

2026 Session

Short Session, Big Legislative Wins

By: Daniel I. Medress

At the stroke of midnight on Wednesday, May 6, the chambers of the Connecticut General Assembly adjourned sine die, Latin for “without a date,” and completed the 2026 legislative session. The term “sine die” is used by the United States Congress and other legislative bodies in our country and throughout the world. This year, those words brought a close to a jammed packed legislative session that saw the passage of state employee contracts, wide-ranging worker-focused legislation, and, as a reminder of how much the world has changed in just a few short years, Connecticut’s first Artificial Intelligence regulations.

Last session, the General Assembly

passed and Governor Lamont signed the biennial budget under which the state has been operating. This year, they made revisions to that budget.

And, while the initial budget and these revisions fall short of what CSEA members would like to see, it still contains several positive provisions. As we know, all of this is happening in the middle of radical changes to federal funding and policy; everything from education to health services to environmental policy and more has been affected. This has pushed CSEA members to navigate new terrain just to continue delivering critical services to the state.

But even through all of that, CSEA members fought hard throughout the session to advance important legislation. Here are some highlights from the 2026 legislative session of the Connecticut General Assembly:

Budget Revisions: On the final Saturday before the end of the 2026 legislative session, both chambers of the General Assembly passed Senate Bill 1: An Act Making Adjustments to the State Budget for the Biennium Ending June 30, 2027, Making Deficiency Appropriations for the Fiscal Year Ending June 30, 2026, Authorizing and Adjusting Bonds of the State and Concerning Provisions Relating to Revenue, School Construction and Other Items to Implement the State Budget, otherwise known as the budget adjustment bill. Unlike in previous sessions when the Senate and House would pass, often multiple, budget and budget implementor bills, SB 1 covers all of that in one piece of legislation. And, while the bill does not include increases in taxes on the super-rich, it does contain some wins for CSEA members and our allies; including an additional \$190 *continued onto Page 5*



PICTURED LEFT: CSEA members Maria Reyes, Travis Woodward, Jan Lawrence, and Meghan Cahill joined CSEA Staff Representative Frank Pizarro at the Workers Revive Democracy National Conference in Atlanta Georgia.

As the wealthy and powerful few continue to make life unaffordable for the rest of us, we know that working people have the solutions to build a future where we all thrive, and democracy is revived.



Members took a quick break while on site of the Habitat for Humanity Build!

Good Works Committee Supports Habitat for Humanity Build

The CSEA Good Works Committee has been working hard to identify recurring volunteer opportunities that give members a chance to come together, give back, and make a meaningful difference in our communities. One of the most popular annual Good Works events has become the Habitat for Humanity build. Each year, councils and chapters sponsor teams of eight CSEA members to spend the day working alongside Habitat for Humanity staff, volunteers, and future homeowners. It is a hands-on day of service where members trade their regular worksite for a build site and help create

something lasting for a family in need.

Habitat for Humanity is a non-profit housing organization that partners with families, volunteers, and local communities to build and improve affordable homes. Habitat’s work is rooted in the belief that everyone deserves a decent, safe, and stable place to live. Families who partner with Habitat are not simply handed a house; they work alongside volunteers, complete required “sweat equity” hours, and purchase their homes through affordable mortgages. That partnership model helps

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Fight for Paras Continues

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



Meetings
And News

The June Delegates Meeting will be held as a hybrid meeting on Thursday, June 18th at 10am at the CSEA Union Hall & by Zoom

2026 Council 400 Picnic

RSVP by
Aug 12th

The Farmington Polo Club
162 Town Farm Rd, Farmington, CT 06032
Wednesday, August 19, 2026 11AM-4PM

RSVP by
Aug 12th

Reserve Now
No Walk-ins

Buffet hours: 12Noon-2:30PM

Reserve Now
No Walk-ins

Hamburgers
Veggie Burgers
Hotdogs
Huli Huli Chicken
NE Clam Chowder

Chili con Carne
Sausage & Peppers
Corn on the cob
Coconut Rice
Hawaiian slaw

Grilled Pineapple Salad
Tossed Salad
Watermelon
Cake by Bernadette
Soft Serve Ice Cream

