

Tapping into Genuine Community Concerns in Avon

Union members who work in Avon Public Schools have been part of an unprecedented grassroots effort designed to ensure the students they serve continue receiving a quality education. Council 760 members who are the district's education support staff and Paraprofessional Council members working in the schools were among nearly 1,000 who rallied and marched to a budget forum the Board of Finance held on April 5.



**Avon Public Schools Educational Support Staff
Marched and Rallied for a Fair Budget**

Our members were among the hundreds who then packed the Avon High School auditorium and spoke in favor of a proposed budget increase of 6.91% the Board of Education announced in late March. The Coalition of Citizens for Avon (CC4A), a local group of residents concerned about the education of their children and the future of their town, organized the rally and march.

For our members, the support of the local community for a fair budget that preserves vital education services comes at a critical time. Despite a dramatic increase in the student population, the number of support staff in Avon Public Schools has dropped in recent years. Yet an earlier flat budget proposal included eliminating 42 faculty positions, threatening to drag down the quality of the education the community's children presently receive -- and their families deserve.

"Enrollment is up by 50% with 1,100 more students in our schools than in 1998, yet we have fewer support staff to serve them," Pam Shand told reporters before the budget forum. "In fact, the number of students' college applications we help submit has more than doubled since 2007," Pam, a guidance secretary and Co-President of our Union's chapter which represents the district's educational support staff, said.



Pam and her colleagues were already at the table with representatives of the school board negotiating a successor agreement to their contract, which expires in June, when the coalition came together in late March.

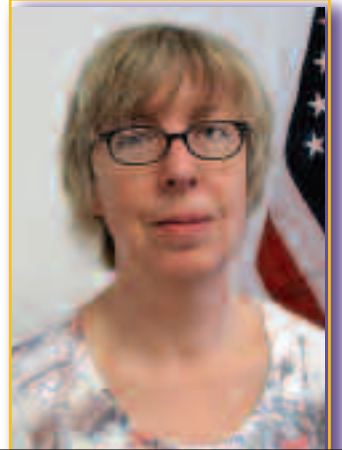
**Supporters of Budget Hike in Avon
March to Public Hearing in Force**

Hartford Courant, April 6, 2010

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Our President's Desk

Short-Staffing + Short-Sighted = Violent Workplaces



Catherine A. Osten
Correctional Lieutenant,
CT Dept. of Correction
Executive Council
President

The recent assaults by inmates on criminal justice professionals in the Department of Correction (DOC) must be a wake up call to bring change to the state's correctional system. They also point to the fact that Connecticut needs a governor who truly understands and accepts the responsibility of governing.

Under the best of circumstances, the facilities are dangerous and difficult workplaces for the criminal justice professionals who have dedicated themselves to keeping inmates away from our communities while they serve their sentences. With public support growing for larger prison populations and longer inmate sentences, it is critical that corrections workers speak out for the resources needed for safe and secure workplaces.

And yet, DOC's interim commissioner and his deputies have consistently rejected safety concerns raised when members of both our Union and Council 4 AFSCME have spoken out.

Our CSC Council member who was assaulted at Northern Correctional Institution (NCI) in late March had requested that

Daniel Webb, the death row inmate convicted of kidnapping, attempted rape, and murder in 1989, be restrained before he violently attacked him. The Council 4 member at Manson Youth Institution (MYI) assaulted two weeks earlier faced indifference by the facility's warden when he reported inmate threats against him.

Two more CSC Council members were injured at MYI in separate incidents in April when they intervened to stop inmate-on-inmate fights.

In 2004, the legislature's Program Review and Investigations Committee (PRI) completed a study that found Connecticut's prisons were understaffed by approximately 700. They warned of more stress on the existing

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CSEA, 760 CAPITOL AVE., HARTFORD, CT 06106

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Our Actions...in Brief**►► An Opportunity for New Leadership for SEIU:**

Andy Stern (pictured, left, with Council 400 member Mike O'Brien in 2006) announced his plans to retire as President of the Service Employees International Union (SEIU), a position he has held since 1996, on April 14. Under his leadership, SEIU has organized 1.2 million new members and is now the largest union in North America and the fastest growing worldwide. The International Executive Board is expected to hold a vote for a new



president in mid-May. Mary Kay Henry, an Executive Vice-President and head of the International's Healthcare Division, is the likely successor for the position.

(Editor's note: Video with Andy Stern's announcement is linked to the "SEIU Blog," which can be accessed from our website's "CSEA Connections" page, in the April 14 entry titled, "Personal Message to SEIU Members.")

Look for the Arrows Symbol ►► for more "Actions...In Brief"

This information will be posted on our website's "Events Calendar." Select the date and the Chapter for further details. Updated information and details for events that are not available by April 23 will be posted online once provided to the Union hall.

(Editor's note: A State Healthcare Policy & Benefit Services Division representative will discuss open enrollment for the State Health Plan, scheduled for April 15 through **June 4**, for retirees at Chapter 401, 404, 405, 406, and 407 meetings – these are especially important for members now covered under HealthNet.)

COUNCIL 400 DELEGATES: Thursday, May 20, 10:00 AM, CSEA/SEIU Local 2001 Union Hall, 760 Capitol Ave., Hartford. Program: Council Officer and Committee reports. Speaker: At press time, President of the Committee of Interns and Residents, SEIU Dr. Toni Lewis was scheduled to speak on the benefits of the national healthcare reform law. Contact: Retiree Coordinator Hollis Block at (800) 894-9479.

CHAPTER 401 (Hartford area): Thursday, May 6, 12:00 PM (light lunch, followed by speaker at 12:45 PM), CSEA/SEIU Local 2001 Union Hall, 760 Capitol Ave., Hartford. Program: election of officers and delegates; Union staff updates. Speaker: State Healthcare Policy & Benefit Services Division representative to discuss open enrollment for retirees. Contact: President Tom Corrigan at (860) 674-8221.

