



CSEA NEWS

The Voice of Connecticut's
Public Service Employees & Retirees

April, 2024

CSEA SEIU Local 2001

VOL. 57, NO. 4

Labor Giant Ed Daly Laid to Rest

Council 400 President Michael O'Brien's Eulogy

My name is Michael O'Brien and I am the current president of our union's Retiree Council 400. I succeeded Ed in that office when he decided to step down a few years back. I was Ed's vice-president.

You all knew Ed. He was a presence in the room. He stood tall and he had that hearty laugh and that twinkle in his eye. Even if he was quiet, you knew the wheels were always turning. Ed is a tough act to follow and leaves big shoes to fill. I walk around in a pair of 9Ds and I know Ed had to be at least a size 12. But he was a good mentor. Ed's parents instilled in him from an early age the value of service. He was brought up in a politically active family where he learned that one must fight for effective representation to improve the lives of working families. He learned those lessons well. Ed served his country in the Army during the Korean Conflict in the 1950's.

After graduating from UConn, Ed was employed by the State in 1958. It didn't take him long to get involved in the labor movement. He joined

CSEA in 1959. At that time, there was no collective bargaining and if CSEA wanted to get its members a pay increase it had to talk to the governor in what was called collective begging.

That changed in the mid-1970s with the re-election of Ella Grasso as governor and after CSEA endorsed her with the understanding that the employees would get collective bargaining. Political action at work. Ed was president of the engineer's bargaining unit at the time. Collective bargaining was a two-edged sword for CSEA. We didn't have the qualified staff that we have now and we were inexperienced in setting up bargaining units. We lost a majority of our members to the big international unions who raided us. It was recognized that our constitution was not workable under collective bargaining and Ed participated in their modification. There have been few changes to that document since then.

After Ed became union president in 1986, he worked to professionalize our staff and have them run the day-to-day operations of the union. They would report to the elected Executive Council delegates from each bargaining unit with the president acting as the chair. Although Ed delegated the day-to-day operations of the union, he didn't delegate the politics. He loved politics and he loved meeting with politicians to lobby on behalf of the members.

Until that time CSEA had remained fiercely in-

dependent but Ed's vision was for CSEA to become part of the larger labor movement. It started by acting in coalition with other state employee unions. And from there to join the larger labor movement with our subsequent affiliation with SEIU, the Service Employees International Union.

CSEA SEIU Local 2001 has become a leader in the Connecticut labor movement and a national leader with our powerful Retiree Council 400, which now serves as a model for other unions across the country.

Ed ate, drank, slept and breathed CSEA. His family knows how much our union meant to Ed. I would like to share with them some thoughts and comments we have received from members and staff in recent days about how much Ed meant to our union.

He was a mensch. Sweet, smart, sensible
He was the best! Rock solid!

His leadership will never be forgotten due to his knowledge and unbelievable energy. He always had that twinkle in his eye and a spring in his step – and he was quick with a laugh. Even toward the end, when we saw him in the hospital, that twinkle never faded. That special X factor that made him such a great leader was with him all of his days.

I never saw him panic or lose his cool

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ABOVE: Seasonal Worker, Nate Padgett (center), stands in the Legislative Office Building with his co-workers after testifying in support of SB411.

Members Overwhelmingly Ratify Wage Reopener

7 Bargaining Units Vote to Ratify

7 State Bargaining Units Vote Ratify
CSEA's 7 state bargaining units - P3A (Education Administrators), P3B (Education Professionals), P4 (Engineering, Scientific and Technical), Corrections Supervisors Council, NP-9 (State

Police Captains & Lieutenants), Supervising Judicial Marshals and the DCJ Inspectors Council - all overwhelmingly ratified their 24/25 Wage Reopener Tentative Agreements this month!

OFFICIAL RESULTS:
P4 : 97% YES
P3A : 100% YES
P3B : 99% YES
SJM : 97% YES
Inspectors : 96% YES
NP-9 : 95% YES
CSC: 97% YES
Connecticut relies on the CSEA

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Legislative Update From CSEA Political Education Director, Daniel I. Medress

With public hearings wrapping up, bills being voted out of the committees in which they originated, and work on the budget continuing; it's a good time to take a look at what is happening in the General Assembly's 2024 legislative session.

