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Don't Miss the 2021 Convention Notice!

CSEA Members Join Recovery For All for a Tax Day Rally at the Capitol!

Hundreds March to Demand Progressive Tax System & Strong Public Services

CSEA members joined hundreds of activists at the State Capitol on Tax Day, May 17th to demand Governor Lamont address systemic racial and economic inequality through changes to the tax structure and investment in struggling communities. Chanting "Governor Lamont, do your job!" and "We demand a recovery for all!", activists from the Recovery For All coalition marched from the Soldiers and Sailors Memorial

Arch to the State Capitol in a sea of purple, blue, red and green union shirts along with faith and community groups.

The rally was hosted on Tax Day to bring attention to the gaping difference in tax burdens from the working class and the ultra-wealthy and the need for

legislation that provides a permanent revenue stream beyond the one-time federal dollars coming from the

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PICTURED ABOVE (TOP): Hundreds of Recovery For All coalition members march around the State Capitol chanting demands to Governor Lamont. (BOTTOM): CSEA Members meet down the street from the Capitol before the march kicks off.

Paraeducator Bill Unanimously Passes Through the House

As this edition of the CSEA News was going to print, a major development occurred at the General Assembly pertaining to CSEA's legislative agenda. Specifically, the paraeducator legislation- that our union has been pursuing for the past three years- passed unanimously in the Connecticut House of Representatives.

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Senate Passes Anti-Janus Bill, Moves Onto the House

CSEA Supports Bill that Counterweights Anti-Union Supreme Court Decision Janus v. AFSCME

Senate Democrats rallied behind a bill intended to help public-sector unions, like CSEA, maintain or grow membership in the face of the well-known and anti-union U.S. Supreme Court decision, *Janus v. AFSCME*. With a 22-13-1 vote on Senate Bill 908, "An Act Concerning Access To

Certain Public Employees By The Exclusive Bargaining Representative Of A Public Employer Bargaining Unit", the Senate approved and sent to the House a measure sought by labor organizations like CSEA that would bar public employers from discouraging or deterring new or existing em-

ployees from joining or remaining in a union and require those employers to notify unions of new hires while also providing home contact information, access to orientation meetings, use of government email and additional time to meet.

These steps are imperative to

ensuring providing workers at public workplaces with additional information and access to learning about unionization. This is a major victor for working people and building worker power within the workplace by providing a pathway to understanding their

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SEBAC Responds to Lamont's Reopening

State Workers Demand to be Met at the Table to Discuss Safety, Telework, etc.

State employees received an email from Governor Lamont in May announcing the administration's plans to, by July 1st, head towards a full reopening of State buildings and other State departments that have been fully or partially closed since the COVID-19 pandemic hit last March. The constituent unions of SEBAC met and prepared the follow-

ing response to the administration:

SEBAC Letter to the Administration Regarding Telework

We are in receipt of the Governor's email to state employees on this date. It is good that the Administration recognizes its obligation to bargain with state employee unions about telework as the

continue onto page 4

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

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



Meetings And News

A Notice from UnitedHealthcare

Where/How to get care:

When you don't feel well, it can be tough to figure out when and where to seek care. One of the best things to do is ask your provider or call NurseLine about when and where to get care, especially if you already have a medical condition. However, if your provider isn't available, here are some helpful tips that may help you decide.

NurseLine

NurseLine¹ may help make your health decisions simple and convenient by providing answers to your health questions 24 hours a day, 7 days a week at no additional cost. The NurseLine number is on the back of your UnitedHealthcare member ID card. When you call, a registered nurse can help you:

- Choose where to go for care
- Find a provider or hospital
- Understand your diagnosis and explore treatment options

Virtual Visits

Virtual Doctor Visits or telehealth may be best for situations like a cold, flu, skin rash or eye issue, or when it may be safer to visit a provider from home. You will be advised by the provider if an in-person visit is appropriate. Virtual Doctor Visits are

not appropriate for serious or emergency medical situations.²

Visit uhcvirtualvisits.com to set up your account with a provider³ or download one of the apps to your tablet or smartphone.⁴

Urgent Care

Urgent Care can be utilized for care with all the telehealth situations listed above AND:

- Back pain
- Mild asthma
- Sprains, strains
- Stitches
- Nausea, vomiting, diarrhea
- Minor burns
- Earaches
- Cuts or lacerations needing stitches

Emergency Room

An emergency room visit may be needed for the following situations:

- Any life-threatening or disabling condition
- Chest pain, numbness in face, arm or leg; difficulty speaking
- Shortness of breath
- High fever with stiff neck, mental confusion, difficulty breathing
- Major injuries
- Possible broken bones
- Cut or wound that won't stop bleeding

1. The NurseLine service should not be used for emergency or urgent care needs. In an emergency, call 911 or go to the nearest emergency room. The information provided through this service is for informational purposes only. The nurses cannot diagnose problems or recommend treatment and are not a substitute for your provider's care. Your health information is kept confidential in accordance with the law. Access to this service is subject to terms of use.

2. This service should not be used for emergency or urgent care needs. In an emergency, call 911 or go to the nearest emergency room.

3. Providers listed may not be available in every area. Other providers are available in our network. Contact the Customer Service number on the back of your member ID card for more information.

4. The device you use must be webcam-enabled.

Importance of mental health

Mental health is about your thoughts, feelings and attitudes. Your mental health can affect how you relate to others, make choices, and how much you enjoy or participate in daily activities.

Tips to improve your mental health. 1. Stay positive Thinking positively helps with stress management and can improve your health. 2. Find endearing photos, upbeat music and inspiring quotes on renewpositivity.com.

Keep moving

Exercise has mental health benefits like improved mood and sleep. Check with your provider for ways to get active.

Connect with others

If you feel isolated and overwhelmed, talking to a friend, family member or

support group can help. See more by signing into your plan website at <https://www.uhcretiree.com/ct/home.html> and go to Health & Wellness.

Your plan offers mental health resources like:

Traditional behavioral health office visit, where you find a provider and schedule an office visit. Virtual Behavioral Health. To start, go to www.uhcvirtualvisits.com Emotional support line at 1-866-342-6892, TTY 711, 24 hours a day, 7 days a week Sanvello app for on-demand help with stress, anxiety and depression. Download the free app and use your member ID card number to get pre-

State Retiree Threat Corner

Hear the most recent threats against your benefits & learn how you can stop them!

Bob Stefanowski, former Republican nominee for Governor, wants to pit active state workers against their retiree counterparts, He stated, "In the interim, the state pension plan is its own version

of a Ponzi scheme, with the money that is withheld from active workers' paychecks put not toward their own retirement but toward current benefits to those already retired. What hap-

mium access.

Additional behavioral health options are available. Call UnitedHealthcare at 1-888-803-9217, TTY 711, local time Monday through Friday to learn more.

1. <https://www.nami.org/getattachment/Extranet/NAMI-State-Organization-and-NAMI-Affiliate-Leaders/Awareness/AKA/Mental-Health-Fact-Sheets/Maintaining-a-Healthy-Lifestyle.pdf>

2. <https://www.mayoclinic.org/healthy-lifestyle/stress-management/in-depth/positive-thinking/art-20043950>

Benefits and features vary by plan/area. Limitations and exclusions apply.

pens when the game of musical chairs stops, current employees retire and there is nothing left?" (Stamford Advocate, 5/11/21)

And while we all know his words are fraught with

errors, it is important we fight back in the news! Contact Drew at Dphelan@csea760.com to get started writing your response!

June Chapter Meeting Info

It has been a difficult 15 months since COVID disrupted our lives and our union business. We have missed having in person meetings and seeing everyone in person. Online meetings have become part of the normal way to conduct business for everyone in the last year, but we are very much looking forward to seeing everyone at in person meetings again! We expect to begin having chapter meetings again in September, so watch in the CSEA News for schedules, dates and times for information!

CHAPTER 401:

Thursday, June 3rd 1:00PM via Zoom
Dial In: +1 929 205 6099

Meeting ID: 972 3349 2300

Zoom Link: zoom.us/j/97233492300

Emails will be sent out with the link to those CSEA has emails for.

CHAPTER 409:

Friday June 18th 10:00 AM

Friday July 16th 10:00 AM

Friday August 20th 10:00 AM

Dial In: +1 929 205 6099

Meeting ID: 944 1219 4302

Zoom Link: zoom.us/j/94412194302

Emails will be sent out with the link to those CSEA has emails for.

CHAPTER 410:

Monday, June 14th 1:00-3:00PM in the Great Room at the Suffield Senior Center (Please wear a mask & maintain social distancing!)



