

Paras Continue Legislative Fight Video Series, Press, Public Hearings & More!

The Education Committee voted the 2023 Para Bill (HB6881) out of committee at the end of March, sending it onward to the Appropriations Committee. This is no doubt due to paras loudly raising their voices at the Capitol. From emails to the Education Committee to our para leader video series to press interviews and events - paras have been speaking out.

In the coming weeks, we will be holding

events and coordinating actions to turn up the heat on legislators as they debate our futures. Keep an eye out for emails and text messages from CSEA with alerts about this bill and what advocacy is needed to push it ahead.

Why is this bill so important?

We know, firsthand, the essential role that we, as paraeducators, play in educating our students. We often have the closest working relationships with them and assist those who need the most support. Yet, we are rarely prioritized. Our



pay rates, health care coverage, retirement benefits, and professional development opportunities are sub-continue onto page 5



Arbitrator Rules on Pandemic Pay Award for State Employees

Since the very first day of Governor Lamont's "Stay Home, Stay Safe" emergency declaration, essential onsite state workers have risked their and their families' lives and physical and mental health to keep our core state services operating and available to the residents of Connecticut. In the beginning, we worked with the State to try to keep workplaces as safe as humanly possible during the height of the pandemic. The parties have in recent months turned to providing a formal recognition through pandemic pay for the dedication and sacrifices essential onsite workers made during the height of the pandemic.

After months of negotiations, and an arbitration hearing, we have now learned

that the neutral arbitrator, Susan Meredith, has awarded SEBAC our last best offer for both the Lower-Risk and Higher-Risk employees at

issue - WE WON! Below are a few excerpts, but the full arbitration award can be viewed on our website.

"At the time covered by this arbitration, there was no vaccine for Covid-19 and no effective treatment. There was no clear understanding of the way the disease was transmitted or how to limit transmission as much as possible. There was confusion about what personal protective equipment (PPE) was effective in limiting the spread, and there were great shortages of PPE. Meanwhile, the news was full of reports of the large number of people sick and dying all over the world, increasing the uncertainty and fear of continue onto page 6

Legislative Session Update:

Public Hearings Wrapping Up

As April kicks off, General Assembly committees are continuing their work on legislation, wrapping up public hearings, and voting on bills. During every session of the Connecticut General Assembly, hundreds and hundreds of bills are filed and raised, but not every piece of legislation that is proposed will make it through the committee process. So, with a little over 70

days left in this year's General Assembly legislative session, let's take a look at where things stand for CSEA members.

CSEA members from throughout our union and throughout our state have testified at public hearings on a diverse set of legislation. Through in person, Zoom, and written testimony, CSEA members have talked to legislators about everything from the state budget to collective bargaining rights for probate court workers to increased funding for our childcare provider members to improving the pay and working

conditions of paraeducators. Through the public hearing process, CSEA members have also advocated for increased funding for the work done by and services provided by members. This advocacy is critically important and ensures that the voices of our members are not only heard, but also that our core issues of protecting public serv- continue onto page 4

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CSEA Good Works



Meetings And News

MEETING DATES

The April Delegates Meeting will be held as a hybrid meeting on Thursday, April 20th at 10am at the CSEA Union Hall and via Zoom

Chapter 401 (Hartford area):
Thursday, May 4th
12:30 lunch & 1pm meeting
Guest Speaker: Cigna Representative
CSEA Union Hall & via Zoom
760 Capitol Ave., Hartford
Patrice Peterson: (860) 416-0306

Chapter 402 (Danbury area):
Wednesday, April 12th - 10am
United Methodist Church
5 Clapboard Ridge Rd. Danbury

Wednesday, May 10th - 10am
Guest Speaker: Danbury Fire Dept.
United Methodist Church
5 Clapboard Ridge Rd. Danbury
Linda Albanese: (860) 354-6965

Chapter 403 (Norwich area):
Tuesday, April 11th - 1:30pm
Rose City Senior Center
8 Mahan Drive., Norwich

Tuesday, May 9th - 1:30pm
Guest Speaker: Kevin Sullivan
CSEA Council 400 Organizer
Rose City Senior Center
8 Mahan Drive., Norwich
Carol Burgess: (860) 859-3641

Chapter 404 (Waterbury area):
Tuesday, April 11th - 10am
Trinity Orthodox Church
937 Chase Parkway, Waterbury

Tuesday, May 9th - 10am
Guest Speaker: Kevin Sullivan
CSEA Council 400 Organizer
Trinity Orthodox Church
937 Chase Parkway, Waterbury
John Quinn: (203) 804-0189

