

Combined Executive Committee & Delegate Assembly Meeting April 12, 2018 - 5:00pm

I. Call to Order/Welcome

II. Legal Defense Report – N/A

III. Review of Proposed Agenda

IV. Special Presentations

1. Kevin Burgos, Poor Peoples Campaign
2. Stephanie Maletta, Maletta and Company
3. Matt O'Connor - Hustle

V. Reports

1. December 7, 2017 Combined Executive Committee and Delegate Assembly Meeting Minutes
2. March 8, 2018 Executive Committee Meeting Minutes
3. Treasurer's Report
4. Divisional Councils/ AFT PPC Reports/ Officers
 - Healthcare - Prek12 - Retirees - General Info
 - PSRP - Higher Ed - Public Employees
5. Committee Reports
 - LPAC
 - Personnel Committee
 - Informal hearing
 - Budget Committee
 - Scholarship Committee
 - Social Justice Committee
 - Membership Structure
 - Mini Grants
 - Ad Hoc
 - Building & Grounds
 - Technology

VI. New Business

1. Aqua Turf – Business Convention
2. Constitution & Bylaw Amendments for Business Convention
3. HRA Wellness Resource Center
4. ULA – Foodshare's Walk Against Hunger
5. ConnectiCOSH Awards Night

VII. Informational Items

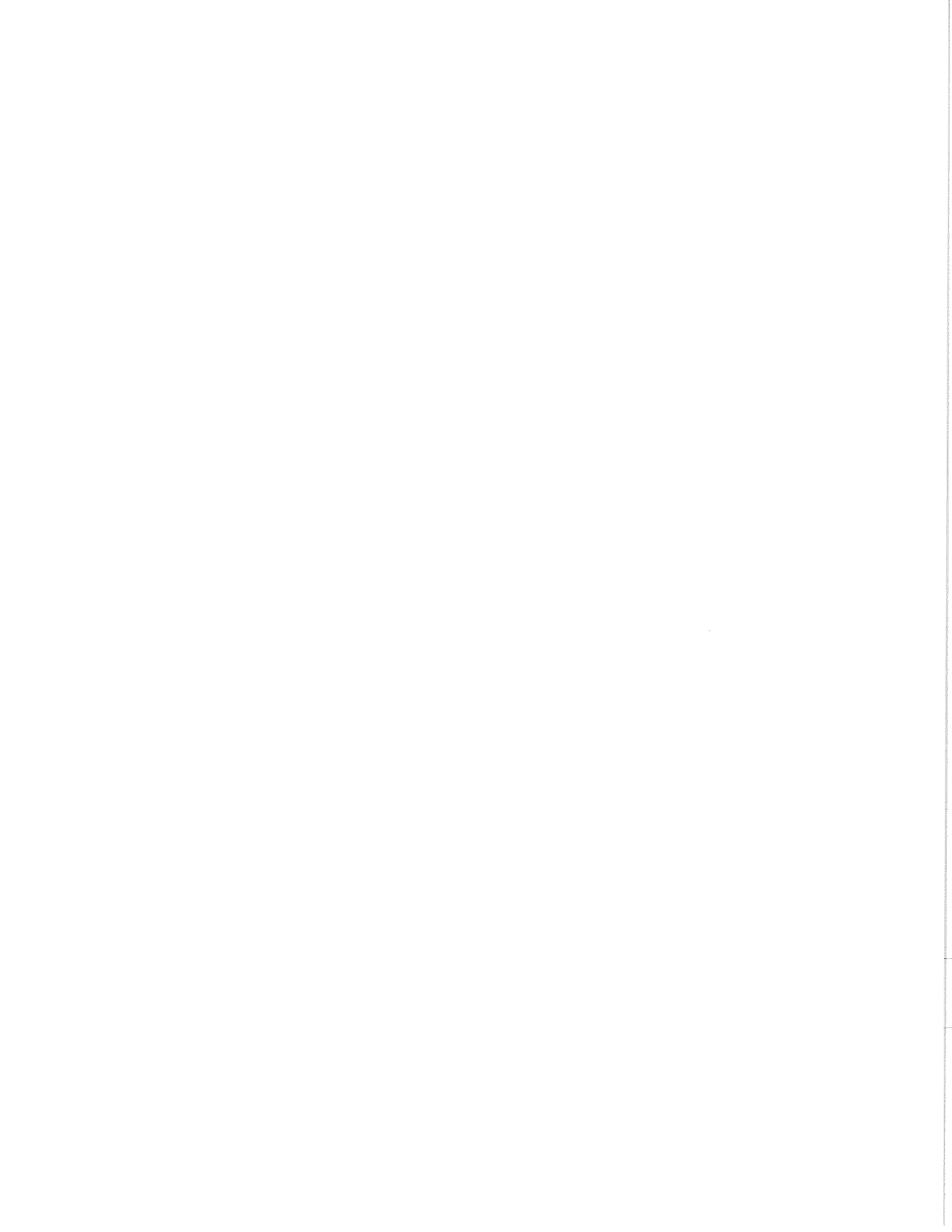
VIII. Good and Welfare

IX. Adjournment



DEFENSE

Executive Committee



To initiate request for AFT Connecticut Legal Assistance: 1) telephone the AFT Connecticut President, 2) Send a copy of this Form to the AFT Connecticut Attorney. He will contact you by telephone upon receipt.

Date 3/9/18

REQUEST FOR LEGAL ASSISTANCE

1. This request is submitted on behalf of:

the undersigned local the individual specified below

2. A concise statement of the problem is (i.e., the employee is threatened with termination because...; the local's right to be present at grievance hearings has been denied...). (Please use reverse side if more space is required to make need clear).

3. Is there a hearing or other proceeding which has **already** been scheduled and at which legal assistance is required? If so, before whom, where and when is it scheduled?

Yes No

4. If an individual rather than the local is the party in need of assistance, provide the following information:

Name	Position
Work Address <u>26 Benham Hill Rd.</u>	Work Telephone <u>203 931 6840</u>
Home Address	Home Telephone

When did this individual join AFT CT? 9/2/2014

5. This request submitted through Local # 2262 Town of West Haven

By its President Georgiana Dini / Marilyn Haligan

Telephone Number 203 804 5840 Address 690 Jones Hill Rd. West Haven

INSTRUCTIONS:

- 1) Be sure to call the AFT CT President immediately.
- 2) Send one copy of this form to:
Ferguson, Doyle & Chester, P.C
35 Marshall Road
Rocky Hill, CT 06067
Email: Office@fdclawoffice.com
Fax: 860 529-0339
- 3) Send one copy of this form to the AFT CT President
Email: NConti@aftct.org
Fax: 860 257-8214

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Date 3/7/18

RECEIVED

MAR 20 2018

AFT CONNECTICUT
ROCKY HILL, CT

REQUEST FOR LEGAL ASSISTANCE

1. This request is submitted on behalf of:

the undersigned local the individual specified below

2. A concise statement of the problem is (i.e., the employee is threatened with termination because...; the local's right to be present at grievance hearings has been denied...). (Please use reverse side if more space is required to make need clear).

Workers comp claim Denied.

3. Is there a hearing or other proceeding which has **already** been scheduled and at which legal assistance is required? If so, before whom, where and when is it scheduled?

Yes No

4. If an individual rather than the local is the party in need of assistance, provide the following information:

Name _____ Position _____
Work Address 139 W. main St W. Hartford Telephone _____
Home Address _____ Home Telephone _____

When did this individual join AFT CT? 8-20-1999

5. This request submitted through Local # 3949 Town of West Hartford

By its President Erik A. Larson

Telephone Number 860 916 9912 Address 6 Mulberry Ln Glastonbury ct 06033

INSTRUCTIONS:

- 1) Be sure to call the AFT CT President immediately;
- 2) Send one copy of this form to:
Ferguson, Doyle & Chester, P.C
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Rocky Hill, CT 06067
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MAK 20 2018

Date 3/14/18

AFT CONNECTICUT
ROCKY HILL, CT

REQUEST FOR LEGAL ASSISTANCE

1. This request is submitted on behalf of:

the undersigned local the individual specified below

2. A concise statement of the problem is (i.e., the employee is threatened with termination because...; the local's right to be present at grievance hearings has been denied...). (Please use reverse side if more space is required to make need clear).

The employee is being investigated By DCF For Neglect.

3. Is there a hearing or other proceeding which has **already** been scheduled and at which legal assistance is required? If so, before whom, where and when is it scheduled?

Yes No

4. If an individual rather than the local is the party in need of assistance, provide the following information:

Name _____ Position Re.

Work _____

Work Address 139 North Main St Telephone _____
West Hartford CT 06107

Home _____

Home Address _____ Telephone _____
CT 06450

When did this individual join AFT CT? 6-10-13

5. This request submitted through Local # 3999 Town of West Hartford

By its President Erik A. Larson

Telephone Number 860 916-9962 Address 60 Mulberry Lane Glastenbury
CT 06033

INSTRUCTIONS:

1) Be sure to call the AFT CT President immediately:

2) Send one copy of this form to:
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35 Marshall Road
Rocky Hill, CT 06067
Email: Office@fdclawoffice.com
Fax: 860 529-0339

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Email: NConti@aftct.org
Fax: 860 257-8214

To initiate request for AFT Connecticut Legal Assistance: 1) telephone the AFT Connecticut President, 2) Send a copy of this Form to the AFT Connecticut Attorney. He will contact you by telephone upon receipt.

Date March 15th, 2018

RECEIVED

MAR 20 2018

AFT CONNECTICUT
ROCKY HILL, CT

REQUEST FOR LEGAL ASSISTANCE

1. This request is submitted on behalf of:

the undersigned local

the individual specified below

2. A concise statement of the problem is (i.e., the employee is threatened with termination because...; the local's right to be present at grievance hearings has been denied...). (Please use reverse side if more space is required to make need clear). Betsy Bielfield paraprofessional at Portland School System was injured in the performance of her job. The individual is seeking legal representation for her workers Compensation Claim.

3. Is there a hearing or other proceeding which has **already** been scheduled and at which legal assistance is required? If so, before whom, where and when is it scheduled?

Yes

No

4. If an individual rather than the local is the party in need of assistance, provide the following information:

Name	_____	Position	_____
Work Address	<u>Gildersleeve School</u>	Work Telephone	<u>860-342-0411</u>
Home Address	_____	Home Telephone	_____

When did this individual join AFT CT? 2016

5. This request submitted through Local # 4659 Town of Portland

By its President Marlene B Mckinley

Telephone Number 860-342-2460 Address 1294 Portland-Cobalt Rd Portland Ct 06480

INSTRUCTIONS:

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Rocky Hill, CT 06067
Email: Office@fdclawoffice.com
Fax: 860 529-0339
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Fax: 860 257-8214

To Initiate request for AFT Connecticut Legal Assistance: 1) telephone the AFT Connecticut President, 2) Send a copy of this Form to the AFT Connecticut Attorney. He will contact you by telephone upon receipt.

Date 4/5/18

RECEIVED
APR 10 2018
AFT CONNECTICUT
ROCKY HILL, CT

REQUEST FOR LEGAL ASSISTANCE

1. This request is submitted on behalf of: a) the undersigned local, b) the individual specified below (Strike out the inapplicable phrase.)
2. A concise statement of the problem is (i.e., the employee is threatened with termination because...; the local's right to be present at grievance hearings has been denied...). (Please use reverse side if more space is required to make need clear).

Injured by violent Patient Requiring surgery

3. Is there a hearing or other proceeding which has *already* been scheduled and at which legal assistance is required? If so, before whom, where and when is it scheduled?

Yes No

4. If an individual rather than the local is the party in need of assistance, provide the following information:

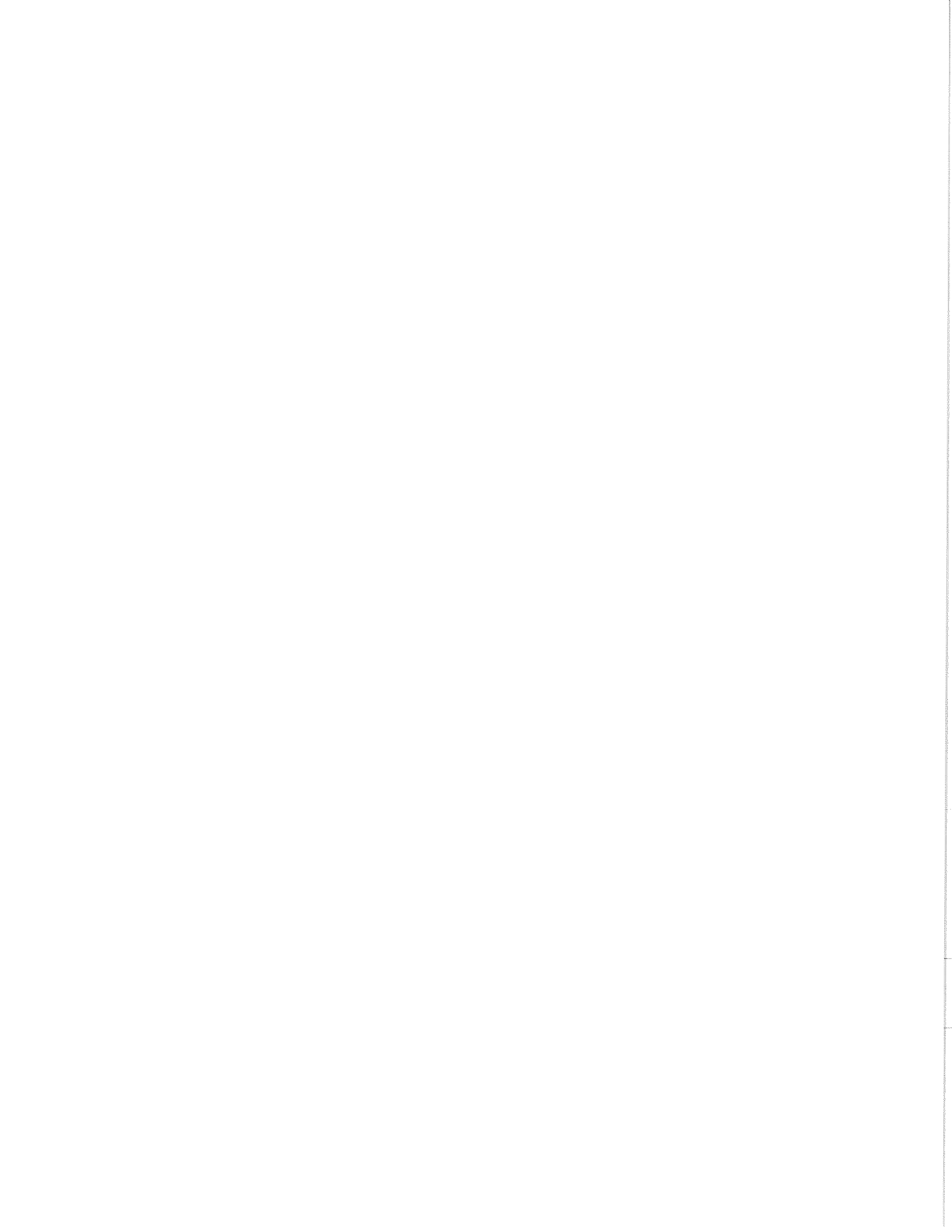
Name	<u>[Redacted]</u>	Position	<u>RN</u>
Work Address	<u>Backus Hosp 370 Washington</u>	Work Telephone	<u>860 889 8331</u>
Home Address	<u>[Redacted]</u>	Home Telephone	<u>[Redacted]</u>

When did this individual join AFT CT? 5/12

5. This request submitted through Local # 5149 Town of Norwich

By its President Sharon Calante
 Telephone Number 203-843-6282 Backus Federation of Nurses
 Address 24 Sachem St Norwich, CT 0636

- INSTRUCTIONS:**
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 35 Marshall Road
 Rocky Hill, Connecticut 06067
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Date 4/10/18

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3. Is there a hearing or other proceeding which has **already** been scheduled and at which legal assistance is required? If so, before whom, where and when is it scheduled?