**HAPPY 75th
ANNIVERSARY!**

PICTURED ABOVE: George and Evelyn Breuler have been very active members of Chapter 405 for many years, serving in different roles for their chapter and in Council 400. They will celebrate 75 years of wedded bliss on June 1st! Congratulations!

Important numbers to have on hand:

Retirement Division Payroll: 860-702-3528

Retirement Division Life Insurance: 860-702-3537

Retirement Division Health Insurance: 860-702-3533

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

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

UnitedHealthcare: 1-888-803-9217

Caremark: 1-800-318-2572

Cigna: 1-800-244-6224

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



Drowning In Debt?

A CSE Credit Union Debt Consolidation Loan Can help!

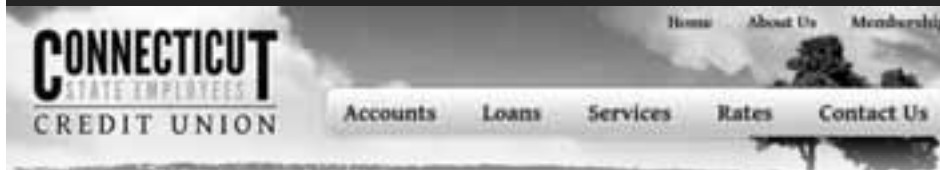
- Loans available up to \$15,000
- 7.99% APR* fixed rate
- One bill to pay each month



Apply today by downloading an application form from our website at www.CSECreditUnion.com. Or contact any of our branch locations for a form. Applications must be received by September 1, 2021.

*Annual Percentage Rate. Not available to pay off CSE loans, including CSE VISA cards. Total CSE unsecured debt limit (excluding CSE VISA) not to exceed \$15,000. Rate may change without notice. Terms up to 5 years are available.

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

Dividend Rates - First Quarter 2021

	Dividend Rate	Annual Percentage Yield
REGULAR SHARES	0.60%	0.60%
SHARE DRAFTS (Checking)	0.25%	0.25%
CLUB ACCOUNTS	0.40%	0.40%

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 Connecticut Valley Hospital P.O. Box 2485 Middletown, CT 06457 (860) 347-0479	STORRS 1244 Storrs Rd. Storrs, CT 06268 (860) 429-9306	SOUTHURY 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, 9am-4pm; Paydays Open Until 5pm

Gone to 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.

- Adams, Mary
- Alvord, Mary
- Ambukewicz, Cynthia
- Atkinson, Marjorie
- Barr, Charles
- Bassham, Charles
- Batista, Raquel
- Blumberg, Phillip
- Booth, Kevin
- Boros, Barbara
- Bradford, Earl
- Brown, Antoinette
- Cianci, Joseph
- Ciotto, Biagio
- Cricco, Anthony
- Davis, Raymond
- Delude, Mildred
- Diaz, Luis
- Dilullo, Michael
- Dobbin, Joseph
- Driscoll, Thomas
- Duffy, Robert
- Fitzgerald, Edward
- Floyd, Joy Marie
- Gamboa Md, Jovito
- Gomez Gil, Orlando
- Goode, Carmen
- Gorman Benson, Mary
- Granquist, Katharine
- Grigorian, Charles
- Harvin, Sally
- Hoffmeister, Mary
- Hunt, Edward
- Hunt, Lucille
- Jensen, Helen
- Kahkedjian, George
- Koltracht, Marina
- Lemke, Joseph

- Leone, Helen
- Lewis, Eric
- Lowndes, Robert
- Martin, Tracee
- Mastronunzio, Edward
- Mayo, Roland
- Mcmahon, James
- Mcnamara, Mary
- Mcqueeny, William
- Mendenhall, Rose
- Messner, Robert
- Moore, Stephanie
- Munro, Charles
- Murphy, William
- Negrelli, Joseph
- Parker, Marie
- Parlee, Geraldine
- Pasternak, William
- Pinto, Nancy
- Pinton, Giorgio
- Provera, Aldo
- Pudlin, David
- Riddick, William
- Roccio, Julieann
- Rochon, Marie
- Rochow, Walter
- Ryan, Kathleen
- Sage, Donald
- Sansone, John
- Silva, Maximo
- Sutton, Charles
- Tuey, Lois
- Tupper, Eileen
- Vetare Sr, Richard
- Viens, George
- Warner, Angela
- Waugh, Robert
- Webster, John
- Williamson, Helen
- Wisneski, Mary
- Wolf, Guy
- Wopschall, Carmell
- Yalof, Kathy
- Young, Michaelle



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

- Stephen Anderson.....President
- Roland Bishop.....Secretary/Treasurer
- David Glidden.....Executive Director
- Drew E. Phelan.....Communications Specialist
- Jason P. Webster.....Graphic/ 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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Credit Freezes & Alerts

How do you create one and when do you need one?

Retirees are often targeted by scammers, so it's important to take all steps you can to protect yourself. The first thing you need to remember is to NEVER give any kind of information over the phone. Scammers will ask you to verify your medications or social security number by pretending they are your pharmacy, doctor, insurance provider, or even someone calling from Social Security. Many scammers call you from phone numbers that show false information on the Caller ID. Just because the caller ID might say something or someone familiar to you, doesn't mean they are real. They are extremely tech savvy and are

able to mask their identities.

Another example of a scam aimed at retirees is the call that your grandchild is in

peril and needs your help. They need you to send money to them in a different country because they are in trouble and don't want their parents to find out about it. Do not fall for it and never send money to anyone overseas. One way to protect yourself if you think you are being targeted is a credit freeze. It is free and easy to do.

What is a credit freeze?

A credit freeze, or security freeze, is a free tool that restricts access to your credit report. Since most creditors require a credit check before opening a new account this is a great way to avoid identity theft or data breaches. Credit

freezes do not affect your credit score and are completely free. You are, in essence, stopping any personal data from being reported to lenders and creditors. If you are applying for a loan or new credit card you will need to unfreeze your credit for this reason.

Since a deceased person's credit report isn't deleted from the nationwide credit bureaus systems automatically, it is crucial that when a loved one passes, you also institute a credit freeze (sometimes referred to as a deceased alert), in order to prevent identity theft.

How do I freeze my credit?

Each of the three Nationwide Credit Bureaus must be individually contacted for a credit freeze—Equifax, Experian and TransUnion. Requests can be made online, on the phone or by mail. Be prepared with the following information: Name, most recent address, social security number, and birth *continue onto Page 7*

State Reopening Response

continued from Page 1
pandemic recedes - an obligation that exists under contract, state law, and the parties' return to work agreement signed shortly after the start of the pandemic. However, the Administration's apparent belief that it may unilaterally set a date for a change in current working conditions as referenced by the Governor's 5/13/21 letter to state employees is unfortunate, incorrect, and counter-productive.

The pandemic has demonstrated that the previous resistance by management to the many positive aspects of telework was misguided. Not only has telework been a resounding success in getting us through the pandemic, telework has improved productivity, reduced highway congestion, and reduced

greenhouse gas emissions into our environment. These many benefits should be embraced as the pandemic recedes not shoved back into the box represented by the pre-pandemic policy. Our state government should serve as a model employer on these issues, rather than lagging behind the many public and private sector employers now embracing telework as a mainstay of the workplace. Where a job can be performed through telework, and the employee wants to telework, telework should be allowed. Bureaucratic obstacles and excuses serve nobody's interests.

We look forward to working with the Administration to preserve the many public benefits that a successful telework program produces. Until we make any changes

by mutual agreement, we will vigorously resist by all legal means any efforts to modify telework arrangements that exist as of today and will fight to preserve all of the many benefits telework provides to the people of our state.

SEBAC's Response to Lamont's Re-opening Announcement

The Lamont administration has announced their plans today to, by July 1st, head towards a full reopening of State buildings and other State departments that have been fully or partially closed since the Covid-19 pandemic hit last March. We know that public services are essential to our communities and to Connecticut's well being, and we look forward to continuing and expanding our ability to help Con-

necticut's communities not just recover from the pandemic, but begin to overcome the decades of growth of income and wealth inequality by race and class that has left all working families, public and private, and particularly people of color, falling far behind the tiny percentage of billionaires and multi millionaires who are continuing to thrive in Connecticut's economy.

That being said, the safety of the public and public employees must always remain paramount. State buildings must continue to provide for appropriate social distancing, disinfection and sterilization protocols and ventilation until the pandemic is truly behind us.

We also must preserve

the positive lessons of the past 14 months in terms of the effectiveness, efficiency, and social benefits of teleworking where jobs can be performed outside of the worksite. Those benefits not only include improved productivity and morale, but reduced highway overcrowding and carbon emissions. In that it is unfortunate that the email to state employees issued by the governor today suggests a possible retreat from the advantages of telework. Our Coalition is committed to moving forward, not backwards, on this critical issue, and has issued the below letter to the Administration so indicating.

