

UNION
YES ✓



78th Annual Business Convention

May 3, 2025

The Fox Tower @ Foxwoods
Ledyard, Connecticut

REPORTS

PRESIDENT'S REPORT

78th ANNUAL AFT CONNECTICUT BUSINESS CONVENTION

Good morning my union siblings. As I do every year, I would like to take a moment to say thank you to all our members. In a year that saw nonstop mailings from the Freedom Foundation encouraging members to “give themselves a raise” and drop their union, our members have not only stayed with their union, but they also continue to become active. Whether it was participating in negotiations, in local meetings, in the legislature, or at the voting booth, members showed up.

In July, AFT held their convention in Houston, TX. Who doesn't like Texas in July? It was an exciting convention, with President Biden stepping out of the presidential race days before, and Kamala Harris stepping in to run. Members were invigorated by her appearance and her surprise speech at the convention. Like Randi Weingarten, Kamala spoke of the importance of winning and the consequences of losing – specifically, how implementing Project 2025 will hurt working people.

Here in Connecticut, many members worked on election campaigns. Members and staff also volunteered to help with the national campaign in other states. We had great success in CT's legislative races, achieving supermajorities in both chambers. Unfortunately, for a variety of reasons, Kamala was not successful, but the transfer of power in January was done peacefully and with dignity.

Within days of taking office, the president froze several sources of funding to Connecticut. During that time, many members were concerned about their jobs, their families, and their communities. Withholding funding to our state agencies and municipalities would be devastating. Thankfully, within hours of freezing the funds the courts issued a ruling that funds had to be released. But his action set the tone for what we have seen throughout his term so far – funding be withheld from states, usually blue states, who depend on allocated Federal money for important programs.

The big question is how our members could be affected. Those in education began this school year – like the past few years – with positions unfilled. There were students in classrooms with substitutes or overflowing classes. Five months into the school year \$1B was slashed in childcare, education, child abuse prevention, and interventions for children with disabilities. Library grants have since been eliminated that support early literacy programs. CT saw a cut of \$3M to Arts and Museums. Superintendents and administrators have reached out concerned about their budgets for next year, not knowing what funds will be available.

Thankfully, there is good news too. Despite the challenges, we see most districts negotiating in good faith with their teachers and especially their paraeducators. In a time of uncertainty, boards of education understand the need to keep talented educators. The State also made a bold move this year by creating a new legislative committee on Special Education for transparency and accountability. Our hope is this committee will lower the cost for outplacement of students, bring resources to the districts, and help all our members in education.

Some of our problems do not start in Washington; they start in Hartford. In Higher Education, the State of Connecticut has been flat funding or withholding funds, starving our colleges and state universities for the past few years – many already discussing layoffs. Connecticut's economy is built on a highly skilled, highly educated

workforce, so cutting education funding makes no sense. Our economic future requires us to invest in improving the education and skills of our residents today.

With the attack on higher education at a national level, the State of CT has to step up, and so far they have not done so. There is a concentrated assault on Higher Education designed to destroy University operations and control academic agendas today. UCONN receives \$411M from the federal government, which is now on the line. There has already been a suspension of research funding to higher institutions, which will most likely affect our siblings at UHP. The administration's attack on international students is directly impacting our universities and colleges. These actions are not only cruel and unjust, but deportation could significantly harm labor. Undocumented immigrants contribute \$406 million in State and local tax revenues, which affects us all.

Thankfully, our siblings at AAUP and other colleges & universities are being proactive in not only fighting against the lack of funding but also fighting in the legislature to make all the state colleges tuition free. With a grant from AFT, AAUP has been leading the charge. The goal is to ensure CT students have the opportunity at a good middle-class life here in this state, which in turn will help keep our economy healthy.

In addition to the federal cuts to research that will jeopardize medical and technological advancements, our members in healthcare continue to fight for safe working conditions, sufficient pay, eliminating forced overtime, adequate staffing, and – in most cases – respect from management. Just recently, it was reported that the US Senate is looking to cut \$1.5 trillion to Medicare and Medicaid.