Yes No

4. If an individual rather than the local is the party in need of assistance, provide the following information:

Name [redacted] Position [redacted]
Work Address Carrigan Middle School Work Telephone 937 4390
Home Address [redacted] Home Telephone [redacted]

When did this individual join AFT CT? 9/5/1995

5. This request submitted through Local # 2262 Town of West Haven

By its President Georgiana Dini / Marilyn Helligan

Telephone Number 203 804 5840 Address Georgiana
203 215 1892 Marilyn

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WEST HAVEN PUBLIC SCHOOLS

"Schools Committed to Excellence"

P. O. Box 26010

West Haven, Connecticut 06516

Telephone: (203) 931-6825 Fax: (203) 937-4319



Jolene Barnes
Personnel Director
jolene.barnes@whschools.org

April 10, 2018

Notification sent Registered Mail/US Mail

As a result of the concerns described below, West Haven Public Schools is contemplating disciplinary action up to and including termination. You have the right to respond to the specific allegations listed below before the final decision is made.

This disciplinary action is contemplated in light of allegations by Richard Weber that you have been asleep or appeared to be asleep in class on multiple occasions, most recently on March 26, 2018, when Mr. Weber needed to wake you up. You were issued a final warning on October 3, 2017 for similar conduct.

Your *Loudermill* Hearing is scheduled for Tuesday, April 24, 2018 at 11:00 AM at the Board of Education Office, 355 Main Street, West Haven, CT 06516. If you cannot make this date, please contact me at 203-931-6825.

You will be provided an opportunity to respond to these allegations during this meeting. You have the right to union representation. After reviewing your statement, we will take into consideration your version of the facts. The Superintendent will make a prompt and final decision on this action.

Sincerely,

A handwritten signature in cursive script that reads "Jolene Barnes".

Jolene Barnes
Personnel Director

cc: Neil Cavallaro, Superintendent
Richard Weber, Principal
James Turcio, Assistant Director of Pupil Services
Georgianna Dini, Co-President Paraprofessional Union, AFT Local #2262, AFT CT
Marilyn Halligan, Co-President Paraprofessional Union, AFT Local #2262, AFT CT
Personnel File

RECEIVED

APR 10 2018

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ROCKY HILL, CT

Date 4/10/18

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3. Is there a hearing or other proceeding which has **already** been scheduled and at which legal assistance is required? If so, before whom, where and when is it scheduled?

Yes No

4. If an individual rather than the local is the party in need of assistance, provide the following information:

Name	Position
Work Address <u>Carrigan Middle School</u>	Work Telephone <u>203 937 4390</u>
Home Address	Home Telephone

When did this individual join AFT CT? 11/5/2003

5. This request submitted through Local # 2262 Town of West Haven

By its President Georgiana Dini / Marilyn Halligan

Telephone Number 203 804 5840 Georgiana Address 203 215 1892 Marilyn

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Jolene Barnes

Personnel Director

jolene.barnes@whschools.org

April 10, 2018

Notification sent Registered Mail and US Mail

As a result of the concerns described below, West Haven Public Schools is contemplating disciplinary action up to and including termination. You have the right to respond to the specific allegations listed below before the final decision is made.

This disciplinary action is contemplated in light of:

- Your absence for a full day on March 27, 2018 while only calling out for a ½ sick day through AESOP;
- Failing to respond promptly to Richard Weber's inquiry on March 27th regarding your absence;
- Failing to supply medical documentation regarding your absences on March 27th and March 28th, despite a requirement that you do so that has been in effect since February 28th due to excessive absences;
- Failing to use the AESOP system for a ½ personal day absence on March 29th; and
- Continued excessive absences.

You were issued a written warning on March 2, 2018 for excessive absences and reminded that you needed to provide medical documentation to support absences for sickness. Further, you have been absent eight days since that warning was issued.

Your *Loudermill* Hearing is scheduled for Tuesday April 24, 2018 at 10:00AM at the Board of Education Office, 355 Main Street, West Haven, CT 06516. If you cannot make this date, please contact me at 203-931-6825.

You will be provided an opportunity to respond to these allegations during this meeting. You have the right to union representation. After reviewing your statement, we will take

into consideration your version of the facts. The Superintendent will make a prompt and final decision on this action.

Sincerely,

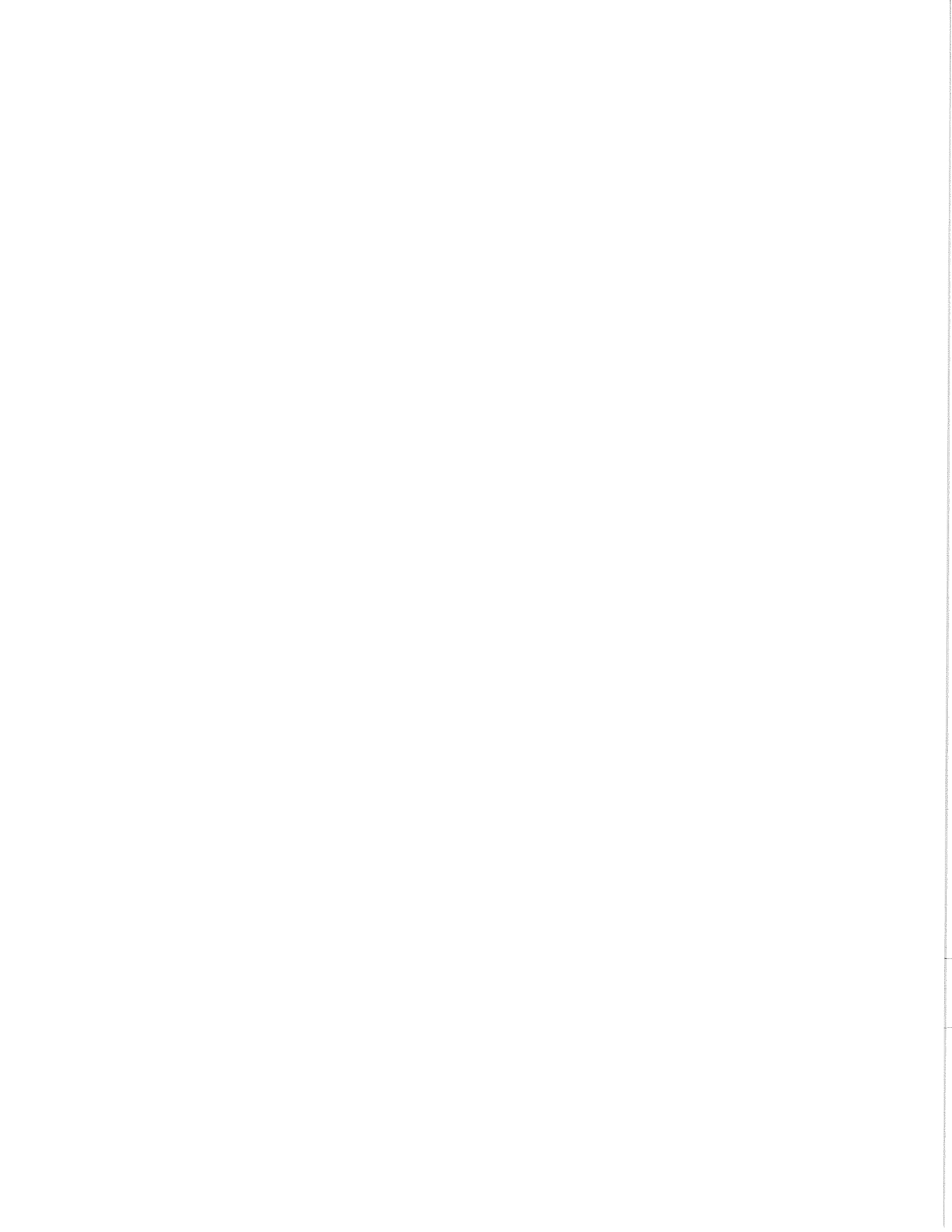


Jolene Barnes
Personnel Director

cc: Neil Cavallaro, Superintendent
Richard Weber, Principal
James Turcio, Assistant Director of Pupil Services
Georgianna Dini, Co-President Paraprofessionals, AFT Local #2262, AFT CT
Marilyn Halligan, Co-President Paraprofessionals, AFT Local #2262, AFT CT
Personnel File

REPORTS

Executive Committee



Delegate Assembly Meeting
December 7, 2017

Attendance:

X Hochadel	Bogusky	x Disette	Malloy	Rodriguez
X Brady	Chapin	x McKeever	x Mandour	x White
X Morningstar	Cicarella	x Sexton	x Garrity	x Escobales
X Leavy	x D'Abrosca	x Hayes	x Berry	x Symkowicz
X Benham	x Davis	x Kuroski	x Kern	x Yordon
		x Johnson		

President Hochadel called the meeting to order at 5:11

Legal Defense Report:

E. Chester: Termination cases based on the plethora of DCF claims are now being heard; Yale is challenging every L&M DCF claim.

J. Ferguson: four termination cases in Norwalk: 2 resignations, 2 moving forward in the process. Discussion on union "conscientious objectors" agency fee payers.

M. Doyle: DCF investigations: 2 in Manchester, 15 in Hartford.

Additions to the agenda:

Move "Old Business" swearing in of new officers to this part of agenda. M/S/V unanimous

Vote of Delegate Assembly to accept recommendation of Stephanie Johnson and Daniel Flores as Vice Presidents at large M/S/V no "nays"; Shellye Davis abstained

Swearing in of S. Johnson and D. Flores by President J. Hochadel

Minutes for November 9 E.C. Meeting:

Motion: Garrity 2nd: McKeever

Abstentions: usual

Vote: unanimous

Minutes for September 16 D.A. Meeting:

Motion: Garrity 2nd: White

Abstentions: usual

Vote: unanimous

Treasurer's Report:

Spending is on track for this time of year. Another local has taken advantage of "in-house" dues program.

Motion (pending audit): Garrity

2nd: Pascone

Vote: unanimous

Divisional Report:

Healthcare:

Lisa D'Abrosca: PD will be provided on "compassion fatigue"
L&M just ran a very successful 4-local orientation program that could be adapted for other locals. Anyone interested in the PowerPoint should contact AFT CT

Higher Ed:

No report

PreK-12:

Steve McKeever: Report in packet.
Next meeting January 22.

PSRP

Shellye Davis: Nickimmy Hayes and Terry Reed will meet with the PSRPs for internal organizing training in January

State Employee

Mike Barry: A&R has concerns with the adoption of Kronos program at DAS; there have been numerous complaints from UHP with the program

Mike White from UCPE recommended AFSCME Council 4 Executive Director Sal Luciano to represent SEBAC on the Pension Sustainability Commission. The recommendation was unanimously approved.

Retiree:

Next meeting will be held week of December 11

Committee Reports

LPAC:

J. Morningstar

Vince Mauro discussed how the Senate Dem PAC works

Motion to accept legislative priorities as presented:

Motion: D. Hayes

2nd: T Kuroski

Friendly amendment: L. D'Abrosca – Worker Comp protection for workplace violence. Accepted

Vote: unanimous

Motion to contribute \$2000 to each of 3 Senate Dem Leadership PACs

Motion: S. Johnson

2nd: J. Pascone

Vote: unanimous

Motion to contribute \$2000 to each of 3 House Dem Leadership PACs

Motion: B. Garrity

2nd: B. Riccitelli

Vote: Ayes carry (M. White nay)

Motion to contribute \$2000 to each of 4 Progressive Dem PACs
Motion: S. McKeever 2nd: B. Garrity
Vote: unanimous

Motion to contribute \$1000 to each of 3 S. Scanlon PAC
Motion: B. Garrity 2nd: B. Riccitelli
Vote: unanimous

Motion to contribute \$2000 to each of 6 PAC
Motion: S. McKeever 2nd: D. Flores
Vote: unanimous

Motion to contribute \$1000 to each of Gotfried/Arconte PAC
Motion: S. Johnson 2nd: B. Garrity
Friendly amendment: J. Pawlack – Raise to \$2000. Accepted
Vote: unanimous

Motion to contribute \$1000 to each of Matt Ritter PAC
Motion: B. Garrity 2nd: S. Johnson
Friendly amendment: J. Morningstar – Raise to \$2000. Accepted
Vote: unanimous

Motion to contribute \$7500 to each of CT Democratic Party PAC
Motion: S. McKeever 2nd: D. Flore
Vote: Nays carry (1 abstention)

Personnel Committee

S. Savelkoul; OPEIU negotiations should be finished by end of year

Budget Committee

First meeting 12/11

Technology:

J. Brady: Last phase of server upgrade will happen week of 12/11. Though using reserves for upgrade was approved, it was not necessary – money came from operating budget

Special Presentations:

Maletta and Company presented the FY 2017 Audit. AFT CT received an unqualified finding, and was commended for the continued attention to our fiscal responsibilities

Motion: J. Morningstar 2nd: S. Johnson
Vote: unanimous

Delegates used elements from AFT CT strategic plan to shape work of local moving forward (20 minutes)

Actions:

1 Working Family Party Awards -- \$1000

Motion: S. Escobales
Vote: unanimous

2nd: S. McKeever

2 CT Speaks Out on Healthcare: promote survey

By consent

3 Make February Executive Committee meeting a conference call

By consent

Good and Welfare:

None

Adjourn: 7:31

**Executive Committee Meeting
March 8, 2018**

Attendance:

X Hochadel	Bogusky	x Disette	x Scanlon	x S. Johnson
X Brady	x Chapin	x McKeever	x Mandour	x White
X Morningstar	Cicarella	x Sexton	x Garrity	x Escobales
X Leavy	x D'Abrosca	x Hayes	x Barry	x Symkowicz
E Benham	x Davis	E Kuroski	Kern	x Yordon
	X Flores	x A. Johnson		

President Hochadel called the meeting to order at 5:10

Legal Defense Report presented by:

M. Doyle: 11 DCF cases in Hartford; 4 recent reversals in teachers' favor

E. Chester: West Haven, reversal on a DCF ruling but Board has yet to reverse discipline

J. Ferguson: 2 terminations in Hartford: one retired, one reversed. 4 new Hartford DCFs

Changes to Agenda:

Budget Approval moved to special presentations

Special Presentation:

E. Chester: played oral arguments in Janus case

M. O'Connor: introduced the "U & I in Union" campaign

T. Merisotis: presented upcoming legislation

S. Savelkoul and S. Maletta Burnham: budgetary impact on Janus and possible changes required. The Budget was presented

Motion to accept budget as presented: S. Johnson

2nd: L. D'Abrosca

Vote: unanimous

Minutes for February Meeting:

Motion: A. Sexton

2nd: L. D'Abrosca

Discussion: E. Leavy amended the minutes to mark S. Davis as "Excused"

Vote (as amended): unanimous

Abstentions: usual

Treasurer's Report:

We are at or below targeted budget expenditures in all but one line item

Locals must be up-to-date until April to participate at Business Convention

Motion (pending audit): S. Davis

2nd: K. Scanlon

Vote: unanimous

Divisional Report:

Healthcare:

L. D'Abrosca: Next meeting will be an educational seminar for sleep health

Thanks for the AFT CT Legislative Conference, which prepared us not just for the session but the upcoming elections

Higher Ed:

None

PreK-12:

S. McKeever: Met 2/22, which featured a conversation about the 3/14 walkout day and safety concerns

Division will not be making their own resolution on school safety, but signing on to National's

Next meeting 3/15

PSRP

S. Davis : At 2/27 meeting, Jenn Benevento discussed workshops on Paraprofessional-Teacher Collaboration

Nickimmy Hayes is working on member organizing in PSRP locals; stipends will be provided to members who complete the training and work as member organizers

AFT's local presidents' meeting was very successful; she asked Rani Weingarten for a teleconference on PSRP issues

S. Davis participated at Cornell Institute on Collective Bargaining

State Employee:

M. Barry: Met 3/1 to discuss Fiscal Accountability and Economic Growth report

CT's Congressional Delegation has signed on to letter advocating elimination of the "Cadillac Tax," which punishes employers who provide decent healthcare.