CSEA members went into this session with a wide-ranging agenda focused, as always, on improving the work, career, and life opportunities of our

members, and all working people in Connecticut. CSEA's agenda seeks to make progress on issues as diverse as raising pay for paraeducators, enhancing the work of the State Contracting Standards Board, and improving our State's paid sick days law. With dozens of members testifying on close to 80 different

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CSEA, 760 CAPITOL AVE., HARTFORD, CT 06106

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**Meetings
And News**

MEETING DATES

The April Delegates Meeting will be held as a hybrid meeting on Thursday, April 13th at 10am at the CSEA Union Hall and via Zoom

Chapter 401 (Hartford area)
Thursday, May 2nd- 1pm
760 Capitol Ave., Hartford
Zoom ID: 833 1491 7718
Patrice Peterson - (860) 416-0306

Chapter 402 (Danbury area)
Wednesday, April 10th - 10am
United Methodist Church
5 Clapboard Ridge Rd. Danbury
Linda Albanese - (860) 354-6965

Chapter 403 (Norwich area)
Tuesday, April 9th - 1:30pm
Guest Speaker: Kevin Sullivan
CSEA Retiree Organizer
Rose City Senior Center
8 Mahan Drive., Norwich
Carol Burgess - (860) 859-3641

Chapter 404 (Waterbury area)
Tuesday, April 9th - 10am
Guest Speaker: Financial Planner
Trinity Orthodox Church
937 Chase Parkway, Waterbury
Tina Franco (203) 721-4382

Chapter 405 (New Haven area)
Thursday, April 11th - 10:30am
Guest Speaker: Robert Rinker,
CSEA Regional VP East
Hamden Govt Center Building
2750 Dixwell Ave. (3rd Floor)
Sue Pierson (203) 376-7207

Chapter 406 (Middletown area)
Tuesday, May 14th - 1pm
Guest Speaker: Cigna Dental Rep
American Legion Post 75
58 Bernie O'Rourke Dr.
Middletown, CT
Joe Formica - (860) 347-4532

Chapter 407 (Bridgeport area)
Wednesday, April 17th - 1pm
St. Josephs of Stratford Church
1300 Stratford Road
Stratford, CT (on Rt. 113)

Chapter 408 (Willimantic area)
Wednesday, April 10th - 1pm
Social time is 12:30pm
Guest Speaker: Attorney Leah
Schad
from Connecticut Legal Services
Mansfield Senior Center
303 Maple Road. Mansfield
Doug Racicot - (860) 234-2537

Chapter 409
(Retired University Professors)
Friday, April 19th - 10am
CSEA Union Hall & via Zoom
760 Capitol Ave., Hartford
Zoom ID: 868 8922 7158
Dave Walsh - (860) 684-4773

Chapter 410 (Windsor area)
Monday, April 10th - 1pm
Guest Speaker: Kevin Sullivan,
CSEA Retiree Organizer
Suffield Senior Center
145 Bridge St., Suffield
Amelia Smith - (860) 687-1848

Chapter 411 (Rocky Hill area)
June Luncheon (TBD)
Sebastian Puglisi (860) 529-8336

Chapter 412 (Putnam area)
Tuesday, April 16th - 1:30pm
The New Putnam Town Hall
200 School St., Putnam
Don Gladding - (860) 933-9998

Chapter 414 (Torrington area)
Monday, April 15th - 10am
Guest Speaker: Aetna Rep
Cooperative Service Ext. Bldg
843 University Dr, Torrington
Kathryn Doan (860) 324-8300

Chapter 415 (Manchester area)
Monday, April 22nd - 1pm
Guest Speaker: Aetna Rep
Manchester Elks Lodge
30 Bissell St., Manchester, CT
Stuart Clark - (860) 205-0657 (c)
(860) 454-4818 (h)

Chapter 416 (New London area)
Tuesday, April 9th
12pm Social Time & 1pm Meeting
Guest Speaker: Aetna Rep.
Waterford Public Library
49 Rope Ferry Rd., Waterford
John Knaff - (860) 857-4244

Chapter 417 (Plainville area)
Wednesday, April 10th - 1pm
Guest Speaker: Robert Rinker,
CSEA Regional VP East
Plainville Public Library
56 East Main St., Plainville
Mark Kirschner - (860) 882-2717

Chapter 418
(Community College Retirees)
Tuesday, May 21st - 10am
4C's Union Hall
907 Wethersfield Ave., Hartford
Bill Searle - (860) 745-3692

Chapter 441 (Cape Cod, MA)
Thursday, May 1st - 1pm
South Yarmouth Public Library
Leonard Room
Guest Speakers: Kevin Sullivan,
CSEA Retiree Organizer
Stephanie Saunders, Aetna Rep
Angie Nelson, Cigna Rep
Questions? Call Sherrill Stott
(774) 237-0220

**Check out
Page 7 for more
Council 400
News!**

**Labor Giant Ed
Daly Laid to Rest**

*Council 400 President Michael
O'Brien's Eulogy*

or raise his voice to anyone. He was always firm yet gracious at the same time.