Non-Alcohol beverages served ALL DAY (Cash Bar Available)

Entertainment

Olympic size swimming pool, horseshoes, bocce, basketball, fishing
Trivia & Bingo

Tropical Attire
suggested

Mail completed coupon and check payable to:

\$18 - Members - WOW!
\$25 - Non-Member Spouse
\$38 - Guests

"CSEA Council 400"
c/o Tina Franco
45 Peach Orchard Rd
Prospect, CT 06712-1052



Member/Member spouse	
Non-Member spouse	
Phone#	
Email (if you want confirmation)	
Chapter#/Location	
# of Guests	Guest Name(s)
Amt Enclosed \$	

Questions: StuClark(860-205-0657) Tina Franco (203-721-4382)



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* Annual Percentage Rate



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Dividend Rates - First Quarter 2026 Rates

	Dividend Rate	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

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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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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 family, friends and loved ones.

- Bridgett, Lorna, Health Nonprofessional
- Burr, Robert, Correctional Officer
- Carella, Phyllis, Administrative Clerical
- Collette, Alan, Admin And Residual
- Condon, Pauline, Administrative Clerical
- Denuccio, David, State University Faculty
- Dudgeon, Joyce, Administrative Clerical
- Florida, Erma, Health Professional
- Foley, Daniel, Health Nonprofessional
- Frink, Randall, Administrative Clerical
- Gerst, Liboria, Administrative Clerical
- Gorman, James, Service/Maintenance
- Grillo, Maria, Service/Maintenance
- Guilbeault, Maryann, Confidential Employee
- Healey, David, Judicial
- Hobson, Sandra, Administrative Clerical
- Johnson, Paul, State Police
- Johnston, James, State Police
- Labarre, Donald, Engineer, Scien, Tech
- Main, Pauline, Health Professional
- Maloney, Norma, Administrative Clerical
- Martin, Irene, Health Professional
- Mcgee, Lucille, Judicial
- Micalone, Ann, Administrative Clerical
- Mitchell, Gregory, St Vocation Federation Teacher
- Moore, Thomas, Judicial
- Nowinski, Joseph, Health Professional
- Onofreo, Edward, Service/Maintenance
- Peircey, Curtis, State Police
- Ponzillo, Marie, Administrative Clerical
- Rojas, Teolinda, Health Professional
- Rush, William, Judicial
- Ryan, Kevin, Legislative Management
- Sandberg, Paul, Health Professional
- Shepard, Norman, Judicial
- Smith, Calvin, Correctional Officer
- Tellier, Mary, Administrative Clerical
- Turcotte, Lillian, Service/Maintenance

CSEA NEWS

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CONNECTICUT STATE EMPLOYEE ASSOCIATION

Local 2001, Service Employees International Union, CTW/CLC

- Travis WoodwardPresident
- Diane MurphySecretary/Treasurer
- David GliddenExecutive Director
- Drew E. StonerCommunication Director
- 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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Call for Constitutional Amendments

CSEA SEIU Local 2001 will hold its 85th Anniversary Biennial convention on Friday, October 16, 2026, at Central Connecticut State University, 105 Ella Grasso Blvd., New Britain, CT.

According to the CSEA SEIU Local 2001 Constitution, Article 9 - Constitutional Amendments, Section 9.1 - Regular Procedure:

Amendments to the constitution may be proposed by any member of the association and shall be submitted, in writing, to the secretary/treasurer of the association at least sixty (60) days in advance of the annual or special convention and thereafter

submitted by the secretary/treasurer to the chapters at least thirty (30) days in advance of such convention. The secretary/treasurer shall refer said proposals to the constitution and by-laws committee for its recommendations to convention delegates.

9.2 These proposed amendments shall be voted upon at the convention.

Therefore, I am advising you that any proposed constitutional amendments must be received by me at CSEA Headquarters, 760 Capitol Ave, Hartford, CT 06106 no later than close of business on

August 16, 2026.

Finally, as a reminder, if you have not yet conducted elections for your chapter delegates to attend the convention, please contact your staff representative for the number of delegates your chapter is eligible to elect. More information regarding the convention will be sent to you in the near future.

