

- > Administrative & Residual Union Local 4200/AFT
- > AFT Connecticut
- > American Association of University Professors – Connecticut State University
- > American Association of University Professors – UCONN
- > American Federation of State, County, & Municipal Employees - Council 4
- > Congress of Connecticut Community Colleges/ SEIU Local 1973
- > Connecticut Association of Prosecutors
- > Connecticut Employees Union Independent/ SEIU Local 511
- > Connecticut Federations of School Administrators Local 61
- > Connecticut Police and Fire Union/IAFF-IUPA
- > Connecticut State Police Union
- > CSEA SEIU Local 2001
- > International Brotherhood of Police Officers/SEIU Local 731
- > New England Healthcare Employees Union, District 1199/SEIU
- > UCONN Health Center Faculty-AAUP
- > Judicial Professional Employees Union
- > UAW, Region 9A

November 18, 2020

Nick Hermes, Chief Human Resources Officer
Department of Administrative Services
450 Columbus Boulevard
Hartford, CT 06103

Dear Mr. Hermes:

On October 9, 2020, you and your team along with Fae Brown-Brewton and some of her staff met with SEBAC Union leaders about issues with the HR Consolidation. You heard numerous concerns about the consolidation process, which you acknowledged had not yet reached a “steady state,” and committed to assuring that the business partners remaining in the agencies would operate in a “hybrid” manner to mitigate the negative secondary impact of consolidation. Business partners would be accessible to reduce the balkanization that accompanies dividing single HR issues into the several disparate pods, to make sure employees and union representatives had access when emails to pods went unanswered or when critical and timely information is not provided, and that there was a “senior leader and a generalist on site in complex situations.”

Since that meeting, we have seen little evidence that this directive has been transmitted to business partners at the agency, or that any of the adverse secondary consequences of consolidation are in fact being mitigated. If there has been a clear written directive to business partners as to how they are to adopt this “hybrid” practice, we have not been provided any copy or any other evidence that any change has in fact occurred. We can wait no longer. Please provide us, no later than 11/20/2020 any directive, document, or other indication that the commitments and representations made at the October 9th meeting have in fact been kept. Absent receipt of this information, we will have no choice but to file prohibited practice complaints, grievances, and in all other ways available, vindicate the rights of our members.

Very truly yours,



Daniel E. Livingston
Chief Negotiator for SEBAC

Cc S. Fae Brown-Brewton
SEBAC Leadership