Along with the suspension and cuts to federal funding, pharmaceutical tariffs could seriously harm supply chains, increase costs, and create shortages in essential medicines and technologies vital to CT's economy and public health. With a population that is already facing high healthcare expenses – due mostly to private equity issues – tariffs and cuts could increase costs and further hurt our most vulnerable members of society.

Our members understand the impact of these threats on healthcare. They continue to show up to advocate for change at the bargaining table, at rallies, and at the Legislative Office Building. This sector has seen the greatest wins in passing bills to ensure the safety of those who work in our hospitals. With these wins, AFT National has once again invested in our State Federation to mobilize members and organize new members.

With DOGE's shocking cuts of federal employees, our state employees have good reasons to be concerned. Some of the responsibilities of the federal employees are now being thrust on our state agencies while the threat of federal funding cuts and freezes looms large in Connecticut. As the State continues to ask employees to do more and more – while they face the possibility of layoffs and see their benefits diminishing – is it any wonder that it is getting harder and harder to recruit and retain state employees? All this while State workers are negotiating contracts within the state agencies and SEBAC. Unfortunately, because of our split Senate and razor-thin majority in the House in 2017, a bill was passed that now requires each contract to be approved individually by the legislature. This year, we will have to get the contracts ratified in a climate of strict fiscal guardrails, less money from Washington, and opposition to increasing taxes. We must work to overcome these obstacles and provide fair raises to hard-working State employees.

The State Employees Bargaining Agency Coalition, or SEBAC, is the only coalition of all state employees in the nation. It has been in existence for more than 40 years and negotiates pensions and healthcare collectively.

Thankfully, because it is 40,000+ members strong, it has been successful in ensuring our members maintain their pension and good healthcare. We stand ready to fight with them.

Like we did when we were faced with the threat of Friedrichs and Janus, we must prepare our members for the fight ahead of us. The decision to have tariffs – or not – is creating an erratic economy, and most economists fear another recession. We are advised that we can expect a significant increase in prices of goods such as groceries. Here in CT, we can expect a strain on our economy – hotels, restaurants, small businesses are all bracing for a decline in revenue.

We are all so thankful our CT Retirees continue to be active in the AFTer Burners group, a virtual retiree activist group. They fight, and they win. AFT CT Retirees were instrumental in repealing the WEP-GPO at the federal level, a monumental task that will finally provide hard-working educators and others the social security benefits they deserve.

After a long recovery from Covid, it finally felt like we were getting back to a new normal. Now we are in for the fight of our lives again all so the federal government can give a \$5 trillion dollar tax break for the wealthy.

Unfortunately, AFT CT will not be immune to these changing economic conditions. We will have to make difficult financial decisions if we are to fight the fights ahead. AFT-CT only has two ways to increase revenue: increase dues or increase membership. Raising dues is never popular with our members, especially when times are tough. So, we must focus on increasing our membership like never before. But we will need everyone's help. That means making sure everyone who can belong to your union is a dues-paying member. That means doing whatever we can to help organize the unorganized. Because in the labor movement, we know that when we fight, we win.

Respectfully submitted in solidarity,

Jan Hochadel
President, AFT Connecticut

EXECUTIVE VICE PRESIDENT'S REPORT

78th ANNUAL AFT CONNECTICUT BUSINESS CONVENTION

Every year I think, "Maybe this is the year we'll get a break and things will slow down."

We have faced Friedrichs & Janus, a global pandemic, a threat to our democracy, cuts in funding, efforts to privatize public services, private corporations who willfully violate the law, Private Equity bankruptcies, and so much more. But every time, our members rise to the occasion, and we become stronger because of the battles.

This year we passed significant healthcare workplace violence legislation after tragic deaths in Windham and New London, and following up on landmark staffing legislation the year before. We continue to fight back on the closing of healthcare services, particularly in Windham and Johnson Memorial. We have taken Hartford Healthcare to court to enforce our mandatory overtime law and our hospital staffing committees are learning how to be effective in enforcing our staffing laws. We are fighting in court, side by side with our brothers and sisters of CHCA (AFSCME), and with the much-appreciated assistance of local legal counsel Eric Chester, Logan Place (for CHCA) and AFSCME and AFT national bankruptcy counsel, as well as counsel in Texas, to protect workers at Rockville, Manchester, and Waterbury, as well as their patients.

