



Annual Business Convention May 12, 2018

Aqua Turf Club
Plantsville, Connecticut

REPORTS

PRESIDENT'S REPORT

71st ANNUAL AFT CONNECTICUT BUSINESS CONVENTION

It has been quite a year. As you have heard from me before, "We cannot control the challenges we face; we can only prepare for these challenges." Together we have tackled the issues at a local level, state level, and the federal level. We have done so by organizing externally and internally, building structures within locals and the State Federation, and increasing our involvement politically.

Last August, at our Delegate Assembly, over fifty members came together and with the help of our two managers – Stuart Savelkoul and Eric Borlaug – and our staff members, the beginnings of AFT Connecticut's "Guide for Creating Local Strategic Plans" began. This important document is a vision of where we are going as an organization and as a movement, and outlines steps and benchmarks to concretely measure how we get there. It is our roadmap for how we can reach our members, address their needs, and build the strength needed to assure their voices are heard.

This time last year we were celebrating the election of Joshua Hall to the 7th Legislative District in Hartford. His victory demonstrated that Connecticut labor works together to elect candidates who share our values. Joshua's win, and spurred by the horrible budget that was poised to pass last fall, we had our greatest number of members run in municipal elections so far. We helped candidates from 30 towns (26 won), endorsed 100 candidates (72 won), and we are so proud of the 29 AFT members who ran, of which 23 won! These members ran across the board from the mayor of Windham, Boards of Education, Town Councils, other local boards, and Democratic and Republican Town Committees. If we are united around issues like maintaining collective bargaining, and if we are engaged and mobilized, we have shown we can win.

As part of our 2018 strategic plan for communications, we are spotlighting personal stories of how collective action has made a positive difference in members' lives. "U and I in Union" is a multi-media campaign. The purpose is simple: Amplify – not replace – the one-on-one conversations members have been having in their workplace about the value of union membership. Our goal is ambitious; we will demonstrate how unity and commitment have overcome the indifference and apathy of the past. We're using our website, sending e-mail blasts, posting photos on social media, producing videos, mailing postcards — and the latest are the posters displayed at the convention.

Our Field Representatives worked hard with many local boards to develop their strategic plans. Through our recommit card campaigns, we have had the opportunity to not only have the very important one-on-one conversation with members about the importance of unions, but to secure the resources needed to maintain our locals and build the structures needed to fight the battles ahead.

In the last year, our Field Representatives and Jennifer Benevento have continued to meet the needs of our diverse membership. We have continued our efforts to build capacity amongst our membership to lead professional development as well as to offer additional leadership opportunities for members. We have trained an additional fifteen AFT-CT members as trainers on topics ranging from Student Learning Objectives to Dignity in Diversity to Student Debt Clinics. In addition to working within individual locals to deliver high-quality professional learning opportunities, we were also able to offer over 25 professional learning workshops for our members at the State Federation level. Because of the diversity of our membership, we have worked hard to offer workshops that are relevant to individual constituency's needs, as well as finding topics that offer the opportunity for cross-pollination among our constituencies. Popular topics this year included Integrating Art into the Curriculum, Para/Teacher Collaboration, Financial Planning and Compassion Fatigue for Healthcare Workers. Our professional learning curriculum is based on the needs and interests of members both in their professional and union leadership roles. We strive to offer learning opportunities for our stewards and local

leaders to ensure they are well equipped for the challenges they will face including Officer Training, New Stewards Training, New Member Orientation, Union Treasurer Training and Grievance Training.

At the state level, we had two new Field Representatives – Terry Meadows and Shane Lancer – and an Organizer – Caitlin Murray – who join our organization last summer. They are all doing a fantastic job. This past year we negotiated the OPEIU contract for our Office Professionals. I truly want to thank our Office Professionals – Anna Mowrey, Kristine Metcalf, Nicole Conti, Jane Benoit, and Neal Thomassen– for working tirelessly, as they do every year, to make our Business Convention a success. Although we may not always agree, I never question the commitment and dedication to the movement of our staff, the Staff Union of Connecticut and OPEIU. Whether we were negotiating contracts or dealing with the issues that arise throughout the year, their professionalism and commitment to AFT Connecticut is truly appreciated and vital to our future success.

