

Election Night Results

A celebratory night for workers with many CSEA members claiming victory!

In an impressive display of union strength, many CSEA-endorsed candidates coasted to victory on Election Day. With over 80 endorsements across Connecticut, the stakes were high, and the outcome is a testament to the power of UNION.

In the lead-up to the elections, CSEA members engaged in a comprehensive endorsement process designed to ensure that member voices, values, and priorities played a central role. Collaborating with CSEA's fellow CT SEIU locals, including SEIU 1199, SEIU 32BJ, 4Cs, and CEUI/MEUI Local 511, members conducted candidate interviews and endorsements as a united SEIU State Council.

This meticulous process ensures that the endorsed candidates align with pro-CSEA and pro-union values, securing their commitment to being strong allies for workers if elected. In addition to the 70+ endorsed labor allies, 9 were also current CSEA members, 7 of whom emerged victorious. Their wins are a reflection of CSEA's commitment to supporting candidates who share UNION values and prioritize the well-being of workers.

Those results are as follows:

- **Bernie Dennler (Colchester):** First Selectman - ***Won***
- **Ian Thomas (Groton):** Board of Education - ***Won***
- **Pamela Floyd Cranford (Manchester):** Board of Directors - ***Won***
- **Dennis Schain (Manchester):** Board of Directors - ***Won***
- **Warren Packer (Manchester):** Constable - ***Won***
- **John McNamara (New Britain):** Common Council, Ward 4 - ***Won***
- **Mary Terhune (Bolton):** Board of Assessment Appeals - ***Won***; Zoning Board of Appeals - ***Lost***
- **Thomas Finnucan (Ansonia):** Board of Aldermen, Ward 3 - ***Lost***
- **William Knoegel (Southington):** Planning & Zoning Commission - ***Lost***

CSEA members are committed to supporting these elected officials in their roles and ensuring they continue to uphold the pro-CSEA and pro-union values they demonstrated during the endorsement process.

Please visit our website CSEA-CT.com to see a full list of results and stay tuned for updates on how CSEA will continue to advocate for the rights and well-being of workers across Connecticut. Together, as a strong and united union, we celebrate these wins and look forward to a future of continued success for our endorsed candidates.



ABOVE: Bernie Dennler, the newly elected First Selectman of Colchester will be bringing his CSEA-member values to his new office!

West Hartford's DPW Recognized for Service

In the face of snowstorms and treacherous roads, CSEA members in West Hartford's Department of Public Works (DPW) consistently rise to the occasion, ensuring the swift and efficient clearance of roads. Beyond these crucial tasks, the DPW's dedication extends further, earning the department recognition and a prestigious accolade.

West Hartford's DPW has been selected to receive the 2023 'Distinguished Service Award' by the Connecticut Association of State Highway Officials (CASHO). The recognition comes in light of the DPW's outstanding contributions to the community and the state's transportation infrastructure.

This achievement was made possible through the hard work of CSEA members who,

though their work as DPW staff members, put it on the line every day for the citizens of West Hartford. The award specifically acknowledges the DPW's dedication to improving safety and quality of life for both residents and travelers in Connecticut.

Noteworthy initiatives include the DPW's proactive measures in Vision Zero transportation/pedestrian safety improvements, sustainable material management practices, and an overall commitment to public works maintenance excellence. These efforts highlight the impact of CSEA members on creating safer and more sustainable communities.

CSEA Members React to \$2B for Rail Projects

Highlighting the need for renewed recruitment & retention efforts to leverage federal tax dollars

Governor Lamont and the Connecticut Congressional Delegation's recent announcement for the allocation of nearly \$2 billion in federal funding from the Infrastructure Investment and Jobs Act (IIJA) will bring

much needed tax dollars to rail projects across Connecticut. However, CSEA SEIU Local 2001, which represents about 1,000 workers in the Department of Transportation (DOT), highlights the critical staffing shortage that

must be addressed in order to transform this funding into actual infrastructure projects for our state. Connecticut taxpayers should not be missing out on federal tax dollars for desperately needed projects.

Decades of

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

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

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Tesla Workers!