CSEA Frontline Heroes

Throughout the pandemic, many CSEA members have bravely served on the frontlines as essential workers and risked the health and safety of not only themselves, but the loved ones they go home to everynight. First and foremost, thank you for your sacrifices. You are the heroes that made Connecticut's recovery happen. Since the beginning, elected CSEA leaders have been fighting relentlessly to ensure your health and safety was at the forefront of each and every decision that was made. Without the trained and dedicated, healthy state workforce, our State would have been at a

complete standstill, leaving the most vulnerable members of our community left without aid. Fighting for the fair and well-deserved pandemic pay for these workers has been at the top of our legislative agenda since well before the General Assembly convened its session and with the end of the legislative session rapidly approaching, we hope to share an update on this front in the next issue of the CSEA News.

Please be assured that CSEA leaders are pursuing this fight along with allies in the legislature, not just on behalf of the brave women and men in state service, but on behalf of all of the

frontline essential workers that risked their lives throughout the pandemic - in public and private industries. CSEA members have never rested when it comes to fighting for what we deserve, and we are not going to start now.

State service has always been a cornerstone of Connecticut, but throughout the pandemic the dedicated service commitments of our workforce has shown through every facet of our society. Thank you for your continued service to our communities, without you we would not be in a place of recovery nearly 15 months later.

Anti-Janus Bill (Continued)

continued from Page 1
power behind a union.

All twelve Republicans voted against the bill as well as Democrat Senator Joan Hartley of Waterbury (Senator Norm Needleman (D-Essex) was absent from the vote as he negotiates with public employees as the first selectman of Essex.)

Senator Julie Kushner, co-chair of the Labor and Public Employees Committee and former

rights and the

UAW member remarked after the passage of the bill, "For me, after a lifetime of organizing workers and representing workers, this bill to me is very personal and very important. I'm very proud of our state, because I think we're a state that does believe in collective bargaining."

While this bill does protect the rights of public employees in CSEA, anti-worker think tanks and corporations are still attempting to undermine workers' rights through mis-leading

"right to work" laws so it's important we stay vigilant against future attacks. This particular anti-Janus bill still must pass through the House of Representatives before reaching the Governor's desk for consideration, so please keep an eye out for upcoming actions from CSEA asking for you to email your Representative and the Governor to help garner support for this important initiative.

State Division

Go Big or Go Home!

President Biden's \$2 Trillion Infrastructure Plan Addresses our Country's Need

By: Bob Rinker, Eastern Vice President of Council 400

When President Biden unveiled his \$2 trillion infrastructure bill, it took me back in time. I guess when you are 67 years old everything is back in time. In the mid 60's, my father took me on a stretch of highway in Paterson, New Jersey. You got on it and drove for a few miles and then had to get off because the highway was not completed at that time. The highway was Interstate Route 80.

My father told me something which at that time blew my mind; he said the highway would go from the George Washington Bridge (well almost) all the way across the country to San Francisco, California. I couldn't imagine one highway going completely across the entire country. I asked my father how long it would take to drive across the country and he said about a week. Fast forward to June 29, 1983, I had

been working at CSEA for less than six months when the 100 foot section of the Mianus River Bridge in Greenwich, Connecticut collapsed killing three people and injuring three others. While it was a terrible tragedy, fortunately, it happened shortly after midnight and not during rush hour. The section of the Mianus River Bridge that collapsed was the northbound lanes of Interstate 95. Interstate 95 was another wonder of the Interstate highway system; it ran for almost 2,000 miles from the border in Maine with Canada all the way to Miami, Florida.

Following the collapse of the Mianus River Bridge, then Governor O'Neill challenged the Connecticut Department of Transportation to embark on a ten year bridge repair program including buying the proper equipment to inspect those bridges. At that time, the bridge safety team inspected the Mianus

River Bridge by using binoculars and looking 100 feet up from the banks of the Mianus River to conduct a visual inspection of the underside of the bridge. While I am not an engineer, this did not seem to me to be the best way to inspect a bridge. To pay for this ten year program, Governor O'Neill proposed and the General Assembly passed legislation to increase the gas tax by 25 cents.

At the same time, DOT realized that its engineering workforce had been depleted through the years by retirements from its heyday of building the Interstate highways in Connecticut. This was back when you took a job with the State, made it a career, and retired from state service. The call went out throughout the country and hundreds of engineers in CSEA's P-4 Council were hired by DOT. Now many of them are headed into retirement at the tail end of the baby boomers generation as the largest generation of children now reach their golden years.

These two events in my life encapsulate where we are today. We

either go big on infrastructure or we go home. The Interstate Highway system came about through a Republican President Dwight D. Eisenhower. The current infrastructure proposal is brought forth by Democratic President Joseph Biden.

So how are we going

to pay for going big? Well, President Biden says raise taxes on corporations. Today's Republicans say, "No." So what was the top marginal tax rate for the very rich in the 50's when we started to build the Interstate Highway system? 91%. Yes, 91% and that is not a misprint. The top corporate tax rate back then was 52%. Today, it is 21% with some large corporations paying nothing because the tax code is riddled with loopholes.

I ask myself how lowering the marginal tax rate on the very rich and the corporate tax rate benefited the middle class. Not much. Income equality is at its greatest level since the roaring 20's. Corporations used the 2017 tax cuts to buy back stock, raising stock prices for those fortunate enough to own stock like the CEOs with their stock options. We as a country and a state don't invest in our future, we react to crisis. My generation failed in making progress on infrastructure; we failed in a lot of things. I have a vision that in the future, my grandson will be taking his child to see the Lion King (I love the Lion King) on Broadway. My great grandchild will ask how long it will take. My grandson will say that they will take the train from Hartford and be in New York City in less than an hour. My great grandchild will be as amazed as I was when my father said you can drive from New Jersey to California in less than a week. We just have to have the imagination to think big.

COVID-19 Vaccine

Cancel Your Appointments If You've Been Vaccinated

In Connecticut, all residents over the age of 12 and in Florida, all residents over the age of 18 are eligible for the COVID vaccine. With demand still very high, it is important that those who have already been

vaccinated cancel their other vaccine appointments. You are encouraged to sign up for the vaccine through several different

portals, but once you get the first shot, please be sure to cancel your registration through the other portals so that others can find vaccine appointments.

Council 400 Hosting June Virtual Meeting with CT Alliance for Retired Americans

Members Asked and the Retiree Team Answered - Hear From the CT ARA!

NEXT VIRTUAL MEETING:
WEDNESDAY, JUNE 16TH
AT 4:00PM

SPEAKERS:

Bette Marafino, President, CT Alliance for Retired Americans
Win Heimer, Executive Vice President, CT Alliance for Retired Americans
Amelia Smith, Council 400 Liaison to CT Alliance for Retired Americans

The CT ARA fights to protect and expand retirement security for all Americans. Their goals include protecting Social Security and Medicare, and to increase funding for social service needs for seniors and others.

Emails with a link to the meeting will be sent out to

everyone we have emails for, but if you are not able to join online, you can call in:

Dial 1-929-205-6099 then Meeting ID: 963 3232 8607

If you are not receiving our emails and would like to be added to our list so you can receive notification of virtual meetings, send an email to email@csea760.com with your name and we will make sure you are added to our email list!

Let us know what you would like to hear about at our monthly meetings and we will do our best to address those subjects! Please contact us with suggestions at KSullivan@csea760.com

Profitable Companies That Avoided All Federal Income Taxes in 2020

Company Name	U.S. Pre-Tax Income*	Current Federal Income Tax*	Effective Tax Rate
Advanced Micro Devices	\$1,208	\$-	0.0%
Akamai Technologies	40	-2	-4.4%
Albemarle	42	0	0.3%
American Electric Power	2,163	108	4.4%
Archer Daniels Midland	438	364	81.4%
Bell	193	33	17.1%
Bentley Systems Inc.	561	3	0.5%
Calpine Energy Services	240	-32	-13.2%
Charter Communications	3,680	-7	-0.2%
CMS Energy	985	36	3.6%
Community Health Systems	323	-1	-0.3%
Consolidated Edison	1,227	-2	-0.2%
Corning	1,583	-321	-20.3%
Deere	265	0	0.0%
Dish Network	2,132	-23	-1.1%
DTE Energy	1,131	247	21.8%
Duke Energy	806	281	34.9%
Enbridge	95	50	52.6%
Energy	722	-27	-3.7%
FedEx	1,218	230	18.9%
FirstEnergy	1,308	14	1.1%
Fluor	1,000	26	2.6%
Hologic	807	-42	-5.2%
Houma Services	86	-2	-2.3%
HP	861	24	2.8%
Interpublic Group	284	53	18.7%
Jacobs Engineering Group	211	37	17.4%
Kansas City Southern	327	-2	-0.6%
Kinder Morgan	634	20	3.1%
Lincoln National	423	-40	-9.4%
Michaels	322	-11	-3.4%
Mohawk Industries	87	54	62.1%
Nike	2,873	109	3.8%
Nutor	1,330	177	13.3%
Owens & Minor	74	-4	-5.4%
Penske Automotive Group	506	76	15.0%
PPL	818	9	1.0%
Quincy Retail Group	687	-8	-1.2%
Sealed Air Corp.	2,630	-10	-0.4%
Samsung SDI	95	-3	-3.2%

PICTURED

LEFT: Which profitable corporations paid less in federal income taxes than you in 2020? Every year, we learn of giant corporations who profited billions of dollars throughout the year, but come tax time, pay nothing to the federal government in terms of income taxes - companies like FedEx, Nike, Michaels, HP. Seem fair? Join Recovery For All actions throughout the month of June to fight against backwards tax policies like these!