CHAPTER 402 (Danbury area): Wednesday, May 12, 12:00 PM (NOTE TIME AND PROGRAM CHANGE), The Hearth Restaurant, 756 Federal Rd, Brookfield. Meal choices: beef, chicken, fish. Served with: potatoes, mixed vegetables, dessert and coffee and soda. Cost: \$15 per member (mail payment, payable to "CSEA Chapter 402," with meal choice, to Krista Judson 475 Berkshire Rd, Southbury, CT 06488). Contact: Secretary Krista Judson at (203) 264-3728.

CHAPTER 403 (Norwich area): Tuesday, May 11, 1:30 PM (meeting room not available until 1:00, refreshments prior to meeting), Rose City Senior Center, 8 Mahan Dr., Norwich. Program: election of officers and delegates. Speaker: MetLife representative Michael Halligan on their Long Term Care insurance program. Contact: President Carol Burgess at (860) 303-7267.

CHAPTER 404 (Waterbury area): Tuesday, May 11, 10:00 AM (social, meeting follows at 10:30 AM), Harold Leever Regional Cancer Center, 1075 Chase Parkway (exit 17 off I-84), Waterbury. Program: election of officers and delegates. Speaker: State Healthcare Policy & Benefit Services Division representative to discuss open enrollment for retirees. Coffee and doughnuts served. Contact: President Ron Chasse at (860) 945-0768.

CHAPTER 405 (New Haven area): Wednesday, May 12, 1:00 PM (NOTE TIME CHANGE – social, meeting and program follows at 1:30 PM), Smart Living Center, 297 Boston Post Rd., Orange. Program: election of officers and delegates; details on June 9 annual luncheon at Italian-American Club will be available. Speakers: CSEA/SEIU Local 2001 Political Director Danny Medress on our Union's legislative initiatives and 2010 electoral campaign activities; State Healthcare Policy & Benefit Services Division representative to discuss open enrollment for retirees. Contact: President Andy Gambardella at (203) 468-7376.

CHAPTER 406 (Middletown area): Tuesday, May 11, 1:00 PM, (meeting follows social at 1:30 PM), American Legion Post 75, 58 Bernie

O'Rourke Dr., Middletown. Program: election of officers and delegates. Speaker: State Healthcare Policy & Benefit Services Division representative to discuss open enrollment for retirees. Members asked to bring non-perishable food items for Amazing Grace food pantry. Contact: President Elizabeth Harvey at (860) 917-3740.

CHAPTER 407 (Bridgeport area): Wednesday, May 19, 12:30 PM (social, meeting at 1:00 PM), St. Joseph's of Stratford National Catholic Church, 1300 Stratford Rd., Stratford (on Rt. 113 toward Sikorsky Airport). Speakers: Liberty Mutual Sales representative Serena Johnson on auto insurance products; State Healthcare Policy & Benefit Services Division representative to discuss open enrollment for retirees. Contact: President Carol Donofrio at (203) 888-2920.

CHAPTER 408 (Willimantic area): Wednesday, May 12, 1:00 PM (social, at 1:30 PM), Franco American Civic & Social Club, 116 Club Rd, North Windham, CT. Program: election of officers and delegates. Speaker: State House Majority Leader and candidate for the Democratic Party's nomination for Secretary of State Denise Merrill on her campaign. Contact: President Donna Linkkila at (860) 455-0883.

CHAPTER 410 (Windsor Locks area): Monday, May 10, 1:00 PM, VFW Post 6123, 40 Fairview St., Windsor Locks. Program: election of officers and delegates; details on June 14 annual luncheon at Maine Fish Market restaurant will be available. Speaker: CSEA/SEIU Local 2001 Retiree Coordinator Hollis Block to discuss State Health Plan open enrollment for retirees. Contact: Program Chair Elaine Colson at (860) 623-8704.

CHAPTER 411 (Rocky Hill area): Thursday, May 13, 1:00 PM (social follows meeting), William J. Pitkin Community Center, 30 Greenfield St., Wethersfield. Program: social hour. Refreshments, door prizes. Contact: President Florence Egan at (860) 666-0382.

CHAPTER 412 (Putnam area): Tuesday, May 18, 1:30 PM (social follows meeting), Knights of Columbus, 64 Providence St., Putnam. Program: election of officers and delegates. Speaker: CSEA/SEIU Local 2001 Retiree Coordinator Hollis Block to discuss State Health Plan open enrollment for retirees. Refreshments, door prizes. Contact: President Don Gladding at (860) 564-9092.

CHAPTER 414 (Torrington area): Monday, May 17, 9:30 AM (coffee, meeting at 10:00 AM). UCONN Torrington Campus Extension Service, 855 University Dr., Torrington. Speaker: CSEA/SEIU Local 2001 Retiree Coordinator Hollis Block to discuss State Health Plan open enrollment for retirees. Contact: President Karen Pineman at (860) 354-6727.

CHAPTER 415 (Manchester area): Monday, May 24, 1:00 PM, Elks Lodge, 30 Bissell St. Manchester. Program: election of officers and delegates. Speaker: Manchester Police Department representative Daisy Forrest on personal safety. Refreshments will be served. Contact: President Ed Daly at (860) 871-9482.

CHAPTER 416 (New London area): Tuesday, May 18 (NOTE DATE CHANGE), 12:00 PM (luncheon, business meeting at 12:30 PM and program at 1:30 PM), Waterford Public Library, 49 Rope Ferry Rd., Waterford (NOTE LOCATION CHANGE). Program: election of officers and delegates. Speaker: candidate for the Democratic Party's nomination for US Senate Merrick Alpert on his campaign. Contact: Program Chair Les Shapiro at (860) 442-5256.

CHAPTER 417 (Plainville area): Wednesday, May 12, 1:00 PM (social, meeting follows), Church of Our Savior Episcopal Church, 115 West Main St., Plainville. Program: election of officers and delegates. Speaker: Department of Emergency Management & Homeland Security Area III Coordinator Thomas Gavaghan on duties and responsibilities of the agency. Contact: President John Lessor at (860) 628-0021.

