PRESIDENT’S REPORT
68th ANNUAL AFT CONNECTICUT BUSINESS CONVENTION

Thank you CSFT, CFEPE and AFT Connecticut for the privilege.

In Unity,

Melodie Peters
President, AFT Connecticut
68th ANNUAL AFT CONNECTICUT BUSINESS CONVENTION

Legislative

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Constitutional Officer Elected:
- Malloy: Governor
- Wyman: Lt. Governor
- Lembo: Comptroller
- Merrill: Secretary of State
- Nappier: Treasurer
- Jepsen: Attorney General

Members of Congress Elected:
- Larson: 1st District
- Courtney: 2nd District
- DeLauro: 3rd District
- Himes: 4th District
- Esty: 5th District
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|        | TOTALS          | 21               | 16               |                  |     |        |   |   |       |

2013-2014 Senate Partisan Makeup: 22 (D) - 14 (R)
2015-2016 Senate Partisan Makeup: 21 (D) - 15 (R)

Seats Held:
Democratic Pick Ups: -1
Republican Pick Ups: +1

AFT CT Endorsement Wins: 14 / 18
AFT CT Winning % (# seats won/18): 77.77%
Organizing

We are a diverse organization that is growing. AFT has over 1.6 million members, and AFT-Connecticut has nearly 30,000 members. We are the second largest AFL-CIO union in the state. Our commitment to organizing has brought about:

- Hartford Community Health Care
- Danbury Hospital LPNs/Techs
- And soon Danbury Hospital Healthcare Workers, bringing nearly 1200 new members

Our sights are on two major hospital organizing campaigns with other opportunities that cannot be shared at this time.

Community engagement is our new density; in order to fully engage our members and better connect with the communities we serve.
Community Engagement

Hartford Rising!
It has been the largest initiative so far this year and includes several layers of engagement and success. Beginning with the fight against Achievement First takeover at Clark and then Capital Prep at SAND, the organizing committee at these north end schools has emerged into a city wide movement, created a community Bill of Rights, and got a resolution passed by Hartford City Council.

Fight for 15 and a Union
Organized two demonstrations in both New London and Danbury in support of the Fight for 15 movement. We also staged two press conferences on the National Day of action.

Norwich Rising and Danbury Rising
Began by setting the framework for Norwich Rising and Danbury Rising coalitions. Had several meetings with local leaders and a short list of community groups to begin the process of securing solidarity between the union and community.

Statewide Community Engagement Committee
Started statewide community engagement committee to focus on what we can do as a state union collectively.

New Haven Charter Fight
Organized community and teachers in New Haven to fight back against Achievement First’s new charter school proposal, resulting in a huge victory for the local union president.

Community Engagement Internship
A community engagement internship was set up and is now offered to college students wishing to learn more about AFT CT and our work to improve and encourage stronger labor community partnership across the state.

Making History in Bridgeport
Helped organized membership and community support in Bridgeport for Marilyn Moore and Ed Gomes campaigns, making history by having four African Americans elected as Senators in the state for the first time ever.
The summer and fall were very busy due to the statewide elections. Almost every Saturday in September and October started with a Labor to Labor Walk. In November, Governor Malloy was re-elected, along with many of our friends in the legislature. Connecticut is one of the few states in the nation to have a Democratic Administration and General Assembly. I wish to extend my appreciation to all those who participated in the Labor Walks, phone banks, and email campaigns. Your efforts made this possible.

Due to Anthem Blue Cross Blue Shield changing their benefits options, we were forced to renegotiate our health insurance package with the Staff Union and the Support Staff. After months of researching plan options, we settled on Anthem’s Platinum Plan with an HRA to help cover the increased out-of-pocket expenses to our staff.

This has been a difficult legislative session due to the proposed budget. We have been working to keep JPE from merging with DCF, to pass a bill that would allow promotional exams for certain classified employees to stay on record for seven years, to support a bill that would require hospitals to report their staffing ratios of nurses to patients, and supporting our Charter School Transparency Bill and blocking any new money to develop new charter schools.

At our Convention last spring, AFT Connecticut delegates adopted a resolution that outlined basic requirements for a Commissioner of Education. We used that resolution to advocate for a new Commissioner with education experience in the classroom, as well as in administration. The newly appointed Commissioner has that experience and has hit the road running. She even met with our PreK-12 Council on May 6—the same day the legislature approved her appointment. We are also proud to announce that we were able to advocate for the appointment of Erin Benham to the State Board of Education.