Our Organizing Department, directed by Eric Borlaug, has continue to grow and strengthen our union. Overall, nearly 400 workers have union rights and union power today who did not have a voice before. These new members are part of A&R, JPE, Assistant Attorneys Generals, and East CONN Instructors. We are also happy to add the New London Paras, Tutors, and Food Service workers to AFT Connecticut. The department has also strengthened our existing locals by training certified member organizers. Participants included members from UHP, A&R, SVFT, and JPE. Efforts continue to recruit members to participate in cohorts for PSRP and NHP divisions. Our Community Engagement efforts include brining Make the Road to Hartford and working with Poor People's Campaign.

On the legislative front, even though it was a short session, we had our work cut out for us fighting off a series of bad bills, modifying existing laws, and introducing new legislations to advance and enhance the lives of our members. Three of the bills I focused on - lobbying and attending meetings to craft legislation - this past session were; Minority Teacher Recruitment, Anthem/Hartford Healthcare dispute, and the Fiscal Stability and Economic Growth Report. While you never get everything you want out of the legislative process, we made steps forward to help our members and the working people of Connecticut. Thank you to Teri Merisotis and Jim Vigue for their energy, knowledge, and overall hard work. We will continue to fight.

Finally, at the national level, AFT Connecticut has been in high gear preparing and educating our members about the Janus' case. We recognize that the strength of our union is not in the law, but in the strength of our members. We know our opponents are willing to destroy our healthcare, education, and our economy so the richest among us can have even more. The greed of our opponents knows no bounds.

We know the obstacles. We know the challenges. But we know we are right, and our members are ready to fight for our values. AFT Connecticut will continue be an organization ready to conquer the new challenges before us. Together we will prevail.

Respectfully submitted in solidarity,

Jan Hochadel
President, AFT Connecticut

EXECUTIVE VICE PRESIDENT'S REPORT

71st ANNUAL AFT CONNECTICUT BUSINESS CONVENTION

We have faced many challenges this year, but with each challenge comes an opportunity. As always, our focus revolves around our statewide strategic plan, developed by the Delegate Assembly. Primary to that plan is member engagement. In that light, we have completed the Local Assessments with many of our Healthcare Locals to help them identify strengths and weaknesses and to work with them to develop their own Strategic Plans. We now need to complete these assessments and strategic plans, work with locals on areas identified, and continue this process with locals in other divisions.

Though that work, we have come to believe that leadership development and internal organizing are a need of many locals. We have expanded our professional development with an emphasis on creating stronger and more engaged local leaders and members, hopefully giving them the tools to withstand any threats from court cases or legislation that threaten collective bargaining or the right to organize. We are continuing to expand our member organizing program, which has been successful in our public-sector unions, and hope to bring it to PSRP and Healthcare this year. Our staff has been active and creative with new member orientation programs and steward and leadership classes. We have created "teams" of Field Reps and Organizers to work collaboratively with Healthcare Locals in internal and external organizing and contract campaigns. AFT Connecticut members do not just look inward, but outward as well. Our members have assisted AFT Locals in Texas, Florida, Puerto Rico, the Virgin Islands, and Alaska this year.

On the financial front, our budget for the first time included a line item for capital improvements to be used for expenses such as those to the building or technology needs that vary greatly from year to year. Although the Executive Committee had approved using investment monies to pay for a needed upgrade to the computer system and some repairs to the building, by upgrading in stages and using the capital improvements line item, we were able to avoid using investment funds.

We have upgraded our computer system and are now more "on line" which allows our staff and officers to work from any computer, tablet or smart phone, giving greater flexibility in the field. We have also kept up with replacement of older laptops which have become slowed with age. Renovations of the office space on the first floor and the storage area on the second floor are completed. The law firm paid for the expenses for the renovations on the first floor, which gives Mike Doyle a workspace. The storage area on the second floor was needed to make room on the first floor but will also allow us to eliminate the expense of a remote storage space we now have.

Special thanks to everyone who works on our committees. A lot of work has been done on the Technology Committee, Building and Grounds Committee, and Budget Committee. The Membership Structure Committee, which recommends policy changes, constitutional amendments, and mini-grants to Locals, has updated our Policy Book. It is presented to this Convention. We have re-started the Social Justice Committee (formally Women's and Civil Rights Committee), which is committed to fighting for an environment in which all members voices are heard. This committee advocates on social justice issues that affect our members,

their families, and our communities; and works on ways to encourage and promote the roles of those who have been sometimes left behind, including women, people of color, and younger people.