MEETING DATES

- The December Delegates Meeting will be held as a hybrid meeting on Thursday, December 21st at 10am at the CSEA Union Hall and via Zoom
- Chapter 401 (Hartford area)
Thursday, January 4th - 1pm
760 Capitol Ave., Hartford
Zoom Meeting ID: 833 1491 7718
Patrice Peterson - (860) 416-0306
- Chapter 402 (Danbury area)
Wednesday, January 10th - 10am
Guest Speaker: Kevin Sullivan
CSEA Council 400 Organizer
5 Clapboard Ridge Rd. Danbury
Linda Albanese - (860) 354-6965
- Chapter 403 (Norwich area)
Tuesday, January 9th - 1:30pm
Rose City Senior Center
8 Mahan Drive., Norwich
Carol Burgess - (860) 859-3641
- Chapter 404 (Waterbury area)
Tuesday, January 9th - 10am
Guest Speaker: Cigna Representative
Trinity Orthodox Church
937 Chase Parkway, Waterbury
Tina Franco (203) 721-4382
- Chapter 405 (New Haven area)
Thursday, January 11th - 10:30am
Guest Speaker: Cherie Strucaly
Agency on Aging of South Central CT
Hamden Government Center Bldg
3rd Floor (elevator available)
2750 Dixwell Ave, Hamden
Sue Pierson (203) 376-7207
- Chapter 406 (Middletown area)
Tuesday, January 9th - 1pm
Guest Speaker: Wayne Duffy
Scuba Diving Expert
American Legion Post 75
58 Bernie O'Rourke Dr. Middletown
Joe Formica - (860) 347-4532
- Chapter 407 (Bridgeport area)
Wednesday, January 17th - 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, January 11th - 12:30pm
Guest Speaker: Cigna Representative
Mansfield Senior Center
303 Maple Road. Mansfield
Doug Racicot - (860) 234-2537
- Chapter 409 (University Professors)
Friday, December 15th - 10am
CSEA Union Hall & via Zoom
760 Capitol Ave., Hartford
Zoom Meeting ID: 868 8922 7158
Dave Walsh - (860) 684-4773
- Chapter 410 (Windsor Locks area)
Monday, January 8th - 1pm
Suffield Senior Center
145 Bridge St., Suffield
Amelia Smith - (860) 687-1848
- Chapter 411 (Rocky Hill area)
Holiday Luncheon
Thursday, March 21st - 12:30pm
CSEA Union Hall
760 Capitol Ave., Hartford
Sebastian Puglisi (860) 529-8336
- Chapter 412 (Putnam area)
Tuesday, January 16th - 1:30pm
Guest Speaker: Kevin Sullivan
CSEA Council 400 Organizer
The NEW Putnam Town Hall
200 School St., Putnam
Don Gladding - (860) 933-9998
- Chapter 414 (Torrington area)
Monday, January 15th - 10am
Cooperative Service Extension Bldg
843 University Dr, Torrington
Karen Pineman - (860) 354-6727
- Chapter 415 (Manchester area)
Monday, January 22nd - 1pm
Guest: Sgt. Christine Sampaio
Manchester PD - Senior Fraud
Manchester Elks Lodge
30 Bissell St., Manchester, CT
Stuart Clark - (860) 205-0657 (c)
(860) 454-4818 (h)
- Chapter 416 (New London area)
Tuesday, January 9th - 12pm
Guest Speaker: Chris Conley
Groton Public Library
52 Newtown Rd., Groton
John Knaff - (860) 857-4244
- Chapter 417 (Plainville area)
Wednesday, January 10th - 1pm
Plainville Public Library - Auditorium
56 East Main St., Plainville
Mark Kirschner - (860) 882-2717
- Chapter 418 (Community College Retirees)
Tuesday, February 20th - 10am
Guest Speaker: Colleen Masse
Elder Law Attorney
4C's Union Hall
907 Wethersfield Ave., Hartford
Bill Searle (860) 745-3692
- February Out of State Meetings will be Annual Meetings and Social Events with Kevin Sullivan (CSEA Retiree Organizer), Aetna and Cigna Representatives speaking and answering questions.
- Chapter 421 (Daytona, Florida)
Thursday, February 15th - 11:30am
Crane's Roost at Crane Lakes
1850 Crane Lakes Blvd.,
Port Orange, FL 32127
Ruth Finizio - (860) 680-1860
- Chapter 422 (Ocala, Florida)
Thursday, February 1st - 11:00am
Francesco's Ristorante
16770 US-441 Summerfield, FL
Menu Choices: Chicken Parmesan, Sirloin Tips, White Fish Piccata, or Eggplant Rollatini. Includes: salad, bread, coffee/tea & dessert
Door prizes and 50/50 raffle
Cost: \$19/member and \$24 guest
Send meal choice and
"CSEA Chapter 422" Checks to:
Hilda Spotts, 513 Fairways Cir.,
Unit A
Ocala, FL 34472. Deadline is 1/15/24
Frank Berlinkski - (860) 604-7688
- Chapter 423 (Highland Beach, Florida)
Monday, February 12, 2024
Renzo's Cafe, 6900 N Federal Hwy,
Boca Raton, FL
Lunch Options: Order off the Menu
Ron Herzig - (561) 994-6428
- Chapter 424 (Sarasota, Florida)
Wednesday, February 7, 2024 - 9am
The Carlisle Inn and Conference Center
3727 Bahia Vista St, Sarasota, Florida
Continental Breakfast \$20 per person
Checks made to "CSEA Chapter 424"
Robert Mackiewicz, 414 Pelican Moorings,
Venice, FL 34285. Deadline is 2/1/24
Bob Mackiewicz - (941) 497-2370
- Chapter 425 (Clearwater, Florida)
Tuesday, February 6, 2024 - 11am
Perkins Restaurant
2626 Gulf-to-Bay Blvd.,
Clearwater, FL 33759
Menu & Cost: TBD
Linda Callahan - (727) 821-4048
- Chapter 426 (Ft. Myers, Florida)
Friday, February 9 - 11:30am
KJ's Steakhouse
10950 S Cleveland Ave,
Fort Myers, FL 33907
Menu & Cost: TBD
Debra Gould - (203) 605-6690
- Chapter 427 (Vero Beach, Florida)
Tuesday, February 13, 2024
Fort Pierce Elks Lodge 1520
608 S 5th St., Fort Pierce, FL 34950
Lunch includes Buffet, choices-
Chicken, Pot Roast, Potatoes au Gratin,
Salad, Rolls, Soft drinks
Cost is \$25.00 per member and guest
Make Checks Payable to:
"CSEA Chapter 427" and mail to:
Deborah Manganaro,
10111 Greatwoods Pond Dr.
Ft. Pierce, Fl. 34945
Martha Jurek - (860) 558-8172
- Chapter 431 (North and South Carolina)
Tuesday, February 20, 2024 - 11am
Golden Corral - 868 Oak Forest Lane
Myrtle Beach, South Carolina
Cost: FREE for members!
John Yopp - (203) 507-1022
- Chapter 441 (Cape Cod, Massachusetts)
Sherrill Stott - (774) 237-0220

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 x118HEP Care Management Solutions: 1-877-687-1448 or visit them at their portal:
<https://www.connect2yourhealth.com/ParticipantPortal/Default.aspx>



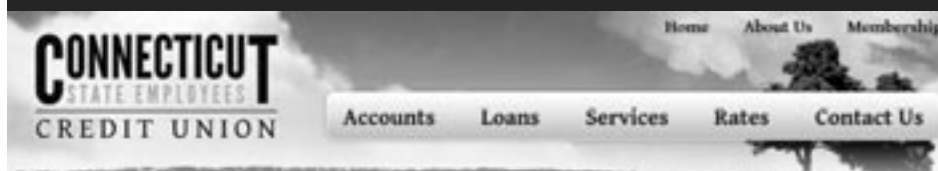
Gone too Soon: CSEA Members Who Have Passed On

