

Best Night of the Year

CSEA awards 62 scholarships to children and grandchildren of CSEA members

This past month, CSEA held our annual Bernard McCusker Memorial Scholarship Award Ceremony, recognizing 67 students with \$1,000 scholarships to help with their higher education aspirations. Bernard McCusker was the founder and first Executive Director of CSEA when he passed unexpectedly, and in his memory, CSEA created the memorial scholarship, which has awarded well over 1,000 scholarships totaling over \$1,000,000 throughout the past 60+ years.

This year was special with three scholarships being awarded to students in the name of our late union leader Ed Daly who passed away this year. His daughters were in attendance to award these special scholarships.

This scholarship is more important than ever as the price of higher education has surged, with our public higher education systems right here in Connecticut facing tuition hikes and staff and faculty layoffs. CSEA members have been active in the fight to reduce public higher education costs and address the student loan crisis. Unions are critical to uplifting working families - from securing affordable health insurance and stable employment to competitive wages and paid time off to

make precious memories with our loved ones.

CSEA President Travis Woodward was joined by U.S. Senator Richard Blumenthal and State Representative Kate Farrar who addressed the awardees.

Without the hard work and dedication of our McCusker Trustees, judges, and staff lead Valeria Lattarulo, these students would not have been awarded these scholarships. They work throughout the year to collect donations, create the application, judge the applicants, and put on a celebration which is often dubbed, 'the best day of the year at CSEA.'

And of course, the McCusker Scholarship is only made possible through generous donations from our members, chapters, and councils



This year CSEA awarded 67 scholarships to the children and grandchildren of members across our councils.

throughout the year. In 2024 we were able to raise over \$67,000 - with your help, we can beat this for 2025! Donate online at CSEA-CT.com under "Union Resources" and "McCusker Scholarship."

Check out Page 4 & 5 for a list of awardees, donors and trustees!

We are saddened by the recent passing of Retiree Leader Nancy Driscoll
Read her full obituary on page 7

CSEA Mourns the Passing of Another State Worker in the Line of Duty

A state Department of Transportation (DOT) worker, Andrew DiDomenico, 26, was tragically killed while working on the Wharton Brook Connector along Exit 13 off I-91 in Wallingford. This marks the second state worker death within a month, following the hit-and-run incident that killed State Trooper First Class Aaron Pelletier on I-84 in Southington on May 30.

The loss of Andrew DiDomenico has deeply impacted the Connecticut Employees Union Independent (CEUI) and the broader community. Carl Chisem, CEUI President, expressed profound sorrow and urged drivers to be cautious and considerate near work zones. He emphasized that safety remains the union's top priority and highlighted the dangers DOT workers face daily.

In response to these tragic incidents, the State Employees Bargaining Agent

Coalition (SEBAC) has convened a Hazardous Duty Caucus. This group will

focus on improving worker safety and addressing hazardous duty pension issues and concerns. Their efforts aim to ensure that state workers can perform their duties without risking their lives.

Governor Ned Lamont and DOT Commissioner Garrett Eucalito also voiced their outrage and sadness over DiDomenico's death, calling for heightened awareness and respect for road workers. The state has recently expanded a pilot program installing speed cameras in work zones to enhance safety, codified by Public Act 24-40.

These tragic losses underscore the urgent need for improved safety measures and responsible driving to protect those who work tirelessly to maintain Connecticut's infrastructure.

Fiscal Controls & 2025 State Negotiations

With billions being siphoned away, what does this mean for 2025?

Our state employees are facing unprecedented threats from political opponents determined to reduce their wages and benefits. This is not just a looming danger; it is an active and ongoing assault on the livelihoods of our hardworking members. Keith Phaneuf at the *CT Mirror* has recently published several stories outlining this threat, quotes below

have been pulled from these articles.

Adding to this peril are the fiscal guardrails, policies that are irresponsibly siphoning billions of dollars away from critical services. These controls, purportedly designed to ensure financial stability, are instead starving

essential programs of much-needed funding. The impact is felt across all councils, including the state division, undermining the effectiveness of our public services and the well-being of our communities. Rep. Laura Devlin has emphasized, "We need these fiscal controls to

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

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CSEA, 760 CAPITOL AVE., HARTFORD, CT 06106

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Leader Nancy Driscoll

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A Letter from the New
SEIU President

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



SERVICE PETS ONLY

COUNCIL 400 SUMMER PICNIC

**RSVP BY
AUGUST 3**

**\$15/ MEMBER
\$25/ NON-MEMBER
SPOUSE
\$38/ GUEST**

**THE FARMINGTON POLO CLUB
162 TOWN FARM RD, FARMINGTON, CT 06032
WEDNESDAY, AUGUST 14 11AM - 4PM**

QUESTIONS?