CHAPTER 418 (4Cs): Tuesday, May 11, 11:30 AM, Congress of CT Community Colleges, 907 Wethersfield Ave., Hartford. Program: election of officers and delegates. Contact: President Aldo Sicuso at (860) 346-3550.

Our Executive Director's Corner

Setting the Retiree Healthcare Record Straight



Robert D. Rinker
Executive Director,
CSEA SEIU Local 2001

provided some answers regarding the unfunded liability for retiree health insurance. The issue has taken on a higher profile in recent weeks as Republican legislators and the governor have proposed additional early retirement plans that threaten the long-term security of all retired State workers' post-employment benefits.

(Editor's note: The governor's retirement proposal and the press release our coalition of State workers unions issued in response are linked to the "Solving Our Economic Crisis without Sacrificing Services" section at our website's "State Workers" page.)

As mentioned in the February edition's column where I answered questions on the unfunded liability for the State employee pension plan, I have

1. Where did the retiree health insurance unfunded liability come from? Around 2005, a non-profit entity called the Government Accounting Standards Board (GASB) recommended that the liability for public sector retiree health insurance be reported in a manner similar to that for pension funds.

2. What is GASB? It is the independent organization that establishes and improves standards of accounting and financial reporting for U.S. state and local governments. GASB is not a government entity; instead, it is an operating component of the Financial Accounting Foundation (FAF), which is a private sector, not-for-profit entity. Funding for GASB comes in part from sales of its own publications and in part from state and local governments and the municipal bond community. Its standards are not federal laws or regulations and the organization does not have enforcement authority.

3. What role did GASB have in retiree healthcare's status as a liability? The organization's "GASB 45" rule requires government entities to report their retiree health insurance as a liability. If an agency did not set any money aside for retiree health insurance, they would then have an unfunded liability for retiree healthcare.

4. Was this the first time government entities were required to report their retiree healthcare funding? Yes, but it only requires agencies to report, not to fund, as is required with a pension plan. It is sometimes called a calculation, but not an obligation.

5. Did the State employee unions ever do anything before the GASB number was calculated? Back in 1989 and again in 1997, the State Employees Bargaining Agent Coalition (SEBAC) proposed studying and pre-funding retiree health insurance, but the State rejected that idea each time.

6. So SEBAC has proposed pre-funding retiree health insurance? Yes. Unfortunately, the same type of politicians who rejected our proposal 21 and 13 years ago now want to take away retired State workers' health insurance.

7. What is the State of Connecticut's unfunded liability for retiree health insurance? According to GASB rules, our unfunded retiree health insurance calculation is \$21.7 billion.

8. Is this calculation larger than the pension benefit liability? Yes, the number is larger than the liability for the State Employees Retirement System. It was calculated in 2008, and assumes retiree health benefits for all 40,000 retired State employees and their dependents, as well as all current employees and their projected retiree health benefits. It also assumes high medical inflation. If every one of these active and retired workers were eligible to receive retiree health insurance benefits today, the cost would be \$21.7 billion.

9. These numbers make my head hurt -- can it be explained in simpler terms? Think about pre-funding retiree health benefits for the next 30 years and how much money would be needed to be put into that fund. Right now, the State of Connecticut spends about \$600 million annually in retiree health insurance premiums.

10. So what can we do about it? SEBAC's 2009 cost savings agreement with the Rell Administration requires new employees and those with less than five years of state service to contribute 3% towards retiree health insurance. If they do not serve the required number of years to receive retiree healthcare, they get their money back with interest. We also instituted the "rule of 75" for those vested retirees.



P-4 Council Member Judy Hansen Cast Her Ballot on the SEBAC Agreement at Our Union Hall in May 2009

11. What is the "rule of 75?" For new employees that leave state service before they are eligible to immediately receive pension benefits (vested retirees), their years of service and age must add up to 75. For example, a new employee who works twenty years and leaves state service at age 50 could then collect a pension at age 55 with retiree health insurance. But if the new employee had only ten years of service and left at age 50, the employee could collect a pension at age 55 but would have to wait to age 65 to receive health insurance. This new provision not only helps reduce the GASB number, but will also help secure pension funding because most employees with vested benefits who elect to receive pension benefits at age 55 do so to receive retiree health insurance.

12. Shouldn't the changes reduce Connecticut's GASB calculation? With new employees being required to contribute 3% toward retiree health insurance, the "rule of 75," and requiring ten years of actual state service, there should be a significant reduction in our GASB liability. If the recently enacted federal healthcare reform legislation "bends" the cost curve for health insurance as expected, Connecticut's number will be even lower.



CSEA NEWS

The Voice of Connecticut's
Public Service Employees & Retirees

USPS # 224-100 ISSN # 0273-6055

Published Monthly by

CONNECTICUT STATE EMPLOYEES ASSOCIATION
Local 2001, Service Employees International Union, CTW, CLC
Catherine A. OstenPresident
Patrice PetersonSecretary/Treasurer
Robert D. RinkerExecutive Director
Matt O'Connor.....Communications Director
Jason P. WebsterGraphic/Technical Assistance

INSERTION DEADLINE: 1st of prior month.

MAILING ADDRESS: CSEA/SEIU Local 2001, 760 Capitol Avenue, Hartford, CT 06106;
PHONES: (860) 951-6614, toll-free in Connecticut: (800) 894-9479, toll-free in Florida: (800) 437-5630; FAX: (860) 951-3526; INTERNET: www.csea-ct.com.

"CSEA NEWS" (USPS 224-100, ISSN 0273-6055) is published monthly for \$2.80 per year members, \$5.00 per year non-members, by CSEA/SEIU Local 2001, 760 Capitol Ave., Hartford, CT 06106-1263. Periodicals postage paid at Hartford, CT. Postmaster: Send address changes to "CSEA NEWS," 760 Capitol Ave., Hartford, CT 06106-1263.