In addition to our many coalitions, we were part of a coalition that helped push Tenet out of our state and framed Connecticut’s expectations for the delivery of quality healthcare.

It has been a privilege to serve you, and I look forward to another year of advocating for all of the members of AFT Connecticut. Thank you.

Respectfully submitted and in Solidarity,

Stephen McKeever
First Vice President, AFT Connecticut
SECOND VICE PRESIDENT’S REPORT
68th ANNUAL AFT CONNECTICUT BUSINESS CONVENTION

Year two of my term started in July 2014 with the AFT Convention in Los Angeles, which I attended as a delegate for UHP Local 3837. I was honored when President Weingarten personally asked me to serve as the Chairperson of the brand new Healthcare Access/Quality Committee—one of the thirteen Convention Committees—and gladly I accepted the privilege of carrying out this assignment. I was also happy to accept the invitation from Randi’s Chief of Staff, Mark Richards, to attend the two-day pre-convention training session for Convention Committee Chairs! I am proud to report that this exercise in building our skills and knowledge on Robert’s Rules ensured the successful completion of the business before all of the Committees.

In addition to the Committee work, I was also appointed to the Steering Committee for President Weingarten’s political party, the Progressive Caucus. I attended the Healthcare Divisional meeting and was present at the AFTCA reception when our Communications Director, Matt O’Connor, accepted multiple awards on behalf of AFT Connecticut. I worked with Matt and our Office Manager, Betsey Grady, to assemble our submissions in multiple categories, and it was fabulous to see our staff recognized on the national level for all the great work they do for our members.

The Healthcare Program and Policy Council (PPC) experienced some changes at the 2014 Convention. With the addition of all of the NFN nurses (and now the Alaska nurses), AFT Healthcare is now known as AFT Nurses and Healthcare Professionals. This one AFT Division is now served by two PPCs—the RN PPC and the NHP PPC, with AFT Connecticut representation on both. Joanne Chapin (New Milford Hospital RNs) was appointed to the RN PPC, and I was appointed to continue as a member of the NHP PPC. The two Councils have held joint meetings as our division grows and expands.

At the request of AFT, I attended the Lown Institute National Conference in San Diego this year. With the theme “The Road to Right Care,” this conference attracted students, physicians, advocates, nurses, hospital CEOs, and interested citizens, all joining in on the grassroots movement that just might change the landscape of healthcare in our lifetime. What an inspiration to hear experts from around the U.S. and Canada talking about single-payer health plans, safe staffing, and taking profits out of healthcare. Stay tuned as more information will be coming.

The invitation to represent AFT at “The Road to Right Care” Conference came in part because, in addition to being an advocate and PPC member, I am a newly-elected Board member of Connecticut Health Advancement and Research Trust (CHART), the parent organization of Universal Health Care. As a new Board member, I am still learning the functions and responsibilities, but early on it became clear that a change in focus on the work done by CHART is necessary. CHART had been pushing so hard for Sustinet that its failure, and the passage and implementation of the Affordable Care Act, requires a new mission for the work of the Trust. CHART is currently involved in the legislation to regulate for-profit entities taking over not-for-profit hospitals in Connecticut. CHART also had a role in making sure access to sign up for ACA coverage was implemented. With a retreat scheduled in June, we will be looking for our next focus as we travel the path to right care!

I continue my service on the Connecticut Contracting Standards Board, which was created in order to make sure state entities were not privatizing work that could be performed in-house for the same or less cost. The Board,
which partners with DAS, has been working very hard to streamline the online agency procurement system. Our major frustration is that agencies continue to circumvent this statute and enforcement powers are very weak.

During the past year, I was elected to the West Hartford Democratic Town Committee. I worked on many political campaigns, as well as provided testimony at the Capitol on legislation that is important to our membership. I assisted Steve McKeever and Patti Fusco in drafting the AFT Connecticut application for an AFT Innovations Grant that was funded.

I want to thank the entire staff of AFT Connecticut. You are all "Simply the Best."

To the AFT Connecticut members and delegates—I appreciate the opportunity you have given me to represent you all as the Second Vice President for the past two years. I look forward to the next two with huge enthusiasm.