Chapter 405 (New Haven area):
Thursday, April 13th - 10:30am
Guest Speaker: Don Gladding,
CSEA McCusker Scholarship Chair
Hamden Government Center Bldg
2750 Dixwell Ave, Hamden

Chapter 405 (New Haven area):
Thursday, May 11th - 10:30am
Guest Speaker: Aetna Representative
Hamden Government Center Bldg
2750 Dixwell Ave, Hamden
Ron Osokow: (203) 671-7685

Chapter 406 (Middletown area):
No Meeting in April due to Carnival

Tuesday, May 9th - 1pm
Guest Speaker: Cigna Rep.
American Legion Post 75
58 Bernie O'Rourke Dr. Middletown
Joe Formica: (860) 347-4532

Chapter 407 (Bridgeport area):
Wednesday, April 19th - 1pm
Guest Speaker: Aetna Representative
St. Josephs of Stratford Catholic Church
1300 Stratford Rd., Stratford (on Rt. 113)
Joan Matzonkai: (203) 751-0300

Chapter 408 (Willimantic area):
Thursday, April 13th - 12:30pm
Guest Speaker: Cigna Representative
Mansfield Senior Center
303 Maple Road. Mansfield

Thursday, May 11th - 12:30pm
Mansfield Senior Center
303 Maple Road. Mansfield
Doug Racicot: (860) 234-2537

Chapter 409 (State University Professors)
Friday, April 21st - 10am
Guest Speaker: Aetna Representative
CSEA Union Hall & via Zoom
760 Capitol Ave., Hartford
Dave Walsh: (860) 684-4773

Chapter 410 (Windsor Locks area):
Monday, April 17th - 1pm
Guest Speaker: Cigna Representative
Suffield Senior Center
145 Bridge St., Suffield

Monday, May 8th - 1pm
Guest Speaker: Adele Cyr
Program Manager at AmplifyCT
Suffield Senior Center
145 Bridge St., Suffield
Amelia Smith: (860) 687-1848

Chapter 411 (Rocky Hill area):
Next Meeting: June Luncheon
Location: TBD
Subby Puglisi: (860) 836-4009

Chapter 412 (Putnam area):
Tuesday, April 18th - 1:30pm
Putnam Town Hall
200 School St., Putnam
Don Gladding: (860) 933-9998

Chapter 414 (Torrington area):
Monday, April 17th - 10am
Cooperative Service Extension Bldg
843 University Dr, Torrington
Karen Pineman: (860) 354-6727

Chapter 415 (Manchester area):
Monday, April 24th - 1pm
Guest Speaker: Cigna Representative
Manchester Elks Lodge
30 Bissell St., Manchester, CT
Stuart Clark: (860) 205-0657 (c)
(860) 454-4818 (h)

Chapter 416 (New London area):
Tuesday, April 11th - 12pm
Guest Speaker: Cigna Representative
Waterford Public Library
49 Rope Ferry Road, Waterford

Tuesday, May 9th - 12pm
Groton Public Library
52 Newtown Rd., Groton
John Knaff (860) 857-4244

Chapter 417 (Plainville area):
Wednesday, May 10th - 1pm
Plainville Public Library - Auditorium
56 East Main St., Plainville
Mark Kirschner: (860) 882-2717

Chapter 418 (Community College Retirees):
Tuesday, May 2nd - 10am
Guest Speaker: CT Comptroller, Sean Scanlon
4C's Union Hall & via Zoom
907 Wethersfield Ave, Hartford
Bill Searle (860) 745-3692

Chapter 421 (Daytona, FL Chapter)
Social Luncheon
Wednesday, April 5th
Location: Red Lobster
3162 S Atlantic Ave.,
Daytona Beach Shores, FL 32118
11:30 - 1:30pm
Guest Speaker: Sheriff's Office:
Crimes vs. Seniors Division
Questions? Reach out to:
Ruth Finizio (860) 680-1860 or
John Veray (386) 265-1649

Important numbers to have on hand:

Retirement Division Payroll: 860-702-3528

Aetna Customer Service: 1-855-648-0391

Retirement Division Life Insurance: 860-702-3537

Caremark: 1-800-318-2572

Retirement Division Health Insurance: 860-702-3533

Cigna: 1-800-244-6224

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

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

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

CONNECTICUT STATE EMPLOYEES CREDIT UNION

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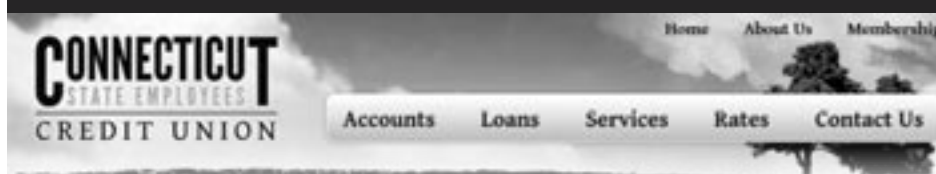
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Dividend Rates - Fourth Quarter 2022