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Our Benefits

★ Boosting Our Members-Only Education

Benefit: Congratulations to the latest round of inductees to the 2010 "McCusker Hall of Fame," whose donations to our Union's college scholarship fund were received since the last update in the March edition of the CSEA News:

- **Council 760 (Municipal/Schools Workers):** \$10,000.00
- **P-3A Council (CT Education Administrators):** \$2,000.00
- **CSC Council (CT DOC Correctional Supervisors):** \$2,000.00
- **CSEA/SEIU Local 2001 Social Activities Committee:** \$1,500.00
- **AMECSS (Affiliated CT Management Employees):** \$1,000.00
- **P-4 Council, Chapter 148 (Data Processing Professionals):** \$1,000.00
- **Para Council, Chapter 1105 (Avon Paras):** \$300.00
- **Council 400, Chapter 411 (Rocky Hill Area Retirees):** \$300.00
- **Council 400, Chapter 416 (New London Area Retirees):** \$300.00
- **P-4 Council, Chapter 87 (Dept. of Public Health):** \$250.00
- **Council 400, Chapter 408 (Willimantic Area Retirees):** \$200.00
- **Michael O'Brien, Council 400 Member:** \$200.00
- **P-4 Council, Chapter 56 (CT Dept. of Transportation, District I):** \$100.00
- **Council 400, Chapter 407 (Bridgeport Area Retirees):** \$100.00
- **Ann Cashman, Council 400 Member:** \$25.00
- **Phil DiLorenzo, P-4 Council Member:** \$20.00
- **Cecile Powers, Council 400 Member:** \$5.00

These Councils, Chapters, Committees, and individuals will be honored in the "McCusker Awards Night" booklet provided to scholarship recipients and their families on **Thursday, July 15**. There is still time to be included this year -- mail contributions, payable to "McCusker Scholarship Fund" to:

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

(Editor's note: Select "McCusker Scholarships" page from the left menu of our website's "Incentives" page to access an online pledge form to commit your individual, Chapter, or Council support for the fund.)

Our McCusker Trustees also want to recognize Union members for their participation in the butter braid pastry fundraiser they recently coordinated with Lyman Orchards. By the end of the drive in March, over \$700.00 was raised, and the following Councils and Chapters are to be commended for placing the largest orders to support the effort:

- **Council P-4, Chapter 88 (CT Dept. of Transportation, District III):** 38 orders
- **P-4 Council, Chapter 148 (Data Processing Professionals):** 32 orders
- **P-4 Council, Chapter 33 (CT Dept. of Social Services):** 17 orders
- **Council 760, Chapter 182 (Simsbury Admin/Prof Employees):** 16 orders
- **P-3A Council (CT Education Administrators):** 10 orders
- **Council 760, Chapter 959 (West Hartford Parks & Grounds Employees):** 9 orders



Additional Union Members-Only Benefits are Linked to Our Website's "Incentives" Page

Community Concerns in Avon...

(Continued from page 1)

In stark contrast to the usual antics of anti-public service taxpayer associations, the grassroots efforts of parents, grandparents, and students to support new revenues for quality schools easily captured the attention of the state's news media.



"We often hear from our parents, teachers, coaches, guidance counselors, and nurses that we are the 'engine that keep the schools running,'" Shirley Moy said during public comment at the budget forum. "Engines need fuel to run, and without it, will grind to a halt. The board's proposed budget will help maintain a strong, healthy engine," Shirley, a secretary and member of our educational support staff chapter, added.

(Editor's note: Members' public statements, our press release, photos and news coverage of the rally, march, and speak-out are linked to the April 9 entry at our website's "CSEA Connections" page titled, "An Unprecedented Demonstration for Education in Avon.")



Parents, Students, and Union Members Gathered for the Rally and March to the Finance Board Hearing in Avon

Two days after our members joined parents, taxpayers, teachers, and students to call for budget choices that put kids first, Avon's Board of Finance approved a smaller education budget package than the coalition had advocated. Their decision to send a smaller 4.49% increase in the Board of Education budget to a town-wide referendum on **Tuesday, May 12** may still result in cuts to school services and programs for students.

CC4A members then met and deliberated over the question of whether or not to support the budget proposal. Its members ultimately resolved to get behind it as the best available option to preserve Avon schools and advance the long-term goal of restoring them to greatness.

Despite the finance board's failure to act in the interests of the overwhelming majority of Avon residents, the reality is that they approved a school board budget with long-overdue additional resources. The local taxpayers' association, which represents a vocal minority of those opposed to even the smaller revenue package, have mounted a campaign to defeat the budget at the polls, which threatens to produce a reduced proposal with further service cuts and likely employee layoffs.

At press time, the Town's Annual Budget meeting and a special school board workshop were scheduled for the first week of May. At the same time, representatives of the school board and members of our education support staff chapter's bargaining team were scheduled to meet for another negotiating session to discuss a new contract in the context of the proposed budget, assuming it is passed by town voters.

Members who live in Avon are urged to go to the polls on **Tuesday, May 12** and vote **YES** for quality education services for their community's kids and a fair contract for the support staff who are the engines that keep the schools running!

Violent Workplaces...

(Continued from page 1)

workforce, escalating overtime and workers' comp costs and inherently more volatile interactions with inmates.

staff facing retaliation for simply speaking out for workplace safety and security. Instead of investigating who is responsible

Last year's retirement incentive resulted in the loss of nearly 500 personnel in the DOC. Before that, the agency had eliminated 45 front-line supervisory custody positions. The reality is that we don't have the required personnel for each shift.



Cathy Connected Short-Staffing to the Rising Number of Assaults for Channel 8 News Viewers at the State Capitol

(Editor's note: News coverage of our response to the assault at NCI and resources on DOC staffing levels are linked to the April 3 entry at our website's "CSEA Connections" page titled, "Speaking Out for Safe and Secure Correction Facilities.")

for allowing the rise in violent incidents in the facilities where we work, DOC management is investigating the whistleblowers.

The reality is that Connecticut needs leaders that care about the safety of its criminal justice workforce and the security of its correctional facilities.