**STU CLARK (860-205-0657)
TINA FRANCO (203-721-4382)**

BUFFET: 12-2:30PM

**CASH BAR (NON-ALCOHOLIC
BEVERAGES SERVED ALL DAY)**

ENTERTAINMENT

**ANYTIME: OLYMPIC SWIMMING POOL, HORSESHOES,
BOCCE, BASKETBALL, FISHING**

STARTING AT 1:15PM: TRIVIA, BINGO & CARD GAMES

Member			
Member Spouse		Non-Member Spouse	
Address			
Phone #			
Email Address			
	<i>(If you want confirmation)</i>		
Chapter #- Location			
No. of Guests		Guest Names	
\$ Amount Enclosed			

**MAIL COMPLETED COUPON AND CHECK PAYABLE TO:
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45 PEACH ORCHARD RD, PROSPECT, CT 06712-1052**



We'll handle the loan so that you can focus on the vacation.

**New Car Rate
4.99% APR***

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5.49% APR**

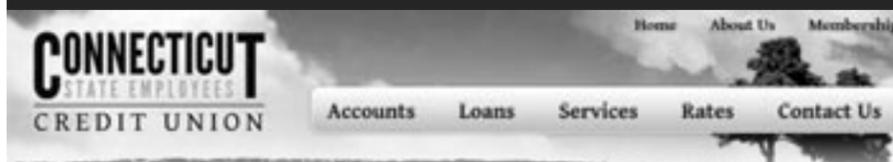
* Annual Percentage Rate. Certain restrictions apply. Cannot be applied towards existing CSE auto loans. Cannot be combined with any other offer. Rate is subject to change at any time.

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Purchase your dream vehicle or refinance your existing auto loan to a lower rate at CSE. We'll handle the auto loan so that you can focus on sightseeing and putting together the perfect road trip playlist. GAP insurance is also available for extra peace of mind. To apply, download and print an application from our website at www.CSECreditUnion.com or call/visit any of our offices to request an application.

Certain restrictions apply. Cannot be applied toward existing CSE auto 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 - Second Quarter 2024

	Dividend Rate	Annual Percentage Yield
REGULAR SHARES	2.50%	2.53%
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

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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.

- Alhage, Richard (Managerial)
- Ballaro, Joseph (Correctional Officers)
- Braca, Eva (Administrative Clerical)
- Brunell, Christine (Admin And Residual)
- Brunone, Peter (Comm College Faculty)
- Byard, Yolanda (Healthcare)
- Campanelli, Margaret (Health Professional)
- Cassidy, Emily (Health Professional)
- Ceskavich, Dorothy (Administrative Clerical)
- Chapman, Elizabeth (Healthcare)
- Cotter, Richard (Admin And Residual)
- D'ambrosio, Johanna (Engineer, Scien, Tech)
- Defronzo, James (Uconn - Faculty)
- Delgaudio, Patricia (Admin And Residual)
- Delmastro, Emilio (Engineer, Scien, Tech)
- Driscoll, Nancy (Health Professional)
- Forward, Brian (Correctional Officers)
- Freedman, Frederick (No Designated Unit)
- Gambrell, Marshall (Protective Services)
- Gaynor, Eleanor (Service/Maintenance)
- Gaynor, Paul (Managerial)
- Hawkins, Linda (Judicial)
- Hetherington, John (Legislative Management)
- Hurley, Richard (No Designated Unit)
- Ireland, Gerald (Correctional Officers)
- Isaac, Harold (Univ Hlth Professionals)
- Ivery, Annie (Social And Human Services)
- Jane Katzman, Paula (Administrative Clerical)
- Jenkins, Donald (Engineer, Scien, Tech)
- Lahda, John (Correctional Officers)
- Lewis, Ronald (State Police)
- Lonardo, Donna (Univ Hlth Professionals)
- Martel, Barbara (Administrative Clerical)
- Matos, Joanne (Judicial)
- Meyer, Lina (Service/Maintenance)
- Novack, Stanley (Judicial)
- Peters, Benjamin (St Vocation Federation Teacher)
- Piasek, Elizabeth (Healthcare)
- Portner, Harold (Education)
- Putnam, Carley (Healthcare)
- Quattro, Nicoletta (Administrative Clerical)
- Swanke, Alice (Admin And Residual)
- Tanner, Janet (Confidential)
- Turbes, Patricia (Health Professional)
- Turley, Ann (Administrative Clerical)
- Vandestadt, Robert (Engineer, Scien, Tech)
- Ventriglio, Lorraine (Service/Maintenance)
- Walton, Charles (Service/Maintenance)
- Widell, Donald (Judicial)
- Witchekowski, Theodore (Engineer, Scien, Tech)
- Wray, Ronald (Correctional Officers)

CSEA NEWS

The Voice of Connecticut's
Public Service Employees & Retirees

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Published Monthly by:

CONNECTICUT STATE EMPLOYEE ASSOCIATION

Local 2001, Service Employees International Union, CTW/CLC

- Travis WoodwardPresident
- Beverly LeeSecretary/Treasurer
- David GliddenExecutive Director
- Drew E. StonerCommunication Director
- Jason P. WebsterGraphic/ Technical Assistance

INSERTION DEADLINE: 1st of prior month.