Diane Murphy,
Secretary-Treasurer

SJM Celebrates Promotions

The Supervising Judicial Marshals Council congratulates the newly promoted class of Lieutenants.

The trust and confidence placed in you are well deserved. Your dedication, hard work, and commitment to excellence are an inspiration to those around you. This promotion marks a significant milestone in your career, and I hope your new role brings rewarding challenges and continued success.

Always remember to stay focused on leadership and responsibility. Wear your new rank with pride, and continue to lead with humility and purpose.

Thank you,
Lt. Robert Perez
SJM Council President

Newly Promoted Lieutenants:

- Brendan Ciccone
- Victor Colon *
Correction
- Joshua Dalby
- William Eberg
- Stephen Lonczak
- Kimberly Miller
- Chijioke Ozurumba
- Jeffrey Patten
- Richard Powers
- Thomas Schrey
- Mark Silva
- Jovan Solano
- Karlyrose Torres
- Andre Wright



Good Works Committee: Habitat for Humanity Build

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while strengthening neighborhoods and communities.

For CSEA members, the Habitat build is a natural fit. Our union is made up of workers who serve the public every day, and Good Works gives members another way to live those values outside the workplace. Whether members are

create long-term stability

swinging a hammer, painting, carrying materials, landscaping, or helping with finishing touches, every task contributes to the same goal: helping a family build a stronger future.

Thank you to all of the volunteers, councils, chapters, and sponsors who made this wonderful event possible. Your time and generosity are what make the Good Works Committee successful year after year.

It is never too late to support Good Works. Donations can be made by check payable to:

CSEA Good Works
CSEA
760 Capitol Ave.
Hartford, CT 06106

Any questions can be sent to bconway@csea760.com.



2026 Legislative Session Wraps

Short Session But BIG Victories

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million for school funding, an extra

\$100 million for municipal aid, an additional \$30 million for the state's HUSKY healthcare program, and \$50 million directed to a special contingency fund that Gov. Lamont and the legislature created to respond to federal budget cuts and policy changes that reduce federal aid to Connecticut. While some of this spending was made possible by a change to the so-called "volatility adjustment," part of the state's so-called "fiscal guardrails," the guardrails remain an obstacle to Connecticut's ability to fully fund needed services;

Artificial Intelligence Regulation: Of the three main A.I. bills at the start of session - Senate Bill 5: An Act Concerning Online Safety - Senate Bill 86: An Act Addressing Innovations In and the Responsible Use of Artificial Intelligence, and Senate Bill 435: An Act Concerning Automated Decision Systems Protections for Employees - only SB 5 made it all the way to the Governor's desk. Parts of the other two bills were put into SB 5, but there is still much work to be done to protect workers' rights in the face of artificial intelligence. The legislation covers a lot of topics related to A.I., but some of the key parts for working people include a requirement that employers inform any employee or applicant, in plain language, when they are interacting with Automated Employment-related Decision Technology (AEDT). It also requires employers to inform workers if AEDT is being used to make decisions around hirings or firings;

State Contracting Standards Board: Senate Bill 469: An Act Implementing the Recommendations of the State Contracting Standards Board, passed the Senate unanimously on the consent calendar, but was not called for a vote in the House. This is a straightforward bill that, among other things, protects the funding of the Board, ensures it has proper number of staff, and makes it easier to block disqualified contractors from bidding on state work. CSEA has supported different versions of this legislation over the years and it has broad backing in the General Assembly. While it is frustrating that it is yet to be called in the House, members will be back next year to fight for it to make it to the governor's desk;

State Employee Contracts: This year, state employee bargaining units negotiated their next collective bargaining agreements. After an agreement is reached with the state and approved by a vote of the members, collective bargaining agreements must make their way through the General Assembly. Multiple bargaining unit agreements were bundled together into one Senate resolution, SR-12, and one House resolution, HR-12. Those resolutions were the subject of a public hearing and vote in the Appropriations Committee and then a vote in their respective chambers. Both resolutions were approved and, as they are resolutions and not legislation, they did not need to be signed by the Governor to take affect;

Paraeducators: House Bill 5446: An Act Concerning Teachers' Disability and Retirement Benefits and Paraeducators' Salary And Retirement Contributions - the main paraeducator bill that sought to improve pay, pensions, and healthcare - was not called for a vote in the House. However, other bills contained some positive news for paraeducators. Senate Bill 220: An Act Concerning Student Literacy contains a section that makes the paraeducator healthcare subsidy program a permanent part of the budget. The subsidy program, which was already funded through 2026, actually expired on June 30, 2025.