I have remained an active participant in the Nurses and Healthcare PPC of AFT and in state and national policy issues and continue to serve on the Anthem Labor Trust Advisory Committee and the DPH Quality of Care Advisory Council. Some of our focus this year has been on promoting staffing levels which ensure safe, quality care of our patients; on protecting against the adverse effects caused by the continued consolidation of Healthcare Systems and Insurance Companies; and our continuing to push for access to quality, affordable healthcare is a right to all. The dispute this past year between Hartford Healthcare and Anthem Insurance impacted nearly 1/3 of our membership, and much time and effort was spent, and will continue to be spent, on guaranteeing that patients are not used as pawns while CEOs reap financial rewards.

At the State Capitol, I provided testimony on maintaining the privacy of voting records and FOI requests of information of our members, the dispute between Hartford Healthcare and Anthem that affected many of our members, on FMLA, equity in pay for women, harassment protection on the job, expansion of sick leave, promotion of a living wage, improvements to the Certificate of Need process which governs hospital mergers and takeovers, and against the use of CHET funds for PreK-12.

The year ahead will provide new challenges, but also opportunities.

It is an honor to serve as you Executive Vice President.

Respectively submitted in solidarity,

John Brady
Executive Vice President, AFT Connecticut

FIRST VICE PRESIDENT'S REPORT

71st ANNUAL AFT CONNECTICUT BUSINESS CONVENTION

It has been 17 months since Donald Trump stole the Presidency of the United States. We are faced with the continued demonization of public employees, the underfunding and disrespect of public education, the erosion and skyrocketing prices of healthcare, and the frightening disregard of the civility and law of the land. We can NOT give up. We must continue to be the voice of our members and to shine the light on the evils that have become the norm in this new world.

Janus v AFSCME is obviously at the forefront of most of our minds. This Supreme Court case may have devastating effects on the continuation of unions. That is why we must mobilize and mentor our mentors. I want to thank the Officers and Staff of AFT Connecticut in stepping up to the challenge and leading the way. Our locals have been recommitting to the union and doing internal mobilization. Thank you!

I continue to represent AFT Connecticut on the Healthcare PPC. The Healthcare Division has grown and is now driving a lot of the narrative for the nation. The "Patients Before Profits" campaign continues to be the major focus. Growing out of that campaign is a focus on controlling skyrocketing drug prices and shining the light on the out of control mergers in healthcare. Universal Healthcare is still a dream, but it is still a goal.

CHART, the Connecticut Health and Research Advocacy Trust, continues the campaign entitled Protect Our Care CT (POCC) and has hired paid staff to advance this agenda. I continue as a Board member of CHART, and as a member of the steering committee of POCC.

The Connecticut Contracting Standards Board has been fully appointed and has been functioning for over a year. I serve on this board and on the Audit subcommittee. Our Board has successfully begun the audit of over 10 state agencies and is currently in the process of conducting interviews of these agencies. I again testified on the issues this Board is addressing before the CT Legislature.

The Retirees are close to achieving the goal of an AFT CT charter. This will be such a boost for our retirees! Thank you to Laila and that committee. I have been elected to the Board of the ARA (Alliance of Retired Americans) as an AFT representative. This organization advocates for many things but its primary focus this year has been stopping the skyrocketing cost of healthcare and prescription drugs.

Thank you all for your service to the members of AFT Connecticut. It has been my pleasure to serve as your First Vice President.

In Solidarity,

Jean Morningstar
First Vice President, AFT Connecticut

PSRP: ANNUAL DIVISIONAL REPORT

MAY 2018

To be free, the workers must have choice. To have choice they must retain in their own hands the right to determine under what conditions they will work. – Samuel Gompers

Over the last year, the attacks on Labor Unions continue. We are now expecting the Janus decision. Our PSRP's continue to fight back. We continue to educate our members. We are having those serious conversations about what it will take for us to keep our seat at the table.