If you are unaware of the bankruptcy issue, here it is in a nutshell. Prospect Medical owns the three hospitals. They are the only For Profit in Connecticut. They are tied to Private Equity. They literally sold the land out from under the hospitals, now pay rent for the land, took the proceeds and paid out bonuses and dividends to themselves, and declared bankruptcy. I have been asked, "How is that legal?" We are currently working on legislation that will make it illegal in Connecticut, as well as legislation to tighten our Certificate of Need laws, which govern closing of services.

Our retirees and in-service teachers taught us a lesson this year, that continued effort may take years, but it is not wasted, with the passage of the repeal of the WEP/GPO, which shortchanged CT teachers (and some other states) of social security that they had paid into for years.

We continue to advocate for our PSRP members and our lower wage healthcare workers who deserve a living wage, affordable healthcare, and a dignified retirement.

We do all this while we face the greatest threat to our democracy in our lifetime and perhaps the lifetime of our republic, and we are able to do both because our members step up. Our members have participated in organizing training, in union governance trainings, in trainings on how to run for political office, and then have put those trainings to good use by being elected to local and state government and in serving in their locals and in community coalitions.

The AFT is the fastest growing union in the AFL-CIO. I continue to serve on the AFT Climate Committee and as cochair of both the AFT Healthcare Policy and Planning Committee and the AFT Organizing Committee.

In Connecticut we are over 100 autonomous locals in every division of AFT. Thank you to our Divisionals Vice Presidents and our At Large Vice Presidents who direct our work, and thank you to our staff, who work with members to accomplish our goals. It is an honor to serve alongside Jan and Shawn and the entire Executive Committee, and our hard-working, dedicated members.

I suspect the upcoming year will be just as busy, just as challenging. I know we are ready for it.

Respectively submitted in solidarity and service,

John Brady
Executive Vice President, AFT Connecticut

PSRP: ANNUAL DIVISIONAL REPORT

MAY 2025

As we are near the end of this school year, PSRPs continue to face significant challenges, including ongoing shortages that have placed additional responsibilities on our members and raised serious safety concerns. Despite these challenges, we have amplified our voices in an effort to gain legislative support, as well as the support of Governor Ned Lamont.

Without qualified educators and support staff, public education cannot survive. The shortage, particularly in Special Education, is exacerbated by inadequate compensation. Educators are not paid enough for the specialized and demanding work they perform. Furthermore, the work-life balance for special educators and all support staff continues to be strained by burnout from the intense nature of the job.

To address these issues, improving working conditions and providing mental health support are essential to retaining our current educators and attracting new ones. The lack of ongoing professional development opportunities at the state level, as well as the absence of meaningful career advancement pathways, also discourage individuals from entering or remaining in the field. Professional development and career pathways are crucial, but they are not enough if we do not address the poverty-level conditions that our PSRPs endure.

We remain hopeful that with the growing interest in reimagining the Special Education system in Connecticut, PSRPs will play a vital role in shaping this transformative plan. Our voices must be at the table as we work to craft solutions that will benefit both educators and the students we serve. At the same time, we continue our efforts to secure the respect, appreciation, and compensation that PSRPs deserve. It is crucial that our members understand how valuable and essential they are to the success of public education.

Together, we will continue to stand united and press forward in our fight for better conditions and stronger support for our members.

Respectfully submitted in Solidarity,

Shellye Davis

Hartford Federation of Paraprofessionals, Local 2221 President

Divisional Vice President for Paraprofessionals & School-Related Personnel

PREK-12: ANNUAL DIVISIONAL REPORT

MAY 2025

In the midst of unprecedented attacks on working people, public schools, and our students, AFTCT PreK12 members are committed to the ongoing work of protecting our kids. With a clear #UnionYes message, we are building a better world for everyone.