Currently, federal and state law bars paraeducators who have a reasonable expectation that they will return to work after the summer from receiving unemployment benefits during that break in work. House Bill 5003: An Act Concerning Workforce Development and Working Conditions In the State does not entirely change that, but it brings paraeducators a step closer to having access to that benefit. The bill requires school districts, at least ten days before the last day of regular school sessions, to give the Connecticut Department of Labor lists of their paraeducators who have and do not have reasonable assurance of returning to work for them once courses resume. The bill allows the labor commissioner to consider the information on these lists when making reasonable assurance determinations, but specifies that unless it is accompanied by additional evidence, it cannot be conclusive evidence of reasonable assurance in any case. It's a very technical and wonky change to state law, but it is a step in the right direction. This section of the legislation does not take effect until July 1, 2026, so after the end of this school year.

Also in HB 5003, the bill allows paraeducators, as well as teachers, health care providers, and related employees, to receive enhanced workers' compensation benefits if they are unable to work (totally or partially) as a result of a physical or negligent assault upon them while performing their duties within the scope of their employment. More specifically, the bill requires paraeducators, and these other employees, to receive a workers' compensation benefit that equals 100% of their average weekly earnings as of the date of the injury with no cap on the benefit amount, plus their expenses reasonably incurred for medical or other services needed due to the assault, and any lost wages due to an absence for a court appearance connected to the assault;

Just Cause for Renters: Landlords can force tenants out of their homes on short notice or refuse to renew a lease for no reason. These "no-fault" evictions and push-outs are often used to retaliate, discriminate, and gentrify. For several sessions, CSEA has supported the work of our allies in the Connecticut Tenants' Union to pass a strong just cause for evictions bill that will protect tenants and our communities. This year's just

cause bill was Senate Bill 257: An Act Concerning Evictions For Cause. However, even with enough support in both chambers, as well as from Gov. Lamont, it was not called for a vote;

Long Term Care: Senate Bill 478: An Act Concerning Consumer Safeguards For Long-Term Care Policies establishes safeguards for purchases of long-term care insurance policies. The bill requires insurers to file annual reports with the state on incurred and actual paid losses for long-term care insurance policies, gives the Attorney General the power to investigate insurance companies for practices or patterns that violate state law, directs the insurance commissioner to study the effects of a proposal allowing policyholders to cancel their plans — and obtain full refunds for premiums paid since the start of the coverage — whenever an insurer files for rate hikes that exceed the rate of inflation, and asks the commissioner to review the impact of the reinsurance market on the availability of long-term care insurance policies. SB 478 passed out of both chambers of the General Assembly and is expected to be signed by Gov. Lamont; and

Childcare Providers: Like state employees, CSEA's childcare provider members have been in contract negotiations with the state. Childcare providers showed up on a number of occasions this session, filling the Capitol with purple shirts. This show of power directly resulted in an 11th hour win for Childcare Providers in the form of a 6.5% lump sum while contract negotiations are ongoing. Providers have not stopped fighting for a contract for this fiscal year, but this 6.5% lump sum represents a powerful win to get money into members pockets now; and

Healthcare in the Department of Correction (DOC): House Bill 5567: An Act Concerning Health Care In the Department of Correction Facilities covers issues around healthcare services in the DOC. Part of the bill establishes the Correction Medical and Health Commission which will make recommendations to improve medical, nutrition, behavioral health, and health care services for incarcerated people and develop a related 10-year plan. Under the legislation, the chairs of the Judiciary Committee will appoint representatives of each of the four bargaining units representing DOC employees whose job duties include directly interacting with incarcerated people, which, of course, includes captains and lieutenants and USD #1 teachers who are members of CSEA.