Recovery For All May Actions!

On Tax Day CSEA Members Fight for Fair Tax System

Current Revenue System Leaves Gaps in Funding and Hurts Working Class Residents

continued from page 1

American Rescue Plan because our recovery will end when the federal

dollars run out. Connecticut's tax system needs to add fairness and equity to the tax code, it needs to provide tax relief to

low-and middle-income families and raise funds to invest in programs and services that build equity, mitigate racial and economic disparities and generate economic growth.

With a progressive revenue stream our members wouldn't be fighting for pandemic pay or against hard zero offers from management and our members wouldn't be further burdened by

the increases in the tax structure that most often impact the working class at a higher effective rate than the wealthy counterparts. Progressive revenue is the answer to the recurring question of how to fund the much needed public services and public education while beginning to address the systemic racism pervasive throughout our state.

Senator John Fonfara (D-Hartford), co-chair of the Finance Committee spoke on the steps of the State Capitol during the rally about the debate happening just inside the doors of the Capitol, "There's a debate going on inside that building behind me, it's a debate involving two very different perspectives. One is the view that Connecticut's economy is like a wound-spring, it's going to bounce back very soon and we'll be back to where we were. For too many families in the state, being back to where they were, has never been that good."

We cannot return to the status quo following this unprecedented pandemic, we've seen too clearly the need for progressive revenue and strong investment in the services that pulled our most vulnerable populations up - both before and during COVID-19. It is time for us to address these historical disparities that have only been exacerbated by the pandemic in a poignant and meaningful way.



PICTURED ABOVE (CLOCKWISE): CSEA Staff Bernadette Conway and Joanna James march with activists to the State Capitol; CSEA Members pose under the Soldiers and Sailors Memorial Arch; CSEA Members encircle the State Capitol with other supporters with drums, cowbells and other noisemakers; The crowd grows at the steps of the Capitol as the speakers begin.

Worker Memorial May Day Brings CSEA Members to Hartford

A Fight for Revenue Kicks Off at the Governor's Mansion

Hundreds of Recovery for All coalition members from labor, faith and community organizations across Connecticut brought their demands to the front door of Governor Ned Lamont on Saturday, May 1st, International Workers Day. Activists staged a "die-in" and waved banners and flags as the street with the Governor's Mansion packed with supporters demanding that the state spend more to reverse racial and income disparities that were further exposed by the pandemic.

Chanting over the gated mansion, protesters called for higher taxes on the rich to allow for more funding for vital state services, education, health care and housing,

desperately needed by our most vulnerable residents. The coalition has backed the proposed legislation by the co-chair of the finance committee, Senator John Fonfara (D-Hartford) who crafted a package of tax increases on the ultra-wealthy intended to raise millions of dollars.

The legislation would impose a 2% surcharge on capital gains on single tax filers with more than \$500,000 in taxable income

(\$800,000 for joint filers) as well as a separate tax for these high-earner residents with a tax rate that ranges from 0.7% for taxpayers with federal adjusted gross incomes of between \$500,000 and \$2 million to 1.5% for taxpayers with adjusted

gross incomes of \$13 million or more.

In order to recover, Connecticut needs a fair and equitable revenue system - not just a bandaid.



PICTURED TOP: Executive Director David Glidden (Middle), President Stephen Anderson (Right) pose with CEA Executive Director Don Williams (Left) PICTURED BOTTOM (LEFT): Recovery For All Members "Die In" to bring attention to the thousands who have died from COVID-19; (BOTTOM MIDDLE): Bob Hurvitz, Tom Connolly, Bill Morico and Win Heimer (behind the camera!) listen intently to the speakers; (BOTTOM RIGHT): Tom Connolly urges the Governor to "Fund our Future" and "Invest in State Services!"



PICTURED LEFT: Representative Jeff Currey (D-East Hartford) addressed his colleagues and urged their support for the Paraeducator Bill reminding others that, public education personnel are the "backbone of everything that happens" in classrooms, school buildings.

continued from Page 1

The proposed legislation, designed to mirror a bill passed in Washington state, would take the current Paraprofessional Advisory Council and properly rename it to the School Paraeducator Advisory Council, which is a more accurate reflection of our members' roles in the classroom. More importantly, the legislation requires the Council to spend the next several months compiling a series of legislative recommendations for the 2022 legislative session. These recommendations will start the process of designing program-specific minimum employment standards for paraeducators; professional development and educational opportunities that support those standards; a paraeducator career ladder; an articulated pathway for teacher preparation and certification; and teacher professional development on how to maximize the use of paraeducators in the classroom. This will not only improve the work experience and career development of paraeducators but also ensure that Connecticut public school students receive the best educational services possible.

As often happens during the General As-

sembly legislative process, the language pertaining to paraeducators that passed out of the House started off in a different piece of legislation. That initial bill did not move forward in the committee process, but between para members putting pressure on elected officials and making use of the relationships CSEA has developed with General Assembly leaders, we were able to get our para language (which started in House Bill 6557) added as an amendment to House Bill 6621 (our para language is in Sections 509 & 510).

As many of us know from watching School House Rocks, the fact that this legislation has passed the House does not yet mean it is law. It will go next to the State Senate, where we hope to find similar support.

Cynthia Ross-Zweig, President of CSEA's Paraeducator Council reflected, "This is a major step toward passing this important legislation. For too long, school districts across our state have failed to properly reward paraeducators for the critical role they play in the delivery of education. Onward and upward to the State Senate!"

MCDONALDS STRIKE ON MAY 19TH ACROSS THE COUNTRY!

McDonald workers across the country have been active in the fight to secure a \$15 minimum wage and fair working conditions and on "Walkout Wednesday" these workers took to the streets to strike for these demands.



PICTURED ABOVE: McDonald workers and supporters joined together on May 19th all across the country to protest unanswered workplace harassment complaints, low wages and poor working conditions.

Norwalk Housing Authority Bargaining Unit Begins Negotiations with Employer

Members Meet up to Get Fired Up and Excited Over Upcoming Fight!



PICTURED ABOVE: The Norwalk Housing Authority Bargaining Unit Celebrates their Negotiation Kick-Off!

The Norwalk Housing Authority bargaining unit which is composed of maintenance crew workers, mechanics, laborers (1&2) as well as professional office staff and clerical support staff met outside on a beautiful May afternoon to kick-off their negotiations and to rally behind one

another in support of their collective

demands.

All union members have committed to standing beside one another to ensure they win fair wages and that no work is subcontracted out as each one of the members in this bargaining unit are hard working, dedicated employees who deserve nothing less than what they

demand.

Fred Diaz, President of the Norwalk Housing Authority Chapter, reminded us that "Negotiations are always a challenging time, but when we fight together through our union, our members are able to stand together for better wages and working conditions."

CSEA wishes this chapter the best throughout their negotiations and will continue to help in every way possible!

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date. If you are calling on behalf of a deceased loved one you might also need the date of death, a copy of the death certificate and marriage license or proof of court-appointed Estate Representation.

When you set up the credit freeze each Credit Bureau will issue you a unique pin associated with your freeze—keep this Pin Number somewhere safe.

What are the three Nationwide Credit Bureaus?

Equifax
800-685-1111

Equifax.com/personal/credit-report-services
P.O. Box 740241 Atlanta, GA 30374

Experian
888-397-3742
Experian.com/help

P.O. Box 9701 Allen, TX 75013
Transunion
888-909-8872

TransUnion.com/credit-help
P.O. Box 2000 Chester, PA 19022

How do I lift a freeze?