- We opened the school year with a meeting with Commissioner of Education Charlene Russell-Tucker where we discussed educator retention and wellbeing, tech/cell phones in schools, student mental health and the impact of unfunded mandates.
- Our locals hit the ground running by listening to our members and building power:
 - Responding successfully to anti-union messaging from the boss, growing our coalitions with families and paraeducators in our districts, leading on issues like gun violence prevention, student mental health, and school safety, graduating members from the CT AFL-CIO Labor Leadership Academy, and strengthening our union with a range of campaigns and pressure tests to increase visibility and build solidarity.
- We participated in the National Fund Our Schools Day of Action in September to bring attention to the impact of expiring ESSR funds on our school communities and the need for full funding from the state and federal government.
- AFT-CT PreK12 members hit the doors in Meriden, Middletown and beyond to ensure we elect pro-labor candidates.
- We attended CT For All Democracy Schools in Hartford, New Haven, and Middletown as we continue to develop necessary skills and build power with our labor, community, and faith coalition. We attended CT For All Town Halls in Hartford as well to communicate our legislative priorities.
- We developed a new partnership with the CT Conference of Municipalities with the goal of increasing funding for our districts and revising the Educational Cost Share Formula. We also co-hosted a press event and invited their director to join our November meeting.
- Our council proudly voted to support Paid Family Leave for Board of Education employees. We will need to continue this legislative push in the years to come. We also voted to support Freedom to Read Legislation and revisions to the ECS formula to include weights for students with special education needs.
- After years of tireless organizing by members and leaders across the state and country, retirees and active members alike, President Joe Biden signed the repeal of WEP-GPO into law!
- While some charter organizations are getting local/state approval, one bright spot is Bristol where, as a result of local advocacy, their BOE voted against a new charter organization in their town. We are continuing to monitor a problematic charter approval process bill given the impact this bill will have in the years to come with a pro-privatization federal government.

- We joined together with our immigrant and LGBTQ+ allies in February at a press conference in Meriden to communicate our commitment to protecting all of our students against the Trump/Musk attacks.
- Given the ending of the Indoor Air Quality grants by the CT Department of Administrative Services, locals are working to address indoor air temperatures, mold issues, and other health and safety concerns through Conn-OSHA reports, continued advocacy, and organizing with member and community coalitions.
- AFT-CT PreK12 members from across the state participated in the Select Committee on Special Education public hearings in Bridgeport, Hartford, and other towns in CT.
- AFT-CT PreK12 members testified in Hartford (and online) on a range of issues impacting our members and our students:
 - Education - School funding, teacher/para pay, curriculum, testing, etc.
 - Finance, Revenue & Bonding - Capital gains and mansion tax
 - Higher Ed - PACT Act
 - Appropriations - School funding and guardrails
 - Special Education - Funding and regulations
 - Judiciary - TRUST Act
- Union members from across the state joined our March 4th Protect Our Kids Rally & March in New Haven where AFT President Randi Weingarten was the keynote speaker. This was one of 2000+ actions coordinated by AFT locals across the country.
- AFT-CT members and local presidents participated and spoke at Hands Off Actions in Norwalk and New Haven on April 5th.
- Our members and our locals showed up to Regional Legislative Meetings across the state - engaging in the necessary relationship building and advocacy with our state level elected officials. Many members were first time attendees demonstrating our growing power and the future of our movement.
- May Day 2025 - New Haven, Hartford, Norwalk and across the state: Labor, community, immigrants, and faith is uniting to stop the billionaire takeover. We are the many. They are the few. Workers United!

Respectfully Submitted,

Leslie Blatteau
New Haven Federation of Teachers, Local 933 President
Divisional Vice President for PreK-12

HEALTHCARE: ANNUAL DIVISIONAL REPORT

MAY 2025

We started June 2024 off with a WIN!! SB 1 An act concerning the health and safety of Connecticut residents was passed legislative branch and signed by the governor into law. This legislation focused on home health care nurses and home health aides. It requires home healthcare agencies to collect and provide information about client's histories of violence, substance abuse use, domestic abuse, psychiatric history, and relevant judicial records or sex offender registry information. It also requires increased training, safety assessments and a work group to study staff safety issues. The bill requires a chaperone to protect the healthcare worker if the client has a history of violence. Workplace violence against healthcare workers continues to climb and this is a good step in the right direction, but more is needed.