Even when we sometimes disagreed, it was always a pleasure and an honor to work with Ed. Personally, I never heard Ed raise his voice either except maybe at a rally or at a Red Sox game. He was an avid Red Sox fan. I must admit that being a Yankee fan, that is one area where Ed and I didn't see eye to eye.

I never heard him fish for a compliment or try to take personal credit for a union victory, even one he may have had a major hand in. It was always what we as a union accomplished.

I joked earlier about Ed's size 12 shoes being hard to fill. But it wasn't the size of his shoe, but

how he walked in them.

Ed walked the walk and he talked the talk.

As long as you were doing the right thing with the right intentions, you had Ed's support and everything would work out. You knew that Ed had your back.

He put people at ease and he connected with them. He saw the best in people and in his own quiet, reassuring way, knew how to instill confidence and bring that best out.

He was the heart and soul of our union and one of our key strategists and political influencers. His observations were always keen and astute, especially on political matters.

His advice was always right on the money and he shared it unselfishly, with only the success of the union and Council 400 as the driving force behind his words.

I am proud to have succeeded Ed in office.

I am proud to have stood beside him and others in fighting the good fight of the union and working people.

I am proud and privileged to be here today rep-

resenting our union as we celebrate Ed's life.

But most of all, I am proud to have counted him as a friend.

Ed, you are a member of our union's chapter eternal now. Our members thank you for your years of volunteer service on behalf of all working people in Connecticut and we extend our heartfelt sympathy to your family and to your union family as well.

I would like to close with an Irish blessing:

May the road rise up to meet you

May the wind be always at your back

May the sun shine warm upon your face

And until we meet again

May God hold you in the palm of His hand

God bless you Ed.

May you rest in peace – you've earned it my friend.

Important numbers to have on hand:

Retirement Division Payroll: 860-702-3528

Aetna Customer Service: 1-855-648-0391

Retirement Division Life Insurance: 860-702-3537

Caremark: 1-800-318-2572

Retirement Division Health Insurance: 860-702-3533

Cigna: 1-800-244-6224

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

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

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



CONNECTICUT STATE EMPLOYEES CREDIT UNION

Car Dealers Know Cars but We Know Financing

Our auto loan puts you in the driver's seat. Take control at the dealership and apply through CSE for a better rate.

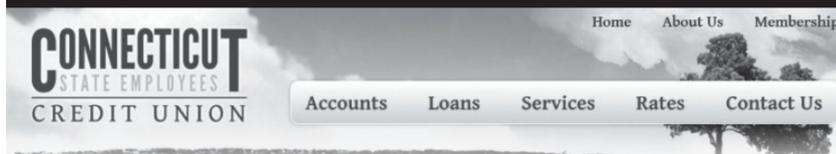
New Car rate	Used Car Rate
4.99% APR*	5.49% APR*

*Annual Percentage Rate. Certain restrictions apply. Cannot be applied toward existing car loans. Cannot be combined with any other offer. Rate is subject to change at any time.

Terms available up to 7 years!*Annual Percentage Rate. Certain restrictions apply. Cannot be applied toward existing car loans. Cannot be combined with any other offer. Rate is subject to change at any time.

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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 2024

	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

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.