Mark Twain once said, "A man never hangs on so long on his hind legs as when he don't know when to stop." One can say a lot about Connecticut's General Assembly, but with a state constitutional requirement that the legislative session in the even-numbered years adjourns not later than the first Wednesday after the first Monday in May: they know when to stop.

CSEA, SEIU Local 2001

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

JUNE 30, 2025



INDEPENDENT AUDITOR'S REPORT

Opinion

To the Executive Council of the CSEA, SEIU Local 2001

We have audited the allocation of expenses of the CSEA, SEIU Local 2001 (Local 2001), which comprises the statement of total expenses and allocation of expenses between chargeable expenses and non-chargeable expenses for the year ended June 30, 2025, and the related notes to the statement.

In our opinion, the accompanying statement presents fairly, in all material respects, the allocation of expenses of Local 2001 for the year ended June 30, 2025, 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.

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, 2025. 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 September 26, 2025, 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, 2026

	As per Audited Financial Statement	Reclass	Adjusted Total	Column A Chargeable	Column B Non-Chargeable
Administration:			\$ 2,222,904		
Personnel services	\$ 2,222,904	\$ -	\$ 2,222,904	\$ 1,557,367	\$ 665,537
Employee insurances	370,588	-	370,588	259,634	110,954
Pension plan and other postretirement	511,008	-	511,008	358,012	152,996
Payroll taxes	186,269	-	186,269	130,500	55,769
Travel - miscellaneous	155,873	-	155,873	79,947	75,926
Telephone	19,871	-	19,871	14,284	5,587
Office supplies	13,085	-	13,085	9,406	3,679
Postage	28,100	-	28,100	20,199	7,901
Maintenance of equipment	20,661	-	20,661	14,851	5,810
SEIU per capita payments					
(less chapter rebates and AMECSS)	1,754,702	(220,020)	1,534,682	664,824	869,858
Council/Chapter fundings and rebates	210,749	2,20,020	430,769	343,926	86,843
Sundry	4,376	-	4,376	3,146	1,230
Professional fees	56,300	-	56,300	56,300	-
Computer service	31,902	-	31,902	31,902	-
Bernard H. McCusker Scholarship					
Fund donations	6,000	-	6,000	-	6,000
Dues and subscriptions	11,644	-	11,644	11,644	-
Other taxes	1,721	-	1,721	1,721	-
Staff training	2,630	-	2,630	2,630	-
Bad Debt expenses	-	-	-	-	-
	5,608,383	-	5,608,383	3,560,293	2,048,090
Housing	141,552	-	141,552	101,749	39,803
Members' service - legal	100,964	-	100,964	100,964	-
Publications and information	117,354	-	117,354	58,431	58,923
Executive Council, officers and committees	125,654	-	125,654	109,432	16,222
Members' service - field	39,783	-	39,783	39,783	-
Depreciation	30,105	-	30,105	21,640	8,465
Total	\$ 6,163,795	\$ -	\$ 6,163,795	\$ 3,992,292	\$ 2,171,503
			100.00%	64.77%	35.23%

NOTE 1.

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

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

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

Depreciation - Depreciation and amortization of fixed assets are computed using the straight-line method at rates calculated to allocate the cost of the applicable assets over their estimated useful lives, which are 15 - 40 years for buildings and building improvements and 3 - 7 years for furniture and fixtures. Depreciation expense for the year ended June 30, 2025 was \$30,105.

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, 2025, Local 2001 has experienced losses on the activities and no taxes have been paid.

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

NOTE 3.

DESCRIPTION OF THE BASIS 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.

SOCIAL ACTIVITIES COMMITTEE (SAC)

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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.

SEIU Per capita tax payments (less chapter rebates and AMECSS 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 - series3 report for the year ended June 30, 2024. According to this audited report, chargeable expenses represented 43.32% of total expenses.

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

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

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

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

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

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

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

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

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

Grant program - These expenses have been allocated based on the results of all other expense analysis.

Members' service - bid - Consists of admission 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.

Releases - 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, 2024 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, 2024 have been offset by the affiliate member payments received by Local 2001.