We continue to work on the implementation and policies of the staffing bill by utilizing every avenue available. The department of health has not been as helpful as hoped but we continue to partner with them. They do not have the staff to investigate all the complaints in a timely manner. They have, however, investigated a few hospitals this year and commit to investigate the other complaints as they are able to, the cases are not closed but ongoing. Waterbury Hospital, which is union but not AFT, was fined 60,000 for unsafe staffing. So, we are not giving up hope. Connecticut healthcare organizations on the first required report to the department of health all reported greater than 80% compliance with staffing and on the second report six months later they all again reported greater than 80% compliance except one Saint Francis. We know this is a lie and are working with our locals to prove it. A couple of hospitals continue to blatantly refuse to follow the law, Johnson memorial and Backus hospital. They are not utilizing the required staffing plan voted on in their staffing committees. Backus Federation of Nurses has also filed an injunction against Backus hospital for violating the law in terms of the mandatory overtime article. The article reads they cannot make nurses work more than 12 hours in a 24-hour period, which they do by putting them on call after a budgeted shift and then calling them into work. Attorney general Tong is standing behind these nurses and this injunction.

Healthcare organizations all over Connecticut continue to outsource union work to international organizations. A couple of examples are Yale-owned Lawrence and Memorial Hospital wants to outsource coder jobs to the Philippines and several organizations have partnerships with third party organizations to bring in international nurses for up to three-year contracts. This program is currently up in the air due to many of these nurses possibly losing their visa and the uncertainty of new visas for future nurses will be approved. The issue is the length of these contracts, travel nurses are frequently used for shorter durations and previously international nurses came over and worked as union members.

We have had several members testify on multiple bills this session. Bills to keep your eye on are:

- HB 6873 An act strengthening the review of healthcare entity transactions. Meant to curb monopolistic and predatory practices.
- HB 7214 Maternal Health. Which would prevent closing of labor and delivery departments in hospitals unless another hospital was within a certain distance that had a labor and delivery department. Time is important when it comes to birthing babies.
- SB 1450 An act concerning recruitment and retention of the healthcare workforce.
- SB 1538 Emergency departments overcrowding SB 7 Administrator licensing. This bill would eliminate licensing fees for nurses and other healthcare professionals. Need to work out Haven of health funding issue prior to supporting this bill. Haven is an organization that helps healthcare work with substance abuse and psychiatric issues.
- SB 7050: Fixing the CON bill loophole of only needing to file CON if closed longer than 180 days because corporations are opening for a shift then the clock starts again.

Medicare and Medicaid are also under attack currently. John Brady spoke on this at Joe Courtney's town hall. Finally, a topic both the hospital association and unions can mutually agree on.

We continue to attend both local and national conferences and conventions. Several professional development webinars have been run over the year. We are very much looking forward to our Paint Night being held May 8th 5pm at the Rocky Hill AFT CT office for healthcare workers. This takes place during nurses' week. All healthcare workers are welcome to join. It's going to be a fun time and it's well deserved.

This is my last year as Divisional Vice President for AFT CT Healthcare and I wanted to say I appreciated serving you in this position. Solidarity forever!! I did sign up to be a retiree, so not totally goodbye.

Thank you for the opportunity,

Sherri Dayton AGPCNP-BC, WCC
Backus Federation of Nurses, Local 5149 President
Divisional Vice President for Healthcare

PUBLIC EMPLOYEES: ANNUAL DIVISIONAL REPORT

MAY 2025

AFT Brothers and Sisters, I want to start by saying this was not easy to write this year. We had some successes this year, we worked very hard on the campaign trail this election season, and although the top of the ticket did not go the way we had hoped, we need to see our major wins. Public Employees along with our labor siblings pushed and accomplished more in the Connecticut General Assembly than we have in past elections. We grew our margins in both the House and Senate. We've elected more union members and labor-friendly candidates. We, in coalition with other groups, pushed for access to unemployment Insurance for striking workers. This legislation made its way to the desk of Gov. Lamont last year—where he vetoed it. We have pushed for that legislation again and our Connecticut AFL-CIO and SEBAC (State Employees Bargaining Agent Coalition) are working together to get this important legislation over the finish line this year.