	Dividend Rate	Annual Percentage Yield
REGULAR SHARES	2.25%	2.28%
SHARE DRAFTS (Checking)	1.00%	1.01%
CLUB ACCOUNTS	1.50%	1.51%

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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MIDDLETOWN Connecticut Valley Hospital 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, 9am-4pm Branches: Mon-Fri, 9:30am-4pm
Drive-Up Teller (Hartford Only): Mon-Fri, 8:30am-4pm; Paydays Open Until 5pm

CSEA FILMING DAY SATURDAY, MAY 6th
Headshots, Swag, Food & More!

Join us at the CSEA Union Hall where we will be filming commercials and social media content for our upcoming union campaigns!

Each participant will receive a swag bag, lunch and a professional headshot (when was the last time you updated your LinkedIn photo?!)

Reserve your slot by emailing Drew Stoner at DStoner@csea760.com.



CSEA NEWS

The Voice of Connecticut's Public Service Employees & Retirees

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Update of the 2023 Legislative Session

Public Hearings in Full Swing

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ices, jobs, and benefits are part of the budgetary and legislative discussions occurring between General Assembly members, as well as the Executive Branch.

CSEA members are fighting for a broad legislative agenda that impacts members from every council and chapter in our union. From a state budget that puts workers first to making our democracy more accessible through early and mail voting to protecting worker safety against abuses in the Freedom of Information Act system (FOIA), CSEA members, as always, are working to make life a little better for themselves, as well as every working person in our state.

Every person who lives in, works in, or visits Connecticut is affected, one way or another, by the state budget. And, because this is an odd-numbered year, the General Assembly is hard at work at crafting the next biennial budget. As the budget process goes, Governor Ned Lamont proposed his version of the budget in early February. Following that, the Appropriations Committee began a series of public hearings to elicit feedback on that proposal.

Currently, subcommittees of the Appropriations Committee are working on specific sections of the budget (There's a subcommittee for everything of which you can think: one for transportation issues, one for education matters, one focused on the funding for human services, and so on.) When these subcommittees finish their work, their proposals will be put together into a different version of the budget. The Appropriations Committee will vote on that version by the end of April. And then further negotiations will happen between the House and Senate, the Democrats and Republicans, and with the Governor's office. After all that, we'll get another version of the next biennial state budget.

While legislative sessions in odd-numbered years are longer than in even-numbered years (sessions in odd-numbered years run from January to June and sessions in even-numbered years go from February to May), the General Assembly, if it wants to avoid going into a Special Session, must conclude their work by the stroke of midnight on June 7. As we head towards that date, CSEA members will continue to contact, lobby, and educate legislators on the budget, as well as legislation we support and oppose. Our involvement in the legislative process is necessary because if we are not speaking to elected officials, you can be sure that the people who want to defund our work and eliminate our jobs and benefits will be.

Here is what is happening with some of the bills CSEA members are trying to pass this session:

Senate Bill 1157: AN ACT CONCERNING REVISIONS TO THE FREEDOM OF INFORMATION ACT CONCERNING EMPLOYEES OF PUBLIC AGENCIES. Workers in the Disability Determination Services unit within the Department of Aging and Disability Services, the Bureau of Rehabilitation Services within the Department of Aging and Disability Services, as well as the Attorney General's office have all raised concerns about their residential address being accessible through a FOIA disclosure. The Government Administration and Elections Committee raised legislation to address this issue and add these state employees to the list of workers whose residential address is exempt from a FOIA release. Currently, the residential address of several types of

workers are exempt from FOIA release; including police officers, Department of Correction employees, Department of Children and Family employees, and others. While it is true that personal information can be found in places other than a FOIA release - as we all know, sometimes all it takes is an internet search - that should not be an excuse for the state to help facilitate the release of that information. The open and transparent operation of state agencies is essential to our democracy and at the foundation of the idea of government of the people, by the people, and for the people. However, that does not mean a worker's home address needs to be accessible through a FOIA request. SB 1157 had its public hearing and is currently awaiting a vote in the committee.