New members who were assigned Tier 3 after that window closed will be allowed to reselect their pension option.

Retiree:

L. Mandour: On 2/14 met with Joe Fields about insurance changes for retiree.
Next meeting 3/14

Committee Reports

Women and Civil Rights: Excellent first meeting, in which a mission statement has been developed. Stephanie Johnson was elected Chairperson. The committee will have a new name – Social Justice Committee. Next meeting 4/10.

Scholarship: Deadline for scholarships is 4/1. Committee will meet 4/9

Building & Grounds: Renovations to the second floor have been completed

LPAC: Met 3/6. Recommended 1/4 page ad recognizing Julie Kushner's Service to UAW.

Motion: K. Scanlon 2nd: S. Johnson
Vote: unanimous

Membership Structure: S. Johnson chaired. Recommend Executive ok 3 grants, but looking to modify qualifications for local moving forward, including definition of "good standing"

Actions:

1 Approval of M.S.C.'s recommendation to approve 3 grants

Motion: S. Davis 2nd: D. Flores
Vote: unanimous

2 Change of Definition of "Good Standing," per recommendation of M.S.C.

Motion: L. Mandour 2nd: K. Scanlon
Vote: unanimous

3 \$250 full-page ad for Black and Puerto Rican Caucus

Motion: S. Davis 2nd: S. Johnson
Vote: unanimous

4 Center for Focus Matters, \$625

Motion: S. Davis 2nd: S. Johnson
Vote: unanimous

5 Alliance for retired Americans, inside front cover, table for 8

Motion: S. Johnson 2nd: L. D'Abrosca
Vote: unanimous

Adjourn: 7:53

**TREASURER'S REPORT
MONTH OF MARCH 2018
FOR PERIOD JULY 1, 2017 to DATE
75% OF YEAR**

***** INCLUDES FYE 6/30/17 ACCRUALS AND ADJUSTMENTS**

	BUDGETED	MONTHLY	TO DATE	% TO DATE	REMAINING BALANCE
REVENUE					
40000 Per Capita	\$6,660,426.00	\$449,004.11	\$3,695,527.34	55.48%	2,964,898.66
40100 Co-org	51,840.00		35,640.00	68.75%	16,200.00
40200 Revenue Sharing	57,000.00		30,292.61	53.14%	26,707.39
Investment Income-Dividends	15,000.00				15,000.00
40400 Other Income	454,050.00	7,372.34	242,206.42	53.34%	211,843.58
40500 Convention Registration	15,000.00				15,000.00
40800 Rental	51,650.00	4,008.91	39,480.19	76.44%	12,169.81
TOTAL	\$7,304,966.00	\$460,385.36	\$4,043,146.56	55.35%	\$3,261,819.44
EXPENDITURES					
A.					
50000 Salaries	2,886,096.00	251,414.36	2,137,466.26	74.06%	748,629.74
50100 Fringe Benefits	1,290,239.00	81,329.09	744,496.51	57.70%	545,742.49
50200 Staff Business Expenses	110,200.00	9,183.27	80,874.67	73.39%	29,325.33
50300 Employer Payroll Taxes	249,350.00	22,128.89	185,584.82	74.43%	63,765.18
50400 Auto Expense	261,800.00	20,532.77	183,920.05	70.25%	77,879.95
50500 Severance Pay	21,000.00		26,012.46	123.87%	(5,012.46)
50560 Temporary Services	1,000.00				1,000.00
50600 Workers Comp Insurance	23,000.00	1,390.83	13,807.67	60.03%	9,192.33
TOTAL	\$4,842,685.00	\$385,979.21	\$3,372,162.44	69.63%	\$1,470,522.56
B. COMMUNICATIONS					
51100 Printing	12,000.00		1,903.66	15.86%	10,096.34
51300 Publicity	45,000.00	713.59	5,856.37	13.01%	39,143.63
TOTAL	\$57,000.00	\$713.59	\$7,760.03	13.61%	\$49,239.97
C. SERVICES TO LOCALS					
52000 Mediation/Arbitration	7,000.00				7,000.00
52100 Collective Bargaining/Current Locals' Contract Negotiations	20,000.00		112.32	0.56%	19,887.68
52200 Organizing	95,000.00	8,497.24	63,082.27	66.40%	31,917.73
52300 Other Assistance	300,000.00	21,878.79	121,512.43	40.50%	178,487.57
52400 Research	1,000.00		63.50	6.35%	936.50
52600 Subsidy to Locals/CAP	580,000.00	41,326.98	232,830.70	40.14%	347,169.30
TOTAL	\$1,003,000.00	\$71,703.01	\$417,601.22	41.64%	\$585,398.78

	BUDGETED	MONTHLY	TO DATE	% TO DATE	REMAINING BALANCE
D. ADMINISTRATION					
53000 Postage	20,000.00	2,000.00	4,865.65	24.33%	15,134.35
53100 Telephone and Internet	16,000.00	966.12	7,541.60	47.14%	8,458.40
53200 Supplies	26,000.00	1,524.88	14,508.19	55.80%	11,491.81
53400 Publications & Memberships	13,000.00		3,960.68	30.47%	9,039.32
53500 Equipment Rental/Lease	40,000.00	2,607.50	31,961.27	79.90%	8,038.73
53600 Audit	30,000.00		29,500.00	98.33%	500.00
53800 Equipment Purchase	18,000.00	3,071.39	11,849.42	65.83%	6,150.58
53900 Insurance-Building,Equip,Liability and Fidelity Bond	12,000.00	908.58	9,343.51	77.86%	2,656.49
54000 Computer and Equip Services and Maint	31,300.00	2,307.88	15,164.07	48.45%	16,135.93
54100 Misc	11,000.00	68.00	143.00	1.30%	10,857.00
54200 Software	5,250.00	50.49	8,051.40	153.36%	(2,801.40)
54300 Convention-Annual AFTCT	20,000.00		500.00	2.50%	19,500.00
54400 Legislative Expenses & Lobbyist Fees	800.00		390.00	48.75%	410.00
54500 Good & Welfare	3,000.00		1,796.50	59.88%	1,203.50
54600 Contributions	18,000.00	1,555.00	13,460.00	74.78%	4,540.00
55000 Seminars/Conferences	55,000.00	1,201.61	14,952.67	27.19%	40,047.33
56000 Meetings	60,000.00	6,220.12	36,838.37	61.40%	23,161.63
54800 Use Tax	500.00		253.00	50.60%	247.00
TOTAL	\$379,850.00	\$22,481.57	\$205,079.33	53.99%	\$174,770.67
E. LEGAL SERVICES					
57000 Defense	5,000.00				5,000.00
57100 Retainer	612,248.00	51,020.67	459,186.03	75.00%	153,061.97
TOTAL	\$617,248.00	\$51,020.67	\$459,186.03	74.39%	\$158,061.97
F. BUILDING					
58000 Utilities	30,000.00	2,880.44	29,096.14	96.99%	903.86
58100 Building/Grounds Maint/Repairs	60,000.00	7,843.80	50,970.79	84.95%	9,029.21
58400 Taxes-Real Estate and Personal Property	35,000.00		30,754.70	87.87%	4,245.30
TOTAL	\$125,000.00	\$10,724.24	\$110,821.63	88.66%	\$14,178.37
G. SCHOLARSHIP FUND EXPENSE	5,000.00				5,000.00
SCHOLARSHIP INCOME					
H. LPAC/COPE	80,000.00	200.00	68,730.00	85.91%	11,270.00
I. SOLIDARITY FUND EXPENSE	155,000.00	7,372.34	84,695.70	54.64%	70,304.30
SOLIDARITY FUND INCOME-Recorded in Other Income					
J. CAPITALIZED ASSETS - Technology, Building & Grounds	12,100.00		15,479.25	127.93%	(3,379.25)
TOTAL EXPENDITURES	\$7,276,883.00	\$550,194.63	\$4,741,515.63	65.16%	\$2,535,367.37
EXCESS REVENUE OVER (UNDER) EXPENDITURES	\$28,083.00	(\$89,809.27)	(\$698,369.07)		

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Local Number	LOCAL NAME	2017										2018		PAID THROUGH	Ineligible
		Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb		
871	NEW BRITAIN FED. OF TEACHERS	794	794	794	794	792	792	824	826	822	825			DEC2017	
933	NEW HAVEN FED. OF TEACHERS	1630	1630	1630	1630	1630	1630	1630	1630	1630	1630	1630		JAN2018	
933N	NEW HAVEN FED. OF TEACHERS	40	40	40	40	40	40	40	40	40	40	40		JAN2018	
1012	ANSONIA FED. OF TEACHERS	166	166	166	160	159	158	157	180	179	179			DEC2017	
1018	HARTFORD FED. OF TEACHERS	2025	2025	2030	2030	2030	2030	1960	1960	1960				NOV2017	
1100	HARTFORD FED. OF SECRETARIES	105	105	104	104	104	100	101	102	101	100	98		JAN2018	
1371	WETHERSFIELD FED. OF TEACHERS	286	286	286	286	286	286	286	286					OCT2017	X
1381	MIDDLETOWN FED. OF TEACHERS	439	437	437	437	437	418	418	427	428	428	428		JAN2018	
1464	BRISTOL FED. OF TEACHERS	643	642	642	642	642	621	621	623	621				NOV2017	
1478	MERIDEN FED. OF TEACHERS	995	987	993	991	839	839	980	980	974	974			DEC2017	
1547	WEST HAVEN FED. OF TEACHERS	549	549	549	560	560	560	560	560	560	560	560		JAN2018	
1577	WINDHAM FED. OF TEACHERS	338												MAR2017	X
1723	NORWALK FED. OF TEACHERS	896	883	890	890	890	900	914	919	921	915	915		JAN2018	
1727	NEWTOWN FED. OF TEACHERS	406	406	406	406	374	401	402	402	400	403	404		JAN2018	
1827	COLCHESTER FED. OF TEACHERS	231	231	231	231	231	231	231	231	231	231			DEC2017	
1833	SALEM FED. OF TEACHERS	42	42	42	42	42	42	42	42					OCT2017	X
1942	FED. OF TECHNICAL COLLEGE TEACHERS	186	186	186	198	180	180	180	182	182	182	180		JAN2018	
2038	WATERFORD FED. OF CLASSROOM TCHRS	246	246	246	246	243	244	246	246	246				NOV2017	
2181	ANSONIA FED. OF PARAPROFESSIONALS	17	17	17	17									JUN2017	X
2221	HARTFORD FED. OF PARAPROFESSIONALS	465	465	465	465	465	459	459	458	466	466			DEC2017	
2262	WEST HAVEN FED. OF PARAPROFESSIONALS	138	136	136	135	135	121	121	121	121	121			DEC2017	
2368	BOZRAH FED. OF TEACHERS	23	23	23	23	24	24	24	24	24	24	24		JAN2018	
2407	NEW BRITAIN FED. OF PARAPROFESSIONALS	193	193	193	193	193	188	192	192	191	191	195		JAN2018	
3161	MIDDLETOWN FED. OF PARAPROFESSIONALS	173	176	175	174	172	164	180	180	176	180	179		JAN2018	
3175	MANCHESTER FED. OF PARAS	166	166	166	166	166	166	166	166	166	166	166		JAN2018	
3249	MITCHELL COLLEGE FACULTY FED.	22	24	24	24	20	20	22	19	19				NOV2017	
3279	COLCHESTER FED. OF ED. PERSONNEL	102	101	102	101	96	92	94	93	93	93	95		JAN2018	
3543	ANSONIA FED. OF ED. PERSONNEL	19	19	18	18	15	16	18	18					OCT2017	X
3656	SIMSBURY FED. OF ED. PERSONNEL	139	139	139	138	129	129	129	129	130	130			DEC2017	
3695	UNIV. OF CT PROFESSIONAL EMPL ASSOC	1840	1838	1839	1865	1873	1862	1853	1865	1864	1871			DEC2017	
3785	NEWTOWN FED. OF ED. PERSONNEL	56	56	56	55	54	53	56	55	55	55	55		JAN2018	
3793	NORWALK FED. OF ED. PERSONNEL	428	428											APR2017	X
3819	W.HARTFORD FED. OF ED. PERSONNEL	201	200	200	198	198	196	198	198	199	199	199		JAN2018	
3837	UNIVERSITY HEALTH PROFESSIONALS	2642	2564	2579	2579	2583	2583	2583	2583	2583				NOV2017	
3869	NORTH BRANFORD FED. OF TEACHERS	169	169	169	169	169	169	167	167	167	167			DEC2017	
3924	NEWTOWN FED. OF CUSTODIANS (Jan. 08)	55	54	54	54	54	54	53	54	55	55	55		JAN2018	
3949	WEST HARTFORD FED. OF DORM SUPERVISORS	119	119	119	119	117	115							AUG2017	X
3960	WATERTOWN FED. OF PARAPROFESSIONALS	79	78	79	77	77	77	76	77	77	77	75		JAN2018	
4176	BLOOMFIELD FED. OF ED. PERSONNEL	105	105	107	107	107	105	107						SEPT2017	X
4200	ADMIN AND RESIDUAL EMPLOYEES UNION	2802	2776	2772	2765	2735	2714	2710	2696	2694	2683			DEC2017	
4200A	STATE VOCATIONAL FED. OF TEACHERS	1222	1226	1222	1218	1212	1154	1143	1175	1175	1180	1184	1195	FEB2018	
4200B	UNION OF PROF JUDICIAL EMP	1174	1174	1174	1174	1175	1152	1152	1135	1135	1135	1135		JAN2018	
4230	AMERICAN SCHL FOR THE DEAF - FED OF TCHRS	71	71	71	71	71	71	71	71	71	49			DEC2017	
4238	EASTCONN FED. OF TEACHERS	87	86	86	83	80	80	89	91	92	92	92		JAN2018	
4257	EAST HARTFORD FED. OF PARAS	113	118	123	124	121	121	115	115	115	114			DEC2017	
4306	WEST HARTFORD FED OF ED. SECRETARIES	53	47	47	50	50	51	52						SEPT2017	X
4420	MILFORD FED. OF PARAPROFESSIONALS	164	164	164	164	164	162	158	157	157	157	157		JAN2018	
4659	PORTLAND PARAPROFESSIONALS	28	28	28	26	26	26	27	27	28	28	28		JAN2018	
4832	WINDHAM FED. OF EDUCATIONAL PERSONNEL	127	125	125	124	122	122	121	125	124	124	126		JAN2018	
4873	VERNON FED. OF PARAPROFESSIONALS	133	133	133	133	120	120	120	120	120	120			DEC2017	