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PHONES: (860) 951-6614, toll-free: (800) 894-9479, FAX: (860) 951-3526; INTERNET:
www.csea-ct.com.

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Fiscal Guardrails & State Negotiations in 2025

continued from page 1 prevent wasteful spending,” but in reality, these measures have locked away funds that could otherwise be invested in improving state services and infrastructure.

Our response to these dual threats must be robust and unified. It is imperative that our members are prepared to engage fully in the upcoming elections. Electing pro-worker and pro-union candidates is crucial to safeguarding our wages, benefits, and working conditions. Voting is not just a right but a critical tool in defending our interests and securing a better future for all state employees.

But our efforts cannot stop at the ballot box. Once the elections are over, we must remain vigilant and active throughout the legislative session. It is essential to make it clear to our elected officials that investment in state workers is synonymous with investment in our state and its communities. House Minority Leader Vincent J. Candelora, R-North Branford, has criticized the investment in state workers, claiming, “Taxpayers can’t afford to keep funding these generous state employee benefits,” but we know that the prosperity and well-being of our entire state depend on our public workforce.

Republican Rep. Vin Candelora, has stated, also stated “State employees benefit from their pensions becoming more solvent as debt is paid down. And at the front end [of the budget process], they’re eating at the trough first.” This rhetoric aims to pit taxpayers against state employees by suggesting that our members are unduly benefiting from the state’s financial management.

Furthermore, some legislators want to revise the budget controls, saving less and making more available for core programs. Others argue for changing collective bargaining rules and clamping down on pay hikes. “The only thing that isn’t really shackled by this [fiscal guardrails system] is collective bargaining,” said Sen. Eric Berthel of Watertown, ranking Senate Republican on the Appropriations Committee. Both Candelora and Berthel have called for reforms to collective bargaining

rules, a process that would likely entail legislative action and negotiations with state employee unions. “If we’re going to continue to make forward progress with our budgeting and being responsible, then I think everything truly should be looked at,” said Berthel.

The threats from political opponents and fiscal guardrails are real and immediate. We must mobilize, vote, and advocate to ensure that our state employees are protected and

valued. An investment in state workers is an investment in the prosperity and well-being of our entire state.

This article is a follow up to last month’s where we covered the guardrails impact on local board of education budgets. We will continue to cover the negative impacts of the fiscal guardrails on all of our councils throughout the next several months.

SEBAC
Stewards Meeting

STATEWIDE STEWARDS MEETING TO PREPARE FOR 2025 AND BEYOND.

Two Identical Sessions:
Wednesday, August 21st 7:30PM
Thursday, August 22nd 12:00PM

Be in the know ahead of the 2024 Elections, and 2025 Legislative Session and prepare for 2025 Contract Negotiations

SCAN ME

STATE EMPLOYEES
SEBAC
BARGAINING AGENT COALITION

McCusker 2024 Donations

Soda Machine Donations 2024	408	Linda Woodward	CSEA Staff Labor Organization
Council 400 50/50 raffle 2024	409	Diana Mennone	Krystyna Gorniak
COUNCIL DONATIONS	411	Beth and Robert Reichert	Department of Revenue Services
Child Care Council	412	Amy Litke	Fiscal Staff
Para Council	414	Travis Woodward	Mary and Michael O'Brien
Council 400	415	Mary and Michael O'Brien	Robert Rinker
Council 760	417	Prashant Chandra	Peter Tercyak
P4 Council	418-4C'S	Donna and William Searle	Vernon Poolman Inc.
P3B Council	421	Arlene Mobarak	Anne McGuane
P3A Council	422	Dorothy and Joseph Eaton	Eric Thomas
Corrections	424	Robert Rinker	Christine and Steven Zerella
Executive Council	425	Wayne Duffy	Thomas Connolly
COUNCIL 400 BY CHAPTER	427	Phillip Young	Council 400
401	P4 BY CHAPTER	Julia Rosa	Roger Ives Jr.
402	9	member of chapter 441	Patrice Peterson
403	15	Tina and David Glidden	Danbury Local 402
404	24	ED DALY MEMORIAL	Bernadette and John Conway
405	24	DONATIONS	Joanne Sheron
406	INDIVIDUAL DONATIONS	Education Professions P3B Council	Tina and David Glidden
406	Anita and Gerald Leibowitz	Jay Levin	P4 Council, Chapter 24