Senate Bill 1223: AN ACT CONCERNING THE STATE CONTRACTING STANDARDS BOARD. The State Contracting Standards Board was established in 2007 after 15 years of work to bring real oversight and transparency to state contracting. The Board's formation came on the heels of the I-84 storm drain fiasco. Private consulting inspection forces failed to notice that the construction company did not complete drainage runs during the construction of I-84 heading West into Waterbury. A DOT engineer from CSEA discovered this \$24 million dollar error that would have eventually led to the highway washing out, causing catastrophic damage and possibly loss of life. With billions of dollars sent to Connecticut through federal pandemic and infrastructure legislation, now is the time to give the Board the tools and resources it needs to continue providing the crucial oversight for which it was created. Thankfully, Senate Bill 1223 does that by protecting the Board's funding and staff, as well as giving it oversight authority of quasi-public agencies. This bill has bipartisan support and should soon be voted out of committee.

House Bill 6881: AN ACT CONCERNING VARIOUS REVISIONS TO THE EDUCATION STATUTES RELATED TO EDUCATOR COMPENSATION AND PARAEUCATORS. Paraeducators are on the front lines of student learning, but they continue to be overworked, underpaid, and not treated with the dignity and respect they have earned. The critical work they do ranges from providing one-on-one assistance to special education students, reinforcing instruction, managing classrooms, and supporting English language learners. Without paraeducators, our schools would not be able to function and our children would not be receiving the education they need to succeed. It cannot be surprising that many paraeducators are choosing to leave the profession. With over 1,300 paraeducator positions vacant in districts throughout the state, it is not a stretch to say that we are in a crisis. By improving pay, healthcare, and retirement benefits for paras, as well as enhancing their

professional development opportunities and fully integrating them into the Planning Placement Team process, HB 6881 begins to improve the work, life, and careers of Connecticut's paraeducators. HB 6881 is currently awaiting a vote in the Education Committee.

Senate Bill 912: AN ACT CONCERNING THE STATUS OF PROBATE COURT SYSTEM EMPLOYEES. It is remarkable that there are workers in Connecticut who do not have the right to form a union and exercise their collective bargaining rights. Unfortunately, that is the case for the people who work in Connecticut's probate courts. This bill simply gives probate court workers the right to form a union, if they so choose. Denying working people their fundamental rights is shameful and, as a state, we should take a needed step forward and give collective bargaining rights to these workers. SB 912 had a public hearing in the Labor and Public Employees Committee and has been voted out of the committee. It is currently on the Senate Calendar awaiting further action.

House Bill 5673: AN ACT CONCERNING THE REFORMATION OF CERTAIN TAXES AND TAX EQUITY. Imagine what our communities would look like if wealthy corporations and billionaires paid their fair share so we can invest in quality public schools, colleges, and universities; child care; health care, mental health and addiction services, and re-entry services that all our families deserve. If implemented, these policies would allow Connecticut to achieve real equity in how we fund services and support residents. HB 5673 provides real tax relief to residents by maintaining and expanding tax credits and by increasing Payment in Lieu of Taxes (PILOT) payments and Education Cost Sharing (ECS) grants to municipalities to replace lost revenue. We are working on this bill with our partners in the Recovery for All coalition to create a fairer and more equitable tax system that stabilizes state revenue while investing in working people and their families. HB 5673 is in the Finance, Revenue and Bonding committee awaiting a vote.

These are just a few of the bills on which CSEA members are working this session, but it gives you a picture of what is at stake in this legislative session. The General Assembly has immense power to help or harm our members, but with our involvement we have the power to stop bad bills before they move forward and also help advance legislation that benefits our members, and all working people.



ABOVE: Victoria Ceylan (left), a paraeducator in our Danbury Para Chapter, testified in front of the Education Committee on the para bill, HB 6881, alongside her son AJ Ceylan, (right) who worked with a para throughout his entire K-12 education, ultimately encouraging Victoria to leave her job in New York City to become a para to help other children like her son. AJ will be graduating from UConn this Spring to become an Audiologists, thanks in big part to the work of paras.

Para Council Continues Legislative Fight at the State Capitol

standard. We also have to contend with safety issues when working with students who have behavioral issues and when classrooms are understaffed.