Since the retirement of Commissioner Teresa Lantz, the DOC has been functioning under the "part-time" leadership of acting Commissioners and Deputy Commissioners. Governor Rell never appointed a permanent replacement, and rehired Lantz's former Deputy, Brian Murphy, as acting Commissioner and Interim Deputies, Mark Strange and Carole Salisbury, as "120-day"

This lackadaisical approach to safety by DOC leadership is dangerous to all the workers who provide this vital public service. Worse, criminal justice professionals who have spoken out about the cause of recent assaults have found themselves the target of investigations that are clearly designed to silence the workforce.

That is why our Union and Council 4 AFSCME have sought "whistleblower" protection for

Legislator Seeks Hearing in Aftermath of Attack on Prison Captain

Hartford Courant, April 1, 2010

retirees.

Our Union members have demonstrated clearly where the holes are in the staffing levels. Studies have shown the dangerous impact this has on the entire system and we're seeing that play out. Yet DOC's part-time leaders maintain that everything is fine, and appear to be more interested in coddling death row inmates than the safety of the men and women who work in our correctional institutions.

Enough is enough. The governor has been on autopilot when it comes to Connecticut's corrections system and the result has been catastrophic. She should take decisive action by upping staffing levels and appointing permanent and capable leadership to head the DOC.

In the meantime, State Representative Karen Jarmoc (D-Enfield) has called for legislative hearings into the spike in assaults on correctional staff, which we expect to be scheduled in May. Plan to attend if you are an active or retired Union member with experience working in Connecticut's correctional institutions.

(Editor's note: Details on the hearings will be posted to our website's "Events Calendar" as soon as they are available.)

If we don't continue speaking-out for real leadership and demanding accountability for ineffective management, the result will be more violence in the future.

(Editor's note: Share your comments with our Local President by sending her e-mail to costen@csea760.com.)



CSC Council Members Mark Lucey, Mark Verdone, and Chuck Lemelin Joined Cathy at the April Correctional Staff Health and Safety Subcommittee Meeting

▶▶ Voluntown School Employees Move Officials to Negotiate: Paraprofessional Council members working in Voluntown



Chapter 160 Members United to Urge the Voluntown Board of Education to Drop its Arbitration Scheme

Elementary School stepped up their efforts to bring the Board of Education to end months of costly legal maneuvering and begin contract talks in early March. After filing a complaint with the State Board of Labor Relations over school officials' refusal to bargain in good faith, the district's paraeducators, bus drivers, custodians, and administrative personnel spoke out at a board meeting and captured the attention of the region's news media.

(Editor's note: Testimony, our press release, photos, and news coverage of members speaking-out at the Board of Ed are linked to the March 21 entry at our website's "CSEA Connections" page titled, "Voluntown School Employees Urge Officials to "Do the Right Thing.")

A few weeks later, representatives of the school board announced they had dropped their request for arbitration hearings and were ready to resume negotiations. At press time, our bargaining team members and the board's representatives had held their first contract talks to exchange proposals, and additional sessions were scheduled.

Want to Know When Council or Chapter Meetings and Activities are Scheduled?

Most Union events and many related activities are posted at our website's "Events Calendar" page at www.csea-ct.com.

CSEA/SEIU Local 2001 Annual Hudson Report

NOTICE TO ALL NON-MEMBER AGENCY FEE PAYERS BASED ON EXPENSES FOR THE YEAR ENDED 06/30/2009

This Notice is being provided to all individuals who pay agency fees to CSEA, SEIU Local 2001. (Hereinafter "Local 2001") under collective bargaining agreements between Local 2001 and various employers in the State of Connecticut. Such Notice is being implemented in order to comply with the requirements of the decisions of the United States Supreme Court in Chicago Teachers Union Local No. 1, AFT, AFL-CIO et. al. v. Hudson, 106 S. Ct. 1066, 275 U.S. 292 (1986), and Communications Workers v. Beck, 108 S. Ct 2641 (1988).

The U.S. Supreme Court has held that federal law does not permit a labor union to use union funds collected from non-members pursuant to a union security clause on union activities unrelated to representational activity, if the nonmember objects. Representational activity includes all matters germane to collective bargaining, contract administration, and grievance adjustment.

PLEASE READ THIS NOTICE CAREFULLY. IT CONTAINS IMPORTANT INFORMATION AND PROCEDURES REGARDING YOUR LEGAL RIGHTS.

Local 2001 believes that the funds it spends on activities deemed nonrepresentational, such as certain types of legislative lobbying, litigation, public relations and communications, are vitally necessary to fulfilling Local 2001's role in representing and improving the working conditions for all employees. Employees who have not joined Local 2001 are urged to consider the benefits of full union membership. Members may participate in decision making on matters such as wages, benefits, and working conditions. Members may participate fully in union activities such as developing contract proposals, voting on collective bargaining agreements, and electing and/or running for union office. Employees who choose not to join Local 2001 may nonetheless continue to support the union by not objecting to paying an agency fee equal to the dues that union members pay.

For the year ending June 30, 2009, 83.9% of Local 2001's expenses were for representational functions; 16.1% of the expenses have been classified as non-representational. Nonmembers have the right to object to paying the 16.1 % portion of the agency service fee which finances nonrepresentational union activities.

Those who file an objection are classified as objecting nonmembers and are required to pay only the fair share fee required under the union security clause.