McCusker Awardees

J'Nae Alvarado (Renee Simpson, ParaEducator Council)
 Elizabeth Anderson (Stephen & Carolyn Anderson, Retiree Council 400)
 Aiden Bordelon (Portia and Ian Bordelon, P3B Council)
 Grace Chagnon (Amy Chagnon, P3B Council)
 Jennifer Chyra (Susan and Tom Chyra, P4 Council)
 Mario Orlando Cueva-Chavez (Marjorie and Mario Cueva-Chavez, P4 Council)
 Evan DeMarco (JoAnn Devine and Joseph DeMarco, Retiree Council 400)
 Carolyn Ducharme (Deirdre Ducharme, P3A Council)
 Makenzie Finnegan (Joseph Dubin, Retiree Council 400)
 Ariana Forbes (Donatella Forbes, P4 Council)
 Rebecca Fuller (Sarah Ann and David Fuller, ParaEducator Council)
 Swathi Ganesh (Geetha and Ganesh Ganesh, P4 Council)
 Alexa Glynn (Lindsay and Jimmy Glynn, Council 760)
 Aiden Goiangos (Kirsten and Eric Goiangos, P3B Council)
 Lucas Grafton (Lisa and Donald Grafton, P4 Council)
 Jacob Guilmartin (Jennifer and Wayne Guilmartin, P4 Council)
 Kelli Haggerty (Dawn and John Haggerty, P4 Council)
 Zachary Hempel (Kristen and David Hempel, P3B Council)
 Lynette Jurczyk (Lorianne and James Jurczyk, Retiree Council 400)
 Kayla Killian (Stacie Killian, ParaEducator Council)
 Monica Luis (Nelía and Antonio Luis, ParaEducator Council)
 Sasha Manzione (Vivian Manzione, Retiree Council 400)
 Shannon Massey (Randy Massey, Retiree Council 400)
 Rylan Mayo (Kelly Mero and Patrick Ridenhour, P3A Council)
 Nylah McCloud (Alisha and Brandon McCloud, CSC)
 Riley McDermott (Regina McDermott, Retiree Council 400)
 Sean McDermott (Regina McDermott, Retiree Council 400)
 Veronica McKenna (Stephanie and Joseph McKenna, ParaEducator Council)
 Seeger McLarney (Jennifer and Timothy McLarney, ParaEducator Council)

Jacob Merson (Rebeka and Sean Merson, P4 Council)
 Aaron Mickiewicz (Cheryl and Mark Mickiewicz, P4 Council)
 Isabella Mucciacciaro (Laurie Mucciacciaro, Council 760)
 Kiara Darysha Oquendo (Sonia Pabon, Family Child Care Provider Council)
 Zachary Palmer (Kayon and Dennis Palmer, P4 Council)
 Brooke Rankin (Kathleen and Donald Rankin, P4 Council)
 Matthew Reed-Brown (Cynthia and David Reed-Brown, P3A Council)
 Isabelle Richards (Janett and Gilbert Richards, P4 Council)
 Izabella Ricciardi (Kaylan Ricciardi, P3A Council)
 Jasmine Ritter (Roxanne and Peter Ritter, ParaEducator Council)
 Michael Roise (Michelle Roise, P4 Council)
 Stephanie Salinas (Maria Salinas, Family Child Care Provider)
 Dane Song (Eun and Won Song, P4 Council)
 Dara Song (Eun and Won Song, P4 Council)
 Angus Sprague (Lee-Anne and George Sprague, ParaEducator Council)
 Amber-Lynn Rose Steck-Quick (Mary Jane Quick, Retiree Council 400)
 Alissa Supik (Mary Ann and Christopher Supik, P3B Council)
 Sonia Temfack (Sabine and Maurice Temfack, P4 Council)
 Kayla Thomson (Susan and Steven Thomson, ParaEducator Council)
 Adrina Tuozzoli (Elisa and Michael Tuozzoli, Inspectors Council)
 Yaelie Veras (Yasmin and Jose Veras, CSEA SEIU Local 2001)
 Mary Catherine Viera (Julie Viera, Council 760)
 Brianna Wallen (Andrea and Cadian Wallen, P3B Council)
 Cadian Wallen Jr. (Andrea and Cadian Wallen, P3B Council)
 Jackson Wallick (Nancy and Steven Wallick, P4 Council)
 Cyprus Weaver (Pamela Carney, Retiree Council 400)
 Ella Webster (Johanna and Jason Webster, CSEA SEIU Local 2001)
 Jillian Webster (Johanna and Jason Webster, CSEA SEIU Local 2001)
 Alexis Woods (Thelma and Andrew Woods, Retiree Council 400)
 Lincoln Wittwer (Martha and Dean Wittwer, ParaEducator Council)

McCusker Trustees & Judges

Trustee

Don Gladding - Chair
 Janet Brutcher
 Kara Chandler
 Tawanda Kitt - Treasurer
 Keryn Felder
 Elisa Tuozzoli
 Edna Morales
 Jacqueline Ulloa

Member of Council

Council 400
 P3B
 P4
 CSC
 P3A
 Inspectors
 School Bus Drivers
 Child Care Provider

2024 McCusker Judges

Judy Brod
 Eleanor Carbonaro
 Allison Dubrosky
 Sara Fitzgerald
 Careen Jennings
 Rebecca Lewis
 Mary Masayda
 Peaches Miller
 Jean Sawicki
 Dan Strebig

CSEA & SEIU Fair Share Reports

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

Personal expenses are allocated to chargeable expenses and nonchargeable expenses as determined through a time study. The following are considered personal expenses:

- Salaries,
- Benefits, and
- Employee expenses.