Often, we are excluded from attending Planning and Placement Team (PPT) meet-



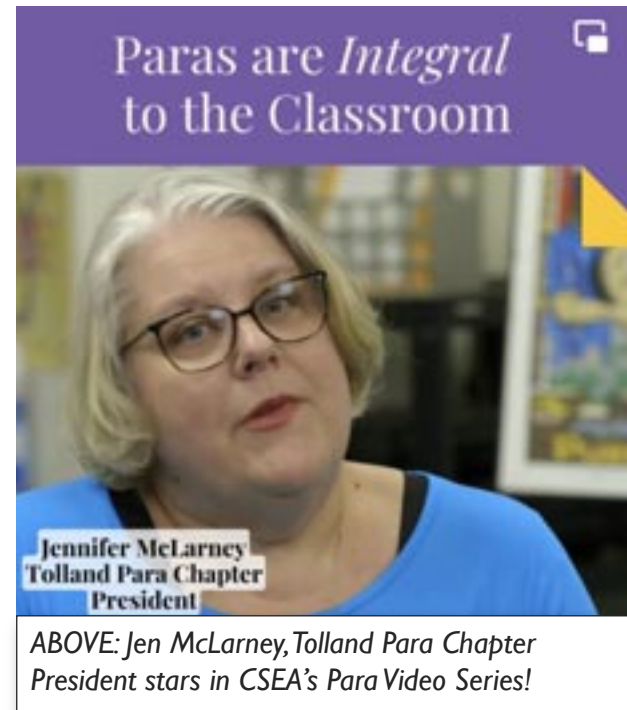
implement the IEPs. Most school districts fail to provide meaningful professional development to enhance their skills and effectiveness.

House Bill 688I invests in and empowers paraeducators by requiring:

- paraeducators be paid a living wage;
- school districts to provide affordable healthcare through the CT State Partnership Plan 2.0;
- school districts to provide defined benefit pensions;
- that paraeducators be full participants in PPT and 504 meetings from the beginning, including in the planning and preparation for these meetings;
- the \$1.8 million appropriation made last

year to school districts to assist them in delivering paraeducator professional development be made permanent;

- And more! Including guidance on training, para members to serve on professional development committees, and creation of best practices.



BUSTED: Millionaire Migration Myth

ABCI Releases Debut Report

A new progressive think tank, A Better Connecticut Institute (ABCI), has just released their debut report titled, "Millionaires Pay to Stay: The Millionaire Tax Migration Myth" which debunks one of the most common myths in economics.

ABCI is a nonprofit organization researching and reporting on equitable policy solutions that build healthy communities, high quality education and economic security for all Connecticut residents. ABCI was formed by a coalition of activists, labor, clergy, academics, and thought leaders with one collective goal: eliminating Connecticut's egregious and racist income and wealth disparities. Through research, reports and public education, ABCI is partnering with community-based organizations, faith groups and workers to truthfully and thoughtfully report on the critical crises facing Connecticut.

In their first report, they concluded that Connecticut's richest taxpayers decide whether to move

ginal rates.

This study will be critical during the upcoming budget debates at the Capitol, where CSEA members and our allies are fighting for broad investment in the public services and programs that lift up Connecticut's working families. However, without new revenue streams, specifically those that target the ultra-wealthy,

based on the quality of life, and proximity to family and business — not on the state income tax's top mar-

we will not be able to pay for the critical services we need as a state. Second only to Massachusetts among all states in per capita income, and third in terms of households with at least \$1 million in assets, Connecticut has plenty of wealth.

As CSEA members know, working families are struggling to make ends meet. Year after year Connecticut's poor and middle class have watched their standard of living slip while seeing critical services like health care, education, and infrastructure continue to lack the full funding they need in order to be successful.

Still need convincing that our tax structure is regressive and unfair? Just take a look at this table from the CTVoices for Children that shows a comparison of the inequality ratio pre-tax and post-tax at various annual income levels from \$22,500 to \$3,083,600. Our tax structure leads to further inequality in nearly every income level. It's long past time that the ultra-wealthy and corporations pay their fair share in taxes so that working families can thrive in our beautiful state. As the budget debate unfolds, we urge legislators and the media to stay rooted in facts and figures rather than busted myths.

Table 1. Impact of Connecticut's Unfair—or Regressive—Tax System

Average Family / Median Household	Pre-Tax		Effective State & Local Tax Rate	Post-Tax		Change in Inequality Ratio
	Income	Inequality Ratio		Income	Inequality Ratio	
Average Wealthy Family	\$3,083,600	-	7.08%	\$2,865,300	-	-
Average Upper-Class Family	\$352,800	8.7x	10.35%	\$316,300	9.1x	+0.4
Average Middle-Class Family	\$97,400	31.7x	15.50%	\$82,300	34.8x	+3.1
Average Working-Class Family	\$22,500	137.0x	25.96%	\$16,700	171.6x	+34.6
Average Wealthy Family	\$3,083,600	-	7.08%	\$2,865,300	-	-
Median White Household	\$85,800	35.9x	15.50%	\$72,500	39.5x	+3.6
Median Latino/a/x Household	\$49,200	62.7x	19.55%	\$39,600	72.4x	+9.7
Median Black Household	\$48,900	63.1x	19.55%	\$39,300	72.9x	+9.8

*Data from CT DRS, U.S. Census Bureau, and author's calculations. Pre- and post-tax incomes rounded to nearest hundred.