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Local Number	LOCAL NAME	2017										2018		PAID THROUGH	Ineligible
		Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb		
4914	REG. DISTRICT #13 SUPPORT STAFF ASSOC.	56	56	56	57	57	57	55	56	56	56			DEC2017	
5041	WINDHAM FED OF PROFESSIONAL NURSES	89	90	88	90	89	92	92	90	93	91	90		JAN2018	
5044	EAST HARTFORD SCHOOL RNS	20	20	20	20	20	20	20	20	20	20			DEC2017	
5045	FAIRFIELD PUBLIC HEALTH NURSES	34	34	34	34	34	34	34						SEPT2017	X
5046	JOHNSON MEMORIAL HOSPITAL	102	105	103	101	103	96	89	89	87	87	104		JAN2018	
5047	DANBURY NURSES UNION - UNIT #47	600	603	596	596	596	594	585	582	584	581			DEC2017	
5048	BRIDGEPORT PROF NURSES UNIT 13	8	8											APR2017	X
5049	LAWRENCE AND MEMORIAL HOSPITAL RN'S	481	477	514	514	483	487	487	507	491	497	504		JAN2018	
5051	LAWRENCE AND MEMORIAL LPN/TECH	214	214	214	214	214	211	211	210	210	210			DEC2017	
5052	NATCHAUG NURSES	130	130	137	137	114								JUL2017	X
5055	MANCHESTER HOSPITAL RNs	224	224	224	224	214	211	216	221	221	221	225		JAN2018	
5099	WCMH UNITED EMPLOYEES	239	239	239	245	251	240	240	206	247				NOV2017	
5101	NEW MILFORD HOSPITAL RNS	81	80	76	73	75	75	77	74	74	72	66		JAN2018	
5119	VNA OF SOUTHEASTERN CT	104	102	102	102	102	106	106						SEPT2017	X
5121	MANCHESTER MSSM EMPLOYEES UNITED	108	108	108	108	197	197	197	197					OCT2017	X
5123	L&M HEALTHCARE WORKERS UNION	716	715	710	703	724	722	712	704	703	700	682		JAN2018	
5140	NATCHAUG FED OF THERAPISTS UNITED													FEB2016	X
5143	ROCKVILLE HOSPITAL FEDERATION OF RNs	58	57	59	60	58	61	60	61	60	64	67	69	FEB2018	
5144	MANCHESTER LPNS & TECH UNITED	66	64	66	67	69	69	69	73	71	68	72	68	FEB2018	
5149	BACKUS NURSES	377	394	397	399	400	399	418	421	415	415	407		JAN2018	
5151	LIC PROF COMM HLTH SER (LPACHS)	40	39	38	41	40	40	38	39	38	38			DEC2017	
5152	DANBURY/NEW MILFORD LPNs & TECHs	194	194	194	194	194	224	221	208	208	209	207	211	FEB2018	
6012	BRISTOL PROF & SUPRV ASSOC	47	47	47	47	46	47	47	47	48	48	48		JAN2018	
6087	BOZRAH ED PERSONNEL	20	20	20	20	20	20	20						SEPT2017	X
6152	N BRANFORD FED OF PARAS	62	61	61	56	56	54	54	63	58	58			DEC2017	
6277	JOB CORPS UNITED	19	19	19	19	19	19	19	17	19	19	18		JAN2018	
6365	REG. DISTRICT #18 - NON CERTIFIED ED PERSONNEL	121	123	123	123	120	116	120	120	122	121			DEC2017	
6372	WESTBROOK FED OF NON-CERTIFIED PERSONNEL	61	64	63	64	61	58	64	65	66	64	64		JAN2018	
6394	NATCHAUG ED EMPLOYEES													MAY2016	X
6483	CANTON FED OF ED PERSONNEL	80	80	80	80	73	71	70	70	71	71			DEC2017	
6543	WINCHESTER PARAS	33	34	33	33	32	32	32	32	33	35			DEC2017	
6545	MANCHESTER TUTORS	47	46	47	46	46	45	45	49	48	48			DEC2017	
871R	NEW BRITAIN TEACHERS-RETIREEES	150	150	150	150	150	150							AUG2017	X
933R	NEW HAVEN TEACHERS-RETIREEES													FEB2017	X
1018R	HARTFORD TEACHERS-RETIREEES													AUG2016	X
1478R	MERIDEN TEACHERS-RETIREEES	221	221	221	221	221	221							AUG2017	X
1942R	FED OF TECH COLLEGES - RETIREEES	70	70	70	70	70	70	70	70	70	70	70	70	JUN2018	
2221R	HARTFORD PARAS-RETIREEES	LAST PAYMENT: JUNE 2012											JUN2012	X	
4200R	A & R RETIREEES	533	533	533	533	552	552	552	552	552	552	552	552	JUN2018	
4200A-R	SVFT RETIREEES	56	56	49	49	49	49	49	49	49	49	49	49	APR2018	

CELLS THAT ARE SHADED IN BUT CONTAIN NO NUMBER ARE PAID, ALTHOUGH ACTUAL MEMBERSHIP NUMBERS WILL APPEAR NEXT MONTH.

Healthcare Council

March 26, 2018

MINUTES

I. Call to order at 5:35pm

II. Minutes from January

III. Upcoming dates:

Professional Issues Conference, June 3 – 5, 2018, Washington DC

Discussion: Graduate Institute. Holistic Nursing Certification Program

33 hr. course

3 weekends – 11 hours each

IV. CT Nurses Association

AFT National used to have CEU

They can provide or help AFT CT
a provider. Need a nurse to help

Jennifer Benevento

cost associated

staffing sub committee

Bill Garrity – present – survey for candidates

John Brady – Staffing Issues – Day to Day

Law – staffing committee

? fill with union staff

? Hospitals have met goals

Request – committee to research

Law is effective

Discussion of present committees. Contact John if interested

Jeanne Ostin – Temporary Placement for Kelly Troutner.

Motion to adjourn: 5:58pm

Special guest: Stephanie Johnson, Sleep Health

AFT-CT NURSES AND HEALTH PROFESSIONALS DIVISIONAL VICE PRESIDENT REPORT
APRIL 2018

Healthcare Council:

- Our last meeting was an educational seminar on sleep health, presented by our very own Stephanie Johnson! Thank you to all who attended this fantastic presentation.
- Healthcare Council has formed a subcommittee to focus on staffing. Thank you to all who have stepped up so far. If anyone is interested in participating, please let John Brady know.
- Our next meeting will be on April 23rd at 5:30pm. It will be a “business as usual” meeting. Our May or June meeting will be an educational seminar style meeting. We’re open for suggestions!

Legislative Updates:

- Midterm elections will be here before you know it! We have several AFT members running for office. Be sure to find out who is running in your area and please do everything you can to support our brothers and sisters!

Locals:

- Backus: is starting a campaign for a contract expiration date in May of 2018.
- Many AFT Healthcare Locals came out to the recent AFL-CIO convention. Great turnout!

Upcoming Events:

- Next Healthcare Council Meeting: April 23rd 5:30pm.
- AFL-CIO Convention: June 22nd, and August 31st.
- AFTCT Business Convention: May 19th at Aquaturf in Plantsville.
- AFT NHP Professional Issues Conference 2018: June 3-June 5, Washington DC.
- AFT National Convention: July 13-July 16, Pittsburg.

FYI's:

- AFTCT Healthcare Council Facebook page is up and running. Like this page to find the latest info about what’s going on at Healthcare Council.

AFT CT ROCKY HILL, CT
SHELLEY DAVIS, PSRP JURISDICTIONAL VICE-PRESIDENT

- Call to Order at 5:10 pm
- Teri Merisotis, Political & Legislative Update
 - Marta Sheppard, from HFP 2221 will attend the Boot Camp in Albuquerque. New Mexico.
 - We can't trust Republican for voting on the things that matter to Labor.
 - Any Bills concerning Judiciary and Tax have yet to be seen.
 - Only one month left of session.
 - HB 5177 An Act Concerning Employee Notification of Requests made under the Freedom of Information Act. Organizations ask for name and address of a Public Employee and you may not know about it. This bill is requesting that the employee and their Union be notified when request is made.
 - Anything that has monetary attached may not get passed.
 - HB 5388 An Act Concerning a Fair Minimum Wage – To provide more economic security to Connecticut families by increasing the minimum wage.
 - Everyone needs to know the voting record of their candidates and if they voted against or in favor of labor.
- AFT 2018 National Convention will be held from July 13 to July 16, 2018 at the Lawrence Convention Center in Pittsburgh, PA.
- AFT CT 71st Annual Business Convention will be held on May 12, 2018 at the Aqua Turf.
- Professional Development Opportunities coming up:
 - April 24, 2018 from 5:00 to 7:30 pm. Pre-K 12/PSRP Para & Teacher Collaboration workshop.
- Everyone in attendance went around the room to share their personal Union story or anecdote. Matt O'Connor will be spotlighting "Your Union story for PSRPs.
- Hartford Paraeducators Community Forum – It was magnificent and exciting! It gave the opportunity for those who attended to get some knowledge our position. Diversity in the school system needs to happen because our children need to identify themselves with staff that relays to them, understand their culture, speak their language and are prone to stay vested in the system for them. Proud of the Paraeducators that came out to support as well as those who were in the panel.
- Shellye Davis participated in a Safety Gun Control Roundtable with students, Governor Malloy and Hartford Superintendent Torres-Rodriguez. It was great conversation.
- We were motivated to stay strong, stay encourage, to come out of comfort zone and do something.
- Raffle
- Adjournment at 6:37 pm.

PSRP Report by Shellye Davis

APRIL 2018

We were informed about the Legislative session, and the bills to watch out for. We discussed the legislators conference in East Hartford at Margarita's and how informative it was. We encourage member to continue to attend. We had a round table where everyone gave their most memorable Union Story. Matt O'Conner will be spotlighting members. One of the top issues our members were grateful for is the FMLA. Members had personal stories on how the FMLA really helped them, and their family in the time of need. The stories were very compelling. We discussed how we stood together, testified and did not give up on this bill until we, won! We will share our stories, with members and encourage them to do the same. We continue to discuss and prepare our PSRP'S for Janus. We are making sure our members sign the Union cards.

This has been a very busy year, we have been involved in fight after fight moving forward to continue to speak out on injustices' that affect our members each and every day. We have been experiencing many changes, with our members being given more responsibilities, that may not belong to them. We are continuing to have conversations and making sure that our members let the leadership know when these things are happening.

We are excited about the HFP2221 Campaign, that started with the Community panel that was held Saturday 24th at Shiloh Baptist Church. We had our members and community discuss the importance of having more Black and Latino teachers. We are fighting for the career pathway for paraeducators becoming teachers. Our members on this panel did an awesome job! We must keep our members engaged on all fronts. We Care, We Show up, We Fight!

PreK-12 Council

Minutes 2-22-18

The convened at 5:30, the first discussion concerned the proposed walk-outs by students protesting for safe schools. March 14th is a day when students throughout the country are planning to walk out and protest. AFT-CT is not formally organizing a statewide event, however individual districts may protest. Local leaders are discussing with their administrators options for the walk-out. Most districts are concerned that a walk out can lead to more serious safety issues so are choosing some form of Walk-In, where students will organize and rally within the school buildings. Most locals agree that protests are appropriate for secondary schools but not for elementary schools. At the elementary level, districts are discussing the possibility of school-wide Choose Love lesson that would take about 30 minutes. Most districts will begin at 10am.

Legislation: discussion from Teri about the bills that were raised as of 2-22. There is concern about ECS and senate bill 183 which discusses future of TEAM.

Newtown: Tom Kuroski went to Broward county to meet with teachers and offer any help he could. Tom is requesting financial help to send several teachers from his local to assist in recovery efforts for teachers and staff.

Next Meeting: 3/15 at 5:30

Scholarship Committee Report

The Committee met on 4/9/18, and the following are the following are the Recommendations:

Gina Reinhard for Springer Scholarship

Madison Albano for AFT Scholarship

The Committee would also like to give 2 smaller AFT scholarships of \$1000 to Raven Mathews and Charlotte Cecaelli.

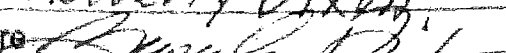
Social Justice Committee Report April 2018

The Social Justice Committee met for the second time 4/10/18. There is still a lot of excitement about this committee and there are seats available if people would like to attend. We as a committee are trying to define our mission statement and direction of the committee so that it encompasses any and all injustices that our union can prevent. The committee is also looking at ways to grow leaders in local unions by finding advocates at the local level and discovering what they are passionate about.

We discussed reaching out to millennials but also capturing younger minds by having 8th grade school fairs and high school job fairs. Our next meeting is 5/23/18 at 5pm. Please RSVP to me at lm5051pres@att.net or AFTCT if you would like to be a part of the committee.

Respectfully submitted,
Stephanie Johnson

Application for AFT Connecticut Grants

Name DAISY ALICEA		
Street Address 92 WOODBINE CIR		
City BRIDGEPORT	State CT	Zip 06606
Home Phone # 203-360-7298	Work Phone # 203-360-7298	
Employer Norwalk Public School	Job Title Spec. ED Para Educator	
Local Name & Number		
How long have you been a member of AFT Connecticut? 2		
Signature of Local Official is required to verify that applicant is a member in good standing.		
Local Officer (print name) Beverly Dixon		
Local Officer Signature 		

I am submitting my name to be considered for (check one only – a separate application must be submitted to be considered for each grant)

- AFL-CIO Summer School
- AFT Constituent Issues Conferences
- The George Meaney Center Conferences
(e.g. leadership training, negotiations, grievance handling, etc)
- Other programs that contribute to member's union leadership skills

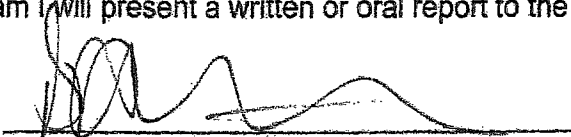
Please include with this application:

- A written description, flyer, or brochure describing the program.
- A narrative describing how you intend to use the grant money and how it will enhance your leadership skills.

Send this page with accompanying materials to:

AFT Connecticut Grants
35 Marshall Road
Rocky Hill, CT 06067

I agree that at the conclusion of the program I will present a written or oral report to the Executive Committee.



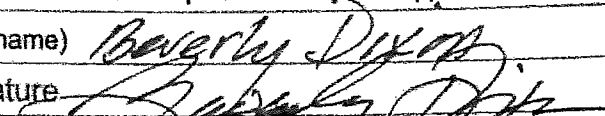
Signature

Being at Kendall for two years now and work site leader for one year I feel that going to the AFT PSRP Conference in St. Louis would help me to be a well rounded work site leader. I hope to learn how to better inform my union members in the building. My goal during the PSRP Conference is to gain as much knowledge to bring back to my union members and to prepare my self and members for any political battles we may be facing in the present and in the future

AFT PSRP Leadership Conference will enhance my leadership skill by equipping me with skills that are vital for active leaders to possess. The AFT PSRP Leadership Conference will enhance my communication skills. As an active work site leader, it is important to be concise when explaining our organizational goals and specific tasks. I will also gain motivational skills that I can employ to solidify worksite structure. Having the skills and ability to inspire individuals to go the extra mile for the school they work in, and the district as a whole is a vital component in solidifying the worksite structure and the structure of the district as a whole.

The grant money I am applying for will be utilized to cover any expenses associated with the AFT PSRP Leadership Conference. I will use any money awarded to me to cover the cost of Airplane tickets, Hotel accommodations, and any additional unenforceable traveling expenses that may transpire.