Non-personal 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-personal expenses:

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

All expenses incurred by the Canadian Division of the International Union and paid directly from Canadian per capita taxes are considered nonchargeable expenses in the statement.

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.

Service Employees International Union, CTW, CLC and Subsidiary
Consolidated Statement of Expenses and Allocation Between Chargeable Expenses and Nonchargeable Expenses
Year Ended December 31, 2023

	Total Expenses	Chargeable Expenses	Nonchargeable Expenses
Operating expenses			
Salaries	\$ 54,513,866	\$ 34,265,522	\$ 20,248,333
Benefits	24,454,520	17,865,157	6,589,363
Employee expenses	6,968,229	3,985,107	2,973,122
Professional fees	43,898,523	34,622,080	19,265,443
Non-employee generated expenses	6,933,525	2,025,543	4,913,082
Rent, utilities and building maintenance	4,672,423	4,586,472	186,951
Administrative expenses	11,388,526	11,121,915	436,611
Subsidies, payments and withdrawals	37,737,273	17,142,540	40,585,154
Contributions	22,155,931	1,341,581	20,814,350
Other union expenses	54,543,464	12,077,512	42,465,952
Total operating expenses	267,438,409	128,542,479	194,895,931
Less:			
Political expenses paid from voluntary contributions	(19,736,857)	-	(19,736,857)
	\$ 247,701,552	\$ 128,542,479	\$ 139,249,074
Percentage	100.00%	52.00%	56.00%

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 the following:

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

The following are examples of expenses classified as chargeable:

- Preparing and negotiating collective bargaining agreements,
- Performing contract administration including investigating and processing grievances,
- Conducting 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, and
- Organizing employees of employers in competitive markets where the International Union already represents employees at the same market.

Nonchargeable Expenses
 Nonchargeable expenses are those expenses incurred by the International Union for the benefit and advancement of represented employees and their union that are not considered representational activities for non-members. Nonchargeable 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.

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 fractional 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 in new markets,
- Per capita tax fees paid to a labor organization,
- Organizing of employees of units of government and employees of employers in markets where the International Union does not already represent employees, and
- Cost of benefits that are not available to non-members.

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 (the "statement") has been prepared on the accrual basis of accounting.

Basis of Presentation
 The statement was prepared based on management's interpretation of case law relevant to union fee 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. The 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 accounting principles generally accepted in the United States of America.

Principles of Consolidation
 The statement includes the accounts of the United States Division and the Canadian Division, Political Education and Action Fund, the Committee on Political Education, United We Can and 1800 Massachusetts Avenue Cooperative, a not-for-profit cooperative formed to be a fee-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 the 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 on a straight-line basis at rates calculated to amortize the cost of the assets over their respective estimated useful lives. For the year ended December 31, 2023, total depreciation and amortization expense was \$3,139,164 and is included in other union expenses on the statement.

Subsequent Events
 In preparing the statement, management of the International Union has evaluated events and transactions that occurred after December 31, 2023 for potential recognition or disclosure in the statement. These events and transactions were evaluated through June 28, 2024, the date that the statement was available to be issued, and no items have come to the attention of management that require recognition or disclosure.

CSEA, SEIU LOCAL 2001

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

June 30, 2023

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INDEPENDENT AUDITOR'S REPORT

To the Executive Council of the CSEA, SEIU Local 2001

Opinion

We have audited the allocation of expenses of the CSEA, SEIU Local 2001 (Local 2001), which comprises the statement of total expenses and allocation of expenses between chargeable expenses and non-chargeable expenses for the year ended June 30, 2023, and the related notes to the statement.

In our opinion, the accompanying statement presents fairly, in all material respects, the allocation of expenses of the CSEA, SEIU Local 2001 for the year ended June 30, 2023, on the basis of the definitions and the significant factors and assumptions described in Notes 3 and 4.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Statement section of our report. We are required to be independent of Local 2001 and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management 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. Management is also responsible for 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 Responsibilities for the Audit of the Statement

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the statement, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the statement.
- Obtain an understanding of internal control relevant to the audit 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, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the statement.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Local 2001's ability to continue as a going concern for a reasonable period of time.