- Antolini, Rose, Admin And Residual
- Atkins, David, Admin And Residual
- Ayres, Blair, Service/Maintenance
- Becker, Johanna, Health Professional
- Boyko, Eugene, Comm College Faculty
- Burt, Richard, Social And Human Services
- Callaghan, Dennis, Correctional Supervisor
- Cappetta, Kristyn, Judicial
- Carabina, Mark, Administrative Clerical
- Casadonte, Alfred, Service/Maintenance
- Champagne, Lauralee, Education B
- Chiappetta, Theresa, Administrative Clerical
- Coats, C Thurlow, Protective Services
- Cox, Maureen, Administrative Clerical
- Cragin, Margaret, Judicial
- Credit, Brenda, Administrative Clerical
- Daley, Dorothy, Admin And Residual
- Daley, Edward, Csea President / Dep
- Defrance, Lorraine, Confidential
- Echevarria, Julio, Correctional Officers
- Ely, Morgan, Judicial
- Gallagher, Margaret, Administrative Clerical
- Gill, Alfred, Correctional Officers
- Guy, Rosa, Comm College Admin
- Heft, Michele, Judicial
- Israel, Arthur, No Designated Unit
- Karlames, Elizabeth, Administrative Clerical
- Kirchhoff, Michael, St Vocation Federation Teacher
- Lawrence, Frances, Administrative Clerical
- Munigle-Kunsch, Margaret, Social And Human Services
- Murasso, Paul, Correctional Officers
- Neri, Ernest, Education
- Noble, Gilbert, State University Faculty
- Okeeffe, Timothy, State University Faculty
- Palozie, Theresa, Administrative Clerical
- Palumbo, Louis, Admin And Residual
- Panaroni, Frank, No Designated Unit
- Parker, James, Health Nonprofessional
- Pedersen, Thomas, Criminal Justice Inspectors
- Perry, Gregory, Health Professional
- Piserchia, Gloria, Judicial
- Reed, James, Health Nonprofessional
- Robles, Gregorio, Correctional Supervisor
- Satagaj, Theodore, Judicial
- Schaffer, Laura, Administrative Clerical
- Schwartz, Helen, Social And Human Services
- Scott, Samuel, Service/Maintenance
- Stapleton, Marilyn, Health Nonprofessional
- Stupplebeen, Carol, Correctional Officers
- Sullivan, Susan, Health Professional
- Tansi, Sydney, Health Nonprofessional
- Tedesco, Jacqueline, Admin And Residual

CSEA NEWS

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Local 2001, Service Employees International Union, CTW/CLC

- Travis WoodwardPresident
- Beverly LeeSecretary/Treasurer
- David GliddenExecutive Director
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- 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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Legislative Update

By: Daniel I. Medress, Political Education Director

continued from page 1 pieces of legislation and thousands more getting involved through calls and emails to legislators, CSEA members have been tireless in their efforts to pass legislation that empowers working people.

Here is where the CSEA legislative agenda currently stands:

State Budget – The budget remains in development and whatever version is voted out of the Appropriations Committee on or before April 5 (the Committee's Joint Favorable, or JF, deadline) will be the basis for further negotiations. As expected, the fiscal guardrails (the spending cap, volatility cap, and revenue cap) remain the biggest obstacles for consensus around the budget. Allied legislators are working to find workarounds for the spending cap that will be acceptable to the Governor, but there are no easy solutions here. Whether it is boosting pay for municipal and board of education workers or increasing funding for childcare providers or providing more resources to Unified School District #1 or ensuring the State has the money it needs to end short staffing across state agencies, figuring out a solution to the strait-jacket of the guardrails is critical. Every session, the version of the budget which passes out of the Appropriations Committee is subject to further negotiations between the parties, chambers, and with the Governor, however, this session's budget is more of a work in progress than in previous years.

Paraeducator Legislation – Paraeducators are on the front lines of student learning. They provide one-on-one assistance to special education students, reinforce instruction, manage classrooms and support English language learners. They celebrate with their students when they succeed and try to redirect them when they act out verbally and physically. Despite the important roles they play, paraeducators are among the lowest paid staff members in our schools. Many cannot afford healthcare and there is little chance they can afford to retire with dignity - unless they work a second or third job. They don't get paid during the summer and cannot collect unemployment. There is no wonder paraeducators are leaving the profession in droves, with more than 1,300 paraeducator positions vacant in districts throughout the State. House Bill 5348: An Act Concerning Paraeducators will raise pay for paraeducators, extend and expand the health care subsidy program, and make other improvements for Connecticut's paraeducators. HB 5348 passed out of the Education Committee and has been referred to the Appropriations Committee (all bills that cost money must be sent to the Appropriations Committee) for review and a vote.