SERVICE EMPLOYEES INTERNATIONAL UNION, CTW, CLC AND SUBSIDIARY Consolidated Statement of Expenses and Allocation Between Chargeable Expenses and Nonchargeable Expenses December 31, 2024

With Independent Auditor's Report

Service Employees International Union, CTW, CLC and Subsidiary Table of Contents December 31, 2024

Independent Auditor's Report

Consolidated Financial Statement Consolidated Statement of Expenses and Allocation Between Chargeable Expenses and Nonchargeable Expenses

Notes to Consolidated Statement of Expenses and Allocation Between Chargeable Expenses and Nonchargeable Expenses

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 (the "International Union").

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, 2024 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 methodologies described in Note 4 to the statement.

Standards for Opinions

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.

Significance of Misstatements - 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 expenses column in the statement agree to the expenses reflected in the audited consolidated financial statements of the International Union for the year ended December 31, 2024. Notes 3 and 4 to the statement describe the definitions of chargeable expenses and non-chargeable expenses and the significant factors and methodologies used in the allocation of expenses between chargeable and non-chargeable, which was prepared based on management's interpretation of case law relevant to union fair share costs, in which a union is authorized by statute to collect from non-members only those fees and dues necessary to perform its duties as a collective bargaining representative. Our opinion is not modified with respect to that matter.

Other Matters

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, 2024, and our report thereon dated June 26, 2025, 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 methodologies 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 a statement that in these areas involves measurement uncertainty that is a risk of material misstatement.

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 issued.

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.

Reporting on Gaps

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

[Signature]

Service Employees International Union, CTW, CLC and Subsidiary Consolidated Statement of Expenses and Allocation Between Chargeable Expenses and Nonchargeable Expenses Year Ended December 31, 2024

	Total Expenses	Chargeable Expenses	Nonchargeable Expenses
Operating expenses	\$ 95,980,233	\$ 26,379,344	\$ 69,600,889
Salaries	26,450,892	11,188,104	15,262,788
Benefits	9,496,468	4,321,854	5,174,614
Employee expenses	62,999,872	30,861,891	32,137,981
Non-employee generated expenses	3,216,178	4,485,819	1,269,641
Rent, utilities and building maintenance	4,022,148	11,758,004	7,735,856
Administrative expenses	11,941,278	14,944,763	3,003,485
Subsidies, payments and withdrawals	57,229,930	448,272	56,781,658
Other union expenses	41,941,489	21,588,896	20,352,593
Total operating expenses	94,813,877	107,889,376	113,049,981
Less:			
Political expenses paid from voluntary contributions	(37,734,783)		(37,734,783)
	\$ 57,079,094	\$ 107,889,376	\$ 75,315,198
Percentage	56.99%	63.32%	36.68%

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

BOENSING - 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.

Service Employees International Union, CTW, CLC and Subsidiary Notes to Consolidated Statement of Expenses and Allocation Between Chargeable Expenses and Nonchargeable Expenses December 31, 2024

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.

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

1-2

Basis of Accounting

The consolidated statement of expenses and allocation between chargeable expenses and non-chargeable 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 fair share costs, in which a union is authorized by statute to collect from non-members only those fees and dues necessary to perform its duties as a collective bargaining representative. 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 Corporation, a not-for-profit corporation 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 those 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, 2024, total depreciation and amortization expense was \$4,519,291 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, 2024 for potential recognition or disclosure in the statement. These events and transactions were evaluated through June 26, 2025, 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.

Service Employees International Union, CTW, CLC and Subsidiary Notes to Consolidated Statement of Expenses and Allocation Between Chargeable Expenses and Nonchargeable Expenses December 31, 2024

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 in 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 functional activities that are not considered germane to the collective bargaining process.
- Political activity expenses which include support at the federal, state or local level.
- Contributions to political and charitable organizations for community service activities, or for organizing 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.

Service Employees International Union, CTW, CLC and Subsidiary Notes to Consolidated Statement of Expenses and Allocation Between Chargeable Expenses and Nonchargeable Expenses December 31, 2024

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

Personnel expenses are allocated to chargeable expenses and non-chargeable expenses as determined through a time study. The following are considered personnel expenses:

- Salaries.
- Benefits, and
- Employee expenses.
- Non-personnel expenses are allocated to chargeable expenses and non-chargeable expenses based on the specific purpose of the expense as determined when the expense is incurred. The following are considered non-personnel expenses:
- Professional fees.
- Non-employee generated expenses.
- Rent, utilities and building maintenance. Administrative expenses.
- Contributions.
- Subsidies, payments and withdrawals, 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 non-chargeable expenses in the statement.