The fair share fee reflects your share of Local 2001's expenditures for collective bargaining, grievances and arbitrations, contract administration and representation, as well as other matters germane to collective bargaining. The categories of activity that have been included in calculating your fair share fee include the following:

- Gathering information from employees concerning collective bargaining proposals.
- Gathering information in preparation for the negotiation of collective bargaining agreements.
- Negotiating collective bargaining agreements.
- Adjusting grievances and conducting arbitrations pursuant to collective bargaining agreements.
- Conducting ratification proceedings for negotiated agreements.
- Providing information on the negotiations, or provisions in collective bargaining agreements, as well as on matters relating to representation in the collective bargaining process and contract administration.
- Purchasing books, reports, and advance sheets used in matters relating to representation in the collective.
- Paying technicians and professionals in labor law, economics, and other subjects for services used in (a) negotiating and administering collective bargaining agreements, and (b) processing grievances and conducting arbitrations.
- Defending Local 2001 against efforts by other unions or organizing committees to gain representation rights in units represented by the union.
- Participating in proceedings regarding the jurisdiction of Local 2001.
- Publishing those portions of newspapers and newsletters which relate to bargaining and representation.
- Participating in lawful impasse procedures, and fact finding, mediation, arbitration, and economic action intended to secure favorable collective bargaining agreement and favorable resolution of grievances.
- Prosecuting and defending litigation or charges before administrative agencies relating to ratification, interpretation, or enforcement of collective bargaining agreements.
- Supporting and paying affiliation fees to SEIU and subordinate bodies of the SEIU to the extent that such support and fees relate to the representational interests of Local 2001 in the collective bargaining process and contract administration.
- Prosecuting and defending litigation or charges relating to concerted activity, the duty of fair representation and collective bargaining, as well as other chargeable activities.
- Providing social and recreational activities open to all represented employees.
- Organizing employees in industries/sectors/locations where Local 2001 has existing collective bargaining relationships.
- Governing Local 2001, and conducting union elections.
- Conducting general membership meetings and conventions.
- Conducting the bargaining process and all contract administration related issues.

CSEA, SEIU LOCAL 2001 Statements of Activities - Actual For Fiscal Year 08-09

Expenses:	2009	Chargeable	Non-Chargeable
Members service - legal:	123,362	123,362	0
Publications and information:	57,184	51,109	6,075
Executive council, officers and committees:	161,898	161,898	0
Members' service - field:	70,465	70,465	0
Miscellaneous expense:	1,394	1,394	0
Total:	414,303	408,228	6,075
Administration:			
Personnel services	1,734,073	1,678,297	55,776
Insurance	337,614	337,614	0
Pension plan	284,120	284,120	0
Payroll taxes	151,739	151,739	0
Travel - miscellaneous	165,540	165,540	0
Telephone	45,545	45,545	0
Office supplies	33,580	33,580	0
Postage	51,563	51,563	0
Maintenance of equipment	29,318	29,318	0
Council/chapter fundings	365,520	365,520	0
SEIU Per Capita Expense	1,655,632	1,003,313	652,319
SEIU American Dream Fund	196,280	0	196,280
Sundry	12,329	12,329	0
Accounting fees	15,000	15,000	0
Computer service	5,533	5,533	0
Bernard H. McCusker Scholarship Fund	3,000	0	3,000
Dues and subscriptions	11,629	11,629	0
Other taxes	1,508	1,508	0
Staff training	5,526	5,526	0
Capital expenses	4,715	4,715	0
Administration Total:	5,109,764	4,202,389	907,375
Housing:			
Insurance	43,148	43,148	0
Taxes	39,907	39,907	0
Electricity	20,216	20,216	0
Building maintenance	28,206	28,206	0
Janitorial supplies	4,323	4,323	0
Parking lease	5,350	5,350	0
Heating	6,464	6,464	0
Water	721	721	0
Housing Total:	148,335	148,335	0
Total Expenses:	5,672,402	4,758,951	913,450
Chargeable/Non-Chargeable Percentage:		83.90%	16.10%

* (SEIU Consolidated Statement of Expenses and Allocation Between Chargeable and Non-Chargeable Expenses Series 1, December 31, 2008 - 60.6% chargeable 39.4% non-chargeable.)

In calculating your fair share fee, Local 2001 did not include any share of expenditures, either direct or indirect, relating to the following activities:

- Training in or actual voter registration, get-out-vote, and political campaigns.
- Supporting and contributing to charitable organizations.
- Supporting and contributing to political organizations and candidates for public office.
- Supporting and contributing to ideological causes and committees, including ballot measures.
- Supporting and contributing to activities relating to foreign affairs.
- Providing benefits available only to members.
- Litigation not related to collective bargaining or Local 2001's function as an exclusive representative.

Attached for your information are financial documents setting forth Local 2001's major categories of expenditure and the percentage of each which is attributable to activities for which you are being charged your fair share of the expenses and the activities for which you are not being charged any share of the expenses. Also included are SEIU Consolidated Statement of Expenses and Allocation Between Chargeable Expenses and Non-Chargeable Expenses, December 31, 2008.

You have the right to challenge Local 2001's determination of the amount of your fair share fee.

If you file a challenge, Local 2001 will place into an interest-bearing escrow account the proportion of the fees collected from you that are reasonably in dispute.

Local 2001 participates in a procedure through the American Arbitration Association under which a reasonably prompt decision will be rendered by an independent decision-maker on all challenges. The Arbitrator will be selected by the American Arbitration Association. All challenges will be consolidated for a single hearing. The Arbitrator, after hearing testimony and evaluating evidence presented by the parties, will have authority to determine if the fair share fee is correct and to order any adjustments therein, if necessary, and to order that the funds being held in the interest-bearing escrow account be distributed in accordance with his or her opinion. The arbitration will be scheduled and conducted in accordance with the American Arbitration Association Rules and Regulations. The Arbitrator's fees and expenses will be paid by the Local 2001. If you file a challenge, you will bear your own expenses for representation at the hearing, such as travel, lost wages, and attorney's fees.

If you wish to challenge the calculation of your fair share fee as described above, you must do so in writing by mailing notice of your challenge to Patrice Peterson, Secretary-Treasurer, CSEA, SEIU Local 2001, 760 Capitol Avenue, Hartford, CT 06106. You should include your name, address, employer identification number, employer's name, work location, telephone number, email address, and the percentage that the challenging agency fee payer believes to be the correct non-chargeable percentage. Objections must be filed no later than thirty (30) days from the mailing of this notice. Objecting nonmembers who file timely objections will be refunded 16.1% of the agency service fee.