Application for AFT Connecticut Grants

Name <u>LUIS DIAZ</u>		
Street Address <u>199 HARMONY ST</u>		
City <u>BRIDGEPORT</u>	State <u>CT</u>	Zip <u>06606</u>
Home Phone # <u>203-452-8514</u>	Work Phone # <u>203-452-8514</u>	
Employer <u>KENDALL</u>	Job Title <u>PARA-EDUCATOR</u>	
Local Name & Number		
How long have you been a member of AFT Connecticut?		
Signature of Local Official is required to verify that applicant is a member in good standing.		
Local Officer (print name)	<u>Beverly Dixon</u>	
Local Officer Signature		

I am submitting my name to be considered for (check one only – a separate application must be submitted to be considered for each grant)

- AFL-CIO Summer School
- AFT Constituent Issues Conferences
- The George Meaney Center Conferences
(e.g. leadership training, negotiations, grievance handling, etc)
- Other programs that contribute to member's union leadership skills

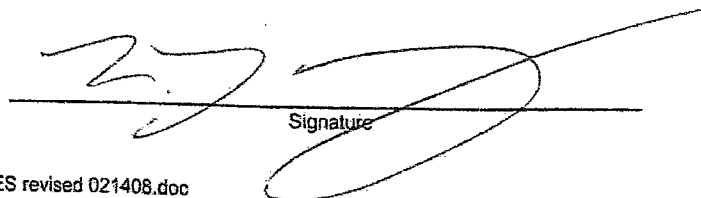
Please include with this application:

- A written description, flyer, or brochure describing the program.
- A narrative describing how you intend to use the grant money and how it will enhance your leadership skills.

Send this page with accompanying materials to:

AFT Connecticut Grants
35 Marshall Road
Rocky Hill, CT 06067

I agree that at the conclusion of the program I will present a written or oral report to the Executive Committee.



Signature

In my opinion, the AFT PSRP Leadership Conference will enhance my leadership skill by equipping me with skills that are vital for active leaders to possess. The skills I will acquire from the AFT PSRP Leadership Conference will be an essential component in solidifying worksite structures and in preparation for impending political battles.

The AFT PSRP Leadership Conference will enhance my communication skills. As an active leader, it is important to be concise when explaining our organizational goals and specific tasks. I will also gain motivational skills that I can employ to solidify worksite structure. Having the skills and ability to inspire individuals to go the extra mile for the school they work in, and the district as a whole is a vital component in solidifying the worksite structure and the structure of the district as a whole.

The AFT PSRP Leadership Conference will be an integral component in enhancing my leadership skills. The skills that I will obtain from the conference will play a critical role in my ability to solidify the worksite and my ability to partake in impending political battles. Furthermore, the skills I will obtain at the AFT PSRP Leadership Conference will allow me to follow through on the commitment that I made to my current union leaders and my peers.

The grant money I am applying for will be utilized to cover any expenses associated with the AFT PSRP Leadership Conference. I will use any money awarded to me to cover the cost of Airplane tickets, Hotel accommodations, and any additional unenforceable traveling expenses that may transpire.

Application for AFT Connecticut Grants

Name <i>Marie Y Jean</i>		
Street Address <i>24 Bear Paw Rd</i>		
City <i>Bpt</i>	State <i>ct</i>	Zip <i>06606</i>
Home Phone # <i>(203) 414-9670</i>		Work Phone # <i>(203) 899 2930</i>
Employer <i>NPS</i>	Job Title <i>Paraprofessional</i>	
Local Name & Number		
How long have you been a member of AFT Connecticut?		
Signature of Local Official is required to verify that applicant is a member in good standing.		
Local Officer (print name) <i>Courley Dean</i>		
Local Officer Signature <i>Courley Dean</i>		

I am submitting my name to be considered for (check one only – a separate application must be submitted to be considered for each grant)

- AFL-CIO Summer School
- AFT Constituent Issues Conferences (*Leadership conference*)
- The George Meaney Center Conferences
(e.g. leadership training, negotiations, grievance handling, etc)
- Other programs that contribute to member's union leadership skills

Please include with this application:

- A written description, flyer, or brochure describing the program.
- A narrative describing how you intend to use the grant money and how it will enhance your leadership skills.

Send this page with accompanying materials to:

AFT Connecticut Grants
35 Marshall Road
Rocky Hill, CT 06067

RECEIVED
MAR 20 2018
AFT CONNECTICUT
ROCKY HILL, CT

I agree that at the conclusion of the program I will present a written or oral report to the Executive Committee.

Marie Y Jean

Signature

Attention: to the AFT Connecticut Grants

Marie Jean

03/14/18

Roton Middle School

Norwalk CT 06853

I'm very grateful to be a member of AFT Connecticut and as a member since 2008, I would like to attend AFT sponsored conferences. That will further improve the quality of my leadership skills. On the other hand I will have the necessary tools, resources, and advancements to assure my leadership. I will have a better visions to share ideas and articulate with others so that they can see reality, the dream, the same goals and the progress we want to achieve together. As a member of AFT, giving up as a team is not an option.

As we worker together, we will connect for our best interests on a higher level and we will assure a better result to move forward. My motivation is to inspire others to reach their goals, believe in themselves, and strive for success. The key to that is unity and that should be a priority for all of us. I'm excited for this conference because I know that my leadership skills will improve, I will be very productive there, optimistic, and I will pass that energy to the rest of the team.

WRITTEN REPORT TO AFT-CT EXECUTIVE COMMITTEE

Emily Lozinak - Mini Grant

I attended the Delta Kappa Gamma United States Forum National Legislative Seminar in Washington DC on March 18-21, 2018. The Seminar began with a speaker who addressed the changing environment for advocacy. Lisa Maatz is a nationally recognized leader in the modern women's movement. She has led several successful, multifaceted coalition efforts addressing such issues as getting out the women's vote, equal pay, violence against women, educational equity and Title IX, workplace opportunity and advancement, retirement security, work-life balance, and women's leadership. Maatz has led the policy and communications efforts of several national organizations, held adjunct appointments at major universities, and was a legislative aide to U.S. Congresswoman Carolyn Maloney (D-NY). Her grassroots advocacy career began when she was the Executive Director of Turning Point, a domestic violence program recognized for excellence by the Ohio Supreme Court.

Maatz spoke about how we should advocate for change as part of a group. The idea that our power is tied into the collective is what needs our focus. Taking the time to make a list of priorities and educate members can create great power for a group. You can then increase your power by finding the Super Voter. This is the communicator, the opinion leader, the person people seek political information and advice from. Most people have an interest in politics but it is limited to their key issues.

They then seek out more information from the Super Voter on other issues that are less critical to them. "What do you think of..." actually means "tell me how I should vote on..." The super voter has the capacity to reach more people than any ad or media campaign could. The point of politics is to reach this super voter. As persistent, involved, and educated people, we are that super voter. This super voter power should be used for good not evil. We need to talk issues and policy and not party politics. This will enable us to reach all people and make a greater impact.

The following day, we were briefed on many issues facing our congressional representatives. We started with a presentation on

how to turn advocacy into action, presented by Pam Yuen, AAUW Senior Government Relations Coordinator. Yuen stressed that we have a direct ability and power to influence the decisions that our elected officials make. We are the reason they have a job and we can decide if they have a job moving forward.

We need to take our desire and knowledge and use it to affect all levels of legislation. She then shared some grassroots techniques and tactics to help us turn our advocacy into actions.

Grassroots Tactics & Techniques

Creative Advocacy

• Rallies and Events

- Target Audience - members of community, legislators, coalition partners
- Purpose is to draw new and fresh eyes to your issue
 - Attract and educate the average person walking down the street
- Choose a relevant, easily accessible and legal location
 - Most visible location to ensure you can draw attention
- Keep the message focused
 - Don't combine multiple issues into one event
 - Ensure you have one distinct and directed clear message to ensure you get the message across to your target
- Work in coalition
 - Get like-minded groups together
 - Opportunity to work together and get strength in numbers
- Give the media a heads up
- Get out front and take credit
- Follow up with attendees

• Tabling

- Pick a high traffic location with visibility
 - Location should match the issue
- Chose a focus that's relevant to your specific audience
- Plan one or two specific asks
- Advertise your event
- Have a giveaway
- Collect contact information and follow up
- Low capacity high impact event

Media Advocacy

- Letters to the editors & Op-Eds
 - Research the guidelines
 - Be timely, concise and persuasive
 - Find a local angle – people want to know how does this affect me?
 - Assume nothing, provide lots of background
 - Avoid form letters
 - Close with a call to action, who can act & how
- Social Media
 - Facebook, Instagram, Twitter
 - Now a catalyst and tool to influence legislators
 - Critical role in getting your message out, wide range of reach
 - Choose the right platform
 - Not all members are on Instagram
 - Make sure they are active on the platform you use
 - Monitor the conversation
 - Analytics are improving, can demonstrate the effectiveness and importance
 - Make use of hooks
 - # group communications or conversations

Lobbying Elected Officials

- Emails
 - AAUw's two minute activist
 - Form options
 - Personal
 - Most effective when you know a vote in upcoming
 - Time them accurately
- Calls
 - Focus on Reps in your own district (I'm a constituent)
 - Know what issue you are calling about and what you want to say
 - Remember that your call counts even if you don't speak directly to your legislator
- Meetings
 - Helps to develop a relationship and influence legislators' positions
 - Do your research
 - Have talking points planned

- Make a clear ask
- Bring materials to leave behind
- Follow up
 - Thank you message

The rest of the day focused on providing us information on some issues of interest to the group which would enable us to have informed conversations with our legislators. Some of the topics included:

- Suicide Statistics and Mental Health Issues in Teens
 - Cathy Strittmater, Payton's Project
- Our Time is Now: Women's Leadership in Education
 - Dr. Ellen Kennedy, Executive Director of World Without Genocide
- #UsToo: How Educators can Help End Violence Against Women & Children
 - Sabrina Joy Stevens, Senior Manager for Campaign and Digital Strategies at the National Women's Law Center
- Under the Radar: New Laws that will help or hurt the Health of Women and Families
 - Dr. Diana Zuckerman, President of the National Center for Health Research

We were then encouraged to explore various house and senate bills that would be of particular concern to us and to prepare talking points to meet with our legislators.

The following day we visited Capitol Hill and received a briefing on current legislative initiatives that focus on educational issues. We were briefed by Amanda Beaumont, Senate Deputy Education Policy Director and Brad Thomas, US House Senior Education Policy Advisor. Issues that were discussed included early childhood education and childcare, the implementation of ESSA at the state and national level, campus and school safety, the PROSPER Act, Perkins CTE laws, reauthorizing the Higher Education Act, and school vouchers. We were able to hear arguments and key point from both sides of the aisle.

The remainder of the day was dedicated to have the participants meet with their legislators. I, along with a fellow participant

from CT, was able to meet with the education advisor for Congresswomen Rosa DeLauro, Sarah Laven. I shared my grateful for the congresswomen's support on many of the issues facing education today. In terms of current legislation, we spoke about opposing school vouchers, stopping school violence, finding solutions for our growing student loan problem, and the attack on collective bargaining and union workers. Ms. Laven was very supportive of our concerns and took copious notes to discuss with the congresswomen.

The final speaker the following morning was Susan Scanlan, President Emerita of Women's Research and Education Institute. Her presentation focused on our next steps as advocates. She reminded us it is always best to send a thank you note to the representatives and aids that took time to meet with us. This is a great way to stay and touch. We should reiterate the issues we spoke about in our meeting and offer our continued support on issues of agreement. We were encouraged to bring get involved at all levels of government and join political campaigns because in an American Democracy you are either at the table or on the menu.

Delegate Assembly Technology and Building and Grounds Report March 2018

Technology Report

The upgrade to the computer system is now complete.

Although the Executive Committee had approved (last year) using investment monies to pay for the upgrade and some repairs to the building, by upgrading in stages and budgeting this year for Capitol Improvements, we have avoided using these investment funds.

Special thanks to the Technology Committee for their guidance.

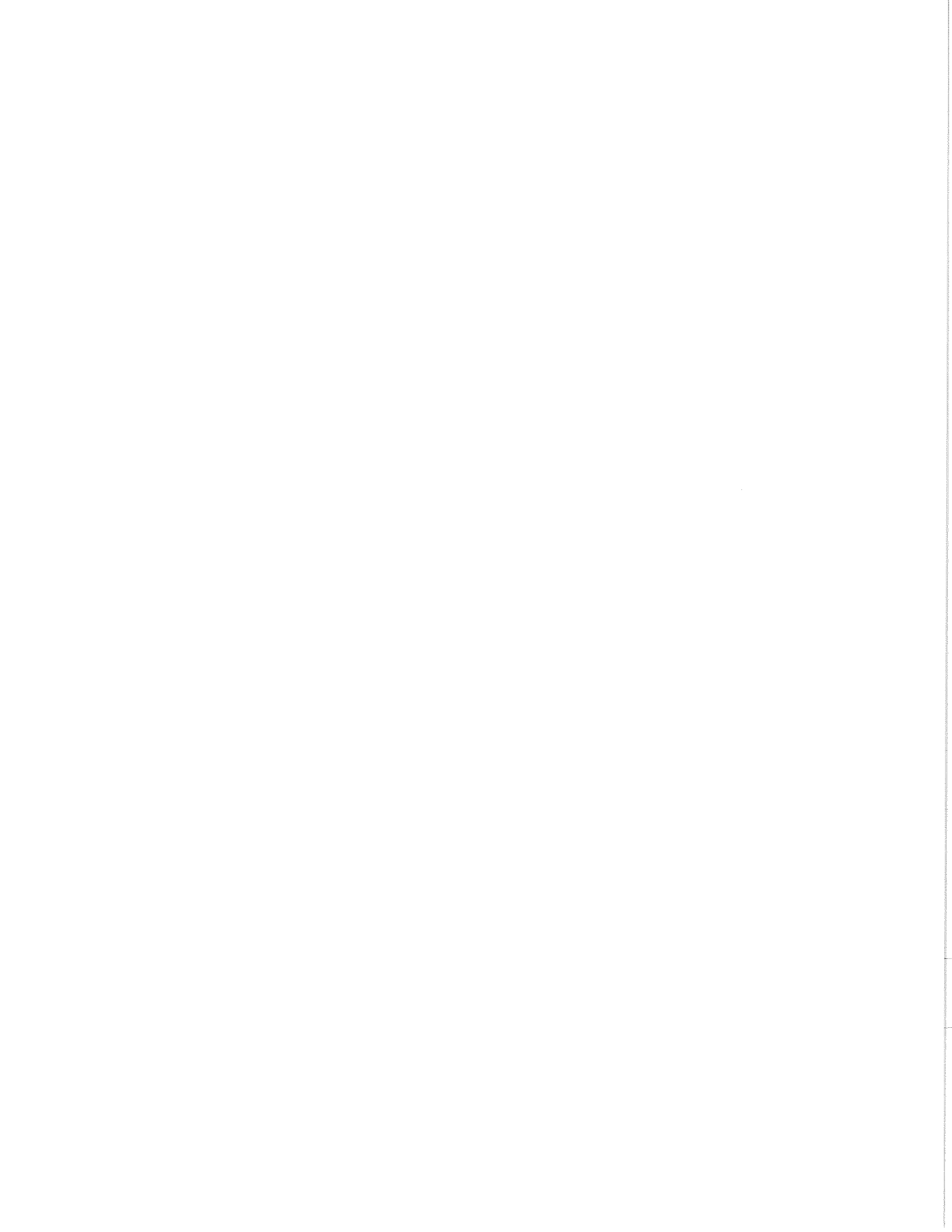
Our two oldest laptops have been replaced. They had been in service since 2013 and were becoming slow due to lack of memory, older processors, and hard drives. This keeps us on our goal to replace laptops a few per year so that none become so old and slow as to decrease productivity.

Building and Grounds

Renovations of the office space on the first floor and the storage area on the second floor are completed. The law firm is paying the expenses for the renovations on the first floor, which gives Mike Doyle an office

NEW BUSINESS

Executive Committee



The AFT Connecticut Executive Council would like to submit the following constitutional amendment to the AFT Connecticut Business Convention for consideration. The amendment would require submission of a copy of the Local's annual audit or financial review in order to be in good standing.