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

- Beaulieu, Catherine, Health Nonprofessional (Np-6)
- Beaulieu, Richard, Service/Maintenance (Np-2)
- Bernard, John, Correctional Supervisor (Np-8)
- Bowling, Joan, Social And Human Services(P-2)
- Brunelli, Josephine, Health Nonprofessional (Np-6)
- Bruno, George, Admin And Residual (P-5)
- Campbell, George, Uconn - Faculty
- Carroza, April, Correctional Officers (Np-4)
- Conkling, John, Judicial - Professional B
- Corradino, Thomas, Judicial - Judges
- Cummings, Merrill, Protective Services (Np-5)
- Dawson, Diane, Social And Human Services(P-2)
- Feldman, Elaine, Administrative Clerical (Np-3)
- Frasier, Harry, Correctional Officers (Np-4)
- Geer, Richard, Correctional Officers (Np-4)
- Hanock, Roger, Health Professional (P-1)
- Hewitt, Everett, Service/Maintenance (Np-2)
- Johnson, Ruth, Health Nonprofessional (Np-6)
- Kaffen, Kenneth, St Vocation Federation Teacher
- Kuegler, Karl, Engineer, Scien, Tech (P-4)
- Lafleur, Albert, Correctional Officers (Np-4)
- Larose, Richard, Service/Maintenance (Np-2)
- Laux, Christopher, Managerial
- Laverty, Nora, Admin And Residual (P-5)
- Lozano, Antonia, Service/Maintenance (Np-2)
- Mason, Sherman, Service/Maintenance (Np-2)
- Mathurin, Veronique, Service/Maintenance (Np-2)
- Mcdonough, Edward, Managerial
- Melvin, Elizabeth, Health Professional (P-1)
- Myjak, Rose Marie, Judicial - Non-Professional
- Osso, Richard, Criminal Justice Residual
- Owens, Gloria, Administrative Clerical (Np-3)
- Poreda, Holly, Service/Maintenance (Np-2)
- Poulin, Maryanne, Health Nonprofessional (Np-6)
- Rail, Stefania, Administrative Clerical (Np-3)
- Rotella, Joseph, Service/Maintenance (Np-2)
- Ruggiero, Ronald, Service/Maintenance (Np-2)
- Russell, Benjamin, Education B (P-3b)
- Smith, Rose, Service/Maintenance (Np-2)
- Swanson, Nancy, Administrative Clerical (Np-3)
- Thayer, Barbara, Admin And Residual (P-5)
- Tomanio, Michael, Service/Maintenance (Np-2)
- Tutler, J Lorraine, Admin And Residual (P-5)
- Wadley, Doris, Health Professional (P-1)
- Whipple, Bernadette, Administrative Clerical (Np-3)
- Wroblewski, Milton, Uconn - Non-Faculty

Quick Tip: Earn your \$10 eStatement bonus before it's too late! The deadline to sign up for eStatements in order to receive the bonus is December 31st. For more information, visit www.CSECreditUnion.com.

Visit Our Website: www.CSECreditUnion.com



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

Closed Christmas Day - Monday, December 25

Dividend Rates - Third Quarter 2023

	Dividend Rate	Annual Percentage Yield
REGULAR SHARES	2.75%	2.79%
SHARE DRAFTS (Checking)	1.25%	1.26%
CLUB ACCOUNTS	2.00%	2.02%

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

7 Full Service Offices To Serve You

NORWICH Uncas on Thames 401 West Thames St. Norwich, CT 06306 (860) 889-7378	HARTFORD 84 Wadsworth St. Hartford, CT 06106 (860) 522-5388 (Savings) (860) 522-7147 (Loans)	NEW HAVEN 1666 Litchfield Turnpike Woodbridge, CT 06525 (203) 397-2949
MIDDLETOWN 15 Ward Street 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 & Middletown): Mon-Fri, 8:30am-4pm; Paydays Open Until 5pm

CSEA NEWS

The Voice of Connecticut's Public Service Employees & Retirees

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CONNECTICUT STATE EMPLOYEE ASSOCIATION

Local 2001, Service Employees International Union, CTW/CLC

- Travis WoodwardPresident
- Beverly LeeSecretary/Treasurer
- David GliddenExecutive Director
- Drew E. StonerCommunication Specialist
- 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: (800) 894-9479, FAX: (860) 951-3526; INTERNET: www.csea-ct.com.

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The inclusion of advertising in the CSEA News does not constitute an endorsement



CSEA Members React to \$2B for Rail Projects

continued from Page 1 stagnant hiring has left Connecticut's DOT staffing decimated, making it nearly impossible to fulfill the needs for these federally-funded projects. Connecticut residents should not have to pay more for the same services or miss out on federal funding just because DOT cannot hire enough workers. Now with 900 upcoming retirements and an underfunded public higher education system, we are not graduating enough engineers in the state and will struggle to recruit consistently over the next several years.

Travis Woodward, a Supervising Engineer with DOT and CSEA SEIU Local 2001 President has been vocal about the need to address current and future recruitment and retention efforts, "Receiving funding for our much needed infrastructure projects is extremely important - but, without the workers, we can't do the work. The Administration often points to the hiring crisis for engineers across the board, yet we are finding examples in both the public and private sector where employers are able to attract the most talent through creative and aggressive re-

cruitment and retention programs. We must also invest in the future generation of engineers right here in our public higher education campuses. Michigan DOT, for example, has a Transportation Diversity Recruitment Program which had 63 interns working through the program along with 54 interns at MDOT or partner agencies in 2022 alone."

John Laudano, a Project Engineer with the DOT has seen first hand the impacts of staffing on project progress and completion, "If the DOT does not hire more trainees and inspectors there will be a lack

of trained people to fill supervisor positions in the coming years, causing a lot of unnecessary problems in construction. DOT inspectors work to solve all project problems – contractual, design and construction issues along with utility and railroad coordination and mitigating impacts to businesses, residences and neighborhoods; whatever comes up before, during and after construction. It's a larger scope of work and more responsibility than consultant inspectors are contracted to do and it's done at lower cost due lower wage rates and lower staffing levels."

Education can be life changing for incarcerated people in Connecticut. Why is enrollment down?

A review by Connecticut Public reveals a significant decline in educational achievements within the state's prison system in recent years. The number of individuals obtaining high school diplomas, completing vocational programs, or participating in courses provided by the prison school system, Unified School District #1, has

decreased.

Lawmakers ordered a study last year of how funding for the prison school system compares to other school districts. The report is still pending.

Waiting lists for courses and decreased course offerings are due to one glaring problem - the ranks of P3B teachers in DOC has been

slowly shrinking and has reached historical short-staffing levels. And as a result, inmates can't get access to the key thing that provides for a true second chance - education

Kevin Devery, a P3B leader, teaches English at Manson Youth Institution, spoke with CT Public about the need for the prison education programs to get a higher

priority in the state budget.