Table 1 shows by major income group and by race and ethnicity the impact of Connecticut's unfair tax system in 2019

Danbury Tutor Pension Update

The City of Danbury Files Appeal

Back in November of 2020, Danbury Tutors, represented by CSEA SEIU Local 2001, joined together with approximately 100 supporters to hold a press conference regarding the filing of a Motion for a Declarative Judgment against the City of Danbury. As full time

employees, they asked the court to simply confirm what is already clear in the Town's Pension Ordinance. Specifically that the tutors, like all other Board of Education employees, are entitled to a pension benefit.

We learned that the judge granted our motion for summary judgment and denied the City of Danbury's Motion in early January,

marking a HUGE union win for our Danbury Tutors.

Unfortunately, we learned earlier this month that the City of Danbury plans on fighting the judge's ruling and has filed an appeal.

Danbury tutors have only been successful up to this point because of their collective power that has been lifting up their stories and adding pressure to the City of Danbury to honor this commitment. We must be prepared for this fight, we've come this far and are this close. That means fighting on all

fronts, in the courts, at the table and in our local political arena. By contributing to our PAC account, you are ensuring that local and state officials are held accountable for their actions and are aligned with our working family values. Become a PAC donor and ensure that we elect pro-worker candidates that will support our values, including supporting Danbury Tutors being eligible for a pension benefit. Email Drew Stoner at DStoner@csea760.com for more information.

Arbitrator Rules on Pandemic Pay Award for State Employees

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people who had to be interacting in person with other people.

“The work itself was a source of stress and distress. In each of the congregate setting where these employees worked, the people for whom they cared were becoming sick and dying. In the hospitals, employees were overwhelmed and frustrated at their inability to help patients. In prisons, inmates were becoming sick and dying. Employees testified to talking with prisoners about their fears and expressing the fact that they shared those fears for themselves and their families. The isolation of the disease increased the suffering that these employees witnessed every day during the long months when no vaccinations or new treatments offered hope.

“The State, with help and prompting from the federal government, provided help as it could. There were great efforts to obtain and provide PPE. A program provided hotel rooms for employees who needed to isolate from their families. Sick leave was extended, testing and health care coverage were provided, and vaccination was offered when available.

“In spite of these measures, the impact on the employees was great. Many are still feeling the physical and psychological effects of working in this dangerous and stressful time. Accordingly, the State and the Coalition have come together to provide additional pay for these essential employees.”

The Arbitrator recognized that “while the additional pay cannot compensate for the months of stress and danger, both parties recognize that there is an obligation and a will to show some appreciation of the considerable sacrifices these employees endured for the people of Connecticut.”

In addition, we are hopeful that this ruling will serve as a reminder to other employers, both in the private and municipal sectors, that they should be honoring their frontline essential workers in a similar manner. We are also hopeful that legislation will be passed that will make the necessary statutory improvements to the Connecticut Essential Worker COVID-19 Relief Fund and Premium Pay Program including making changes to the eligibility requirements which currently prevent municipal and Board of Education employees from applying along with 1b and 1c-designated essential workers.

We understand that, in addition to celebrating this victory, you are probably also wondering what this means for you - we will be providing you with a FAQ

document shortly that should address these questions. In the meantime, we have provided a few questions and answers below.

This award is nearly \$15 million higher than what was allocated in the budget but in order for it to be finalized, a vote must be taken within 30 days of it being filed to the General Assembly and is only voted down if two-thirds majority vote it down in either chamber.

Connecticut residents can never fully thank frontline essential workers for their sacrifices, but this arbitration award will at least recognize all of the sacrifices frontline essential workers in the state workforce have made.

Q: Who is a “higher-risk” frontline worker?

A: Higher risk employees are employees who were first responders, worked in congregate settings, or worked in a healthcare facility. Lower risk employees are all other employees who were required to work in person.

Q: When are the checks required to be issued?

A: If this is passed by the General Assembly, the state has no later than the first pay period following June 7, 2023 to distribute the award. Retirees who were working during the covered period, should see payment no later than December 29, 2023.