SERVICE EMPLOYEES INTERNATIONAL UNION, CFW, CLC UNITED STATES DIVISION CONSOLIDATED STATEMENT OF EXPENSE AND ALLOCATION BETWEEN CHARGEABLE AND NON-CHARGEABLE EXPENSES SERIES 1 YEAR ENDED DECEMBER 31, 2008

Expense	Column A Total Expense	Column B Chargeable Expense	Column C Non-chargeable Expense	Ratio
Program Expenses				
Representational:				
Operating	\$ 84,993,507	\$ 48,542,071	\$ 3,748,428	57%
Operating campaign support	20,991,142	18,272,673	2,718,469	87%
Duty Fund (Non-Union)	10,037,245	8,273,686	1,763,559	82%
Duty Fund (Wigwag Services Division)	9,115,654	3,823,804	5,291,850	42%
Duty Fund (Smith-Cann Division)	27,875,544	23,328,720	4,546,824	84%
Duty Fund (Public Services Division)	14,025,493	11,738,263	2,287,230	84%
Duty Fund (South Services Division)	15,264,505	12,288,778	2,975,727	81%
Total representational expenses	142,320,086	121,876,993	20,443,093	85%
Political, government and community:	6,699,983	1,300,073	5,399,910	20%
Political education and action funds	19,868,786	0	19,868,786	0%
Convention on political education	29,761,110	0	29,761,110	0%
Affiliate communications	5,221,568	8,243,833	1,868,265	16%
Legislative fund	509,441	0	509,441	0%
Convention fund	11,128,671	11,128,671	0	100%
Strike and defense fund expense	12,228,626	12,228,626	0	100%
Leadership	18,273,280	13,005,340	5,267,940	72%
SEIU Services Corp.	5,596,318	5,596,318	0	100%
Affiliation for agreements	8,268,148	0	8,268,148	0%
Total program expenses	294,241,428	170,940,381	123,301,047	58%
Political and support fund	14,791,827	14,176,715	615,112	96%
General and administrative	25,497,899	19,569,348	5,928,551	77%
Total administrative expenses	40,289,726	33,746,063	6,543,663	84%
Total expenses	364,821,154	235,691,395	129,844,710	65%
Less:				
Per capita tax return payments to locals	(9,826,328)	(8,005,140)	(1,821,188)	81%
Political expense paid from voluntary contributions	29,761,110	0	29,761,110	0%
Convention fund expense	(11,128,671)	(11,128,671)	0	100%
Legal Defense Fund	(909,440)	0	(909,440)	0%
SEIU Services Corp.	(5,596,318)	(5,596,318)	0	100%
SEIU Communications Corp., Inc.	(2,279,183)	(2,279,183)	0	100%
Total expenses, as adjusted	320,115,886	214,827,325	111,858,823	67%
	100.0%	60.6%	39.4%	

NOTE 1: REPRESENTATIONAL EXPENSES AND ALLOCATION BETWEEN CHARGEABLE AND NON-CHARGEABLE EXPENSES

1. Representational expenses - Representational expenses are incurred primarily for general union purposes. These expenses are allocated to chargeable and non-chargeable expenses based on the allocation of general costs which have been determined through a fair share study.

2. Duty Fund - Expenses of the Duty Fund include financial assistance to local units involved in organizing campaigns for various public employees. A portion of these expenses are non-chargeable. These expenses are allocated to chargeable and non-chargeable expenses based on the allocation of Duty Fund personnel costs which have been determined through a fair share study.

3. Political, government and community - These expenses are incurred primarily for political and community purposes. These expenses are allocated to chargeable and non-chargeable expenses based on the allocation of general costs which have been determined through a fair share study.

4. Political education and action funds - Expenses incurred by the Convention on Political Education and the Political Education and Action Funds are allocated to chargeable and non-chargeable expenses based on the allocation of general costs which have been determined through a fair share study.

5. Affiliate communications - These expenses are allocated to chargeable and non-chargeable expenses based on the allocation of general costs which have been determined through a fair share study.

6. Legislative fund - Expenses incurred by the Legislative Fund are allocated to chargeable and non-chargeable expenses based on the allocation of general costs which have been determined through a fair share study.

7. Convention fund - Expenses incurred by the Convention Fund are allocated to chargeable and non-chargeable expenses based on the allocation of general costs which have been determined through a fair share study.

8. Strike and defense fund expense - These expenses are allocated to chargeable and non-chargeable expenses based on the allocation of general costs which have been determined through a fair share study.

9. Leadership - These expenses are allocated to chargeable and non-chargeable expenses based on the allocation of general costs which have been determined through a fair share study.

10. SEIU Services Corp. - Expenses incurred by the SEIU Services Corp. are wholly-owned subsidiaries of SEIU. All expenses of SEIU Services Corp. are paid by the local unions and are allocated to chargeable and non-chargeable expenses.



"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.

Social Activities

Day at Lake Compounce

Saturday, June 5

Cost: \$35.81 per person (children under three free)



Reservation deadline: May 21

Includes: free parking, admission from 11:00 AM to 8:00 PM to Lake Compounce and Splash Harbor, unlimited use of rides, shows, and attractions, 2-1/2 hour all-you-can-eat picnic buffet, free return admission ticket to Lake Compounce

Visit the Birthplace of Liberty

Saturday, June 26

Cost: From \$72.00 per person

Reservation deadline: May 26

Includes: motorcoach pick-up from East Hartford to Lexington and Concord, MA, lunch, guided tour of historic sights, free time to visit Minute Man National Park and shop in Verrill Farm



"Hello Dolly" at the Theater by the Sea

Wednesday, July 7

Cost: From \$92.00 per person

Reservation deadline: June 9

Includes: motorcoach pick-up from East Hartford or Andover to Matunuck, RI, lunch at Bistro By the Sea, performance of musical "Hello Dolly"

UPCOMING TRIPS and ACTIVITIES

Red Sox Nation in Toronto Weekend

Thu., Jul. 8 – Sun., Jul. 11, 2010

Reservation deadline: \$150 deposit due now; final payment due May 20

From \$625.00 per person (twin) includes motorcoach pick-up from Glastonbury, 3 nights accommodations, 1 breakfast, 2 dinners, reserved tickets for 2 Red Sox vs. Blue Jays games

Weekend of Yankees Games in Baltimore

Fri., Sep. 17 – Sun., Sep. 19, 2010

Reservation deadline: \$150 deposit due now; final payment due Jul. 21

From \$481.00 per person (twin) includes motorcoach pick-up from Glastonbury, 2 nights accommodations, 2 breakfast, guided tour of Camden Yards, reserved tickets for 2 Yankees vs. Orioles games

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.