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

	As per Audited Financial Statement	Revenues	Column A		Column B	Column C
			Adjusted Total	Chargeable	Non-Chargeable	
Administration						
Personnel services	\$ 2,019,767	\$ -	\$ 2,019,767	\$ 1,267,618	\$ 752,149	
Employee insurance	379,325	-	379,325	200,534	178,791	
Pension plan and other postretirement	464,567	-	464,567	291,562	173,005	
Payroll taxes	185,336	-	185,336	110,317	75,019	
Travel - miscellaneous	170,958	-	170,958	82,446	88,512	
Telephone	23,232	-	23,232	11,421	11,811	
Office supplies	14,638	-	14,638	8,318	6,320	
Postage	28,978	-	28,978	14,235	14,743	
Maintenance of equipment	14,519	-	14,519	8,632	5,887	
SEIU per capita payments (One chapter rebate and AMECSS)	1,508,087	(182,375)	1,325,712	296,619	741,093	
Council/Chapter findings and rebates	194,587	182,375	376,962	281,153	95,809	
Sanitary	5,232	-	5,232	3,473	1,759	
Professional fees	42,484	-	42,484	42,484	-	
Computer services	23,216	-	23,216	23,216	-	
Bernard H. McCauley Scholarship Fund donations	6,800	-	6,800	-	6,800	
Dues and subscriptions	35,360	-	35,360	19,360	16,000	
Other taxes	421	-	421	421	-	
Staff training	3,094	-	3,094	3,094	-	
Capital expenses	823	-	823	823	-	
	<u>\$ 2,874,832</u>	<u>-</u>	<u>\$ 2,874,832</u>	<u>\$ 1,993,821</u>	<u>\$ 881,011</u>	
Grant Program						
	15,800	-	15,800	9,867	5,933	
Housing						
	111,710	-	111,710	109,764	1,946	
Members' service - legal						
	83,328	-	83,328	83,328	-	
Publications and information						
	93,924	-	93,924	59,677	34,247	
Executive Council, officers and committees						
	91,317	-	91,317	90,897	420	
Members' service - field						
	33,116	-	33,116	33,116	-	
Depreciation						
	38,362	-	38,362	21,097	17,265	
Total	<u>\$ 3,348,767</u>	<u>\$ -</u>	<u>\$ 3,348,767</u>	<u>\$ 2,363,207</u>	<u>\$ 985,560</u>	
				100.00%	89.30%	

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 furniture and fixtures. Depreciation expense for the year ended June 30, 2023 was \$38,362.

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, 2023, 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.

Other Matter - Allocation of Expenses

The total expenses presented in Column A agree to the total expenses - modified cash basis in the audited financial statements of the CSEA, SEIU Local 2001 for the year ended June 30, 2023. 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.

Report on the Audited Financial Statements

The total expenses reflected in this statement were audited by other auditors whose report, dated October 3, 2023, expressed an unmodified opinion on those statements.

Restriction on Use

This report is intended solely for the information and use of the 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 6, 2024

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 insurances - 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 June 30, 2022. According to this audited report, chargeable expenses represented 44.50% of total expenses.

Council/Chapter findings and rebates - Consists of rebates and refunds to subordinate associations, chapters, and councils pursuant to the CSEA, SEIU Constitution. Also consists of dues rebates 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.

Sanitary - Consists of paper goods, cleaning supplies, and other miscellaneous ungrouped 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 services - Consists of computer network and consulting fees. These expenses are considered to be fully chargeable.

Bernard H. McCauley 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.

Grant program - 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)

Housing - Consists of insurance, liability 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.

Members' service - legal - Consists of expenses pertaining to Local 2001's legal counsel, election issues, and charges and trials. These expenses are considered to be fully chargeable.

Publications and information - Consists of printing and mailing costs related to the CSEA News. These expenses were allocated between chargeable and non-chargeable based on analysis of the content of each issue in accordance with the activities described in Note 3.

Executive Council, officers and committees - Consists of expenses related to Executive Council meetings, officer expenses, committee and committee meeting expenses. These expenses were allocated in accordance with the activities described in Note 3.

Members' service - field - Consists of arbitration expenses and other representational expenses. These expenses are considered to be fully chargeable.

Depreciation - Consists of depreciation expenses on Local 2001's building, building improvements, and office furniture and equipment. These expenses have been allocated based on the results of all other expense analysis.

Revenues - This column of the Statement of Total Expenses and Allocation of Expenses between Chargeable and Non-Chargeable Expenses consists of reclassifications to Local 2001's June 30, 2023 audited financial statements to better reflect overall expenses for purposes of this statement. Local 2001 also provides services for a group of managerial employees who belong to the Association of Managerial Employees in CT State Service, Inc. (AMECSS). Local 2001 receives a biweekly payment from the members of AMECSS, of which a portion is transmitted back to AMECSS. The amounts that were transferred to AMECSS during the year ended June 30, 2023 have been offset by the affiliate member payments received by Local 2001.

**Service Employees International Union, CTW, CLC and Subsidiary
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December 31, 2023**

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INDEPENDENT AUDITOR'S REPORT

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

Opinion

We have audited the consolidated statement of expenses and allocation between chargeable expenses and non-chargeable expenses (the "statement") of the Service Employees International Union, CTW, CLC and Subsidiary for the year ended June 30, 2023.