We have been involved in writing letters to our legislators, showing up at rallies and marches, and making sure our voice is heard. We are in a state of urgency, to collectively make sure all our members have signed their Union Card. We are recommitting our energy to this moment, this movement to keep our collective bargaining alive. We must continue to reclaim the hope and dreams in America – regardless of who is in the White House. We must continue to make an impact and be the difference. We understand without a doubt that injury to one is injury to all.

PSRP's have been sharing their stories, we want all our members to understand and know – they are not alone – we stand together – we will stand strong. We find a surge of strength listening to each other's stories. They are so valuable, and strong. This is why our testimonies to our legislative committees continues to be the reason why our children with the greatest needs are not forgotten or left behind.

We look back over this last year to see the struggles and fights we have made it through. And we have made it through some rough times. We have resources from AFT, which is our tool kit for many issues. We have excellent workshops from AFT, CT and our National AFT, has been absolutely relentless to ensure we have a platform where we can continue to fight for our children and community.

We must continue to move forward. Our response to all issues, especially those that challenge what we stand for must be met by empowering our members by being organized, by being trained how to respond to unfair treatment and last but most important by being united. We are the workers on the ground level, together we are the ones who must endure and maintain our commitment to our collective professional development and growth. We must continue to pave the road to equality and be at the forefront inclusion.

We, the PSRPs, commit ourselves to doing more and never settling our jobs are essential to the future of our children.

In Solidarity,

Shellye Davis

Divisional Vice President for Paraprofessionals & School-Related Personnel

NURSES & HEALTH PROFESSIONALS: ANNUAL DIVISIONAL REPORT

MAY 2018

Over the course of the year, Healthcare Council has been working on our strategic plan for the future. We have specifically broken our plans down into four categories: Contracts, Education, Organizing, and Politics. Each category gives a little more specific information.

Contracts:

Contracts ratified this year include Rockville and Manchester Hospital. Natchaug Therapists and Backus Hospital are currently in negotiations.

In the short term, we are looking to institute strategic bargaining/best practice contract language in all locals. In the long term, we are looking to align contracts to a common expiration date.

Education:

Healthcare has been working closely with Jenn Benevento to plan out professional development opportunities. We are currently aiming to be able to give out CEU's by the end of the summer. We are also working with the Graduate Institute to plan potential classes that may be interesting to members. This institution specializes in the holistic aspect of healthcare, and is appropriate for all levels of healthcare workers, not just nurses.

We are also looking to create a comprehensive education and orientation program for new members. The L\$M Locals have already implemented this program. AFT-CT is working to streamline the process for other locals.

Organizing:

Over the past year, we had an internal organizing victory at CHS. The workers were effectively able to fight off a de-certification drive.

We look forward to organizing other institutions in the future.

Politics:

The legislative session continues at the time of this report. There are currently two bills (HB 5206 and SB 205) that look to protect patients. These bill looks to alter (for the better) when and how an insurer or healthcare center may rescind, cancel, or limit health insurance coverage. Our plan is to continue to advocate for the healthcare constituency at the capitol.

We continue to "grow our own" and recruit our members to run for public office. Several AFT members have stepped up and are currently running for a variety of state and local offices.

Many locals have crafted a plan to work on specific election campaigns. Locals that have not come up with a plan have been encouraged to do so.

Respectfully submitted,

Lisa D'Abrosca

Divisional Vice President for Nurses & Health Professionals

PUBLIC EMPLOYEES: ANNUAL DIVISIONAL REPORT

MAY 2018

Public Employee Locals have spent the past year engaging in both internal and external organizing. Several job classes have been added to our locals in various disciplines. A&R added 16 new members in the past year: Engineers and Real Property Managers with the Department of Transportation and Attorneys with the Department of Revenue Services. JPE organized 11 new job classes for a total of 70 new members with an additional 48 pending. 56 Assistant Attorney Generals and 14 department heads have joined JPE and 9 additional job classes are organizing currently: Counsel for Legal Services, Permanent Supreme Court Law Clerks, Appellate Permanent Law Clerks, Counsel to the Chief Judge, Supervisory Motion Attorneys, Assistant Reporters of Judicial Decisions, Assistant Appellate Clerks, Motion Staff Attorneys and Staff Attorneys.