ARTICLE VIII - GOOD STANDING

Section 1 To be in good standing in AFT Connecticut, locals must meet the following requirements:

- a. Payment of per capita to AFT Connecticut, on all members, with arrears not to exceed two (2) months;
- b. Current in submission to AFT Connecticut of names and addresses for the principal executive and financial officers;
- c. Current in submission to AFT Connecticut of the names and addresses of current members of the local's executive board;
- d. Current in submission of a membership roster to AFT Connecticut; ~~and~~
- e. Current in submission of a copy of the local's up-to-date constitution to AFT Connecticut; and
- f. Current in submission of a copy of the local's annual audit or financial review (as required to AFT) to AFT Connecticut.

Section 2. Only affiliates in good-standing shall be eligible for:

- a. Representation at the AFT Connecticut convention. In order to satisfy such good-standing requirements and in addition to the deadlines otherwise set forth in the AFT Connecticut constitution and bylaws, each local must provide the AFT Connecticut with the information required in section 1 (a-f) at least 30 days prior to the date of the convention.

The AFT Connecticut Executive Council would like to submit the following constitutional amendment to the AFT Connecticut Business Convention for consideration. The amendment would change the name of the Women and Civil Rights Committee to the Social Justice Committee.

ARTICLE IV – STANDING COMMITTEES

Section 1 The standing committees shall be established by the Constitution. Committee Chairpersons, with the exception of the councils chaired by elected Divisional Vice Presidents, shall be recommended by the President and approved by the Executive Committee.

Section 2 Each Standing Committee shall make a written report for submission to the Convention.

Section 3 Standing Committees shall meet at the request of the Chairperson or a majority of the members

of the Committee. The following Standing Committees may be appointed:

- Legislative/Political
- Retirement
- Communications
- Finance and Budget
- Defense
- State Employees
- Higher Education
- Health Care
- Pre K–12
- Education Personnel
- ~~Women and Civil Rights~~ Social Justice
- Membership and Structure
- Personnel
- Community Engagement

Constitutional Amendments

Article IV, Section 2

Current Language:

The Officers of AFT Connecticut shall be

- *President*
- *Executive Vice President*
- *First Vice president*
- *Secretary/Treasurer*
- *Twenty-four (24) Vice presidents*

Proposed Language:

The Officers of AFT Connecticut shall be

- **President**
- **Vice President**
- **Special Vice President (optional)**
- **Secretary/Treasurer**
- **Twenty-four (24) Vice presidents**

Article 4, Section 4

Current Language:

The President, Executive Vice President, and the First Vice President shall be full-time salaried employees.

Proposed Language:

As of **July 1, 2019**, the President and the Vice President shall be full-time salaried employees.

Article 4, Section 5 (c)

Current Language: A plurality of the votes cast shall be required to elect the President, the Executive Vice President, the First Vice President, and the Secretary/Treasurer...

Proposed Language:

A plurality of the votes cast shall be required to elect the President, the Vice President, and the Secretary/Treasurer...

Article 4, Section 5 (d) –

New Language:

After July 1, 2019, a Special Vice President may be elected if, in the opinion of the Executive Committee, a Special Vice President is required to meet the unique needs of the education, healthcare, or public employee divisions. The Executive Committee will direct the Personnel Committee to identify the following:

- A) a description of duties for the position
- B) a schedule of the approximate hours per month for the position, and the number of months for the position
- C) compensation for the position, which will be limited to salary no more than three times the Secretary/Treasurer's salary. There will be no benefits beyond salary for the position.
- D) a recommended candidate or list of candidates for the position

The report of the Personnel Committee must be approved by a per capita vote of at least 50%+1 of the members of the Executive Committee present for the vote. The description, hours, and compensation for the position (A, B, and C above) will be considered passed or defeated by the vote of the Executive Committee.

Candidates will be recommended by the Executive Committee and elected at the first Delegate Assembly meeting following the recommendation of the Executive Committee. The term of the Special Vice President shall not extend beyond the next election of Constitutional Officers.

The President and Vice President will cast votes as delegates of their local.



MAR 29 2018

MAR 29 2018

Dr. Catherine Baratta
Board President

Rocco R. Tricarico
Executive Director

Leticia Mangual
Division Director

DIVISION OF HEALTH AND WELLNESS

83 Whiting Street
NEW BRITAIN, CT 06051
Phone (860) 826-4741
Fax (860) 826-4744

March 20, 2018

Dear Friends:

Have you ever tried to spell commUnity without a **U**? It's the "**U**" in community that makes the difference.

HRA Wellness Resource Center is hosting the 1st Annual HIV/AIDS Survivors Soiree Fundraiser, A Life We Never Dreamed Of", June 8th 2018 at 6pm at Casa Mia at the Hawthorne in Berlin honoring star individuals and providers from across the state who have made an illuminating impact over the last 30 years in Connecticut. HIV/AIDS Long-Term Survivors Awareness day is a national day of lives, resilience survival, courage and compassion.

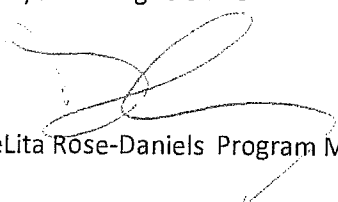
Over 20 years ago on the corner of Whiting Street and Bassett Street in New Britain "Someplace Special" opened its door in response to the AIDS Crisis. One of the main goals of the center was to help individuals and families that experienced the isolation of living with HIV/AIDS. There have been many advancements in medicine that continue to evolve and people are living longer, healthier lives. As a result in 2005 to better encompass its function the center is now known as the "**Wellness Resource Center**". At the **Wellness Resource Center** we strive to enhance the overall quality of life for individuals infected with HIV/AIDS by providing compressive care coordination to community resources through Medical Case Management, Psychosocial Support groups, Peer to Peer individualized support, Treatment Adherence Nursing, Nutritionist, Food Pantry and daily hot meals, Health and Wellness Fitness Programs and PreP Linkage services.

New Britain has a population of over 72,000 residents yet ranks 7th in the State of Connecticut for HIV/AIDS cases. Aligning with the needs of the community **HRA Wellness Resource Center** has grown to be the largest leading provider of services in the greater New Britain area which include Bristol and surrounding towns.

As a nonprofit organization we rely heavily on grant funding opportunities and often work with limited resources. That is why we need "**U**". Sponsors such as "**U**" are a dynamic element to the success of 1st Annual HIV/AIDS Survivors Soiree. Funds raised will be utilized to enhance the Wellness Resource Center and expand services that will sustain programing.

While there is only one star in our solar system, there are billions upon billions of stars throughout our galaxy. Be a star supporter through your sponsorship and participation.

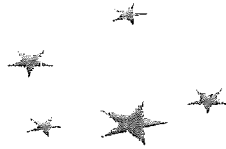
Are you willing to shine?



DeLita Rose-Daniels Program Manager

New Britain's Community Action Agency

SPONSORSHIP OPPORTUNITIES "U" ARE A STAR



Sun Sponsor.....\$ 3,500.00

Sponsor table Event recognition in all program marketing materials, HRA website posting with link to sponsor website, sponsor table at event, feature placement of full page ad in event book and 10 complimentary dinner seats.

Polaris Sponsor..... \$2,500.00

Event recognition and program marketing which includes social and mainstream media, HRA website posting with link to sponsor -website, full page ad in event book and 6 complimentary dinner seats.

Sirius Sponsor..... \$1000.00

Event recognition and program marketing which includes social and mainstream media, HRA website posting with link to sponsor - website, ½ page ad in event book, and 4 complimentary dinner seats

Orion Sponsor.....\$500.00

Event booklet recognition, HRA website posting with link to sponsor website, 1/4-page ad in event book. 2 complimentary dinner seats.

Lynx Sponsor.....\$250.00

Event booklet recognition, HRA website posting with link to sponsor website business card ad in event book. 1 complimentary dinner seat

Phoenix Sponsor....In-Kind Service contribution

Event booklet Recognition

Please submit your high resolution image for ads by May 15th to survivorsoiree@gmail.com

Due: May 15, 2018

Name: _____ Company: _____

Address: _____ City: _____ State: _____ Zip: _____

Email: _____ Phone : _____ Cell: _____

- | | | | |
|-------------------------|-----------|--------------------------|------------|
| ___ Sun Sponsor | \$3500.00 | ___ Polaris Sponsor..... | \$2,500.00 |
| ___ Sirius Sponsor..... | \$1000.00 | ___ Orion Sponsor..... | \$500.00 |
| ___ Lynx Sponsor..... | \$250.00 | ___ Phoenix Sponsor..... | In- Kind |
| ___ Full page ad | \$100.00 | ___ ½ page ad | \$75.00 |
| ___ ¼ page ad | \$50.00 | ___ Business card ad | \$25.00 |

Dinner only \$55.00 please register on line at Eventbrite

<https://www.eventbrite.com/o/hra-wellness-resource-center-16754875849>

RECEIVED
APR 04 2018
AFT CONNECTICUT

March 29, 2018

Dear Brothers and Sisters,

On Saturday May 5th, 2018, the John J. Driscoll United Labor Agency will once again be part of Foodshare's Walk Against Hunger. Our partnership with Foodshare provides needed food to workers in time of crisis. The partnership also allows us to provide needed food to workers on strike. Every dollar received at Foodshare will return \$10 worth of food to the community.

Last year alone United Labor Agency distributed roughly 230,000 pounds of food to over 400 households and we couldn't have done that without your support and generous donations. Times are changing and working families need more and more help to just get by. We are there to help them when they need it.

We understand that life gets busy, but together we are slowly making a difference and continue to request your assistance on the issue of ending hunger in Connecticut one household at a time. Our goal is to raise \$3,000 this year, but would love it if we could surpass that amount.

As in the past years, we will accept financial donations up until the walk and welcome anyone who wishes to join us in walking. All the information you need to know is listed below and if you have any further questions, please do not hesitate to contact our Hartford Office at 860-727-9301.

Please let us know if we can be of any assistance in your efforts to coordinate things – we have posters, brochures and other materials available and can come speak to groups.

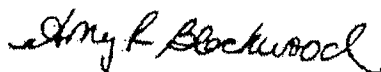
Important Information

Financial donations will be accepted by mail until Wednesday May 2nd or in person at the Walk on Saturday, May 5th.

Checks **must be made payable to:** Foodshare
Under the check memo please write: **Team ULA**
(This ensures ULA gets a percentage of the donation)

Checks can be mailed to:
United Labor Agency
Attn: Emmett Burton
56 Town Line Road
Rocky Hill, CT 06067

In Solidarity,



Amy R. Blackwood
Executive Director

Amy R. Blackwood
Executive Director

Board of Directors

President
Lori Pelletier
CT AFL-CIO

Treasurer
Julie Kushner
UAW Region 9A

Secretary
Laila Mandour, Esq.

Adm. Vice President
Salvatore Luciano
AFSCME Council 4

Vice President
Jan Hochadel
President, AFT; CT

Janis R. Bureau
A&R Local 4200 Treasurer

Peggy Buchanan
CT AFL-CIO

Wayne J. Burgess
Southeastern CT
Central Labor Council

David Cooper

Everett Corey
IAM District 26

Lynn Dallas

Shirley Dickes
IAM Canel Lodge 700

Ron Frost
Central CT Labor Council

Betty Kuehnel

Juan Hernandez
CT District Director
SEIU Local 32BJ

Keri Hoehne
Organizing Director
UFCW Local 371

Elizabeth Marafino
CT President of Retired
Americans

Bernie McKinnon

Craig Metz
I.U.O.E. Local 478

Victor Mitchell
4C's

Mary G. Millar

Matt O'Connor
AFT, CT

Tiana Ocasio
President, Labor Council for
Latin American Advancement
IUOE Local 478

Michael Petosa
Bristol Central Labor Council

Edward Pryjmaczuk
UFCW Local 919

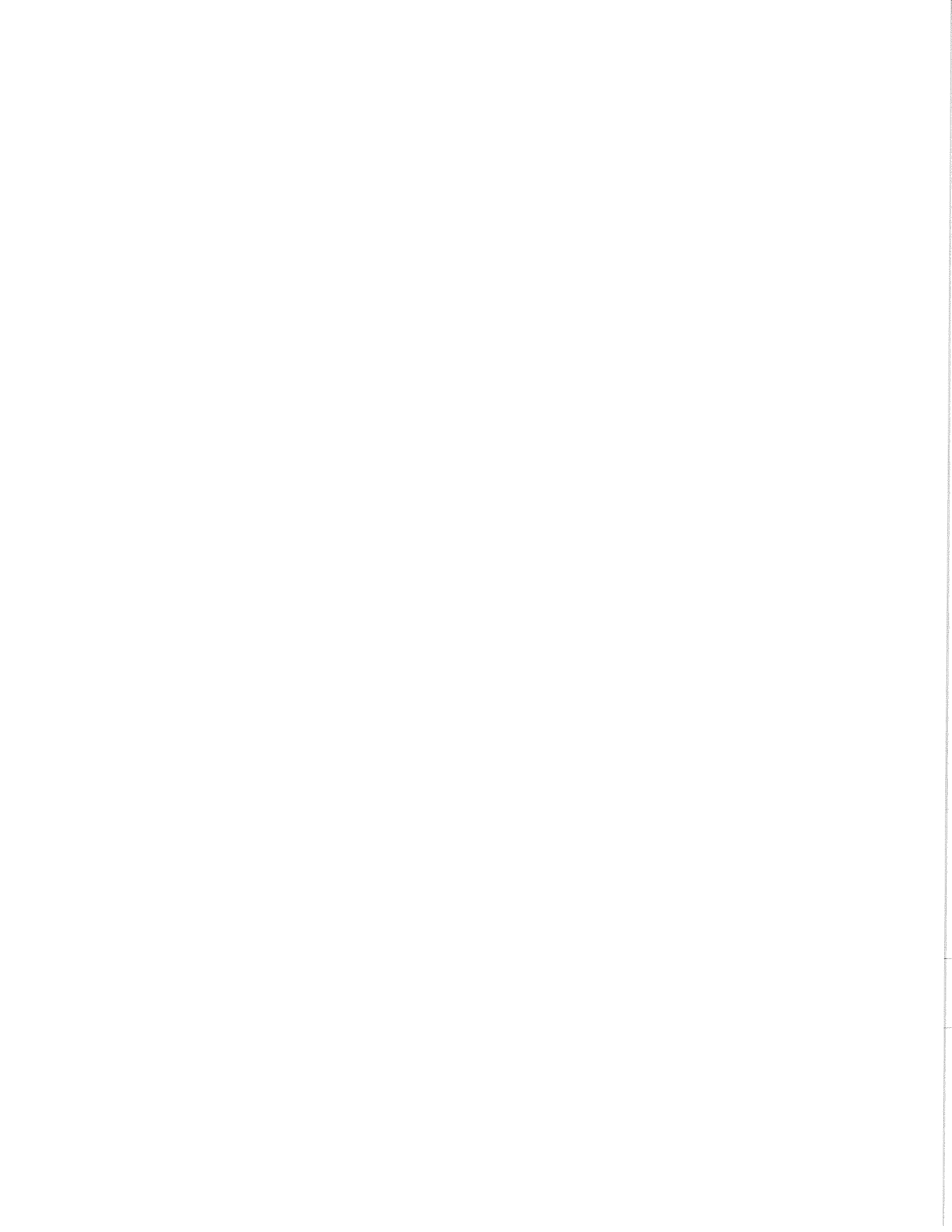
Kit Salazar - Smith
Western CT Central
Labor Council

Dawn Thomas
AFT/UHP 3837

Craig Smith
UAW Local 376

Thomas Wilkinson
UFCW Local 371

William Wolfe, Jr.
AFT Local 6012



ConnectiCOSH

CT COUNCIL ON OCCUPATIONAL SAFETY & HEALTH

683 North Mountain Road · Newington, CT 06111 · (860) 953-COSH (2674)
· Fax (860) 953-1038 - connecticosh@snet.net

March 6, 2018

Sisters and Brothers,

The annual ConnectiCOSH Awards Night Dinner will be held on May 4th, 2018, at the Region 9A UAW Hall, 111 South Road, Farmington, CT, at 6:00. ConnectiCOSH will honor three individuals who have fought hard for justice on the job and safer workplaces.