In Solidarity,

Jean Morningstar
Second Vice President, AFT Connecticut
HEALTHCARE COUNCIL ANNUAL REPORT
MAY 2015

The best word to describe AFT Connecticut Healthcare 2014-15 year is momentum. The momentum in organizing, the momentum in our legislative agenda, and the momentum with building and strengthening our locals.

All of us working in healthcare are quickly becoming experts in healthcare economics. Patient care and safety are no longer the motivating factors for our employers. Budgets, cost cutting, and profits are what have become important. Ask any Healthcare Council member about their institution's expected profit from operating budget projections, what services will be lost because of state tax increases, or what it is like to listen to CHA telling the legislature they can't be expected to worry about staffing levels and patient safety on top of proposed cuts to their bottom lines. Ask and you will understand why we are swiftly becoming healthcare economists.

This profit driven environment is one of the main reasons for our new momentum. It has certainly helped our organizing campaigns. This year we have successfully organized the LPN/Tech Unit of WCHN, which includes Danbury and New Milford Hospitals, giving us 250 new members. Presently, there is a campaign to finish the job and to organize the approximately 750 people in the service and maintenance departments. Including our RN locals, this would give us wall to wall units in another major healthcare system.

Profit driven healthcare is helping to move our agenda through the legislature. Our safe staffing bill stands out as a means to help protect patients and members from more bottom line cuts. As of today, our safe staffing bill has been voted out of the Senate and is on the House calendar. Legislation to make any “for profit” moving into the State accountable to the community and financially transparent is also moving forward; and for the protection of our students and School Nurses, the bill supporting nurse to student ratios of 750:1 is on the House calendar. Momentum.

Dealing with profit driven institutions is making us stronger. We have learned that working together as one is the only way to beat these organizations. The three locals at L&M, along with the Backus RNs, have formed their own coalition in Southeastern CT. The RN locals of Danbury and New Milford assisted, and continue to assist, with organizing campaigns and are looking forward to welcoming our new brothers and sisters. They realize the only way to move forward is to deal from a position of strength, which comes from working as one. Momentum.

As our new year begins, we will continue to use this momentum to assist our healthcare members working for institutions who are “for sale” to the highest bidders. Our Public Sector healthcare employees, who could soon be facing major challenges, and all the rest of the AFT Connecticut constituencies who give us strength.

Respectfully submitted,

Joanne Chapin, RN
Jurisdictional Vice President for Private Sector-NLRB
PREK12 COUNCIL ANNUAL REPORT
MAY 2015

The AFT Connecticut PreK-12 Council has been growing, and most locals send representatives to our meetings. We are very close to our goal of having someone there to represent each teacher local. The Council is a way for locals to share concerns, find solutions, and gain advice, as well as information, on what is happening at the state and federal level. Discussions at Council meetings on legislative issues, evaluations, contracts, discipline, and other issues help all of us to learn from each other and to benefit from experiences. Thank you to all who attend regularly and participate.

Thank you to our Legislative Advocates, Jennifer Berigan, along with Teri Merisotis, Member Coordinator, and Ryan Henowitz for the ongoing information they provide to us about the legislative session, as well as for being our voice at the legislature. Matt O’Connor, our Communications Director, has also been instrumental in getting the information we need out to our members and in the press. This legislative session has focused largely around charter schools and budget issues for us, and it is a real nail biter. Many bills have been proposed, amended, and withdrawn due to the efforts of the staff and the officers. Thank you to Melodie Peters, Steve McKeever, and Jean Morningstar for all their hard work, as well as those of you who also testified in person, made a phone call, sent an email, or visited the legislators. Your participation is vital.

I testified on several bills—charter school accountability, all day kindergarten, teacher evaluation, and gifted education. I also made a presentation on charter schools to the Latino and Puerto Rican Affairs Commission. Having a dialogue with them about our issues, as well as getting input from them, has helped greatly to garner their support this legislative session for our charter schools accountability bill and some of our other issues. We are hopeful that the session will end with success stories on our bills, particularly on charter school accountability.