UCPEA has launched local focused member organizing programs in 2018. UHP continues to organize internally, recently in conjunction with the printing of their CBA. SVFT has mobilized with house calling and site visits. Card campaigns for locals are in full swing. Recently, nine members of the state employee locals completed the first "Certified Member Organizers" training which was conducted over six months with Eric Borlaug and Terry Reed as facilitators. The participants were from UHP, A&R, SVFT and JPE. These learned skills have been brought back to the locals and utilized in preparation for the Janus decision and beyond.

The SEBAC 2017 Agreement illustrates the continued sacrifices that state employees are making to be "part of the solution" to the state's frequent budget problems. As union members, we realized the importance of educating the public that the stories of vast, lucrative state employee pensions simply are not true. Tier I ended in 1984 and Tier II ended in 1997. In fact, Tier II is now the 3rd most common Tier for state workers. There are now eight retirement plans for state workers and our work force is the smallest it has been since the mid 1970's. We as leaders are committed to building employee power both internally and externally. Our contracts were approved and SEBAC was extended because we stood together in Solidarity.

The following page summarizes the SEBAC 2017 Agreement.

Respectfully Submitted,

Michael Barry
Divisional Vice President for Public Employees

SEBAC 2017 Agreement

Healthcare changes:

- Premium healthcare cost for employees will rise 1% on 7/1/19, but not to over 15%
- Premium healthcare cost for employees will rise 1% on 7/1/20, but not to over 15%
- Premium healthcare cost for employees will rise 1% on 7/1/19, but not to over 16%
- Increase in Emergency Room copays to \$250 when there is "a reasonable medical option"
- Non-HEP drugs co-pays shall go to \$5/10/25/40 (the \$5-\$10 addresses the variance of cost for generic drugs)
- Adopt a Design structure that encourages treatment choice of high quality, high value providers by increasing costs to "non-preferred" providers

Pension and Retiree Healthcare changes:

- Creation of Tier 4: Hybrid retirement plan with 5% contribution to defined benefit plan and 1-3% contribution to defined contribution plan (1% State match): 1.3% multiplier for defined benefit
- Effective 7/1/17, 1.5% additional employee contribution to SERS
- Effective 7/1/19, additional 0.5% contribution to SERS (total of 2% additional)
- ARP contribution decreased 1.5% for State, increases 1.5% for employee moved from State 8%-Employee 5% to 6.5% each
- As is current practice, the employee contribution for the Hybrid shall remain 3% higher than the employee contribution for the equivalent SERS Tier
- Minimum retiree COLA changed from 2.0% to CPI-W for everyone retiring after 7/2/22
- First COLA payment changed from average of one year to three years from retirement date for everyone retiring after 7/2/22
- Medicare switched to Medicare Advantage plan starting 7/1/17
- Retiree medical contribution doubled to 3% for everyone retiring after 10/2/17; 5% for everyone retiring after 7/1/22
- 60% cap on overtime, 25-year smoothing to prevent spiking
- 50% retiree share of Medicare B cost for high-wage employees

Wages:

- Hard freezes in fiscal years '17 and '18; \$2000 lump sum bonus (or \$1000 + top step bonus, whichever is higher) in '19; 3.5% + increment in '20 and '21
- April, '18 longevity payment paid in July '18 for eligible members

Other:

- Job security for current employees from 7/1/17 to 6/30 /21

HIGHER EDUCATION: ANNUAL DIVISIONAL REPORT

MAY 2018

The Higher Education Council has continued to meet and address issues common to all our constituent groups both at the State and National Level. At the State level, the biggest issues we face begin with adequate funding and the impact on our Colleges. In some cases, possible reorganization and institutional consolidation.

We are also on record to keep tuition affordable at our state colleges and universities.

At the National level, we are involved in efforts to reduce student debt post college and have sponsored student debt clinics in addition to securing adequate financial aid for our students.

Lastly, we are maintaining our efforts regarding sanctuary campuses, online learning, reducing textbook costs and tuition-free colleges.

Respectfully Submitted,

Dennis Bogusky

Divisional Vice President for Higher Education



AFT-CT Statewide Retiree Division Annual Report – May 2018

Over the past years, the Statewide Retirees have been meeting under the auspices of the AFT-CT Executive Board. We have been a division in substance, but not form. Last year, we developed and proposed constitutional language establishing a substantive Retiree Division; this proposal was passed at the 2017 Convention and the Retiree Division is now established under the AFT-CT Constitution and By-Laws.