"That just strikes me as funny legislative bureaucracy and not the best financial policy and the best education policy," he said.

Devery and other leaders will continue to advocate for their students as we approach the start of the 2024 legislative session.

CSEA members who receive health care coverage through **Access Health CT** should review and submit their **2024 application**.

Log in to **HealthCare.gov** today to update your information for 2024, review your health coverage options, and **choose the right plan for your needs**.

Did you know that 4 out of 5 who enroll in a health plan through HealthCare.gov can **find a plan for \$10 or less** per month, with financial assistance?

Visit HealthCare.gov today to see if you can save on your health plan for 2024.

Remember to enroll by December 15 for coverage starting on January 1, 2024.



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 we are wrapping up 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/CSEAWebSiteInput (case sensitive).

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

New Aetna Medicare Advantage Card

And 2024 Medicare Part B Reimbursement Information

State of Connecticut retirees who are age 65 and older will be receiving a new Aetna Medicare Advantage insurance card in the mail. You can use this new one moving forward. If you do not receive a new card, you can call Aetna Customer Service to request it at 1-855-648-0391. If you do not receive the new card, your old one will still work.

MEDICARE OPEN-ENROLLMENT PERIOD CLARIFICATION

The Medicare open-enrollment period can be overwhelming, with an influx of mailers, phone calls, and television advertisements. However, we want to clarify the following for State retirees:

As a State retiree, you are not required to take any action during the Medicare enrollment period. Doing nothing will keep you enrolled in the State of Connecticut Aetna Medicare Advantage plan for Retirees.

This enrollment period applies to non-State retirees who need to make changes to their Medicare plans. Therefore, you can safely disregard any calls, emails, mailings, and ignore television commercials related to Medicare enrollment. Only communication bearing the State of Connecticut Comptroller's Office address or insignia should be given attention.

We also want to address any notifications from Aetna that mention the option to "opt out" of your current plan. We strongly advise against opting out of your State retiree health insurance plan. This information is included in communications to meet federal Medicare requirements, but

State Retirees will find it extremely challenging to secure a better plan elsewhere. Therefore, do not opt out of the plan. You earned it!

2024 Medicare Part B Reimbursement Update!

We want to keep you informed about important developments regarding your Part B (and Part D if applicable) reimbursements for the year 2024. The standard amount for Medicare Part B for the upcoming year will be \$174.70.

Standard Part B Premium:

If you are paying the standard, basic amount for Part B, you don't need to take any action. Your Part B reimbursement will be automatically included in your pension check, just as it has been in the past.

Higher Part B Premium (or Part D Premium):

If you pay an amount higher than the basic rate for Part B or if you are enrolled in Part D, please be prepared to submit the relevant information, as you have done in previous years. The administration of Part B submissions will now be handled by the Aetna Medicare Advantage Plan, our new provider.

If you are being charged more than \$174.70 for Medicare, you must submit your Social Security Statement/Medicare Premium Notice to the following address by February 29, 2024:

Email, Fax or Mail a copy of your Medicare Premium Notice to:

Email: STCTMailbox@aetna.com
 Fax: 1 (855) 481-312
 Mail:
 Aetna, Inc.
 PO Box 7083
 London, KY 40742

DO NOT SEND CERTIFIED
 - Certified Mail will be rejected!

Rest assured, you will receive additional notifications through various channels, including CSEA News, emails from our team, and you will also be informed by the Comptroller's Office via traditional mail.

In 2027, the SEBAC Pension and Healthcare Agreement is set to expire - and through negotiations, the state will surely be seeking to extract savings from retirees, including but not limited to changing Part B reimbursements for retirees and their spouses. The size of our membership is an important way that CSEA Council 400 demonstrates our power, our voice and our strength—and for 2024 we've set out to drastically increase our membership numbers ahead of upcoming contract negotiations and 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



ABOVE: Council 400 Chapter 409 President Dave Walsh attended the Board of Regents meeting on November 15th to demand Governor Lamont address the \$200M deficit. Read more on page 8.

for SEIU Member Benefits like travel rewards and reduced auto and home insurance rates.

Most importantly though, 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!

INDEPENDENT AUDITORS' REPORT

Opinion

We have audited the accompanying financial statements of CSEA, SEIU Local 2001 (a nonprofit organization), which comprise the statements of financial position as of June 30, 2023 and 2022 and the related statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of CSEA, SEIU Local 2001 as of June 30, 2023 and 2022 and the changes in its net assets and its cash flows for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of CSEA, SEIU Local 2001 to meet our other ethical responsibilities in accordance with the relevant ethical requirements related to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Change in Accounting Principle

As described in Note 1 to the financial statements, CSEA, SEIU Local 2001 changed its method of accounting for leases during the year ended June 30, 2023, as required by the provisions of FASB Accounting Standards Update Number 2016-02. Our opinion is not modified with respect to that matter.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about CSEA, SEIU Local 2001's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance, and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial

statements that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of CSEA, SEIU Local 2001's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about CSEA, SEIU Local 2001's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audits, significant audit findings, and certain internal control related matters that we identified during the audit.

Report on Supplementary Information

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The supplementary information for the year ended June 30, 2023, contained in Schedules 1 and 2 are presented for purposes of additional analysis and are not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects to the financial statements as a whole.

Statements of Activities

For the years ended June 30, 2023 and 2022

	2023	2022
Changes in net assets without donor restrictions:		
Revenues		
Member dues - active	\$ 4,989,198	\$ 4,775,239
Member dues - retirees	689,957	647,118
Miscellaneous income	25,734	62,377
Investment income	17,095	6,256
CSEA news - advertisement	38,662	38,904
Total revenues	5,760,646	5,529,894
Expenses		
Program	4,359,305	4,431,868
Management and general	1,142,900	1,153,835
Total expenses	5,502,205	5,585,703
Change in net assets from operations	258,441	(55,809)
Other changes in net assets		
Unrealized losses on investments	(20,427)	(26,147)
Depreciation	(38,562)	(41,343)
Paycheck Protection Program	-	520,833
Total other changes in net assets	(58,989)	453,343
Change in net assets	199,452	397,534
Net assets, beginning of year	1,042,410	644,876
Net assets, end of year	\$ 1,241,862	\$ 1,042,410

Investment Policies - Investments in marketable equity securities and all debt instruments are presented in the financial statements at fair market value. The Union's investment portfolio is invested consistently with a strategy to preserve principal. The prime directive is to preserve initial investment while achieving the best return consistent with the preservation of the invested amounts. To achieve this goal, the Union's Surplus Funds Account is invested in various vehicles including certificates of deposits, money market accounts and treasury notes. The Union seeks professional investment advice to assist in attaining this objective.