Remember that PIN number you received when you first froze your credit? This number is necessary in order to request a permanent or temporary freeze lift. You must contact each of the three bureaus to unfreeze your credit, if your request is made online or by phone they must lift it within one hour, mailed requests may take up to three business days.

Forgot your PIN? You'll need to contact each credit bureau in order to verify your identity and reset your account access with a new PIN.

Should I do a credit freeze or fraud alert?

A credit freeze locks down your credit while a fraud alert requires identity verification steps prior to any release of personal data—both are free but neither can prevent misuse of existing accounts. These tools cannot help you if the thieves already have access to your accounts. If you haven't been victim to identity theft, then a fraud alert can protect your credit from unverified access for one year. Those who have already experienced the horror of identity theft can apply for extended fraud alerts for up to 7 years. In order to place a Fraud Alert you can contact any one of the three nationwide credit bureaus. Unlike with credit freezes, one credit bureau will alert the others and save you two phone calls.



**The Aquaturf Club
256 Mulberry Street
Plantsville, CT 06479**

Biennial Convention

Friday, October 15, 2021

The **80th Biennial Convention of the Connecticut State Employees Association, SEIU Local 2001** will convene on **Friday, October 15, 2021** at the Aquaturf Club in Plantsville, CT.

SAVE THE DATE!

Registration will open at 8:00 am.

The convention will convene promptly at 9:00 am.

- Elect President and Secretary/Treasurer
- Vote on any Constitutional Amendments
- Guest Speakers

CSEA Chapters and Councils should be conducting their elections in the coming months. Please contact your staff representative at (860) 951-6614 for information about chapter/council officer and delegate elections.

The Local 2001 main office must receive the results of your chapter elections not later than Friday, October 1st in order to properly register and furnish credentials for elected delegates. Only elected delegates and elected alternate delegates are eligible to attend.

Any elected delegate who attends the convention will be compensated for travel, parking and any lost wages.

Please mark
Friday, October 15th on your
calendars.
We look forward to seeing
you on Friday, October 15th!

80th
Anniversary
Biennial Convention

Service Employees International Union, CTW, CLC and Subsidiary
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December 31, 2019

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INDEPENDENT AUDITOR'S REPORT

To the Executive Board,
Service Employees International Union, CTW, CLC

Report on the Financial Statements

We have audited the accompanying consolidated statement of expenses and allocation between chargeable expenses and nonchargeable expenses series 3 (the "statement") of the Service Employees International Union, CTW, CLC and Subsidiary (the "International Union") for the year ended December 31, 2019 and the related notes to the statement.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of this statement in accordance with the significant accounting policies presented in Note 2 to the statement, the definitions presented in Note 3 to the statement and the significant factors and methodologies described in Note 4 to the statement; this includes the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of the statement that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on the statement based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the statement is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the statement. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the statement, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the statement in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the statement.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the consolidated statement of expenses and allocation between chargeable expenses and nonchargeable expenses series 3 presents fairly, in all material respects, the expenses of the Service Employees International Union, CTW, CLC and Subsidiary for the year ended December 31, 2019 and the allocation of those expenses between chargeable expenses and nonchargeable expenses on the basis of the definitions in Note 3 to the statement and the significant factors and methodologies described in Note 4 to the statement.

Basic Accounting

We draw attention to the notes in the statement, which describe the basis of presentation. The total operating expenses reflected in the total expenses column in the statement agree to the expenses reflected in the audited consolidated financial statements of the International Union for the year ended December 31, 2019. Notes 3 and 4 to the statement describe the definitions of chargeable expenses and nonchargeable expenses and the significant factors and methodologies used in the allocation of expenses between chargeable and nonchargeable, which was prepared based on management's interpretation of case law relevant to union fair share costs, in which a union is authorized by statute to collect from non-members only those fees and dues necessary to perform its duties as a collective bargaining representative. Our opinion is not modified with respect to that matter.

Other Matters - December 31, 2019 Audited Consolidated Financial Statements of the International Union

We have audited, in accordance with auditing standards generally accepted in the United States of America, the consolidated financial statements of the Service Employees International Union, CTW, CLC and Subsidiary as of and for the year ended December 31, 2019, and our report thereon dated March 31, 2020 expressed an unmodified opinion on those financial statements.

Scope of Matter - Management's Letter

As disclosed in Note 6 of the financial statement, management is currently evaluating the introduction of the COVID-19 virus (the "virus") to the United States and its impact on the service employees industry and has concluded that while it is reasonably possible that the virus could have a negative effect on the International Union's financial condition and results of operations, the specific impact is not readily determinable as of the date of this financial statement. Our opinion is not modified with respect to this matter.

Readers Use Only

This report is intended solely for the information and use of the Executive Board and management of the Service Employees International Union, CTW, CLC and Subsidiary, and, at the International Union's sole discretion, its local unions and their agency fee payors, and is not intended to be and should not be used by anyone other than these specified parties.

October 2, 2020

Service Employees International Union, CTW, CLC and Subsidiary
Consolidated Statement of Expenses and Allocation Between
Chargeable Expenses and Nonchargeable Expenses Series 3
Year Ended December 31, 2019

	total expenses	Chargeable Expenses	Nonchargeable Expenses
Operating expenses			
Salaries	\$ 45,656,325	\$ 18,424,977	\$ 27,231,348
Benefits	20,435,796	7,347,945	13,087,851
Employee expenses	8,273,456	2,316,448	5,957,008
Professional fees	24,544,597	11,460,336	13,084,261
Non-employee generated expenses	3,607,458	1,935,826	1,671,632
Rent, utilities and building maintenance	4,543,475	4,522,053	21,422
Administrative expenses	9,605,637	8,751,955	853,682
Subsidies, payments and withdrawals	43,520,590	1,910,658	41,609,932
Contributions	10,504,351	354,903	10,149,448
Other union expenses	42,452,303	7,639,668	34,812,635
Total operating expenses	219,143,988	64,664,709	154,479,279
Less			
Political expenses paid from voluntary contributions	(15,699,978)	-	(15,699,978)
	<u>\$ 203,444,012</u>	<u>\$ 64,664,709</u>	<u>\$ 138,779,243</u>
Percentage	100.00%	31.79%	68.21%

The Notes to Consolidated Statement of Expenses and Allocation Between Chargeable Expenses and Nonchargeable Expenses Series 3 are an integral part of this statement.

Service Employees International Union, CTW, CLC and Subsidiary
Notes to Consolidated Statement of Expenses and Allocation Between
Chargeable Expenses and Nonchargeable Expenses Series 3
December 31, 2019

1. ORGANIZATION

The Service Employees International Union, CTW ("Change to Win"), CLC ("Canadian Labour Congress") and Subsidiary (the "International Union") is a not-for-profit entity established to promote the general welfare of public service workers, health-care workers, property service workers and industrial and allied workers in the United States, Puerto Rico and Canada. The International Union engages in various activities on behalf of the members including organizing, collective bargaining, political education, legislative action, research and education, community service programs, improvement of working conditions and advancement of the social and economic well-being of union members. The primary source of revenue is per capita taxes paid by local unions.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The consolidated statement of expenses and allocation between chargeable expenses and nonchargeable expenses series 3 has been prepared on the accrual basis of accounting.

Basis of Presentation

The consolidated statement of expenses and allocation between chargeable expenses and nonchargeable expenses series 3 (the "Statement") was prepared based on management's interpretation of case law relevant to union fair share costs, in which a union is authorized by statute to collect from non-members only those fees and dues necessary to perform its duties as a collective bargaining representative. This statement is not intended to be a complete presentation of the International Union's financial position, or changes in its net assets and its cash flows in accordance with generally accepted accounting principles.

Principles of Consolidation

The accompanying Statement includes the accounts of the United States Division, Political Education and Action Fund ("PEA International"), the Committee on Political Education ("COPE") and 1800 Massachusetts Avenue Corporation, a not-for-profit corporation formed to be a title-holding corporation for the International Union's existing headquarters building. All significant intercompany balances and transactions have been eliminated in consolidation.

Accounting Estimates

The preparation of this Statement requires management to make estimates and determine methodologies that affect the reported amounts of expenses during the reported period. Actual results could differ from these estimates.

Depreciation and Amortization

Property assets are depreciated by the straight-line method at rates calculated to amortize the cost of the assets over their respective estimated useful lives. For the year ended December 31, 2019, total depreciation and amortization expense was \$2,815,602 and is included in other union expenses on the consolidated statement of expenses and allocation between chargeable expenses and nonchargeable expenses series 3.