FOI Address Exemption – State, municipal, and board of education workers want to be added to the list of people whose residential address is blocked from release through a FOIA request. Currently, there are people

in thirteen groups whose residential address is exempted. These groups include police officers, firefighters, employees of the Department of Children and Families, members or employees of the Commission on Human Rights and Opportunities, and other people doing important work on behalf of the residents of Connecticut. The safety and security concerns that lead to these groups being exempted are also held by people working for the state, municipalities, and boards of education. No one is asking for special treatment or trying to hide from accountability, but like the other people whose addresses are exempted from release, people just want to keep themselves and their families safe. While it is true that personal information can be found in places other than a FOIA release - as we all know, sometimes all it takes is an internet search - that should not be an excuse for the state to help facilitate the release of that information. Senate Bill 436: An Act Concerning Revisions To The Freedom Of Information Act Concerning The Nondisclosure Of The Addresses Of Certain Employees exempts the release of the residential address of state, municipal, and board of education employees through an FOI request and has had a public hearing in the Government Administration and Elections (GAE) Committee and is expected to soon receive a vote in committee.

The State Contracting Standards Board – After many years of inadequate financial support in state budgets, the State Contracting Standards Board is finally fully funded and staffed. However, there is still room for improvement in how the Board functions. That's why CSEA, along with our partners in the State Employees Bargaining Agent Coalition (SEBAC) and our allies on the Board have been working to pass legislation that will give the board greater authority while also providing long term protections for its work. In aid of that effort, nearly identical bills, Senate Bill 389: An Act Concerning The State Contracting Standards Board And State Procurement and Senate Bill 391: An Act Implementing The Recommendations Of The State Contracting Standards Board, were raised in the GAE Committee to help improve the Board's work. After discussion with our coalition partners working on this legislation, it was decided to merge the bills together and to move forward with SB 391, which passed out of the GAE Committee and is awaiting further action.

Expansion and Improvement of the Paid Sick Days Law – In 2011, Connecticut was the first state in the nation to require certain employers to provide service workers with accrued paid sick days. Now, more than 10 years later, and having been through the most significant global public health emergency of our lives, CSEA members and our allies in the Paid Sick Days coalition have been fighting for legislation that strengthens current law and ensures access to

paid sick days for all workers, regardless of their job title or size of their employer. That bill is Senate Bill 7: An Act Concerning Connecticut Paid Sick Days and it passed out of the Labor and Public Employees Committee and is awaiting further action.

Childcare Legislative Proposals – Even before the pandemic, there was a childcare provider crisis in Connecticut. With low pay and no healthcare, it has always been difficult to attract people to this important career. Without increased funding for childcare and higher pay for the workers who deliver it, that crisis is only going to get worse. Providers are supporting House Bill 5051: An Act Establishing Early Start CT and Senate Bill 152: An Act Implementing The Recommendations Of The Office Of Early Childhood because they will help expand access to childcare, but without adequate funding that expansion will not amount to much. Both bills were voted out of the Education Committee and will be referred to the Appropriations Committee. And, to ensure that there is funding in place for high quality childcare services, providers are also supporting House Bill 5002: An Act Concerning Early Childhood Care And Education, a newly filed bill that would provide funding to the Early Childhood Care and Education Fund. The bill has been scheduled for a public hearing in the Finance, Revenue and Bonding Committee on Thursday, March 28.

Union Power for Seasonal State Employees – Connecticut currently hires thousands of seasonal state employees working in roles such as maintenance workers, lifeguards, seasonal park rangers, interpretive guides, first aid attendants, resource assistants, seasonal maintainers, office assistants, and seasonal Special Conservation Officers. The work done by seasonal state employees, while necessary and valuable, overlaps with work done by full time state employees. Yet seasonal workers don't currently have a viable path to joining their co-workers in the

union - and consequently, their pay is woefully substandard and they have no access to healthcare. Senate Bill 411: An Act Concerning Temporary State Employees And Collective Bargaining would automatically place seasonal state employees in the appropriate state bargaining units. This is simple: seasonal state employees should not be excluded from collectively bargained contracts, but should instead be treated the same as other workers in state service. SB 411 passed out of the Labor and Public Employees Committee and, although it has not yet been referred, will be sent to the Appropriations Committee for review and a vote.