Statements of Financial Position
June 30, 2023 and 2022

	2023	2022
Assets		
Current assets		
Cash	\$ 813,029	\$ 552,732
Dues receivable	213,334	255,240
Accounts and grants receivable	4,563	59,535
Prepaid expenses	24,052	21,813
Investments	1,226,107	1,229,560
Total current assets	2,281,085	2,118,880
Non-current assets		
Investments, for retiree health insurance	1,297,339	1,191,485
Property and equipment, net	105,874	135,855
Operating lease right-of-use assets	106,511	-
Total non-current assets	1,509,724	1,327,340
Total assets	\$ 3,790,809	\$ 3,446,220
Liabilities and Net Assets		
Current liabilities		
Accounts payable and accrued expenses	\$ 371,458	\$ 346,792
Accrued vacation and sick pay	333,254	350,638
Chapter and council dues refunds payable	434,855	434,895
Operating lease liabilities - current portion	21,481	-
Refundable advances - grants	5,358	80,000
Total current liabilities	1,166,406	1,212,325
Non-current liabilities		
Accrued retiree health insurance	1,297,339	1,191,485
Operating lease liabilities - long-term	85,202	-
Total non-current liabilities	1,382,541	1,191,485
Total liabilities	2,548,947	2,403,810
Net assets without donor restrictions	1,241,862	1,042,410
Total liabilities and net assets	\$ 3,790,809	\$ 3,446,220

Statements of Cash Flows

For the years ended June 30, 2023 and 2022

	2023	2022
Cash flows from operating activities		
Change in net assets	\$ 199,452	\$ 397,534
Adjustments to reconcile change in net assets to net change in cash from operating activities:		
Depreciation	38,562	41,343
Unrealized losses on investments	20,427	26,147
Non-cash lease expense	172	-
(Increase)/decrease in assets:		
Dues receivable	41,906	(11,207)
Accounts and grants receivable	54,972	(52,976)
Prepaid expenses	(2,239)	(21,813)
Increase/(decrease) in liabilities:		
Accounts payable and accrued expenses	24,666	30,612
Accrued vacation and sick pay	(17,384)	42,255
Chapter and council dues refunds payable	(40)	(22,977)
Refundable advance - Paycheck Protection Program	-	(520,833)
Refundable advances - grants	(74,642)	80,000
Accrued retiree health insurance	105,854	(84,534)
Net change in cash from operating activities	391,706	(96,449)
Cash flows from investing activities		
Purchases of property and equipment	(8,581)	(20,722)
Purchases of investments	(347,652)	(7,097)
Proceeds from the sale of investments	224,824	85,451
Net change in cash from investing activities	(131,409)	57,632
Net change in cash	260,297	(38,817)
Cash, beginning of year	552,732	591,549
Cash, end of year	\$ 813,029	\$ 552,732
Supplemental disclosures of cash flows		
Non-cash activities:		
Adoption of operating lease right-of-use assets	\$ 122,360	\$ -
Adoption of operating lease liabilities	\$ 122,360	\$ -

Notes to Financial Statements

June 30, 2023 and 2022

NOTE 1 - NATURE OF ORGANIZATION AND SIGNIFICANT ACCOUNTING POLICIES

Nature of Organization - The CSEA, SEIU Local 2001 (the "Union") was incorporated in Connecticut on October 24, 1941 for the purpose of uniting employees and retirees of the State of Connecticut for their mutual welfare, protection, and advancement. The Union's revenues consist primarily of members' dues.

Basis of Accounting - The financial statements have been prepared on the accrual basis.

Financial Statement Presentation - The Union complies with the Financial Statements of Not-for-Profit Organizations topic of the Financial Accounting Standards Board ("FASB") Codification. Under this topic, the Union reports information regarding its financial position and activities according to two classes of net assets: with donor restrictions and without donor restrictions. The Union did not have any net assets with donor restrictions at June 30, 2023 and 2022.

Use of Estimates - The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities as of the date of the financial statements, and revenues and expenses during the reporting period. Actual results could differ from those estimates.

Operating Measure - The Union has established an operating measure in its statements of activities. The Union considers all revenues and expenses to be operating except for depreciation expense, bad debt expense, if any, Paycheck Protection Program loan forgiveness, and realized and unrealized gains/(losses) on investments which are considered to be non-operating.

Membership Dues - The Union has various contracts with the State of Connecticut and various municipalities that typically span over three to four year terms. However, individual members may join or leave the Union at any time. The only material performance obligation is advocacy services, as the Union's main purpose is to advocate for members' mutual welfare, protection and advancement. The individual members pay member dues on a bi-weekly basis. Since individual members are not bound to the contracts with the State of Connecticut and various municipalities, revenue is recorded on the same bi-weekly basis. Membership dues are not refundable in the event a member decides to leave the Union.

Dues Receivable - All of the Union's members are current or retired publicly funded employees whose dues are remitted through withholding, with the exception of municipal dues, which are typically remitted on a monthly basis by the municipalities. Management believes the credit risk relative to dues receivable is negligible and the Union has historically experienced no credit losses and, therefore, no allowance for doubtful receivable is considered necessary.