All state employee bargaining units are at the table right now working to get negotiate new contracts. Progress is slow in some places, and there is downright stagnation in others. SEBAC has started some informal talks with the state regarding our pension and healthcare agreement, which expires in 2027.

There is so much work in front of us. And we will be doing it with a headwind right in our face. Public Employees and Higher Education are on the Trump hit list. Whether Healthcare, Education, or Public Services, we are all “under attack.” Members are getting layoff notices because of lack of federal funding. NIH grants that have been a staple for our research community and our members' salaries are drying up, or being withheld even after allocation.

This isn't the worst of it. ICE is in our schools, visas are being taken from our international students, and people are being rounded up and sent out of this country without due process.

Elected officials like Attorney General Tong in particular have been at the forefront of many of the lawsuits fighting government overreach and trying to protect our funding.

Labor unions stand up and work to protect each other. WE could be the next group to be targeted on this downward authoritarian spiral. We must stick together to protect Our Students, Our Patients, Our Community, Our Brothers and Sisters, and ultimately, OUR STRENGTH.

WE do have power, and it is in our collective voice. Do not let yours be taken away.

Stand Together.,

Bill Garrity
University Health Professionals, Local 3837 President
Divisional Vice President for Public Employees

HIGHER EDUCATION: ANNUAL DIVISIONAL REPORT

MAY 2025

Looking back at the last few years of Higher Ed reports, I see many common and reoccurring issues and incentives:

- Affordable Tuition
- Enrollment
- Student Loan Debt
- Academic Freedom
- Campus Safety
- Food Insecurity
- Overall Funding
- Reorganization (Disorganization)

Faculty and support staff at our colleges and universities are asked to (and do) deal with all of these issues and more. They have and continue to rise to address these issues at the same time as providing enlightenment and encouragement to a diverse student population.

The real question here is “WHAT WILL THE FUTURE BRING TO OUR INSTITUTIONS?”

These are uncertain times and our need to band together to support each other is paramount.

Being a part of the AFT Family is vital to our success.

Respectfully Submitted,

Dennis Bogusky

*Federation of Technical College Faculty, Local 1942 President
Divisional Vice President for Higher Education*

AFT CT RETIREE DIVISION: ANNUAL DIVISIONAL REPORT

MAY 2025

The past year has been a very busy year for Retirees, both on a statewide and National level.

The biggest accomplishment that AFT CT Retirees took part in was the nationwide effort to get the WEP-GPO penalties repealed. AFT CT retirees worked in conjunction with the National Taskforce for WEP GPO repeal as well as with ARTC (Association of Retired Teachers CT) and the ARA (Association of Retired Americans). The result of this repeal is a significant improvement in Social Security income for both present and future retirees.

CT Retirees continued being active in the AFTerburners group, a virtual retiree activist group. This group has had significant wins over the past few years. In addition to the WEP GPO mentioned above, member contacts included helping with municipal elections, special congressional elections, and legislation in Texas to obtain a COLA for retired teachers (first COLA in 20 years).

The National AFT Retiree PPC meets 4 times a year both virtually and in person. The charge of the PPC is to grow retiree engagement across the nation and to help AFT retiree activists to help local retiree affiliates. There are four main goals of the PPC going forward:

- Goal 1 Increase retirement engagement and activism in coordination within service locals and state federations.
- Goal 2 Improve retiree databases and communication with members.
- Goal 3 Fight back on attacks from the Federal Government through AFT National Actions
- Goal 4 Facilitate AFT Retirees political activism.

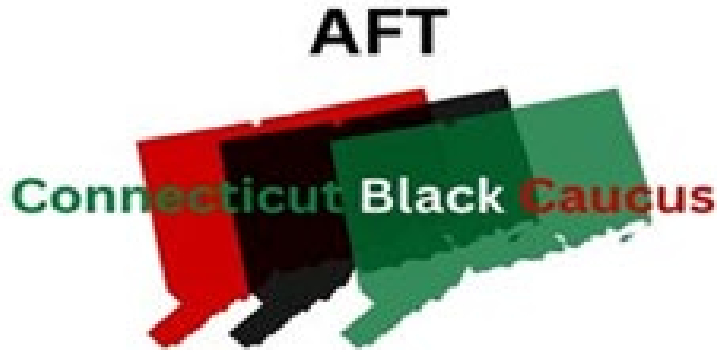
On a state level, the continued goal is to maintain Retiree membership as well as membership growth in the established and active Retiree Locals. Going forward an operational plan is being developed to contact and organize those AFT CT retirees who are not currently active in a Retiree Chapter. To those who don't have a retiree chapter, the introduction to the Retiree at Large chapter is the main goal.