Q. Do former employees qualify for pandemic pay?

A. Employees who were active as of September 15, 2022, as well as those who retired prior to that date are eligible. Employees who left (but did not retire) prior to September 15, 2022 are ineligible.

Q. Is this based on my budgeted or standard hours? Does time out on COVID-leave, vacation, sick time etc. count towards my hours?

A. No. Only hours actually worked onsite count. However, if you missed work for more than three consecutive weeks due to COVID, please contact your union steward or representative as you may be eligible for an adjustment to your pandemic pay.

Q. What happens next?

A. The legislature has to approve the award. We will keep our members updated on the progress at the Capitol and what work might be necessary to ensure this passes.

Q: How much pandemic pay will I receive from this award?

A: The amount of pandemic pay you will receive depends on (1) whether you are classified as “higher risk” or “lower risk” and (2) the number of hours actually worked on-site during the period of March 20, 2020 through March 27, 2021 (“the relevant time period”).

Lower Risk Employees Pandemic Pay Amount

- Regular hours: \$125 for 180 hours, plus \$68 for each additional 100 hours worked onsite.
- Overtime: \$135 for 200 hours, plus \$68 for each additional 100 overtime hours worked onsite.
- Approximately \$.68 an hour.

Higher Risk Employees Pandemic Pay Amount

- Regular hours: \$250 for 180 hours, plus \$136 for each additional 100 hours worked onsite.
- Overtime: \$270 for 200 hours, plus \$136 for each additional 100 overtime hours worked onsite.
- Approximately \$1.36 an hour.

Lower Risk and Higher Risk Pandemic Pay Amounts

Regular Hours	Lower Risk Regular
180	\$125
280	\$193
380	\$261
480	\$329
580	\$397
680	\$465
780	\$533
880	\$601
980	\$669
1080	\$737
1180	\$805
1280	\$873
1380	\$941
1480	\$1,009
1580	\$1,077
1680	\$1,145
1780	\$1,213
1880	\$1,281
1980	\$1,349
2080	\$1,417

Overtime Hours	Lower Risk Overtime
200	\$135
300	\$203
400	\$271
500	\$339
600	\$407
700	\$475
800	\$543
900	\$611
1000	\$679
1100	\$747
1200	\$815
1300	\$883
1400	\$951
1500	\$1,019
1600	\$1,087
1700	\$1,155
1800	\$1,223
1900	\$1,291
2000	\$1,359
2100	\$1,427

Regular Hours	Higher Risk Regular
180	\$250.00
280	\$386.00
380	\$522.00
480	\$658.00
580	\$794.00
680	\$930.00
780	\$1,066.00
880	\$1,202.00
980	\$1,338.00
1080	\$1,474.00
1180	\$1,610.00
1280	\$1,746.00
1380	\$1,882.00
1480	\$2,018.00
1580	\$2,154.00
1680	\$2,290.00
1780	\$2,426.00
1880	\$2,562.00
1980	\$2,698.00
2080	\$2,834.00

Overtime Hours	Higher Risk Overtime
200	\$270.00
300	\$406.00
400	\$542.00
500	\$678.00
600	\$814.00
700	\$950.00
800	\$1,086.00
900	\$1,222.00
1000	\$1,358.00
1100	\$1,494.00
1200	\$1,630.00
1300	\$1,766.00
1400	\$1,902.00
1500	\$2,038.00
1600	\$2,174.00
1700	\$2,310.00
1800	\$2,446.00
1900	\$2,582.00
2000	\$2,718.00
2100	\$2,854.00

Bank Failures & The Impact to Working Families

The second and third largest bank failures in U.S. history have happened just over the last month. This is a direct result of rolling back regulations on banks in 2018. And it will happen again unless we do something about it.

Following the 2008 financial crisis, most in Congress knew they had to respond to public pressure demanding that Big Banks couldn't destroy the financial wellbeing of millions of people again. So they did. Congress passed a bill called the Dodd-Frank Act. It included reforms that were supposed to prevent future crises — and ensure that if they did happen, the government wouldn't be on the hook.

Unsurprisingly, Wall Street and its executives and lawyers didn't like this bill. They spent millions trying to defeat and weaken it. Eventually — they did.

In 2018, Congress - including many Democrats - voted to roll back some of the banking reforms enacted in Dodd-Frank. 17 Senate Democrats, including sitting Senators Manchin, Tester, Kaine, King, Hassan, Coons, Stabenow, Bennet, Peters, Warner, and Carper all voted for these rollbacks. So did 33 House Democrats, including then-Rep. Kyrsten Sinema. Silicon Valley's Bank CEO Gregg Becker, who made \$9.9 million last year and who sold \$3.6 million of company stock days before the bank failed, aggressively lobbied for deregulation in 2018. He announced the bank's failure to employees in a Gleneagles luxury country club jacket.