In our opinion, the accompanying consolidated statement of expenses and allocation between chargeable expenses and non-chargeable expenses presents fairly, in all material respects, the expenses of the Service Employees International Union, CTW, CLC and Subsidiary for the year ended December 31, 2023 and the allocation of those expenses between chargeable expenses and non-chargeable expenses on the basis of the definitions in Note 3 to the statement and the significant factors and assumptions described in Note 4 to the statement.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Consolidated Financial Statement section of our report. We are required to be independent of the International Union and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management - Basis of Accounting

We draw attention to the notes to the statement, which describe the basis of presentation. The total operating expenses reflected in the total expense 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, 2023. Notes 3 and 4 to the statement describe the definitions of chargeable expenses and non-chargeable expenses and the significant factors and assumptions used in the allocation of expenses between chargeable and non-chargeable, which was prepared based on management's interpretation of what was intended to occur. Our audit was not intended to determine whether the allocation of expenses between chargeable and non-chargeable expenses is appropriate. Our opinion is not modified with respect to that matter.

Other Matter

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, 2023, and our report thereon dated April 24, 2024 expressed an unmodified opinion on those consolidated financial statements.

Responsibilities of Management for the Consolidated Financial Statement

Management is responsible for the preparation and fair presentation of the 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 assumptions described in Note 4 to the statement and for 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.

In preparing the statement, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the International Union's ability to continue as a going concern for one year after the date that the statement is available to be used.

Auditor's Responsibilities for the Audit of the Consolidated Financial Statement

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the statement, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the statement.
- Obtain an understanding of internal control relevant to the audit 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 International Union's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the statement.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the International Union's ability to continue as a going concern for a reasonable period of time.

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

Restriction on Use

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 is not intended to be, and should not be, used by anyone other than these specified parties.

William Smith & Thomas, P.C.
June 28, 2024

Family Child Care Provider News

Noticias para Proveedores de Cuidado Infantil

NEW RAISES IN EFFECT!

We are thrilled to announce a fantastic update for all Care4Kids Child Care Providers! Starting July 1, both licensed and unlicensed (relative care) providers have received a well-deserved pay raise. This raise is part of the ongoing efforts by our dedicated child care provider leaders, in collaboration with the CT Office of Early Childhood, to ensure better compensation for your invaluable work.

The Details:

- Licensed Providers: Enjoy an impressive 11% raise!
- Unlicensed Providers (Relative Care): Benefit from a solid 6% raise!

You can expect to see these increases reflected in your August payment. This is the second raise we've secured as part of our union contract, and it's a testament to our collective power and the importance of the work you do every day. While this raise is a significant victory, our fight isn't over. There are still critical issues on the table, such as securing health insurance for child care providers. This raise is a big win, and we want you to celebrate this milestone with all the members. Let's continue to make our voices heard!

VOTE FOR YOUR UNION LEADERS THIS AUGUST!

We're excited to announce a crucial statewide Zoom meeting for the child care council where you will have the opportunity to vote for your next union leaders.

- Date & Time: Saturday, August 17th at 9AM
- Register here seiu2001.cc/meet in advance to participate.

*Advance registration is essential to verify your membership prior to the meeting. Only registered members will be allowed to participate and vote. Your vote is vital in shaping the future of your union and ensuring that we con-

tinue to fight for the benefits and respect childcare providers deserve!

Meet the Candidates:

Get to know the candidates before the meeting by reading their bios at: seiu2001.cc/candidates Make an informed decision and choose the leaders who will best represent your interests and your union.

Don't miss this important opportunity to have your say and contribute to the direction of your union. Look forward to seeing you there and working together to continue making positive changes for all Care4Kids Child Care Providers.

¡NUEVOS AUMENTOS EN EFECTO!

¡Estamos emocionados de anunciar una actualización fantástica para todos los proveedores de cuidado infantil de Care4Kids! A partir del 1 de julio, tanto los proveedores con licencia como los no licenciados (cuidado de parientes) han recibido un merecido aumento salarial. Este aumento es parte de los esfuerzos continuos de nuestros dedicados líderes de proveedores de cuidado infantil, en colaboración con la Oficina de la Primera Infancia de CT, para garantizar una mejor compensación por su trabajo invaluable. Los detalles:

- Proveedores con licencia: ¡Disfruten de un impresionante aumento del 11%!
- Proveedores no licenciados (cuidado de parientes): ¡Beneficiense de un sólido aumento del 6%!

Puede esperar ver estos aumentos reflejados en su pago de agosto. Este es el segundo aumento que hemos asegurado como parte de



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nuestro contrato sindical, y es un testimonio de nuestro poder colectivo y la importancia del trabajo que realizan todos los días. Si bien este aumento es una victoria significativa, nuestra lucha no ha terminado. Todavía hay problemas críticos sobre la mesa, como asegurar un seguro de salud para los proveedores de cuidado infantil. Este aumento es una gran victoria, y queremos que celebren este hito con todos los miembros. ¡Sigamos haciendo oír nuestras voces!