ConnectiCOSH will honor **Kyle Zimmer** as the recipient of the **Ed Eagan award**.

Kyle Zimmer is the Director of Health & Safety and the Members Assistance Program Director for the International Union of Operating Engineers Local 478. He started his career as the Health and Safety Instructor for the Operating Engineers training school in Meriden CT, where he would routinely provide safety and health training for nearly 3,000 members. Kyle is certified as an OSHA Safety and Health specialist. He is qualified to train OSHA safety and health related topics and is also an instructor for the IUOE National Training Fund in West Virginia where he co-instructs training courses for professional development for more than 400 active instructors. Kyle is a member of the Connecticut Chapter of the Labor Assistance Professionals (LAP). He has been the eminence of Local 478's Members Assistance Program (MAP), a peer to peer program, which helps assist union members and their families through lifestyle issues. He also serves on several committees, which include, CCIA Safety Committee, The AFL-CIO Safety Committee, the State of Connecticut Emergency Response Commission and serves as the co-chair of the Labor Relations Committee on behalf of Facing Addiction www.facingaddiction.com. He has been an active member of ConnectiCOSH for several years and currently is a member of our Advisory Board.

Jennifer Cavallari will receive the **Irving J. Selikoff-Matthew Shafner award**.

Jenn Cavallari is an Assistant Professor at UConn Health in the Division of Occupational and Environmental Medicine. She earned a bachelors in Chemistry at UConn and a doctorate in Environmental Health at Harvard T.H. Chan School of Public Health. She is trained as an occupational epidemiologist and is a Certified Industrial Hygienist. At UConn Health she teaches in the Public Health program and performs research as a core member of the Center for the Promotion of Health in the New England Workplace, NIOSH *Total Worker Health*® Center of Excellence. Her research projects have sought to uncover the toxicity and harm caused by welding fumes, asphalt, green cleaners, noise, vibration, stress, and work hours. A hallmark of her work is a participatory approach that includes worker involvement.

Since joining UConn Health in 2012, Jenn has been a loyal supporter of Connecticut workers and ConnectiCOSH. She has trained numerous workers on green cleaning, health and safety committees, noise and hearing health as well as prevention and treatment of substance misuse and addiction. She contributes to the ConnectiCOSH annual convention and serves on the ConnectiCOSH Advisory Board.

We are honored to present **MaryJoan Picone** with the **Marcia Trapé Memorial Award**.

Ms. MaryJoan Picone, LCSW, has been a licensed clinical social worker in the Hartford area, for 27 years. She has worked in a variety of community and clinical settings, including the UConn Health Center; the Institute of Living, outpatient clinics, and the court system; serving diverse populations. In addition to mind, body, and spirit work, her passion is social justice, focusing on Mexico and Central America. She works with different organizations helping migrants on both sides of the U.S. and Mexico border and advocating for a practical and just immigration reform. MaryJoan created the Emmaus Migrant Advocacy project- to promote awareness of the economic, health and psycho-social plight of our brothers and sisters in Mexico, El Salvador, Guatemala and Honduras. The project assists in providing for the basic needs of migrants on **both** sides of the border; in AZ, TX and CT.; humanitarian aid in the Sonoran desert again on both sides of the border in AZ and TX; and has worked in a shelter for migrants and deportees in Nogales, Sonora Mexico, from 2012 to present. The other intention and focus of the migrant advocacy project is to build community with migrant and seasonal farm workers here in central CT; joining in grassroots efforts to prevent deportations and assisting with access to medical care, legal aid and psycho-social assimilation.

Some of the projects ConnectiCOSH is working on this year include:

- Collaborative conference on sexual harassment awareness in the workplace
- Coalition for a Safe and Healthy Connecticut: reducing toxic exposures in workplaces and consumer products
- Injured Worker Project: supporting and guiding injured workers
- Young Worker Health & Safety Team: helping to educate employers, young workers, their families and mentors about young worker safety and employer requirements for employing young workers
- Connecticut Hearing Loss Protection Team
- HazCom, Chemical Hazard and Workers' Rights training
- Training on many other Health and Safety Topics

Many local unions and businesses get involved in sponsoring this important labor event by purchasing an ad in our ad book. This funding allows us to continue doing the work that is necessary to improve health, safety and environmental conditions in our workplaces and communities.

Although your ads support our work financially, we really look forward to seeing our members attend this annual event that celebrates the accomplishments of the awardees who have worked so hard to provide safer workplaces for all of us.

In Solidarity,

Your friends at ConnectiCOSH

ConnectiCOSH Awards Night Banquet

MAR 13 2018

**May 4, 2018 – 6:00
UAW Region 9A
Farmington, CT
Tickets: \$35.00/person**

Name _____

Address _____

Phone _____ **Email** _____

Number attending _____

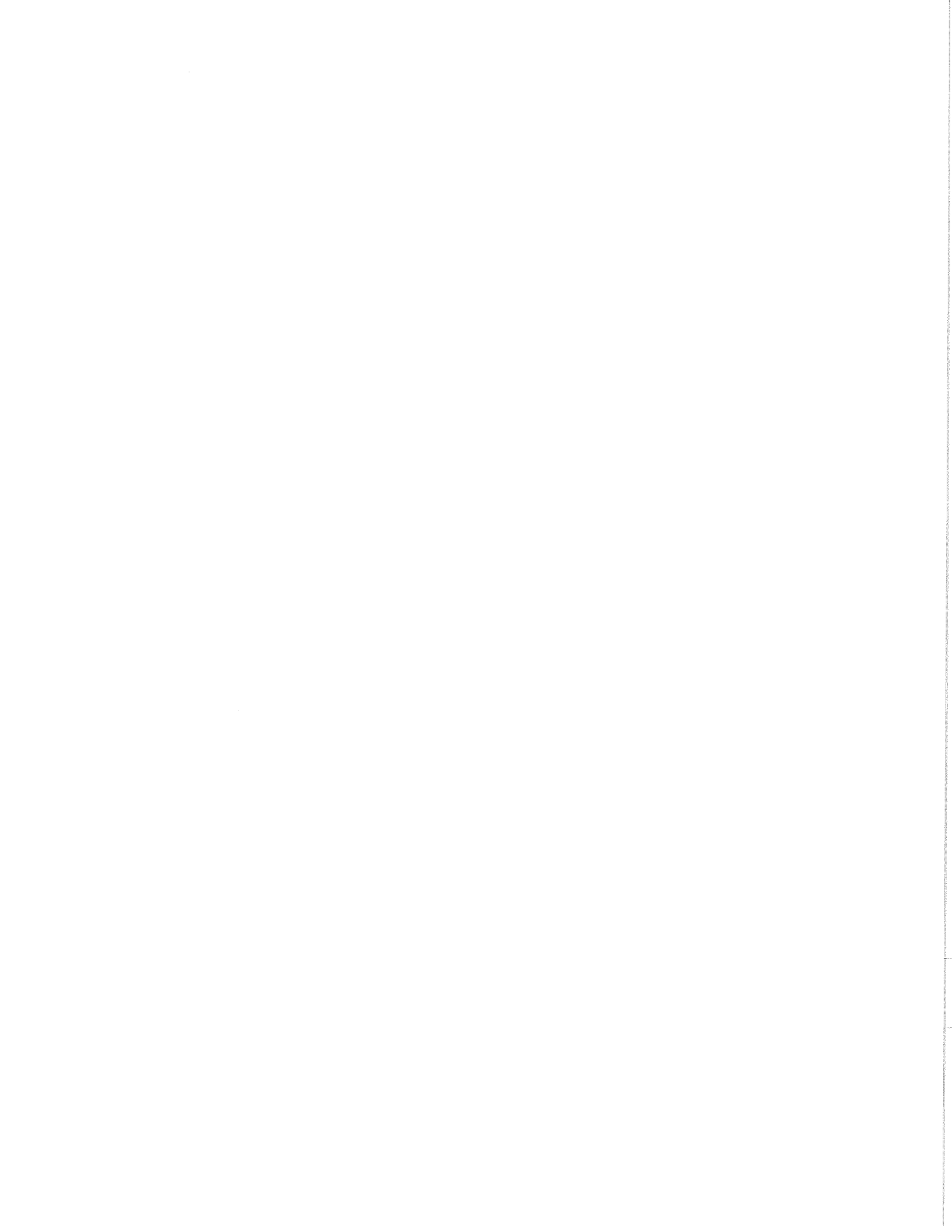
Sponsorship/Ad book:				
	\$1000	\$500	\$250	\$100
	Full page	1/2pg.	1/4pg.	Bus. Card
(Please respond by April 27th for the ad book)				

Please make checks payable to ConnectiCOSH and mail them along with this form and ad copy to 683 North Mountain Road, Newington, CT 06111.

Thank you!

INFORMATIONAL ITEMS & EVENTS

Executive Committee



2018-2019 Events Calendar

EXECUTIVE COMMITTEE

5:00PM - AFT CT, 2ND FLOOR SOIFER ROOM

2018

January 11	July 12	
February 15	August 9	
March 8	October 11	
May 10	November 8	

LPAC MEETINGS

5:00PM - AFT CT, 2ND FLOOR SOIFER ROOM

Tuesdays, unless otherwise noted

Jan 3	May 1	Sept 4
Feb 6	June 5	Oct 2
March 6	July	Nov
April 3	August 7	Dec 4

DELEGATE ASSEMBLY

5:00PM - AFT CT, 2ND FLOOR SOIFER ROOM

(ALL DATES COMBINED w/ EX. COMM.)

2018

April 12	June 14	September 13
December 13		

AFT CT CONVENTIONS

2018

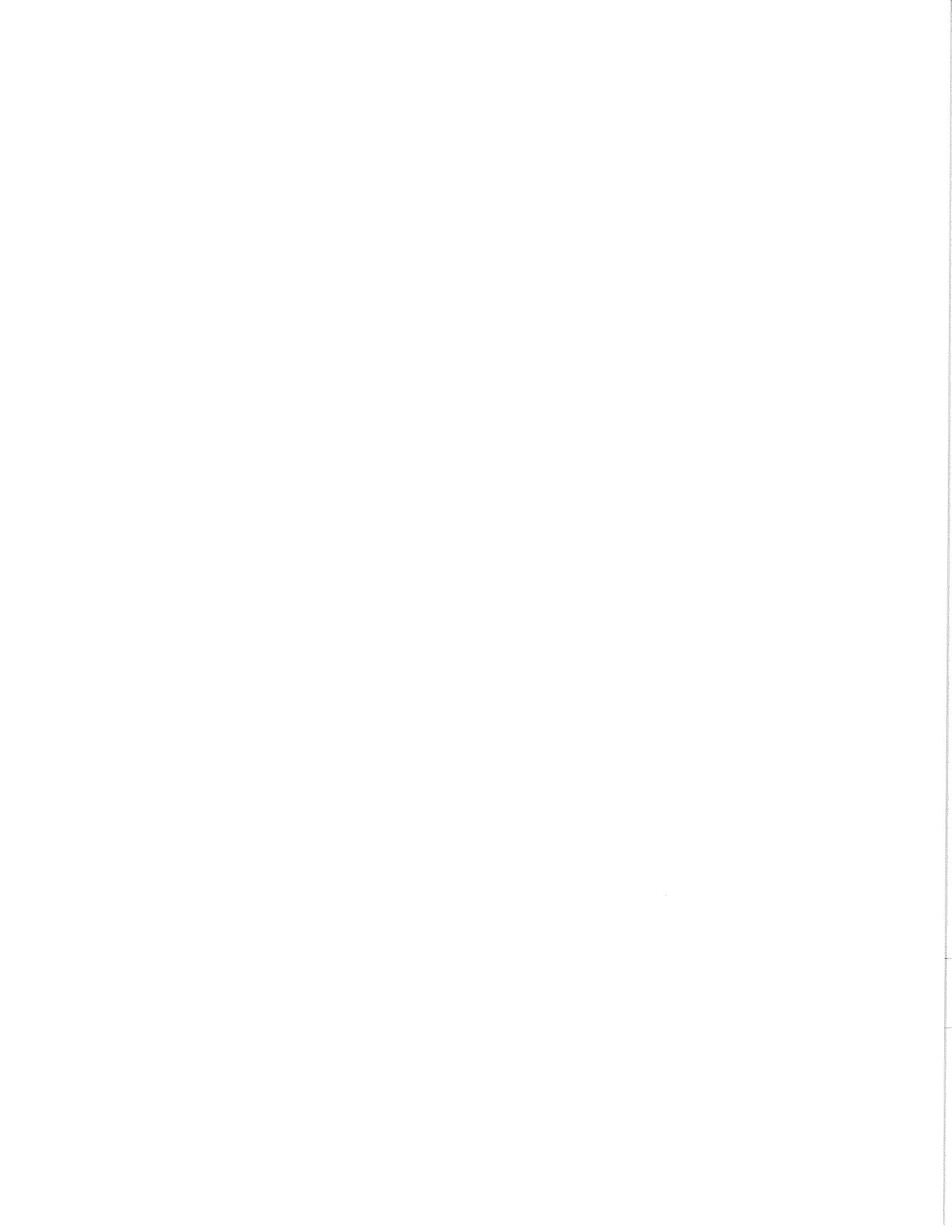
May 12	Aqua Turf Club – Plantsville, CT
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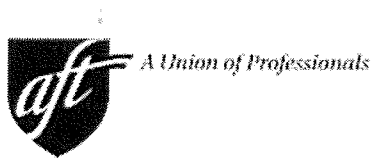
DATES ARE SUBJECT TO CHANGE.

Please call the office at 860-257-9782
to confirm meeting date and time.

WORKSHOPS/CONFERENCES/EVENTS

DATE	TIME	EVENT	LOCATION
April 10, 2018	5-7pm	Infusing Visual Arts Across Curriculum	AFT CT Soifer Rm.
April 23, 2018	5:30pm	Healthcare Council Meeting	AFT CT Soifer Rm.
April 24, 2018	5-7pm	Para & Teacher Collaboration	AFT CT Soifer Rm.
May 8, 2018	8-4pm	OSHA General Industry	AFT CT Soifer Rm.
May 9, 2018	8-4pm	OSHA General Industry	AFT CT Media Rm.
May 10-11, 2018	8-4pm	OSHA General Industry	AFT CT Soifer Rm.
May 21, 2018	5:30pm	Healthcare Council Meeting	AFT CT Media Rm.
June 7-9, 2018	8-4pm	OSHA Construction Industry	AFT CT Soifer Rm.
June 25, 2018	5:30pm	Healthcare Council Meeting	AFT CT Soifer Rm.
July 23, 2018	5:30pm	Healthcare Council Meeting	AFT CT Media Rm.
August 21, 2018	8-4pm	OSHA General Industry	AFT CT Soifer Rm.
August 22, 2018	8-4pm	OSHA General Industry	AFT CT Soifer Rm.
August 23, 2018	8-4pm	OSHA General Industry	AFT CT Soifer Rm.
August 24, 2018	8-4pm	OSHA General Industry	AFT CT Soifer Rm.
August 27, 2018	5:30pm	Healthcare Council	AFT CT Soifer Rm.
September 17, 2018	5:30pm	Healthcare Council	AFT CT Soifer Rm.
October 22, 2018	5:30pm	Healthcare Council	AFT CT Soifer Rm.
November 26, 2018	5:30pm	Healthcare Council	AFT CT Soifer Rm.
December 17, 2018	5:30pm	Healthcare Council	AFT CT Soifer Rm.