While Silicon Valley Bank's executives were selling off their stock and profiting from their extreme risk-taking and lack of oversight, workers were wondering if their employers would be able to make payroll.

It's a classic story. The emergency measures taken to prevent a full-blown financial crisis include what looks like a new guarantee of all banking deposits and a new lending program that offers extremely generous terms to any bank, including banks that took the same sort of risks as Silicon Valley Bank. Silicon Valley Bank's managers and shareholders may not be getting a bailout, but many other banks are getting a pretty sweet deal. This is what people mean when they say "privatized gains; socialized risks."

Our government has shown once again that it is in fact capable of taking extremely swift action to address what it perceives to be an

emergency. This is especially the case when an incredibly powerful industry like Silicon Valley tells the government that they'll suffer irreparable damage if immediate action isn't taken. Hint: they're not taking swift action when it's working people who are struggling.

While the government moves with extraordinary speed to create emergency measures to shore up the banking system, the Supreme Court is poised to stop the government from forgiving just \$10,000 per borrower in student loans — even though there's a law that clearly gives the administration that power.

This was avoidable.

We need accountability. We need stricter banking regulations. We need public banking options. We need to stop protecting the interests of Big Banks and tech billionaires over working people. We need a government that has working people's backs.



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Is your Spouse a Member of Council 400?

The size of our membership is an important way that CSEA Council 400 demonstrates our power, our voice and our

strength—and for 2023 we've set out to drastically increase our membership numbers amidst the 2023 Legislative Session and expected legislative threats.

Spouses are a large part of our membership, and it's no secret why—they are affected by health insurance and pension benefit changes and are often slated for survivor benefits.

By becoming a member, your spouse will ensure they will

continue to receive the CSEA News and important notifications regarding the benefits you worked hard to secure if you were to pass away. They will also be eligible for SEIU Member Benefits like travel rewards and reduced auto and home insurance rates.

But most importantly, by becoming a member, they will help to increase our membership numbers so that CSEA Council 400 will have an even larger voice against our opponents who want to slash benefits—your benefits, their benefits.

If your spouse isn't yet a member, contact our Retiree Organizer, Kevin Sullivan at Ksullivan@csea760.com or

860-951-6614 x 118 to get them signed up!

Accelerated Tax Break for Retirees in Connecticut

CSEA has long understood that many of our retirees in Connecticut are on a tight budget—and with the increased cost of living, handling expenses while aging can be difficult. During the 2018 legislative session, CSEA advocated for a bill aimed at making that tight budget a little easier to deal with.

The bill became effective in 2019, and

increased the threshold for Social Security income exemptions as well as implemented a new exemption for State of Connecticut residents who receive a State of Connecticut pension, starting at 14% and increasing progressively until it reaches 100% in 2025.

During the last legislative session, CSEA pushed for a new bill (§ 414 — PENSION AND ANNUITY TAX EXEMPTION ACCELERATION) to speed up the process. Under the new bill, pension and annuity income is fully tax exempt starting with the 2022 tax year.

By law, taxpayers are eligible for this exemption only if their federal AGI is below (1) \$75,000 for single filers, married

people filing separately, or heads of households and (2) \$100,000 for married people filing jointly. If your Federal AGI is at or above this amount (either as a single or joint filer) you will not be eligible for any exemption. The legislation also increases the threshold for 100% exemption for income taxes on Social Security from \$50,000 to \$75,000 for singles and \$60,000 to \$100,000 for couples.

Part of CSEA's Legislative Agenda for this session is to remove the threshold so that ALL retirees, no matter their income, will be exempt from any taxes on their retirement income.

CSEA Good Works Committee

The CSEA SEIU Local 2001 Good Works Committee is accepting donations! It is always a good time to do good work for our members! If you are able to contribute to help fellow members, you can make a check to GOOD WORKS COMMITTEE and send it to CSEA, 760 Capitol Ave., Hartford, CT 06106. The Good Works Committee has provided Thanksgiving meals to thousands of members over the years, as well as support to students in need of school supplies and snacks. Please consider making a donation to this great cause!

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Go Green!

Opt-In to our Digital CSEA News

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

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

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

your email inbox - all of the same information, just a lot less waste! To opt into the Go Green E-Newsletter, simply visit bit.ly/GoGreenCSEA and fill out the form.

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

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

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