SEBAC Agreement – The wage reopener agreement negotiated between SEBAC unions and the Governor will be filed with the General Assembly at the end of March/start of April. The agreement was overwhelmingly approved by CSEA members and, as soon as all the other SEBAC unions complete their voting, will be referred to the Appropriations Committee in the form of two separate, yet identical, House and Senate resolutions. The resolutions will receive a public hearing and votes in the Committee and then will be sent to their respective chambers for another vote. As they are resolutions, they do not need to be signed by the Governor; once they are passed by both chambers, they will be fully approved.

The General Assembly will adjourn its 2024 legislative session on May 8 and there will be lots more for CSEA members to do before that happens to make sure our agenda advances, but this is where we stand now.

BELOW: Julie Cinnamon and AJ Ceylan (top left to right) testified in support of the para legislation; Travis Woodward (middle) testified in support of the State Contracting Standards Board; Adrean Rodriguez testified in support of seasonal workers.





Central Connecticut State University Student Center ■ Alumni Hall 105 Ella Grasso Blvd, New Britain, CT

Biennial Convention Friday, October 25, 2024

The 83rd Biennial Convention of CSEA SEIU Local 2001 will convene on Friday, October 25, 2024 at the Central Connecticut State University, Student Center.

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.
Only elected delegates and elected alternate delegates are eligible to attend the CSEA Biennial Convention on October 25th. Election Results must be provided to the CSEA Main Office (bconway@csea760.com) by Friday, September 30th in order to be registered for the convention and receive credentials.

Habitat For Humanity with CSEA Good Works Committee

The CSEA SEIU Local 2001 Good Works Committee is pleased to work with Habitat for Humanity on a spring event for CSEA members to do good works in their community, which will be held on Saturday, May 11th.

As you know, the Good Works Committee sponsors the "Thanks for Giving Drive" in November, where they take nominations for members in need and provide gift certificates so they can enjoy a Thanksgiving meal.

This new event is expanding on their Mission Statement of raising the profile of the membership of CSEA in communities through volunteerism, and would involve not only monetary donations towards this goal, but participation from our members to do good!

The Good Works Committee would like councils and chapters to participate in several ways, by providing members interested in taking part in the build that day,

along with a sponsorship of \$200 for that person.

We would like to create a CSEA team of 10 people to participate, along with the \$200 sponsorship for each participant. A member of the Good Works Committee would be willing to attend any upcoming meeting to explain the event and the process, just let me know and we can schedule that.

If you are unable to nominate someone, you can still make a monetary donation to this great cause by making a check to CSEA Good Works Committee and sending it to CSEA, 760 Capitol Ave., Hartford, CT 06106, attention: Good Works.

If you have any questions, or would like to volunteer, please email Bernadette Conway at BConway@csea760.com



2024 PARA LOBBY DAY

HB 5348: An Act Concerning Paraeducators, made it out of the Education committee!

Join your fellow union members at the Capitol to lobby your state legislators, and explain to them why you need them to support this bill.



APRIL 17, 4-6 PM
LEGISLATIVE OFFICE BUILDING

REGISTER NOW!
bit.ly/ParaLobbyDay2024



Call for McCusker Scholarship Judges

The McCusker Trustees continue to look for new judges to add to the existing list of outstanding judges. With the 2024 application period closing on Tuesday, April 30th at 4:30PM, we are hoping to add fresh faces to our list this year. Below please find some basic information about the process and eligibility requirements.

INFORMATION FOR POTENTIAL JUDGES – 2024

1. Currently, the annual scholarship application period is from Feb. 1 thru the last business day of April (close of business at 4:30).
2. Judges cannot be members of CSEA (to avoid potential conflicts of interest). If a judge re-

ceives an application from an applicant or a family that they may know, they are expected to NOT act on that application.

3. Judging is done on a day in June, determined annually by the McCusker Board of Trustees, (Board).
4. Recently (since COVID) judging has been performed remotely (from home) so judges have more flexibility with their time. Usually, judging is done between 10am to 6pm. We thank our judges for their time with a gift card.
5. Each application is judged on three different sections, student grades, financial need and outside activities (ie: part-time work, sports, drama, debate club, etc.). Each section is graded from 0-10 by 1/2-point intervals.
6. Each application is judged by two different judges and the scores are then averaged. This is

- due to potential bias as to which section of the application has more relevance to a judge.
7. CSEA Staff member Val Lattarulo keeps a list (slate) of judges (current & former) for our use. If a judge doesn't wish to continue, just ask Val to remove your name from the list.
 8. The Board reviews the proposed slate of judges each year and this slate is then forwarded to CSEA's Executive Council with a recommendation for final approval at their meeting in May.
 9. The Board determines number of judges utilized each year by the number of applicants.
 10. Please let your Council's Board Trustee, Val Lattarulo (860-951-6614 X-120) or Don Gladding, Chair (860-933-9998) know of anyone who may be interested in being a judge and Val can provide additional information.