The Division continues to work on establishing an “at-large” AFT-CT Local for those AFT-CT retirees whose local has no retiree chapter. The Constitution for the at-large local has been drafted and is ready to go. We are awaiting guidance from AFT as to the requirements for establishing a charter. Retirees who have no retiree chapter are invited to attend our Division meetings and, as a result, we have had some great ideas discussed and implemented.

The Division developed a letter and business card to send to all retirees (and requested by actives) that encourages a small action daily, weekly, or monthly by our members. In that spirit, our Division meetings begin with an action, usually a conference call to a legislator regarding current affairs affecting union workers and retirees.

In October 2017, the Division held its annual conference that was well attended. Guests included the Healthcare Advocate and Senior Policy Analyst-Aging for the Commission on Women, Children and Seniors. We will soon begin working on the 2018 conference.

Division members, as well as their local membership, continue to be involved with helping the active AFT-CT members with political action such as lobbying, phone banking, door knocking, and membership on political action committees.

The Division established an ad hoc committee that is charged with fine-tuning the accuracy of each local’s list with a goal of increasing retiree activism. The continuing goals of the Division include member mobilization and increasing participation among current and new retirees.

As we move forward in 2018, our goals continue to include growing our membership, active engagement of potential members, final establishment of our at-large chapter, increased activism, and increased education of our members on the importance of being actively involved in, and support of, union issues.

Respectfully submitted,

Laila Mandour, Chair
AFT-CT Retiree Division

Dear Retiree:

As you may know, retirees are growing in numbers; as such, we can play an important role in affecting how legislation is passed. We need to be heard, especially to protect our retirement income/pension and healthcare rights.

Enclosed is a little **business card** that provides you with the telephone numbers for your legislators. We ask you to please. . .



BUG THEM!

Every legislator has constituents; we are those constituents. It's easy. **Call them.** Tell them how you feel about any current issues that affect you.

We are the ones who have the power to effectuate change. **We have the power** to ensure that our legislators do what is right to protect our retirement income/pensions, healthcare, and workers' rights. We also do this for our active brothers and sisters who will one day retire.

We ask you keep this card handy and on a regular basis contact your legislators. Call or e-mail once a day, once a week, once a month, and whenever legislation detrimental to retirees and workers is proposed!

It is critical that you stay informed and that we have your input. We encourage your participation. We also encourage you to attend retiree union meetings.

For more information please contact Laila Mandour, Chair of the AFT-CT Retiree Division, at lailam4200@gmail.com.

In solidarity,

AFT-CT Retiree Division



FERGUSON, DOYLE & CHESTER ANNUAL REPORT

MAY 2018

These numbers highlight some of the areas that this firm provided legal services to AFT Connecticut. During this past year we were involved in at least 150 DCF Investigations. We have defended 8 members in DCF Substantiation Appeal Hearings and we have 9 more awaiting hearing dates.

During the last year this firm provided defense to 22 tenured teachers who were being considered for termination. This number includes those cases that were settled prior to, or during, the statutory hearing process as well as those that went through the hearing process to a decision. Additionally, we provided legal assistance and/or met with several non-renewed teachers.

We represent AFT-CT Locals' members for Workers' Compensation claims. We have attended and advocated at well over 100 Workers' Compensation Hearings from the Informal to the Pre-Formal and Formal Administrative Trial Hearings.

Our firm has also defended members for Unemployment Appeal Hearings before the State Labor Department Trial Referee.

During the last year we have defended Duty of Fair Representation claims brought against AFT-CT Locals at the State Board of Labor Relations or Connecticut Superior Courts. Additionally, we have represented AFT-CT Locals at numerous State Labor Board Hearings throughout the last year. We have been involved in several Teacher Certification issues with the State Department of Education, as well as CHRO complaints and hearings.

We were involved with the National Labor Relations Board (NLRB) regarding litigation with AFT-CT Locals and their employers.

In addition, we have presented workshops on legal issues for constituent Locals and have acted as Parliamentarians for AFT-CT Locals.

We also provided formal and informal legal opinions to numerous AFT-CT Locals. We have been involved with legislative matters during the 2017-2018 session of the General Assembly, including this most recent legislative session.