DISCLAIMER: CSEA/SEIU Local 2001 is not responsible in whole or in part for any loss, damage, injury, financial loss, or whatever to persons or property, however caused, during or in connection with any tour, trip or activity.

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 <input type="checkbox"/>	No <input type="checkbox"/>
Pick-up Place		Traveling with	
<input type="checkbox"/> Non-Smoking	CSEA Chapter # _____	<input type="checkbox"/> Non-member	



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This offer is good on applications received by September 1, 2010.

*Annual Percentage Rate

Not available to pay off CSE loans. Total CSE unsecured debt limit (excluding VISA) not to exceed \$15,000. Rate may change without notice.

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www.CSECreditUnion.com



Memorial Day.....Monday, May 31

Dividend Rates – 1st Quarter 2010

	Dividend Rate	Annual Percentage Yield
REGULAR SAVINGS	1.25%	1.26%
SHARE DRAFTS (Checking)	0.50%	0.50%
CLUB ACCOUNTS	1.00%	1.01%

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.

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DEATHS REPORTED

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

Marguerite Alexopoulos
of Chapter 403, died January 30
Rosanna Allen, 404, January 10
Karen Barr, 411, January 31
Paul Benedict, 426, December 5
Theresa Bernard, 401, January 20
Helen Boldi, 415, October 27
Murrell Boyd, 420, January 1
Dorothy Bresson, 402, January 1
Rose Cayer, 423, January 19
Albert Chartier, 412, January 23
Jeanne Deschamps, 405, January 13
Kathleen Dixon, 403, January 31
Florence Donnee, 416, January 30
David Duffy, 418, January 15

William Duncan, 410, January 26
Hattie Gomesi, 431, December 25
Mary Hanrahan, 401, January 31
Viva Harris, 404, December 17, 2009
John Horobchuk, 411, January 6
Irene Kalweit, 411, January 9
Evelyn Knapp, 421, January 22
Adelard Lafleur, 412, January 19
Raymond Main, 416, January 21
Nellie Malchiodi, 423, January 16
Catherine Messemer, 410, January 7
Evelyn Millane, 416, January 18
Suzanne Newton, 426, January 15
John Olsen, 403, February 2
Harold Olson, 411, January 20
Theresa Poulin, 408, January 2
Margaret Pradel, 403, December 25
E.H. Riemer, 401, January 23
Mollie Roche, 415, January 24
Frederick Rubelmann, 421, January 5
Norma Smith, 421, January 14
Mildred Taubl, 421, January 23
Madeline Tucker, 415, January 8
William Upchurch, 407, January 22
Harry Vanasse, 412, February 3

►► **Longevity Benefits at Risk:** The General Assembly has been considering cutting longevity pay for various State employees, including our brothers and sisters in the Association of Managerial Employees in Connecticut State Service (AMECSS), which has been affiliated with our Union for over 25 years. Although the Senate passed a deficit mitigation plan with longevity pay cuts in late March, following Governor Rell's veto threat, the House never took action on the package. AMECSS President David Guay (pictured, right) had mobilized members to call and email General Assembly leaders and, for now, they have been successful in blocking this attack on State workers and their commitment to public service. Call State House Speaker Chris Donovan at (860) 240-8500 and Senate President Don Williams at (860) 240-8600 and tell them to honor all State workers' service and not to cut longevity pay now or in the future. If legislation can be used to cut these benefits for managers, all State workers' benefits are at risk.



►► **Manchester Municipal Workers Talk "Win-Win" Solutions:** Despite being in better fiscal shape than many surrounding communities and its healthy budget reserve, Manchester's General Manager proposed a budget in March for 2010 thru 2011 that included significant cuts to public services. It also assumed further concessions from the town's municipal workers, though they weren't presented for discussion or consideration. The Presidents our Council 760 Chapters representing Manchester's residual and supervisory employees responded with a letter on April 7 reminding the General Manager and the Board of Directors of the significant cost savings they agreed to just last spring that will continue to help balance next year's municipal budget.

(Editor's note: Our Presidents' joint letter, a press release and news coverage of our response to the call for more concessions is linked to the April 15 entry at our website's "CSEA Connections" page titled, "A History of Stepping Up for Manchester's Quality of Life.")



Following meetings and votes held by both chapters two weeks later (Chapter 128 is pictured, left), members agreed to sit down with the General Manager and offer additional cost-savings ideas.

►► **Putting "Clean Contracting" to Work:** Our Union was instrumental in passing Connecticut's landmark contract reform law, which established the State Contracting Standards Board (SCSB) to monitor agreements with private sector consultants and vendors for services and goods. Legislative leaders appointed Council 400 members Stu Mahler and Charlie Casella (pictured below, left to right, with Organizer Eda DiBiccari) to serve on the board last year, which the law empowers to require a cost benefit analysis of all new privatization contracts as well as to audit existing agreements and terminate them for cause.



(Editor's note: Our joint press release issued with Council 4 AFSCME calling on the Board to save money and protect public health and safety is linked to the "'Clean Contracting' for Connecticut" section at our website's "State Workers" page.)

After much delay by Governor Rell, the SCSB held its first meeting since the law creating it was passed three years ago on April 21. Considering its ability to save taxpayers money, and recent news accounts of the importance of the work the board is mandated to perform, the meeting comes not a moment too soon.

Stay connected between editions of the CSEA News by visiting our website at www.csea-ct.com where you can access news and updates and find out about Union events.

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