CSEA, SEIU LOCAL 2001

Statements of Functional Expenses

For the years ended June 30, 2023 and 2022

	2023			2022		
	Program	Management and General	Total	Program	Management and General	Total
Personnel services	\$ 1,373,455	\$ 646,332	\$ 2,019,787	\$ 1,371,128	\$ 645,237	\$ 2,016,365
Employee insurance	217,277	102,248	319,525	251,142	118,185	369,327
Pension plan and other postretirement	315,906	148,661	464,567	310,108	145,933	456,041
Payroll taxes	126,028	59,308	185,336	118,046	55,551	173,597
SEIU per capita payments	1,500,687	-	1,500,687	1,465,279	-	1,465,279
Council/chapter fundings	194,587	-	194,587	184,460	-	184,460
Travel - miscellaneous	116,251	54,707	170,958	113,358	53,345	166,703
Telephone	15,798	7,434	23,232	16,959	7,980	24,939
Housing	103,163	48,547	151,710	102,450	48,212	150,662
Office supplies	9,546	4,492	14,038	8,744	3,174	9,918
Postage	14,705	9,273	23,978	21,531	10,132	31,663
Maintenance of equipment	9,867	4,643	14,510	12,661	5,958	18,619
Sundry	3,558	1,674	5,232	1,997	940	2,937
Professional fees	43,889	13,595	57,484	36,851	26,754	63,605
Computer service	17,147	8,069	25,216	20,105	9,461	29,566
Bernard H. McCusker Scholarship Fund donation	6,000	-	6,000	6,000	-	6,000
Dues and subscriptions	7,045	3,315	10,360	5,046	2,374	7,420
Other taxes	286	135	421	131	62	193
Staff training	2,080	979	3,059	2,375	1,117	3,492
Capital expenses	566	267	833	1,580	744	2,324
Members service - legal	85,328	-	85,328	163,723	-	163,723
Publications and information	93,924	-	93,924	82,823	-	82,823
Executive council, officers and committees	62,096	29,221	91,317	39,688	18,676	58,364
Members service - field	35,116	-	35,116	77,683	-	77,683
	\$ 4,359,305	\$ 1,147,900	\$ 5,507,205	\$ 4,431,868	\$ 1,153,835	\$ 5,585,703

INDEPENDENT AUDITORS' REPORT

To the Executive Council of the
CSEA, SEIU Local 2001

Opinion

We have audited the accompanying financial statements of CSEA, SEIU Local 2001 (a nonprofit organization), which comprise the statements of financial position as of June 30, 2023 and 2022 and the related statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of CSEA, SEIU Local 2001 as of June 30, 2023 and 2022 and the changes in its net assets and its cash flows for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of CSEA, SEIU Local 2001 to meet our other ethical responsibilities in accordance with the relevant ethical requirements related to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Change in Accounting Principle

As described in Note 1 to the financial statements, CSEA, SEIU Local 2001 changed its method of accounting for leases during the year ended June 30, 2023, as required by the provisions of FASB Accounting Standards Update Number 2016-02. Our opinion is not modified with respect to that matter.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about CSEA, SEIU Local 2001's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

NOTE 1 - NATURE OF ORGANIZATION AND SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Fair Value Measurements - Fair Value Measurements topic of the FASB Codification defines fair value and establishes a framework for measuring fair value in generally accepted accounting principles. FASB defines fair value as the exchange price that would be received for an asset or liability in an orderly transaction (exit price) in the principal or most advantageous market for the asset or liability in an orderly transaction between market participants on the measurement date. The framework also establishes a fair value hierarchy which requires an entity to maximize the use of observable inputs and minimize the use of unobservable inputs when measuring fair value. Three levels of inputs that may be used to measure fair value:

- Level 1 - Quoted prices (unadjusted) for identical assets or liabilities in active markets that the entity has the ability to access as of the measurement date.
- Level 2 - Significant other observable inputs other than Level 1 prices such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data.
- Level 3 - Significant unobservable inputs that reflect the Union's own assumptions about the assumptions that market participants would use in pricing an asset or liability.

Valuation techniques based on unobservable inputs are highly subjective and require judgments regarding significant matters such as the amount and timing of future cash flows and the selection of discount rates that may appropriately reflect market and credit risks. Changes in these judgments often have a material impact on the fair value estimates. In addition, since these estimates are as of a specific point in time, they are susceptible to material near-term changes.

The following is a description of the valuation methodologies used for assets measured at fair value:

Money Market - valued at the daily closing price as reported by the fund. Money market funds held by the Union are open-end funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily NAV and to transact at that price, which approximates \$1. The money market funds held by the Union are deemed to be actively traded.

Certificates of Deposit, Equities, and Fixed Income - valued at the daily closing price as reported by the associated fund. Certificates of deposit, equities, and fixed income held by the Union are open-end funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value ("NAV") and to transact at that price. The certificates of deposit, equities, and fixed income funds held by the Union are deemed to be actively traded.

Non-Traditional - valued using level 2 inputs from funds with similar assets. Non-traditional consists primarily of managed futures funds and private equity funds.

There have been no changes in the valuation methodologies used for assets measure at fair value at June 30, 2023 and 2022.

NOTE 2 - LIQUIDITY AND AVAILABILITY

The financial assets available to meet general expenditures over the next twelve months as of are as follows at June 30:

	2023	2022
Financial assets at year end:		
Cash	\$ 813,029	\$ 552,732
Dues receivable	213,334	255,240
Accounts and grants receivable	4,563	59,535
Investments	1,226,107	1,229,560
	2,257,033	2,097,067
Less amounts not available:		
Chapter and council dues refunds payable	(434,855)	(434,895)
Financial assets available to meet general expenditures over the next twelve months	\$ 1,822,178	\$ 1,662,172

The Union's goal is generally to maintain financial assets to meet six months of operating expenses.

NOTE 3 - INVESTMENTS

The fair value of investments is as follows at June 30:

	2023	2022
Certificates of deposit	\$ 906,470	\$ 378,683
Money market	319,637	850,877
	<u>\$ 1,226,107</u>	<u>\$ 1,229,560</u>

The fair value of the Retiree Health Insurance investments is as follows at June 30:

	2023			
	Level 1	Level 2	Level 3	Total
Equities	\$ 296,486	\$ -	\$ -	\$ 296,486
Non-traditional	-	117,619	-	117,619
Fixed income	320,437	-	-	320,437
Certificates of deposit	406,328	-	-	406,328
Money market	156,469	-	-	156,469
	<u>\$ 1,179,720</u>	<u>\$ 117,619</u>	<u>\$ -</u>	<u>\$ 1,297,339</u>

	2022			
	Level 1	Level 2	Level 3	Total
Equities	\$ 259,682	\$ -	\$ -	\$ 259,682
Non-traditional	-	113,734	-	113,734
Fixed income	314,681	-	-	314,681
Money market	503,388	-	-	503,388
	<u>\$ 1,077,751</u>	<u>\$ 113,734</u>	<u>\$ -</u>	<u>\$ 1,191,485</u>

Investment income is included in revenues in the accompanying statements of activities. Investment income for the retiree health insurance investments is included in the liability account, accrued retiree health insurance, in the accompanying statements of financial position.