Service Employees International Union, CTW, CLC and Subsidiary
Notes to Consolidated Statement of Expenses and Allocation Between
Chargeable Expenses and Nonchargeable Expenses Series 3
December 31, 2019

Subsequent Events

In preparing this Statement, management of the International Union has evaluated events and transactions that occurred after December 31, 2019 for potential recognition or disclosure in the Statement. These events and transactions were evaluated through October 2, 2020, the date that the Statement was available to be issued, and except for the subsequent event described in Note 6, no items have come to the attention of management that require recognition or disclosure.

3. DEFINITIONS

Chargeable Expenses

Chargeable expenses reflect the share of the costs of operations of the International Union which are considered necessary and reasonably incurred for the purpose of assisting local unions in the performance of their duties as a representative of the employees in dealing with the employers on labor management issues, including the costs of:

- Negotiating and administering the collective bargaining contracts
- Settling grievances and disputes by mutual agreement, or in arbitration, court or otherwise
- Activities and undertakings normally and reasonably employed to implement the duties of the local union as representative of the employees in the bargaining unit
- Maintenance of the International Union and local unions' existence.

The following are examples of expenses classified as chargeable:

- Preparation for and negotiations of collective bargaining agreements
- Contract administration including investigating and processing grievances
- Meetings, conferences, administrative, arbitral and court proceedings and pertinent investigation and research in connection with work-related subjects and issues
- Handling work-related problems of employees
- Providing legal, economic and technical expertise on behalf of employees in all work-related matters.

Nonchargeable Expenses

Nonchargeable expenses are those expenses incurred by the International Union for the benefit and advancement of represented employees and their union which are not considered representational activities for non-members. Non-chargeable activities include those services that are ideological or political in nature; those that are exclusively for the benefit of full union members; and those that otherwise are not considered germane to the collective bargaining process.

Service Employees International Union, CTW, CLC and Subsidiary
Notes to Consolidated Statement of Expenses and Allocation Between
Chargeable Expenses and Nonchargeable Expenses Series 3
December 31, 2019

The following are examples of expenses classified as nonchargeable:

- Legislative and government activities outside the limited context of contract ratification or implementation
- Public relations and other efforts directed towards functional activities that are not considered germane to the collective bargaining process
- Political activity expenses which include support at the federal, state or local level
- Contributions to political and charitable organizations, for community service activities or for organizing purposes
- Per capita tax fees paid to a labor organization
- Organizing
- Cost of benefits that are not available to non-members.

4. SIGNIFICANT FACTORS AND METHODOLOGIES RELATING TO THE ALLOCATION OF EXPENSES BETWEEN CHARGEABLE EXPENSES AND NONCHARGEABLE EXPENSES

Personnel expenses are allocated to chargeable expenses and nonchargeable expenses based on the allocation of personnel costs as determined through a time study. The following are considered personnel expenses:

- Salaries
- Benefits
- Employee expenses.

Non-personnel expenses are allocated to chargeable expenses and nonchargeable expenses based on the specific purpose of the expense as determined when the expense is incurred. The following are considered non-personnel expenses:

- Professional fees
- Non-employee generated expenses
- Rent, utilities and building maintenance
- Administrative expenses
- Contributions
- Subsidies, payments and withdrawals
- Other Union expenses.

Expenses incurred by the Canadian Division of the International Union and paid directly from Canadian per capita taxes are not included in the expenses reported in this Statement.

**Service Employees International Union, CTW, CLC and Subsidiary
Notes to Consolidated Statement of Expenses and Allocation Between
Chargeable Expenses and Nonchargeable Expenses Series 3
December 31, 2019**

5. RISKS AND UNCERTAINTIES

The International Union is party to a number of lawsuits. The liability, if any, associated with these matters is not presently determinable. In the opinion of management, resolution of these matters will not have a material effect on the International Union's operating expenses.

6. SUBSEQUENT EVENT

Management is currently evaluating the introduction of the COVID-19 virus (the "virus") to the United States and its impact on the service employees industry and has concluded that while it is reasonably possible that the virus could have a negative effect on the International Union's financial condition and results of operations, the specific impact is not readily determinable as of the date of this financial statement.

**CSEA SEIU LOCAL 2001
NOTICE TO ALL NON-MEMBER AGENCY FEE
PAYERS BASED ON EXPENSES FOR THE YEAR
ENDED 06/30/2020**

This Notice is being provided to all individuals who pay agency fees to CSEA, SEIU Local 2001. (Hereinafter "Local 2001") under collective bargaining agreements between Local 2001 and various private sector employers in the State of Connecticut. Such Notice is being implemented in order to comply with the requirements of the decision *Communications Workers v. Beck*, 487 U.S. 735, 108 S. Ct. 2641 (1988).

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

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

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

As determined by Local 2001 and verified by an independent certified public accounting firm, for the year ending June 30, 2020, 62.89% of Local 2001's expenses have been classified as being for representational functions; 37.11 of the expenses have been classified as non-representational. Nonmembers who pay an agency service fee that is equal to membership dues have the right to object to paying the non-chargeable portion of the agency service fee which finances nonrepresentational union activities.

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

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

1. Gathering information from employees concerning collective bargaining proposals.
2. Gathering information in preparation for the negotiation of collective bargaining agreements.
3. Negotiating collective bargaining agreements.
4. Adjusting grievances and conducting arbitrations pursuant to collective bargaining agreements.
5. Conducting ratification proceedings for negotiated agreements.
6. Providing information on the negotiations, or provisions in collective bargaining agreements, as well as on matters relating to representation in the collective bargaining process and contract administration.
7. Purchasing books, reports, and advance sheets used in matters relating to representation in the collective bargaining process.
8. Paying technicians and professionals in labor law, economics, and other subjects for services used in (a) negotiating and administering collective bargaining agreements, and (b) processing grievances and conducting arbitrations.
9. Defending Local 2001 against efforts by other

unions or organizing committees to gain representation rights in units represented by the union.

10. Participating in proceedings regarding the jurisdiction of Local 2001.
11. Publishing those portions of newspapers and newsletters which relate to bargaining and representation.
12. Participating in lawful impasse procedures, and fact finding, mediation, arbitration, and economic action intended to secure favorable collective bargaining agreement and favorable resolution of grievances.
13. Prosecuting and defending litigation or charges before administrative agencies relating to ratification, interpretation, or enforcement of collective bargaining agreements.
14. Supporting and paying affiliation fees to SEIU and subordinate bodies of the SEIU to the extent that such support and fees relate to the representational interests of Local 2001 in the collective bargaining process and contract administration.
15. Prosecuting and defending litigation or charges relating to concerted activity, the duty of fair representation and collective bargaining, as well as collective bargaining agreements, and any other chargeable activities.
16. Providing social and recreational activities open to all represented employees.
17. Governing Local 2001, and conducting union elections.
18. Conducting general membership meetings and conventions.
19. Conducting the bargaining process and all contract administration related issues.

Activities that are classified as non-chargeable include the following items. In calculating the fair share fee, Local 2001 did not include any share of expenditures, either direct or indirect, relating to the following activities:

1. Organizing expenses
2. Training in or actual voter registration, get-out-the-vote, or political campaigns.
3. Supporting and contributing to charitable organizations.
4. Supporting and contributing to political organizations and candidates for public office.
5. Supporting and contributing to ideological causes and committees, including ballot measures not germane to the collective bargaining process or employee working conditions.
6. Supporting and contributing to activities relating to foreign affairs.
7. Providing benefits available only to members.
8. Litigation not related to collective bargaining or Local 2001's function as an exclusive representative.

Also, please review the report on the chargeable and non-chargeable expense analysis applied to SEIU International titled CONSOLIDATED STATEMENT OF EXPENSES AND ALLOCATION BETWEEN CHARGEABLE EXPENSES AND NON-CHARGEABLE EXPENSES SERIES 3 for the year ended DECEMBER 31, 2019. It was determined by SEIU and verified by an independent auditor that 31.79% of the SEIU expenses were chargeable and 68.21% were non-chargeable. These percentages were applied to the SEIU Per Capita payments made by Local 2001 to SEIU International to determine the appropriate amount chargeable to Local 2001 objecting agency fee payers.

Also, please review the independent auditor's report prepared by Novak Francella, LLC which contains the Schedule of Total Expenses and Allocation of Expenses Between Chargeable Expenses and Non-Chargeable Expenses for the year ended June 30, 2020.

**PLEASE READ THIS SECTION CAREFULLY –
NON-MEMBERS MUST COMPLY WITH THIS
PROCEDURE IN ORDER TO REGISTER AN OBJEC-
TION AND RECEIVE AN AGENCY FEE
REDUCTION.**

Current objecting fee-payers who have requested their objection be considered permanent and continuing do not need to file an objection each year in order to claim their agency fee reduction. CSEA SEIU Local 2001 will allow those fee-payers who have requested permanent and continuing objector status to be granted the

agency fee reduction with no further action on their part.