¡VOTE POR SUS LÍDERES SINDICALES ESTE AGOSTO!

Estamos emocionados de anunciar una reunión crucial por Zoom a nivel estatal para el consejo de cuidado infantil donde tendrá la oportunidad de votar por sus próximos líderes sindicales. Fecha y hora: Sábado, 17 de agosto a las 9AM Regístrese aquí seiu2001.cc/meet con anticipación para participar.

*El registro anticipado es esencial para verificar su membresía antes de la reunión. Solo los miembros registrados podrán participar y votar. ¡Su voto es vital para dar forma al futuro de su sindicato y garantizar que sigamos luchando por los beneficios y el respeto que los proveedores de cuidado infantil merecen!

Conozca a los candidatos:

Conozca a los candidatos antes de la reunión leyendo sus biografías en: seiu2001.cc/candidates Tome una decisión informada y elija a los líderes que mejor representen sus intereses y su sindicato. No se pierda esta importante oportunidad de expresar su opinión y contribuir a la dirección de su sindicato. Esperamos verlos allí y trabajar juntos para continuar realizando cambios positivos para todos los proveedores de cuidado infantil de Care4Kids.

It is with deep sadness that we announce the passing of Nancy S. Driscoll, 85, of New London.

Nancy dedicated her life to caring for others as a Registered Nurse at the former Norwich Hospital. Her passion for helping people extended beyond her professional career into her union work with CSEA SEIU Local 2001. Nancy was a remarkable organizer, responsible for thousands of our members joining the union. She and Tom Welch formed an extraordinary team for recruitment, and she truly enjoyed working with him. Nancy's dedication to the union, her community, and local politics was unwavering and deeply impactful.

In her leisure time, Nancy found joy at Misquamicut Beach, cherished her moments in South Carolina, and had a fondness for trying her luck at the slot machines at Mohegan Sun. She was well-loved by her fellow union members and the community she served.

Nancy leaves behind her sons, Wayne Driscoll and James Driscoll; her brother, David Smith; five grandchildren; and three great-grandchildren. She was preceded in death by her brother, Irvin Smith. In accordance with her wishes, all services will be private.

Nancy's presence will be greatly missed by all who knew her. Her laugh, smile, and the invaluable information she shared during union trips to Florida will be fondly remembered. She made a lasting impact on many lives, and her contributions to our union will not be forgotten.

Rest in peace, Nancy. Your legacy of dedication and kindness will live on in our hearts and in the union you helped build.



CELEBRATING THE LIFE OF
NANCY DRISCOLL

OCTOBER 30, 1938 - JULY 14, 2024

A Letter from the New SEIU President

April Verrett was elected President this May

The last few weeks as SEIU's new International President have been incredible. The joy of SEIU's convention has given way to enthusiastic planning, discussions, and action. As we embark on the next several years of building more worker power, I want to take a moment to speak to you personally and share our vision for the next decade. My life has taught me key lessons that are pivotal to our charge as workers: we must demand what we deserve to win the future we're ALL fighting for.

While these lessons are core to how I'll lead and how we'll move forward, forces from across our society are determined to challenge our fight—to try and stop our transformative movement of Black, brown, white, Indigenous, and Asian working people.

Corporate greed and the racist narratives designed to divide us are our main obstacles. People in control of our economy possess outsized money and power which means they have too much control over our lives. On top of that, they try to divide us and have rigged the rules so it's nearly impossible for workers to move forward and change the system for the better.

And the biggest and boldest way we can respond is by building a NEW ERA of worker power. One that includes all of us. Our 10-year goal is as simple as it is bold: to

organize a million new members and ensure every worker has the right to a union.

Here's how we plan to achieve this:

- Win Worker Power: We will actively fight against corporate union-busting and win sector-wide victories to scale up worker power in this new era.

- Win Political Power: We will mobilize a multiracial voting bloc to elect leaders from local to national office who prioritize the needs of working-class Americans.

- Win the Future: We will build a powerful movement to fight for Unions for All and ensure that worker voices shape the future of our economy, including the responsible use of technologies like AI.

Join us in this fight for the future we deserve. Together, with hope, new leadership, alliances, and strength across our membership and movement, we will lead the charge toward a more equitable world where all workers are valued, all families can thrive, and our democracy is defended.

Our union's 10-year goal is ambitious, but with your support and commitment, we can achieve it.

There are challenges ahead of us, but together, in our unions, we won't we back down.

We're in a critical moment—every working person who knows that the rich and

powerful are only looking out for themselves must be in this fight. When we join together, there's nothing we can't do and that's why we need you to throw down with us, starting now.

It's time to usher in a new era of worker power that ends poverty-wage work once and for all, brings dignity, and prosperity to millions of families, and defines a generation that wins a future beyond our imagining.

In solidarity,

April Verrett

SEIU International President



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

**Not available in MA.

†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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