academy; buffet lunch at the Hotel Thayer

Trips sponsored by CSEA/SEIU Local 2001 Social Activities Committee (SAC). For more information call the Local hall in Hartford toll-free at (800) 894-9479, send email to sac@csea760.com, or visit the "Incentives" section at our website for access to flyers you can download and print .

Make checks payable to "Social Activities Committee" and mail with reservation form below to the committee at:
760 Capitol Ave., Hartford, CT 06106.

Please call for availability after deadline. No refunds on cancellations on or after deadline. Travel insurance (cancellation waivers) available on some trips (see flyer) due with initial reservation. Reservations accepted on a first-come, first-served basis.

CSEA/SEIU Local 2001 Social Activities RSVP FORM

Name of Trip _____ Date of Trip _____
 Name _____
 Address _____
 City _____ State _____ Zip _____
 Home Phone _____ Work Phone _____
 Number of Tickets _____ Amount Enclosed _____ Cancellation Insurance Yes No
 Pick-up Place _____ Traveling with _____
 Non-Smoking CSEA Chapter # _____ Non-member

Retiree Chapter Meetings...

(Continued from page 2)

butter, dessert, coffee and tea. Cost (including tax/tip) - Chapter 415 member: \$15; spouse/guest: \$18. RSVP deadline: December 8 (flyer with reservation form is linked to "Events Calendar").

Contact: Chair Dorothy Tomlinson at (860) 647-1216.

CHAPTER 416 (Groton/Waterford area): Friday, December 9 (NOTE DATE CHANGE from regular meeting), 12:00 PM, The Steak Loft, 27 Coogan Blvd #24, Mystic. Choice/cost: roast chicken teriyaki (\$9.50/Chapter 416 members, \$14.50/non-members); baked stuffed shrimp (\$11.50/members, \$16.50/non-members), junior sirloin steak (\$14.50/members, \$19.00/non-members). Served with: salad bar, stuffed potato, vegetables, dessert, coffee or tea. RSVP and payment deadline: December 3 (flyer with reservation form is linked to "Events Calendar").

Contact: Chairperson Leon Patten at (860) 443-0016.

CHAPTER 417 (Plainville area): Wednesday, December 14 (snow date Thursday, December 15), 11:30 AM, Church of our Savior, 115 West Main St., Plainville. Cost: \$10. RSVP deadline: December 9 (flyer with reservation form is linked to "Events Calendar"). Contact: Chair Kitty Jamul at (860) 747-3456.

CHAPTER 418 (4Cs): Tuesday, December 13, 11:30 AM, (NOTE location to be determined). Program: not available at press time; check "Events Calendar" for updates. Contact: President Bill Searle at (860) 745-3692.

CHAPTER 427 (East Central Florida): Saturday, December 3, 11:30 AM (social, lunch at 12:30 PM), CJ Cannon's Restaurant, 3414 Cherokee Dr., Vero Beach, FL. Includes: buffet with turkey, stuffing, roast beef, salad, potatoes, vegetables, rolls, dessert, tea or coffee. Cost: \$16. RSVP deadline: November 25 (mail, payable to "Chapter 427," to Bill Egan, 5150 9th St., Vero Beach FL 32966). Contact: Treasurer Bill Egan at (772) 569-5568.

CHAPTER 441 (Cape Cod Massachusetts): Wednesday, December 7, 11:30 AM, Scargo Café, 799 Main St (Route 6A), Dennis, MA. Choice: seafood strudel, roasted rack of lamb, statler chicken, hanger steak, vegetable stir-fry. Includes: cash bar, door prizes. Cost - Chapter 441 member: \$11; spouse/guest: \$21. RSVP deadline: November 30 (flyer with reservation form is linked to "Events Calendar"). Contact: Treasurer Ernest Shepard at (508) 385-6138.

Upcoming 2012 Events

CHAPTER 421 (Northeast Florida area): Wednesday, February 8

CHAPTER 422 (Ocala Florida area): Friday, February 24

CHAPTER 423 (East Florida Coast area): Tuesday, February 14

CHAPTER 424 (Sarasota Florida area): Wednesday, February 22

CHAPTER 425 (Sun Coast Florida area): Monday, February 20

CHAPTER 426 (Southwest Florida area): Thursday, February 16

CHAPTER 427 (East Central Florida area): Saturday, February 11

►► \$10K in Back Pay for New Haven School Bus Workers:

School van drivers and bus monitors who provide safe, reliable transportation to children in New Haven have scored a major win for workplace justice and economic fairness. Members of our Council 760 chapter mobilized over the summer after their employer, First Student, Inc., failed to live up to contract language regarding New Haven's living wage law. The company had refused to increase wages for van drivers and monitors when the rate was raised by city ordinance on July 1, as required under our collective bargaining agreement. After local managers failed to resolve the matter, chapter leaders and stewards organized a standing-room only crowd of bus employees for a grievance hearing to send a clear message. It was received -- within 36 hours local management agreed to pay over \$10,000.00 in total wages retroactive to July 1, and two days later submitted individual employees' amounts to payroll.