However, if any other non-member fee-payer wishes to object to paying the difference between the chargeable and non-chargeable portion of their fair share fee as described above, they must do so individually in writing by mailing via US Mail, notice of their objection to: Roland Bishop, Jr., Secretary-Treasurer, CSEA, SEIU Local 2001, 760 Capitol Avenue, Hartford, CT 06106. The objection must include the objector's name, address, employer identification number, employer's name, work location, telephone number, and email address. Objections must be date-stamped received in our office at 760 Capitol Ave, Hartford, CT 06106 no later than 30 days after the receipt of this notice by the individual agency fee payer. Notwithstanding the 30 day requirement for filing an objection, all objections must be date stamped received in our office by close of business (4:30 pm) on Wednesday, June 30, 2021 in order to be considered timely filed. Objecting non-members who are state employees, who pay an agency service fee equal to regular membership dues and who file objections, will have their bi-weekly agency service fee deduction reduced by 37.11% of the regular agency service fee in accordance with the calculation set forth in this notice. Objecting non-members who are not state employees and who pay an agency service fee which is less than regular membership dues and who file timely objections will be refunded the difference between their current agency service fee and regular membership dues less 37.11% of non-chargeable expenses.

**PLEASE READ THIS SECTION CAREFULLY –
YOU MUST COMPLY WITH THIS PROCEDURE
IN ORDER TO REGISTER A CHALLENGE TO
LOCAL 2001'S DETERMINATION OF CHARGE-
ABLE AND NONCHARGEABLE PERCENTAGES.**

Individual non-members have the right to challenge Local 2001's determination of the amount of the fair share fee.

Individual non-members who wish to challenge Local 2001's determination of chargeable versus non-chargeable expenses, must do so in writing by mailing via US Mail notice of their challenge to: Roland Bishop, Jr., Secretary-Treasurer, CSEA, SEIU Local

INDEPENDENT AUDITOR'S REPORT

To the Executive Council of the
CSEA, SEIU Local 2001

We have audited the allocation of expenses of the CSEA, SEIU Local 2001 (Local 2001) for the year ended June 30, 2020, as shown on the accompanying statement of total expenses and allocation of expenses between chargeable expenses and non-chargeable expenses, and related notes to the statement.

Management's Responsibility for the Statement

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

Auditor's Responsibility

Our responsibility is to express an opinion on the statement based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the statement is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the statement. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the statement, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to Local 2001's preparation and fair presentation of the statement in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Local 2001's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the statement.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the statement referred to above presents fairly, in all material respects, the allocation of expenses of Local 2001 for the year ended June 30, 2020, on the basis of the definitions and the significant factors and assumptions described in Notes 3 and 4.

Other Matters

The total expenses presented in Column A agree to the total expenses in the audited financial statements of Local 2001 for the year ended June 30, 2020, except for the adjustments described in Note 4 - Reclasses. The allocation of expenses between chargeable (Column B) and non-chargeable (Column C) is based on the definitions and the significant factors and assumptions described in Notes 3 and 4. The accompanying statement was prepared for the purpose of determining the fair share cost of services rendered by Local 2001 for employees represented by, but not members of, Local 2001. The accompanying statement is not intended to be a complete presentation of Local 2001's financial statements.

The total expenses reflected in this statement were audited by other auditors whose report, dated September 30, 2020, expressed an unmodified opinion on those statements.

Restriction on Use

This report is intended solely for the information and use of CSEA, SEIU Local 2001 and its agency fee payers and is not intended to be, and should not be, used by anyone other than these specific parties.

Novak Francella LLC

Bala Cynwyd, Pennsylvania
March 22, 2021

CSEA, SEIU Local 2001
Statement of Total Expenses and Allocation of
Expenses Between Chargeable Expenses
and Non-Chargeable Expenses

Year Ended June 30, 2020

	As per Audited Financial Statement		Column A	Column B	Column C
	Revenues	Expenses	Adjusted Total	Chargeable	Non-Chargeable
Administration					
Personal services	\$ 1,837,932	\$ -	\$ 1,837,932	\$ 1,302,542	\$ 535,390
Employee insurance	306,320	-	306,320	217,089	89,231
Pension plan and other postretirement	426,069	-	426,069	301,955	124,114
Payroll taxes	167,638	-	167,638	118,677	48,961
Travel - miscellaneous	168,108	-	168,108	99,333	68,775
Telephone	33,728	-	33,728	24,565	9,163
Office supplies	9,766	-	9,766	7,171	2,595
Postage	31,105	-	31,105	22,839	8,266
Maintenance of equipment	19,544	-	19,544	14,370	5,174
SEIU per capita payments (less chapter rebates and AMECSS)	1,475,339	(134,899)	1,318,450	419,131	899,319
Council/Chapter fundings and rebates	191,187	(134,899)	330,076	275,895	54,181
Sundry	6,400	-	6,400	4,699	1,701
Professional fees	32,073	-	32,073	32,073	-
Computer service	22,510	-	22,510	22,510	-
Bernard H. McCusker Scholarship Fund donations	6,000	-	6,000	-	6,000
Dues and subscriptions	4,667	-	4,667	4,667	-
Other taxes	671	-	671	671	-
Staff training	12,872	-	12,872	12,872	-
Capital expenses	1,301	-	1,301	955	346
	4,755,050	-	4,755,050	2,982,500	1,872,650
Housing					
	149,733	-	149,733	109,934	39,799
Members' service - legal					
	72,708	(732)	72,036	72,036	-
Organizing expense					
	-	732	732	-	732
Publications and information					
	81,919	-	81,919	72,391	9,528
Executive Council, officers and committees					
	51,095	-	51,095	50,174	921
Members' service - field					
	61,548	-	61,548	61,548	-
Depreciation					
	39,992	-	39,992	29,364	10,628
Total	\$ 5,212,147	\$ -	\$ 5,212,147	\$ 3,278,095	\$ 1,934,052
			100.00%	62.89%	37.11%

CSEA, SEIU LOCAL 2001

NOTES TO STATEMENT OF TOTAL EXPENSES AND ALLOCATION OF EXPENSES BETWEEN CHARGEABLE EXPENSES AND NON-CHARGEABLE EXPENSES

YEAR ENDED JUNE 30, 2020

NOTE 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Nature and Organization - CSEA, SEIU Local 2001 (Local 2001) was incorporated in the State of 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 revenue consists primarily of members' dues.

Method of Accounting - The statement has been prepared using the accrual basis of accounting.

Depreciation - Depreciation and amortization of fixed assets are computed using the straight-line method at rates calculated to allocate the cost of the applicable assets over their estimated useful lives, which are 15 - 40 years for buildings and building improvements and 3 - 7 years for furniture and fixtures. Depreciation expense for the year ended June 30, 2020 was \$39,992.

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 certain reported amounts of expenses in the statement. Actual results could differ from those estimates.

NOTE 2. TAX STATUS

Local 2001 is a nonprofit organization and is exempt from Federal and state income taxes on exempt function income under the provisions of Section 501(c)(5) of the Internal Revenue Code. Local 2001 has income, attributable to its newsletter operations and other promotional activities, that is subject to Federal and state unrelated business income taxes. For the year ended June 30, 2020, Local 2001 has experienced losses on the activities and no taxes have been paid.

Accounting principles generally accepted in the United States of America require management to evaluate tax positions taken by Local 2001 and recognize a tax liability if Local 2001 has taken an uncertain position that, more likely than not, would not be sustained upon examination by the U.S. Federal, state, or local taxing authorities. Local 2001 is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. Typically, tax years will remain open for three years; however, this may differ depending upon the circumstances of Local 2001.

NOTE 3. DESCRIPTION OF THE BASES FOR CLASSIFYING CHARGEABLE EXPENSES AND NON-CHARGEABLE EXPENSES

Chargeable Expenses - Chargeable expenses are those expenses incurred by Local 2001 for representational activities. Representational activities are those duties that Local 2001 performs as a representative of the employees in dealings with the employers, including collective bargaining, contract administration, grievance arbitration, and other activities germane to the collective bargaining process.