NOTE 4 - PROPERTY AND EQUIPMENT

Property and equipment by major classification is as follows as of June 30:

	2023	2022
Land	\$ 21,000	\$ 21,000
Building	646,805	639,244
Office furniture and equipment	346,351	345,331
	<u>1,014,156</u>	<u>1,005,575</u>
Less: accumulated depreciation	(908,282)	(869,720)
	<u>\$ 105,874</u>	<u>\$ 135,855</u>

NOTE 5 - REFUNDABLE ADVANCE - PAYCHECK PROTECTION PROGRAM

During April 2021, the Union received approval for a Small Business Administration ("SBA") Paycheck Protection Program ("PPP") loan in the amount of \$520,833. Under the PPP, funds are forgivable if utilized for qualified expenditures according to the program criteria incurred over a period of eight to twenty four weeks following the date of funding. In order to qualify for forgiveness, at least 60% of the funding must be spent on eligible payroll expenses, and up to 40% may be spent on other eligible expenditures, such as rent and utilities. As outlined by the SBA, any unforgiven balance must be repaid over two years at an annual interest rate of 1% with an initial deferment period of ten months from the end of the covered period (interest will accrue). The Union recorded this loan as a refundable advance as of June 30, 2021. During January 2022, the loan was fully forgiven and accordingly, the forgiveness is recorded as other changes in net assets in the accompanying statement of activities for the year ended June 30, 2022.

NOTE 6 - OPERATING LEASES

The Union leases a parking lot from the State of Connecticut Department of Transportation adjacent to their office. Monthly payments for the parking lot are approximately \$680 per month until June 2024. The Union has the option to extend the lease for an additional five years after the expiration of the lease, which the Union intends to execute. The Union also has other small, miscellaneous office leases that expire at various times through the year ended June 30, 2028.

Effective July 1, 2022, the Union adopted ASU No. 2016-02, *Leases*, which requires the Union to recognize right-of-use lease assets and lease liabilities.

The right-of-use assets and lease liabilities are as follows for June 30:

	2023	2022
Operating lease - right of use assets	\$ 106,511	\$ -
Operating lease liabilities	\$ 106,683	\$ -

The following table summarizes the supplemental cash flow information for the years ended June 30, 2023 and 2022:

	2023	2022
Operating cash flows from operating leases	\$ 19,391	\$ 19,665

NOTE 6 - OPERATING LEASES (CONTINUED)

The future minimum lease payments under non-cancelable operating leases with terms greater than one year are listed below for the fiscal years ending:

2024	\$ 25,484
2025	25,500
2026	25,500
2027	25,500
2028	14,717
Thereafter	684
Total lease payments	\$ 117,385
Less present value discount	(10,702)
Total lease obligation	<u>\$ 106,683</u>

Operating lease expense under the ASU was \$19,563 for the year ended June 30, 2023 with a discount rate for operating leases of 4.13%.

NOTE 7 - CONCENTRATIONS

As of June 30, 2023 and 2022, approximately 62% of the Union's personnel were covered by two collective bargaining agreements. The effective dates of the agreements were July 1, 2021 with expiration dates of June 30, 2025.

As of June 30, 2023 and 2022, one bargaining unit makes up approximately 33% and 33%, respectively, of member dues.

NOTE 8 - PENSION PLAN

As a result of the Union's affiliation with SEIU, all employees of the Union became participants in SEIU's defined benefit pension plan effective October 1, 2001. The plan covers SEIU affiliate officers and employees who have earned \$4,000 in any twelve-month period. The Plan is administered by the Board of Trustees of SEIU. Under the SEIU plan, the Union's liability to the plan is limited to monthly contributions equal to 21% of monthly-qualified compensation for the calendar years ended December 31, 2021 and 2020. Pension expense for the years ended June 30, 2023 and 2022 totaled \$389,807 and \$385,441, respectively.

In accordance with management's interpretation of ASC 715 *Compensation - Retirement Benefits* the Plan is considered a multiemployer contributory defined benefit pension plan. As such, the unfunded liability has not been recorded in the accompanying statement of financial position, as allowed under ASC 715 Subtopic 80 *Multiemployer Plans*. The assets of the Plan are commingled for investment purposes and

cannot be segregated among the various employers within the SEIU Affiliates Officers and Employees Pension Plan, of which the Union is a party thereto.

The risks of participating in these multiemployer plans are different from single-employer plans in the following aspects:

- Assets contributed to the multiemployer plan by one employer may be used to provide benefits to employees of other participating employers.
- If a participating employer stops contributing to the plan, the unfunded obligations of the plan may be borne by the remaining participating employers.
- If an employer chooses to stop participating in its multiemployer plan, the employer may be required to pay the plan an amount based on the underfunded status of the plan, referred to as a withdrawal liability.

NOTE 8 - PENSION PLAN (CONTINUED)

The following table presents information regarding the Plan based on the actuarial report for the most recent Plan year available, which is December 31, 2021 with comparative balances for the Plan year ended December 31, 2020, as required under ASC 715 Subtopic 80 *Multiemployer Plans*:

Legal name of the plan	SEIU Affiliates' Officers and Employees Pension Plan	
Employer Identification Number and plan number	52-0812348-001	
Zone Status	2021	2020
	Green	Green
Expiration date of collective-bargaining agreement	Not applicable. Locals of the SEIU and affiliates groups participate by the constitution and by-laws of SEIU.	
	2021	2020
Amount contributed by the Union	\$ 365,278	\$ 364,507
Amount contributed by all participating employers	64,593,372	61,283,205

The Union did not provide more than 5 percent of the total contributions for the Plan, as of the Plan's year end December 31, 2021 and 2020.