CSEA SEIU Local 2001

Organized Labor Night 2024

REID & RIEGE Anthem Hinge Health

August 31, 2024

1214 Main St, Hartford, CT 06103

Tickets: \$30/seat

Location: behind Home Plate

Parking: \$5.00 surrounding ballpark

CSEA April Action Calendar

Interested in an Event? Email Drew Stoner at DStoner@csea760.com

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1 Student Walk-Out Three Rivers Community College	2 Presidential Primary	3 Paraeducator Appreciation Day	4	5 Appropriations Budget Expected	6
7	8	9	10	11	12	13 New Haven Tenants Union Picket at City Hall
14	15 Consensus Revenue Report Expected	16	17 Para Lobby Day & CTFA Democracy School	18 Unemployment Insurance for Striking Workers Lobby Day	19	20
21	22	23	24	25	26	27
28	29	30	A P R I L 2 0 2 4			

 **@CSEA2001**

 **@CSEA_CT**

 **@cseaseiulocal2001**

 **CSEA-CT.com**

IT'S ELECTION TIME FOR CSC! MARK YOUR CALENDARS

**MARCH 18 (8AM)-
APRIL 19 (4PM)
NOMINATIONS WILL BE
OPEN**

**ELECTION DAY
TUES JUNE 4TH
10-7PM CSEA UNION
HALL-760 CAPITOL AVE
HARTFORD**

Nominations will be accepted for all positions. Nominations should be submitted via email to Jason Webster @ jpwebster@csea760.com

Navigating Retirement: Understanding CT's Tax Exemptions for Retirees

By: Kevin Sullivan, Retiree Organizer

As we transition into retirement, understanding the financial landscape is crucial for maximizing our hard-earned benefits and savings. Today, I'd like to share some insights into Connecticut's tax exemptions that apply to various retirement incomes. While I'm here to guide you through these topics, it's important to note that I am not a tax expert. Complex tax questions should be directed towards a professional tax advisor, and this also applies to Bernadette Conway, who shares my limitations in providing tax advice.

Connecticut law offers several income tax exemptions to retirees, aiming to provide financial relief during retirement. These exemptions encompass Social Security benefits, railroad

retirement benefits, military retirement pay, pension and annuity income, Teacher Retirement System (TRS) pension income, and Individual Retirement Account (IRA) distributions.

Eligibility and the extent of these exemptions are generally based on one's total federal adjusted gross income (AGI). For instance, the Social Security Benefits Exemption is available to all, but only partially for those whose AGIs surpass \$150,000 for joint filers or \$100,000 for others. Railroad and military retirement benefits enjoy a full exemption regardless of AGI. The TRS pension income saw an enhancement in 2021, allowing for a 50% deduction, up from the 25% available between 2016 and 2020. The exemption for pension and annuity

income, while fully applicable to taxpayers below certain AGI thresholds, will begin to phase out for higher-income retirees starting in the 2024 tax year. Similarly, the IRA income exemption, set to be fully phased in by 2026, will also undergo a gradual phase-out for those in higher income brackets from the 2024 tax year onwards.

Making the most of the tax exemptions provided by Connecticut law requires a proactive approach to retirement planning. It begins with a thorough review of your federal adjusted gross income (AGI), which is crucial for determining your eligibility for these exemptions. As tax laws are set to change starting in 2024, planning for the phase-out of certain exemptions is essential for avoiding

unexpected impacts on your financial planning. The timing of your retirement is also pivotal, as it can significantly influence your qualification for these tax breaks, especially if your income is close to the specified thresholds.

Given the intricacies of tax regulations, consulting with a tax advisor for personalized guidance can prove invaluable. Additionally, keeping abreast of evolving tax laws is critical for ensuring your retirement planning remains effective and adaptive to legislative changes.

As we navigate these financial waters, let's remember the importance of informed decision-making and seeking expert advice when necessary. Together, we can ensure a secure and prosperous retirement.