"We fought for this win," said school van driver Elizabeth Cucurello (pictured right), who received nearly \$800.00 in back pay. "I couldn't believe the company fought us on this. It's a good thing we're a strong union," she added.



The Path Forward...

(Continued from page 3)

3. Transformation Committees **should focus on processes that will create good jobs now.** The Departments of Construction Services, Transportation, and Economic and Community Development and the agencies they support and work with should be the first ones out of the gate -- they need to move public works and school construction projects and to repair our crumbling transportation infrastructure.



Bob Shared Examples of Applying Lessons Learned with the Malloy Administration at the First Transformation Committee Meeting

4. A Transformation Committee has to be formed to **remove unnecessary impediments to hiring state employees** -- when it is easier to retain an outside consultant or contractor than to hire an internal employee to perform the same work for less with greater accountability, this is a problem begging for a solution.
5. A Transformation Committee has to be formed to **take on issues of procurement** -- when it is cheaper to buy a computer at a local electronic retail store than through the State of Connecticut's taxpayer-funded procurement system, something is very wrong.
6. A Transformation Committee needs to be formed to **address the State's healthcare expenditures** -- the first project should be to integrate the workers compensation medical program into the State Health Plan. Right now, there are two health care systems for state employees -- one when you are injured on the job (workers compensation, run by DAS), and another when you are sick or injured off the job (the State Health Plan, run by the OSC). The two systems also have two different pharmacy benefit managers -- and the State Health Plan's pharmacy program is cheaper than the worker's compensation program. When the City of Hartford can take advantage of the lower pricing of prescription drugs under the State Health Plan, why cannot another state agency, DAS, also take advantage of our pricing arrangement?

Whether you agree with him or not, Governor Malloy has been bold in his efforts to create jobs in Connecticut and fix the state's budget problems.

Now is not the time to be timid about transformation. If done right, it will be good for state employees and the public they serve.

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¹ National Safety Council, Injury Facts, 2010 Edition.

² Universal Life Insurance builds cash values, changes in the current non-guaranteed interest rate, and changes in the current cost of insurance rates will affect cash value. However, the current non-guaranteed interest rate will never be less than the guaranteed rate shown in the policy.

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EMPLOYEE BENEFITS

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P-4 Council

Holiday Party

Thursday, December 15

12:00 PM to 4:30 PM

Farmington Club

162 Town Farm Rd., Farmington, CT

Lunch Buffet ❄️ Cash Bar ❄️ Prizes

Members can win prizes -- but must be present to qualify.

P-4 Council Members: \$25 * Guests: \$30

* until December 9 - \$30 thereafter

Tickets can be purchased at the Union hall in Hartford or from any Council Social Activities Committee member. Contact SAC Chair Linda King-Corbin at (860) 827-2817 with questions.

(Editor's note: The Party's "Events Calendar" page with a downloadable flyer that includes more info is linked to a promo at our website's "P-4 Council" page.)

DEATHS REPORTED

We regret to learn of the deaths of the following retired CSEA/SEIU Local 2001 members, as reported by the State Comptroller's Office Retirement Division:

Frances Balint
of Chapter 407, died Sept. 23
Ronald Banks, 404, Sept. 10
Kay Bergin, 404, Sept. 29
Joseph Bunkley, 416, Sept. 30
Patricia Burt, 406, Oct. 5
Gladys Butts, 406, August 19
Francis Callahan, Jr., 405, Sept. 18
Paul Credit, 412, Sept. 19
Evelyn Cummings, 416, Sept. 30
Philip Daddio, 405, Sept. 19
Martin Devaney, 407, Sept. 28
John Ferguson, 414, Oct. 3
Maurice Fitzgerald, 404, Sept. 23

Martha Garvin, 416, Oct. 11
Richard Goode, 416, Sept. 17
Gertrude Greer, 410, Sept. 8
Roderick Hall, Jr., 420, Sept. 1
Helen Hart, 403, Sept. 23
Ted Hurlock, 416, April 21
John Kapushinsky, 421, Oct. 3
Allen Kelly, 411, Sept. 15
Louis Malkus, 420, Sept. 21
Jennie Mathewson, 403, Sept. 27
Anna Olson, 411, Sept. 6
Leo Pageau, 408, August 8
Robert Persano, 410, Sept. 17
Carl Pullen, 405, Sept. 30
Esther Saffo, 407, Sept. 22
Elsie Samson, 415, Sept. 25
Joseph Scull, 427, Oct. 6
Harold Sowell, 404, Sept. 30
Dorothy Swanson, 406, Sept. 16
Rose Tavani, 411, Oct. 7
Lynn Wagner, 404, Sept. 21
Irene Zaccardi, 401, Sept. 12
Clara Zeiner, 410, Sept. 11