An educational forum on Turnaround Schools arranged by CONNCAN for the Education Committee of the Legislature was held in April. I was fortunate enough to be able to attend along with Melodie, Steve, Jennifer, and Jay Gutierrez from the Hartford Federation of Teachers. This forum was very informative. Besides the charter school group, which was expected to be there, was the Superintendent from Lawrence, MA schools, where the administration worked with AFT to create a model of public schools that is working. Students are making great progress. It was pointed out that having teacher voice in the model was crucial. Also presenting was the principal of the Millner School in Hartford, another AFT success story. Kudos to all the teachers in our turnaround schools in Hartford, New Britain, New Haven, and Windham for showing that unions are not the roadblock to change, as many in the charter school movement would have the public believe.

The State Department of Education convened a Professional Learning Academy, and I am proud to say that I am a graduate, along with Steve McKeever and Carole Clifford. We drafted standards for professional learning, which have been presented to the State Board of Education for approval.

AFT CT applied for and received an innovation grant in the fall. Steve McKeever, Carole Clifford, and I worked on convening a committee to draft a handbook to help primary grade teachers to adapt lessons for their English Language Learners and Special Education students. Dan Blanchard, Jennifer Daly, Anita DeGennaro, Marianne Hartnack, Gene Riotte, Helen Soufrine, and I have been meeting to draft a small booklet which will
be given to teachers at Teach this summer. The committee also consulted with Becky Corr from Colorado, who flew in Easter weekend to work with us on this project. I am very impressed with the work done and thank Steve and Carole for their help in keeping things coordinated and moving forward.

The K-3 reading survey was part of the Teacher Reform passed in 2012. Our leadership has worked hard to limit the negative effects of the survey, and their efforts are greatly appreciated. The results of the survey cannot be used in a teacher’s evaluation, nor can individual results be made public. Teachers still have to take the survey, but must be given release time to do so. We continue to monitor this and have conversations with CSDE to modify and adjust the requirement.

The Teacher Evaluation guidelines continue to be tweaked through PEAC. Although there have not been substantive changes in the process, AFT CT has been working hard to get definition around troublesome areas, such as Domain 4 of the CCT.

Carole Clifford, our Professional Development Coordinator, has arranged numerous workshops this year on a wide range of topics and also has been a voice for our issues on many State Department of Education commissions and committees, as well as at AFT national. She provides much insight into our issues and brings a lot of information back to the Council. This is very much appreciated.

Some of our greatest accomplishments as a Council this year involve personnel. We were able to get Governor Malloy to recognize the importance of having someone with an educational background as Commissioner of Education. As a result, Stefan Pryor has resigned as Commissioner, and Dianna Wentzell has been appointed. Ms. Wentzell was a teacher and a district level administrator before she went to work at the CSDE, so she has the background to do the job.

We are also proud that Erin Benham, AFT CT Vice President and Local President of the Meriden Teachers, was appointed to the State Board of Education. She brings our voice to the State Board as an expert on our issues.

I would be remiss if I did not thank our office staff for all their help. Running off copies, putting together packets, making flyers, ordering food, arranging venues, etc. all take a lot of time, and their assistance is greatly valued.

The AFT Connecticut PreK-12 Council had a productive year, making a positive difference in the lives of all of our teachers and students. There is more to be done, but with everyone working together, we can move mountains.

Respectfully submitted,

Patti Fusco  
*Jurisdictional Vice President for Teachers and Chair of the PreK-12 Council*
PSRP COUNCIL ANNUAL REPORT
MAY 2015

This year has been very busy and has brought about opportunities and challenges. The challenges PSRPs face every day are very real, yet we learn from them and grow.

Our work endures on many levels, and we continue to have strong conversations with our elected officials. I have testified on numerous important bills and continue to speak during the Legislative Sessions. My PSRP colleagues have been right by my side to ensure we always speak up and speak out — we will be heard. I will continue to empower our members in building these important bridges.

We advocate for ensuring both Health and Safety. Through the effort of our Health and Safety task force, we continue to identify and address issues. We had the pleasure of working with Michael Lohman of AFT-Health, Safety, and Well-being to design surveys that allowed us to listen to our members’ needs. Moreover, we have had workshops with the Director of CONN-OSHA, Kenneth Tucker, III.

It is a privilege to be a member of the AFT National’s PSRP Paraprofessional and School Related Personnel (PPS). Ruby Newbold is the Chair of the PSRP PPC, and this committee has 28 diverse hardworking members who have helped me immensely. This experience enhances my drive to advocate and to continuously address issues.