Funding Improvement Plan or Rehabilitation Plan implemented or pending	No
Surcharge imposed	N/A

The following represents a summary of the Plan's funded status according to ERISA requirements, at December 31,

	2021	2020
Value of assets	\$ 1,228,060,317	\$ 1,118,952,780
Value of liabilities	1,287,414,996	1,184,928,469
Funded percentage	95.4%	94.4%

NOTE 9 - RETIREE HEALTH INSURANCE

Staff who retire on or after July 1, 1991 are eligible for health insurance coverage by the Union. The Union contributes 4% of the gross salaries to the fund yearly. Retired employees will be eligible for benefits beginning at age 60 based upon the number of years of full-time service. The benefit to be paid will be a percentage (up to 100%) of their health insurance carried by the Union or Medicare Part B, dependent on years of service. Benefits for retirees will cease upon the depletion of funds available. Postretirement benefits other than pension for the years ended June 30, 2023 and 2022 were \$74,760 and \$70,600, respectively. As of June 30, 2023 and 2022, \$29,606 and \$32,071, respectively, remained payable.

SCHEDULE 1

CSEA, SEIU LOCAL 2001

Revenues - Actual and Budget

For the year ended June 30, 2023

	Actual (Accrual)	Budget (Cash)
Revenues:		
Member dues - active	\$ 4,989,198	\$ 4,824,000
Member dues - retirees	689,957	645,000
Miscellaneous income	25,734	-
Investment income	17,095	2,300
CSEA news - advertisement	38,662	38,900
	<u>\$ 5,760,646</u>	<u>\$ 5,510,200</u>

SCHEDULE 2

CSEA, SEIU LOCAL 2001

Expenses - Actual and Budget

For the year ended June 30, 2023

	Actual (Accrual)	Budget (Cash)
Administration:		
Personnel services	\$ 2,019,787	\$ 1,989,800
Employee insurances	319,525	386,100
Pension plan and other postretirement	464,567	478,300
Payroll taxes	185,336	176,300
SEIU per capita payments	1,500,687	1,483,500
Council/chapter fundings	194,587	187,150
Travel - miscellaneous	170,958	166,200
Telephone	23,232	25,500
Office supplies	14,038	12,000
Postage	28,978	40,000
Maintenance of equipment	14,510	19,600
Sundry	5,232	4,000
Professional fees	57,484	47,000
Computer service	25,216	35,200
Bernard H. McCusker Scholarship Fund donation	6,000	6,000
Dues and subscriptions	10,360	7,500
Other taxes	421	1,000
Staff training	3,059	25,000
Capital expenses	833	40,000
Total administration	<u>5,044,810</u>	<u>5,130,150</u>
Housing:		
Insurance	53,833	40,900
Taxes	42,375	45,300
Electricity	15,705	10,500
Building maintenance	18,495	24,000
Janitorial supplies	816	1,200
Parking lease	8,839	8,000
Heating	10,030	8,400
Water	1,617	1,500
Total housing	<u>151,710</u>	<u>139,800</u>
Member Services:		
Legal	85,328	142,500
Publications and information	93,924	92,700
Executive council, officers and committees	91,317	82,500
Field	35,116	90,000
Total member services	<u>305,685</u>	<u>407,700</u>
Total expenses	<u>\$ 5,502,205</u>	<u>\$ 5,677,650</u>

#SolidaritySeason

Strengthening the Labor Movement Across the Country

#SolidaritySeason: Uniting Forces for Workers' Rights - statewide, nationally and across the globe

As we navigate through the dynamic tapestry of labor actions across the nation, it becomes evident that the struggle for justice is a shared journey, transcending geographical boundaries. Below is December's #SolidaritySeason wrap-up.

Connecticut's Call to Action

Focused on addressing the higher education crisis, CSEA members engaged in a series of impactful actions alongside our allies. Over 50 state division stewards participated in the Quarterly SEBAC Stewards meeting where we launched a robust targeted email campaign, our efforts targeted decision-makers, including Governor Lamont and Speaker Matt Ritter. In the span of two one-hour meetings with about 300 leaders we were able to send over 1,200 emails. The strategic timing of this action, just hours before Speaker Ritter was set to join union members for a Town Hall on the higher ed crisis, showcased the potency of collective mobilization.

CSEA members and staff also

made their presence felt at the Board of Regents meeting in Hartford. Here, we joined CSU-AAUP who hosted a press conference scrutinizing proposed line item cuts intended to address a \$200 million deficit across public campuses. Through these endeavors, the message resounded – the workforce stands united, demanding attention to crucial issues affecting their livelihoods.

National Solidarity Gains Momentum

On the national stage, the victory of the United Auto Workers (UAW) strike sent ripples of change beyond the union's immediate members. The tentative agreements with major automakers like Ford, General Motors, and Stellantis set a precedent for wage and benefit gains across the industry - unionized or otherwise. Their success extends beyond unionized workers, prompting non-union companies such as Toyota, Honda, and Hyundai to proactively raise wages for their employees with hopes of deterring future unionization efforts. The UAW's triumph has become a catalyst for broader change, illustrating that rising tides lift all ships.

The UAW's President,

Shawn Fain, views this as an opportunity to encourage non-union autoworkers to consider joining the UAW. The UAW bump, as it's dubbed, has become a symbol of the potential impact that collective bargaining can have on the broader labor landscape.

Red Cup Rebellion at Starbucks

In a striking display of unity, workers at more than 200 Starbucks locations across the U.S. staged a walkout, marking the largest strike in the two-year effort to unionize Starbucks stores. Timed to coincide with Starbucks' annual Red Cup Day – one of the busiest days for the coffee giant – the Workers United union orchestrated the "Red Cup Rebellion." The significance of this strike lies not only in its scale but in its timing, leveraging a day of heightened customer engagement to amplify their message.

Starbucks employees, demanding better working conditions and fair wages, stood in solidarity against unmet promises from the company. Despite Starbucks' opposition to unionization, the steadfast resolve of workers to collectively voice their concerns demonstrates the

resilience of the labor movement.

Tesla Faces a Swedish Standoff

Internationally, striking workers in Sweden are giving Elon Musk headaches with now postal workers refusing to deliver Tesla license plates, aligning themselves with mechanics who ceased servicing Tesla cars due to the company's refusal to recognize their labor union. 9 out of 10 workers in Sweden are unionized and we've seen solidarity sweeping across Sweden in solidarity with Tesla workers. The strikes in Sweden could reverberate, emboldening Tesla employees in Germany, where unions press for collective bargaining agreements and fair treatment.

As Solidarity Season sweeps across industries, from education to automotive, coffee to technology, the collective roar of workers echoes loudly. The interconnectedness of these struggles emphasizes the universality of workers' rights. Solidarity Season is not just a moment; it's a movement, a testament to the enduring power of unity in the face of adversity.

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