Please note: This article is for informational purposes only and does not constitute professional tax advice.

Does CSEA have your correct contact info on file? Update your info by scanning the QR code.



Wage Reopener Update

continued from page 1 members who design and inspect our roads and bridges, educate DOC inmates and children in DCF custody, provide day services for individuals with intellectual disabilities, supervise our correctional facilities, the judicial branch, and the state police, provide education leadership, investigate major crimes, design and maintain our information systems, protect our environment and so much more!

What's Next?

We are not done though. The General Assembly must vote in favor of the Agreement.

We need to call our legislators, testify at public hearings, tell our story, write letters to the editor and make sure that everyone in the State Capitol understands the importance of protecting public services through fair and honorable contracts. You can learn more about this process in the Legislative Session Update by our Political Education Director, Danny Medress.

When you contribute to the CSEA Political Action Contribution (PAC) Fund, you are part of helping our endorsed candidates make it

into office. As a reminder, all candidates go through a questionnaire and interview process through our Legislative Action Committee before endorsements are voted on by the Executive Council.

The PAC is a critical way that every CSEA member can help get union contracts approved by the General Assembly - each and every elected state official in the Governor's Office and General Assembly have a say about your future. Shouldn't you have a say in theirs?

We must work together to ensure the Legislature passes this agreement, and come November ensure that pro-worker candidates are elected into the General Assembly.

2025 Contract Survey

As a reminder, CSEA state bargaining team made it a priority to secure a fair increase as quickly as possible so that we can ensure that the raises are paid on time this July and so we can turn our sights onto the bigger negotiations for the full contract coming up this fall. To that end, please take a few moments to fill out a preliminary contract survey sent via email.

Solidarity Season

Starbucks and Volkswagen Workers Join Union Wave

After years of resistance, Starbucks has agreed to come to the bargaining table with Starbucks Workers United, the SEIU affiliate, representing workers across hundreds of stores, in April to establish a foundational framework agreement. This development not only brings hope to Starbucks workers but also inspires employees at other major companies like Amazon, Trader Joe's, and REI, where unionization efforts have faced obstacles.

The union says that Starbucks has agreed to bargain a master contract for all unionized locations, with the likely addition of local contracts to address store-specific issues.

As a show of good faith, the company has also agreed to implement credit-card tipping and provide back pay for the raises and benefits it denied workers at unionized locations (they offered them to workers at its other 9,700 corporate-owned US stores).

We don't yet know what the process for bargaining will look like, but it's clear that the news means that at long last, the company has realized it cannot defeat the union.

Similarly, Volkswagen's Chattanooga factory is poised to become the first test of

the United Auto Workers' (UAW) initiative to organize nonunion automobile plants nationwide. With over 4,000 production workers, the factory will vote in April on whether to be represented by the UAW.

This effort is part of a broader campaign by the UAW, targeting more than a dozen nonunion auto plants, including those operated by Tesla, Nissan, Mercedes-Benz, Hyundai, Kia, Toyota, and Honda. If successful, this vote could pave the way for unionization in other Southern factories, where union presence has been historically low.

As workers at Starbucks and Volkswagen stand up for their rights, they set an example for others, showing that unionization is not just a possibility but a viable

path towards a more equitable workplace.

The successes at Starbucks and the ongoing efforts at Volkswagen signal a new era of solidarity and empowerment for workers across the country. As the #SolidaritySeason gains momentum, it is clear that the voice of the labor movement is growing stronger and more diverse, promising a brighter future for workers in America.

“CT SIMPLY CANNOT AFFORD SUCH GENEROUS AND UNDERFUNDED PAY AND BENEFITS FOR STATE EMPLOYEES. NOR ARE THEY FAIR.. LAMONT IS NEGOTIATING WAGES FOR FISCAL 2025, THE FOURTH YEAR OF SBAC 2022. HE CAVED TO SBAC IN 2022. NOW, HE NEEDS TO SHOW SOME SPINE AND REFUSE ANY WAGE INCREASE.

- Red Jahncke, CT Insider

Join #SolidaritySeason & Contribute to CSEA PAC to push back on attacks like these.

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[†]Home insurance has limited availability in MA and is not part of Farmers GroupSelect benefit offering in FL.

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[†]Based on the average nationwide discount available in 2020 through the Farmers GroupSelectSM program for eligible individuals. In some instances discount is higher.

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