The theme of our January 6-7, 2015 Conference in Orlando, FL was POWER UP PSRPs. We discussed our members, who suffer in silence, and we participated in activities designed to help ensure that we are strong leaders. One goal is to continually make a difference and help others to understand the whole labor movement.

This PSRP Council tackled the conversation about racial injustice, and we took that conversation to another level of dedication and professionalism; we the PSRP are Powering Up! We understand things can and must be done better, and we will continue to move forward on this.

I thank each and every one of you for making a difference every day. I appreciate not just talking about it, but being about it!

“Coming together is a beginning. Keeping together is progress. Working together is success.” Henry Ford

Let us keep working together!

In Solidarity,

Shellye Davis
Jurisdictional Vice President for Municipal-MERA
STATE EMPLOYEE COUNCIL ANNUAL REPORT
MAY 2015

The State Employee Council (SEC) represents six locals: A&R, UHP, UCPEA, JPE, SVFT, and FTC. As State agencies, these locals have many common issues; however, because they represent members in all different job functions, they also have an array of workplace concerns.

As we do each year, our fall SEC meeting focuses on the Legislative Agenda. In a long session, the group has to collectively agree on what issues will be addressed. This year, the three areas of focus were: achieving cost savings by eliminating mandatory retesting for promotional examinations in state services (A&R), funding UCHC Poison Control Center on a separate line item (UHP), and supporting Higher Ed No Debt coalition legislative recommendations.

Each of the six locals is a member of the State Employees Bargaining Agent Coalition (SEBAC). Recognized in 1986 by Public Act 86-411, SEBAC is responsible for negotiating with the State of Connecticut for healthcare and retirement security for State workers. SEBAC also conveys its members’ concerns and issues to legislators and decision-makers at the State Capitol and coordinates joint activities to advocate on broader issues that are important to all of its members.

The Fight Back Committee, which was formed last year, helped in planning the very successful April 15th “Fight for $15” rallies. These events were designed to educate members and the public of the fact that workers’ wages have been stagnant, or even declined, in the last 35 years. Everyone should have the right to a good living that allows families to put enough food on the table, pay the rent or mortgage, get a quality education, and have affordable healthcare. SEC locals, in collaboration with SEBAC, also continue to work on ways to educate members on the need to focus on the biggest issue we face: the need to preserve collective bargaining.

Last year, SEC locals began to participate in a new Health Enhancement Plan (HEP) program. To date, the program has provided State employees with a superior healthcare program and saved the State over 100 million dollars in the process. A major concern this year occurred when Anthem suffered a cyber-attack and security breach. Members were provided details on how to enroll in identity theft protection services, guaranteed to its members, including current and former State employees and retirees that may have been affected.

For more details on SEBAC meetings and issues, please do not hesitate to contact me at jhochadel@svft.org.

Thank you to the Officers and Staff of AFT Connecticut for all of your help and guidance.

Jan Hochadel
Jurisdictional Vice President for State Employees
I have been chairing the AFT Connecticut Statewide Retirees Council for over a year, filling in for Joella Bouchard Mudry.

We have been helping and organizing the State Vocational Federation of Teacher Retirees, who have had a couple of problems and were in need of some direction.

The AFT Connecticut Statewide Retirees also gave out three grants to their locals for organizing new members to join their locals. The locals awarded with grants were Meriden Federation of Teachers, New Haven Federation of Teachers, and State Vocational Federation of Teachers.

We also had a very successful Retirees Conference with many speakers to an audience of at least 100 people. We meet once a month.

MaryAnn Goggin
*Statewide Retiree Council Acting Vice President*
AD HOC HIGHER EDUCATION COMMITTEE REPORT
MAY 2015

The newly formed Higher Education Committee met on two occasions this year. Our main focus was current legislation that would affect us and our students. Ryan Henowitz joined us at each of our meetings to provide an update on such legislation. We also provided testimony on the proposed legislation.

Among our concerns were:
1. Student Debt
2. UCONN Foundation transparency
3. Free Tuition
4. Funding
5. Online Learning
6. Criminal Background Checks
7. Textbooks
8. Campus Closures

Currently the legislature is in session, and most of our concerns are unresolved.

Our next meeting is scheduled for mid-May, when we will be updated again.

Respectfully submitted,

Dennis J. Bogusky
Chairperson of the Ad Hoc Higher Education Committee