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.

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The Fight for Paras Continues

As the school year ends, paraeducators across Connecticut are starting to make plans for the summer.

But for too many paras, those plans are not about vacations, day trips, or time off with family. They are about finding a second or third job. They are about figuring out how to keep food on the table, pay the bills, and afford an air conditioner in the window during the hottest days of the year.

CSEA represents 2,500 paraeducators across Connecticut, and our members have been clear that this cannot continue. Paraeducators do some of the most essential work in our schools. They support students with disabilities. They help keep classrooms running. They build relationships with children who rely on them every single day. And yet, too many paras are still paid wages that make it impossible to support themselves or their families.

That is why CSEA members have continued to push for real, lasting change, including a \$45,000 minimum salary for paraeducators. This year, paraeducators got a foot in the door, and while much, much more work is needed.

In addition to making the healthcare subsidy permanent (rather than an annual fight), House Bill 5003, An Act Concerning Workforce Development and Working Conditions in the State, included a technical but important change related to unemployment access for paraeducators. Under current federal and state law, paraeducators who have a "reasonable assurance" that they will return to work after the summer are generally barred from receiving unemployment benefits during the summer break. HB 5003 does not fully fix that problem. But it does move us in the right direction.

Beginning July 1, 2026, school districts will be

required to provide the Connecticut Department of Labor with lists of paraeducators who do, and do not, have reasonable assurance of returning to work when school resumes. The Labor Commissioner may consider those lists when making unemployment determinations, but the list alone cannot be treated as conclusive evidence unless there is additional evidence. That may sound technical. It is. But it matters.

For years, paraeducators have been caught in a broken system where they are underpaid during the school year and blocked from unemployment during the summer. This change does not solve the crisis, but it creates more accountability and opens the door for a bigger fight ahead. And that fight starts now.

CSEA paraeducators know that small steps can become the foundation for real change. Last session's progress is a precursor to the fight we need to wage next year to win a \$45,000 salary.

Lawmakers need to understand what this work looks like. They need to hear directly from the people doing the job. They need to know what it means to live on para pay and what a \$45,000 salary would mean for paraeducators, their families, their students, and their schools.

Email our Communications Director, Drew Stoner at DStoner@csea760.com with a photo and a short quote answer-

ing this question: What would a \$45,000 salary mean for you? Would it mean fewer summer jobs? More time with your own children? The ability to stay in the job you love? Less stress about groceries, rent, medical bills, or keeping your home cool in the summer?

Your stories will be used to educate lawmakers, build public support, and show Connecticut what paraeducators already know: our schools cannot function without paras, and paras deserve pay that reflects the value of their work.

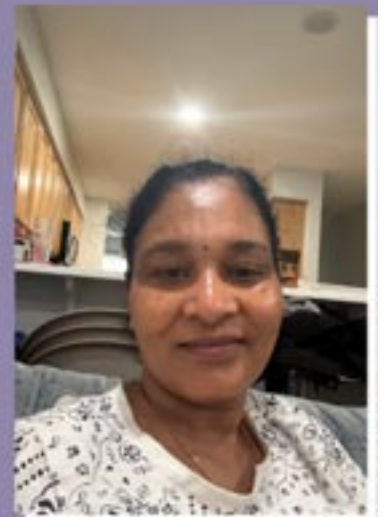
The fight for a living salary start NOW. Not next year. Send your stories in now.

“

Many students with special needs would not be able to participate in school without a paraeducator by their side. Despite all of this, paraeducators are among the lowest-paid staff in our schools. Many earn between \$15 and \$18 per hour — sometimes less — with limited or no benefits. That is simply not fair for someone doing such demanding and important work. As a result, many good paraeducators leave the profession because they cannot afford to stay, and students lose the consistent support they rely on.

INDU KOTTAYIL VELAYUDHAN
Plainville Paraeducator

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