AFT CT retiree members, through their active Locals, have participated in actions, rallies, on support of labor actions (for example Informational picketing in support of Starbuck employees in their attempt to obtain a first contract.)

Retiree activists continued their participation in political action; in their presence on the LPAC committee, legislative luncheons and activities at the Legislature.

Respectively Submitted,

Walter O'Connor
Divisional Vice President for AFT CT Retirees



The AFT Connecticut Black Caucus was founded in 2022. Since then, we have added members from seven different locals. We now have almost 30 members. At last year's National Convention, we were honored and recognized as the fastest-growing AFT Black Caucus in the country. Our caucus welcomes anyone from an AFT local to participate and join. We meet monthly, share, and engage in educational, humanitarian, charitable, and social activities that promote the betterment of our colleagues and members. The Caucus is a diverse mixture of members from many backgrounds and cultures.

In 2026, we plan on presenting our first year of scholarship awards and acknowledgments to members. We hope to engage all AFT members by sparking that light of unionism and activating their participation in their unions and supporting each other in this most important work. We support democratizing our unions and bringing every voice to the table, and we fight the good fight for prosperity for all workers.

In Solidarity,

Stuart Beckford,

Chair of the
AFT Connecticut Black Caucus

Dr. Martin Luther King Jr "ALL labor has dignity!"

FERGUSON, DOYLE & CHESTER, P.C.

May 2024 – May 2025

During the last year Ferguson, Doyle and Chester provided defense to four tenured teachers who were being terminated. This number includes cases that were settled during the statutory hearing process as well as those that went through the hearing process to a decision. Included in the teacher termination process were numerous meetings with the client to negotiate settlement agreements and/or prepare the client for his/her termination hearings, as well as writing proposed findings, briefs and reply briefs at the end of the proceedings.

The firm provided representation to eighty six (86) AFT-CT members for investigations with the Department of Children and Families in the past twelve months and three (3) of those investigations resulted in our representation at Substantiation Appeal Hearings along with writing the accompanying briefs and reply briefs.

The firm represents our members for contested Workers' Compensation claims and we provided representation to forty seven (47) members for new Workers' Compensation claims. We have attended and advocated at hundreds of Workers' Compensation Hearings at the Informal, Pre-Formal and Formal Administrative Trial Hearing levels. When a member is referred to us for a Workers' Compensation matter, our attorneys and staff dedicate an enormous amount of time preparing for hearings, communicating with insurance adjusters, medical providers and/or attorneys as well as meeting with clients and answering their questions and putting their minds at ease in what can be a very complicated and frustrating process. In the past twelve months Ferguson, Doyle & Chester has favorably settled multiple Workers Compensation claims.

This year has proven to be a litigious one. Prospect Medical Holdings filed for Chapter 11 Bankruptcy. We have been working with counsel retained by AFT to ensure members and their Locals at Manchester Rockville Hospitals have their rights protected. We are pushing to have any new operator assume the collective bargaining agreements already in place. We have also been involved in complex litigation on behalf of the Backus Federation of Nurses where we have sued Hartford Healthcare for their failure to comply with state law that is meant to protect our nurse members from working mandatory overtime. We are defending a few Locals against complaints brought at the Connecticut Commission on Human Rights and Opportunities (CHRO) as well as the National Labor Relations Board (NLRB) and the State Board of Labor Relations (SBLR).

We regularly consult with AFT-CT leadership and the management team on legal matters. We provide support and guidance to Staff Representatives in their work on behalf of affiliate Locals.

As always, we stand ready to assist AFT-CT, affiliated locals, their elected leaders and members in any way we can.