Activities that are classified as chargeable include the following: preparation for and negotiation of collective bargaining agreements; contract administration including grievance activities; issues involving specific terms and conditions of employment such as wages, hours, benefits, employment discrimination, tenure, pensions/retirement, social security, teacher evaluation, environmental issues in the workplace, etc.; professional development, curriculum development and implementation, teaching methods and other instructional skills, site-based decision making and education generally, except to the extent that these expenditures involve legislative lobbying, political activities or external public relations; efforts to enhance and maintain a united front, allegiance and commitment among represented employees; arbitration proceedings, preparation and associated costs; information retrieval processes to support representational activities; membership services and other activities ancillary to collective bargaining that are principally designed to strengthen Local 2001 as a cohesive and effective bargaining agent including social and human relations activities; communications, publications and public relations efforts directed to represented employees for Local 2001 policy and related germane activities; governance of Local 2001 including conventions, Executive Council and meetings and expenses, judicial administration of constitution and bylaws, and coordination of affiliates; internal executive administration of Local 2001 including formulating policy, financial administration, and

maintenance of membership status; education and training for members, officers and employees; and litigation costs and professional fees related to collective bargaining, contract administration, employment rights and benefits, organizational maintenance and defense, duties of fair representation under State of Connecticut law, and any other germane activities described above.

Non-Chargeable Expenses - Non-chargeable expenses are those expenses incurred by Local 2001 for the benefit and advancement of the members and Local 2001 which are not considered representational activities for non-members. Non-chargeable activities are those services that are ideological or political in nature, exclusively for the benefit of members, and those that are not considered germane to representing non-members in the collective bargaining process.

Activities that are considered as non-chargeable include the following: lobbying and political efforts before the state legislature, state agencies, or other executive branch officials, unless specifically related to ratification or implementation of a collective bargaining agreement or issues pertaining to members and non-members; external public relations not specifically related to collective bargaining or contract administration; political activities; supporting or contributing to charitable, religious or ideological causes; organizing or establishing new or expanded bargaining units as opposed to attempting to maintain current bargaining units and membership; litigation costs that are not germane to employee representation; and Local 2001 publications to the extent they report on non-representational activities.

NOTE 4. SIGNIFICANT FACTORS AND ASSUMPTIONS USED IN THE ALLOCATION OF EXPENSES BETWEEN CHARGEABLE EXPENSES AND NON-CHARGEABLE EXPENSES

Personnel - Consists of staff wages and longevity payments. These expenses have been allocated based on staff analysis of their time spent on the activities described in Note 3.

Employee insurance - Consists of Local 2001's share of staff health insurance. These expenses have been allocated based on staff analysis of their time spent on the activities described in Note 3.

Pension plan and other postretirement - Consists of Local 2001's contributions to staff pension plans and contributions for retiree health insurance. These expenses have been allocated based on staff analysis of their time spent on the activities described in Note 3.

Payroll taxes - Consists of Federal and state employer taxes on staff wages and longevity payments. These expenses have been allocated based on staff analysis of their time spent on the activities described in Note 3.

Travel - miscellaneous - Consists of staff mileage expenses, automobile allowances, automobile lease payments, automobile repairs and maintenance and other travel expenses. These expenses have been allocated based on related staff analysis of their time spent on the activities described in Note 3.

Note regarding results of all other expenses analysis - Certain overhead and administrative expense categories have been allocated between chargeable and non-chargeable expenses based on the results of analyzing all other expenses. This represents the analysis of all expenses that can be determined to be chargeable versus non-chargeable through analysis with the exception of Service Employees International Union per capita tax payments as that expense is not controllable by Local 2001.

Telephone - Consists of land lines at Local 2001 headquarters and cell phones. These expenses have been allocated based on the results of all other expense analysis.

Office supplies - Consists of pens, paper, office equipment expenses, printing supplies and various other office supplies. These expenses have been allocated based on the results of all other expense analysis.

Postage - Consists of general mailing and shipping costs. These expenses have been allocated based on the results of all other expense analysis.

Maintenance of equipment - Consists of service agreement costs for the offset press, labeling equipment, folding and inserting equipment, maintenance and repair costs of production equipment not covered by service agreements and copier leases. These expenses have been allocated based on the results of all other expense analysis.

NOTE 4. SIGNIFICANT FACTORS AND ASSUMPTIONS USED IN THE ALLOCATION OF EXPENSES BETWEEN CHARGEABLE EXPENSES AND NON-CHARGEABLE EXPENSES (continued)

SEIU Per capita tax payments (less chapter rebates and AMECSS) - Consists of per capita payments to Service Employees International Union, CTW, CLC - United States Division (SEIU). These expenses have been allocated based upon SEIU's audited consolidated statement of expenses and allocation between chargeable expenses and non-chargeable expenses - series 3 report for the year ended December 31, 2019. According to this audited report, chargeable expenses represented 31.79% of total expenses.

Council/Chapter funding and rebates - Consists of rebates and refunds to subordinate associations, chapters, and councils pursuant to the CSEA SEIU Constitution. Also consists of dues refunds to members and non-members and per capita payments to the State Council. These expenses are considered to be fully chargeable except for the per capita payments to the State Council which are considered non-chargeable.

Sundry - Consists of paper goods, cleaning supplies, and other miscellaneous uncategorized expenses. These expenses have been allocated based on the results of all other expense analysis.

Professional fees - Consists of professional fees paid for the audit of Local 2001's annual financial statements, preparation of Local 2001's annual Hudson statement, and preparation of government Forms LM-2 and 990. These expenses are considered to be fully chargeable.

Computer service - Consists of computer network and consulting fees. These expenses are considered to be fully chargeable.

Bernard H. McCusker Scholarship Fund donations - Consists of donations to the Scholarship Fund, which is a member only Fund. As such, these expenses are considered to be fully non-chargeable.

Dues and subscriptions - Consists of dues and subscriptions to various legal, labor, labor relations and arbitration publications or databases. These expenses are considered to be fully chargeable.

Other taxes - Consists of sales and use taxes. These expenses are considered to be fully chargeable.

Staff training - Consists of staff representative training and support staff training. These expenses are considered to be fully chargeable.

Capital expenses - Consists of equipment purchases. These expenses have been allocated based on the results of all other expense analysis.

Housing - Consists of insurance, fidelity bonding, real estate and property taxes, electricity, building maintenance, janitorial supplies, parking lot lease payments, heating, and water expenses. These expenses have been allocated based on the results of all other expense analysis.

State School Principal's Contract Voted Out of Appropriations!

On May 17th, the General Assembly's Appropriations Committee held a public hearing regarding a Joint Resolution to approve a Tentative Agreement between the State and CSEA.

The tentative agreement covers State School Principals who work for the Departments of Children and Families, Correction, and Mental Health and Addiction Services. These dedicated professionals oversee operations in Unified School District #1 (DOC), Unified School District #2 (DCF), and special education, vocational programming, and related services to eligible residents between the ages of 18 and 21 in DMHAS facilities throughout Connecticut.

The State School Principals, who were previously considered managerial personnel, successfully fought to be able to become union members and to join CSEA's P3B Council. Subsequently, the tentative agreement at issue was negotiated, which provides wage increases that the Principals had previously missed out on.

Executive Director David Glidden testified at the public hearing and stated, "While this group is very small (currently there are 7 State School Principals), the work they do is incredibly consequential for our state. When you're talking about education at DOC, DCF, or DMHAS, you're talking about the key element that can turn lives around. Over the last few years, there's been a lot of talk about the second chance society. I think it's right to say that education is the x factor in the concept of second chance. The individuals in this group have dedicated their careers to that kind of education and to that second chance. And this

agreement just helps to ensure that they are treated fairly in return for the work they do."

The Appropriations Committee voted in favor of the tentative agreement and now it will head to the House and Senate for a final vote.



PICTURED ABOVE: CSEA Executive Director David Glidden testifies in front of the Appropriations Committee in support of the State School Principal's Contract.

AMERICANS ARE MORE PRO-UNION AND ANTI-BIG BUSINESS THAN AT ANY TIME IN DECADES

"Today, all political and all age cohorts hold record or near-record positive views favoring labor over big business. Looking across generations, Americans born after 1975 have particularly strong positive feelings toward labor unions over big business. Democrats and independents have always felt more positively toward labor unions and less positively toward big business than Republicans, and that pro-union bent has risen to record heights since 2012. But even among Republicans, the union versus big business sentiment gap rose quickly between 2012 and 2016, and hit a record high in 2020." (*The Guardian*, May 13, 2021)

The public perception shift we are experiencing opens up opportunities for large-scale wins by coalitions like Recovery For All in which CSEA is a proud member. With unprecedented levels of income and wealthy inequality tied with systemic racism, a broader understanding of the positive impacts of fair labor laws creates a new opportunity to implement the necessary changes our society needs to address the growing gap between the wealthy and the working people across our country.

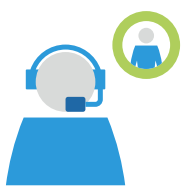
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