Dear President Hochadel:

I am very pleased to announce that AFT is now providing--completely free of charge--general liability coverage for all AFT affiliates. This coverage went into effect on March 15. This General Liability insurance (up to \$1 million per occurrence) will cover your local from lawsuits or legal actions involving meeting space, use of autos for union business and other areas. This will enhance our programs for affiliates which currently include Union Officials Errors and Omissions coverage.

After discussions with locals leaders we discovered that many locals lacked this vital and important insurance coverage leaving them open to potential lawsuits that could significantly impact their operations and ability to serve their members. But we also learned that the cost of this insurance makes it difficult for one single local to purchase on their own. But in numbers there is strength--and bargaining power—making it possible for AFT to either fill this gap or provide your local with savings.

You will find more details on your new liability coverage listed below including a detailed Q&A. As your National Union we strive everyday to provide excellent benefits and service to our members. Check out the AFT website (<https://www.aft.org/member-benefits>) for information on even more benefits for locals and members. If you have any additional questions, please feel free to email my assistant Tish Olshefski at tolshefs@aft.org.

Why is this important?

General Liability Insurance is a tool to protect AFT affiliates in the event of an incident that might result in a liability lawsuit. Even small incidents can result in costly lawsuits. General Liability Coverage can also meet contract stipulations when a local meets or gathers at a place that requests proof of Liability coverage.

What benefits are available?

The two most important benefits are:

General Liability coverage protects the affiliate against allegations of bodily injury or property damage. The policy includes coverage for property damage of others, medical expenses, personal and advertising injury and attorney's fees and settlements.

Non-Owned and Hired Auto is also included on this policy should a member working on behalf of a local be involved in an at-fault accident. The AFT affiliates non-owned coverage will protect the local if a liability claim ensues. It also provides protection if the Local rents or leases vehicles. There is no physical damage coverage for a member vehicle or a leased vehicle.

There are other areas covered under this policy so please always feel free to contact AFT if you have any questions about possible coverage should your union face a loss or damage of any kind. We will likely refer you to Hub International, our provider.

Are there limits on the Liability coverage?

Yes, as with all policies there are limits. But this is a very rich program.

- General Aggregate: \$2,000,000
- Per Occurrence Limit: \$1,000,000
- Non-Owned Auto Limit: \$1,000,000
- Each Occurrence Limit: \$1,000,000

What if my Union already has General Liability coverage?

The coverage provided AFT affiliates is broad and competitively priced. The local could consider cancelling the policy which is in place elsewhere. If a local owns a building or property, please consult with the AFT before cancelling any coverage.

Are there any coverage restrictions and exclusions?

Yes, the following are restricted or excluded:

- Professional Liability (covered under the Union Officials Errors and Omissions)
- Workers compensation
- Physical damage coverage for damage to a member's vehicle. The member's own coverage should apply.
- Property coverage for property owned or used by your local

How do I get Certificate of Liability coverage for an event?

Complete this online form (<https://leadernet.aft.org/webform/local-union-certificate-liability-request>) which will transmit your request to both the AFT and our insurance provider. Please make sure to leave enough lead time (at least 2 days) before the event.

Who can answer questions about other coverage?

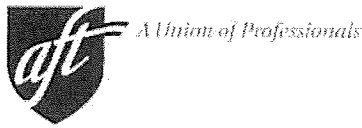
Other questions about coverage should be directed to HUB International at AFTLocals@hubinternational.com

What do I do if I have a claim?

You can complete this online form (<https://leadernet.aft.org/webform/local-union-general-liability-claim-form>) to get the process started. This form will come to both the AFT and our insurance provider.

In Unity,

Dr. Lorretta Johnson
AFT Secretary-Treasurer



March 29, 2018

Timothy J. Sloan, CEO
Wells Fargo Bank
420 Montgomery St.
San Francisco, CA 94104

Dear Mr. Sloan:

The AFT has had a long relationship with Wells Fargo Mortgage through our own member benefit offering and through Union Privilege, the union benefits provider. We are the largest user of the mortgage programs at Union Privilege, with many of our 1.7 million members securing their loans through Wells Fargo.

As educators and school staff, our first responsibility is to ensure our schools and campuses are safe and welcoming environments for teaching and learning. That is why we feel so strongly that—in light of not just the Sandy Hook and Parkland shootings but the fact that, since Columbine, 200 public school students have been killed inside schools, and thousands more students and teachers have been affected by gun violence—protecting students and teachers in their schools and communities must trump any other interest, including financial interests. We must stop the gun violence epidemic in our country, which requires enacting commonsense gun legislation.

To that end, our members, our students and their families are pursuing many avenues to end this gun epidemic, including taking to the streets and advocating in the halls of Congress and state capitols. In addition to legislative action, it is AFT policy to explore the divestment of our members' pension funds and other funds from the gun industry and those who support it. This policy has been in effect for a number of years since the mass shooting at Sandy Hook Elementary School.

We are heartened by the many companies and corporate leaders that have taken steps to help end this gun epidemic and promote gun safety measures. We applaud the firms that have reversed their policies around gun sales and military-style assault weapons since the massacre at Marjory Stoneman Douglas High School that stole 17 lives.

We hope Wells Fargo will consider such measures. We were alarmed to read in multiple media reports that your bank “has been the largest backer, by far, of two of the biggest publicly traded gun companies in the U.S.” and has provided financial support to the National Rifle Association (NRA).

American Federation
of Teachers, AFL-CIO

AFT Teachers
AFT PSRP
AFT Higher Education
AFT Public Employees
AFT Nurses and Health
Professionals

555 New Jersey Ave, N.W.
Washington, DC 20001
202-879-4400
www.aft.org

Bandi Weingarten
PRESIDENT

Loretta Johnson
SECRETARY-TREASURER

Mary Cathryn Ricker
EXECUTIVE VICE PRESIDENT

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- Paul Pecorelle
- David J. Quelke
- Stephen Rooney
- Denise Specht
- Wayne Spence
- Tim Stoelb
- Ann Twomey
- Adam Urbanicki

The American Federation of Teachers is a union of professionals that champions fairness, democracy, economic opportunity, and high-quality public education, healthcare and public services for our students, their families and our communities. We are committed to advancing these principles through community engagement, organizing, collective bargaining and political activism, and especially through the work our members do.

SLOAN/Page 2

The NRA, with the backing of gun manufacturers, has used its wealth and power to actively resist gun safety measures that even its own members support. NRA leaders have launched shameful personal attacks on educators and the student survivors of mass shootings.

In light of this policy and the reports of Well Fargo's investments, we have a number of very simple questions:

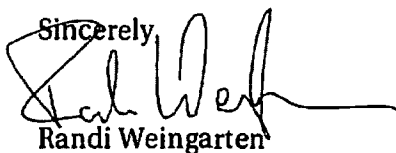
- Is it true the Wells Fargo has given the NRA a \$28 million line of credit?
- Is it true that Wells Fargo will receive more than \$10 million in fees from business with the NRA?
- Is it true that you serve as the pass-through bank for the NRA's political action committee, for which you receive a fee?
- Is it true that you have made \$431.1 million in loans and bonds to American Outdoor Brands (the parent company of Smith and Wesson) and Vista Outdoor?

We suspect that the answer to too many of these questions is yes.

Your response will guide our actions moving forward. Our intention, should we receive no meaningful response that addresses our concerns by close of business on Tuesday, April 3, is to remove Wells Fargo Mortgage from our member benefit offerings and encourage Union Privilege to do the same in the future.

We hope that Wells Fargo will join other responsible corporate leaders and take a stand to keep children and educators safe from gun violence in their schools, on their campuses and in their communities.

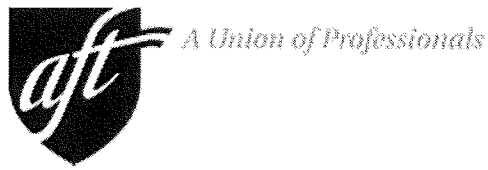
Sincerely,



Randi Weingarten
President

RW : jlh opeiu#2 afl-cio

cc: Lorretta Johnson, AFT Secretary-Treasurer
AFT Executive Council
Richard Trumka, President, AFL-CIO
Mitch Stevens, President, Union Privilege



Jan,

To help you with your efforts to organize and engage members—which, as we know, will be more important than ever in the post-Janus environment—we're again offering a collection of FREE materials this year.

These resources are intended to help you—as you join with the AFT nationally and with our affiliates around the country—make a difference for AFT members and for the people we serve. We care about our students, our patients and the communities we serve. We fight for great public schools and affordable higher education, for high-quality affordable healthcare, for our democratic way of life, and against hatred and bigotry in all its forms. And we show up for one another—in our communities in times of need and at the ballot box to elect leaders who fight for what our members and working people need.

For now, all you have to do is make sure you order your materials so they'll be ready when back-to-school planning and activities really get going.

This year's materials include:

- AFT pocket calendars (2018-2019 Educators, 2019 Nurses and Health Professionals, and 2019 Public Employees)
- AFT+ Member Benefits brochures
- Brochures to help you organize
- Brochures highlighting AFT programs and resources
- An election pledge card to engage members and their households around important issues

[Click here to place your order by May 7.](#)

Materials will begin shipping at the end May.

If you have questions, please email aftmaterials@aft.org.

In unity,

Loretta Johnson

AFT Secretary-Treasurer

AFT leaders & Staff,

We have several webinars coming up that will help your union prepare for a world after Janus. Please see descriptions and details for our next three webinars. Click on the webinar title to register. Thanks!

Prepping For Life After Janus

WHEN: APRIL 16th, 2018 @4pm EST

WHERE: Blue Jeans webinar (link sent to registrants)

DESCRIPTION: A second opportunity to participate in AFT's *Prepping for Life After Janus* webinar will take place Monday, April 16th at 4pm. Staff members from AFT's legal, financial, and organizing departments will discuss immediate steps local unions should take in order to make a successful transition to a post-fair share future. The discussion is intended for state and local affiliate leaders, but staff is also encouraged to participate. There will be a Q+A session at the end of the webinar, so be sure to ask away!

PRESENTERS: David Strom – AFT General Counsel, Julie Hoffsten – AFT Deputy Director of Accounting, and Justin Tzuanos – AFT Assistant Director in Organizing & Field

We will be shifting to a different webinar platform in order to sidestep the technical issues encountered on April 4th. Please register by clicking the webinar title. An email with the link and call-in number will be sent to every registrant.

Back To School: Building Union Strength From Day One

WHEN: APRIL 25th, 2018 @4pm EST

WHERE: Blue Jeans webinar (link sent to registrants)

DESCRIPTION: "Back To School" time is when AFT unions have a prime opportunity to organize new members and establish a crucial connection between members and their union. In a post-fair share environment, a successful back-to-school program is a fundamental component of a strong union's operations. Staff and leadership from the national, state, and local levels will discuss what practices have made their "back to school" programs successful in a "right to work" environment. There will be a Q+A session at the end of the webinar.

PRESENTERS: Tanner Williams – Texas AFT Organizing Director, Zoltan Csaplar – AFT National Representative, and TBD. Please register by clicking the webinar title. An email with the link and call-in number will be sent to every registrant.

New Employee Orientations: Building The Union Connection From Day One

WHEN: May 3rd, 2018 @7pm EST

WHERE: Blue Jeans webinar (link sent to registrants)

DESCRIPTION: The best time for your union to recruit new members and build a lasting, value-based connection with them is when they are first hired. In a post-Janus world, we will no longer have the luxury of waiting for workers to come to us. This webinar will cover practical tips for planning and running an effective program to welcome new employees and involve them in the union. We'll look at sample contract language to ensure access to orientation time with new employees, review tools like leaflet templates and sample presentation scripts, and discuss the importance of personal outreach to activate new members' participation in the union. We will also share examples for using the start of a new academic term to raise the union's visibility, welcome everyone back, and communicate the union's vision and plan for the year. You will leave this webinar with the concrete steps to put together a successful program in your local union. This session will focus on **non-K12 constituencies**. There will be a Q+A session at the end of the webinar.

PRESENTERS: Laura Kurre - CFT Training Director, Sandra Weese - CFT Organizing Director, and Matthew Hardy - CFT Communications Director

Please register by clicking the webinar title. An email with the link and call-in number will be sent to every registrant.

Jennifer Kaseman

Director | Organization and Field Services

T: 202-662-4835 | C: [512-627-2596](tel:512-627-2596) | E: jkaseman@aft.org

American Federation of Teachers, AFL-CIO

[555 New Jersey Ave. N.W.](https://www.aft.org) | [Washington, DC 20001](https://www.aft.org) | [202-879-4400](tel:202-879-4400)



Help Raise Money for Trooper First Class Kevin Miller

Tragically killed while on duty.

goFundMe

Search

Start a GoFundMe

Share

Tweet

Donate



316

This campaign is trending!

\$30,171 of \$100,000 goal

Raised by 307 people in 8 days

Donate Now

Share on Facebook

Created April 3, 2018

CT State Police Union
Emergencias
TOLLAND, CT

Top Supporters

First Donor

Bryan Bashaw
\$100

Most Raised From Sharing

Mike Falana
\$350 from sharing

See More

Recent Donations

GB \$100
glenn bryant
5 hours ago

ST \$50
Stephanie Tanner
14 hours ago

JL \$200
John Laplante
17 hours ago

LR \$25
Linda Roache
17 hours ago

SP \$104
Steve Poulin
17 hours ago

TFC Kevin Miller #1015

Share

Tweet

1.6k shares



Trooper First Class Kevin Miller #1015 was a 19 year veteran of the CT State Police. Prior to his service as a State Trooper, Kevin also served in the United States Marine Corps and was deployed during the first Gulf War. Trooper Miller was tragically killed in a motor vehicle collision while on duty on I-84 in the town of Tolland on 3/29/2018. Trooper Miller was a devoted father of two beautiful children, Ryan (13) and Sarah (10). Trooper Miller was 5 months shy of his retirement eligibility and served the citizens of the State of Connecticut selflessly and honorably as a proud member of the 108th Training Troop. All money raised will be used for the funeral arrangements and distributed to Kevin's children to help them in the years to come. Kevin's family and his State Police family greatly appreciate your generosity in this time of sorrow. Any questions may be directed to the CT State Police Union at 860-568-0500 or email cspu@cspunion.org.

Workers Memorial Day - Groton

Apr

28

When: Saturday, Apr 28, 2018, 8:00am

Where:

Washington Park

Groton, CT

Please join us for our annual Workers Memorial Day ceremony to remember those who have suffered and died on the job, and to renew our efforts for safe workplaces.

Sponsored by:

Southeastern Connecticut Chapter, AFL-CIO

AFL-CIO Community Services

For more information, please call: AFL-CIO Community Services at 860-464-6012.

MOURN

For the Dead

FIGHT

For the Living

Workers Memorial Day

Saturday, April 28

12:00 Noon

Workers Memorial, Bushnell Park, Hartford

Join the Connecticut AFL-CIO and the Health and Safety Committee to honor the men and women who were killed or injured on the job.

Rain or Shine.