



## **76<sup>th</sup> Annual Business Convention** **May 6, 2023**

The Fox Tower @ Foxwoods  
Ledyard, CT

# REPORTS

# PRESIDENT'S REPORT

## 76<sup>th</sup> ANNUAL AFT CONNECTICUT BUSINESS CONVENTION

Good morning my union siblings. Before I begin my President's report, I would like to take a moment to say thank you to all our members. In 2017, we were warned that the Janus decision would be the death of unions. Six years later, AFT CT has more members than ever. Workers understand that the only way to stand up to the boss and to the larger forces who seek to put an ever-increasing share of the wealth into just a few hands, is collective power. Our members have not only stayed with their union, but they are also becoming increasingly active. On the picket line, in negotiations, in local meetings, in the legislature, and at the voting booth, members are active like never before. Our jobs are more challenging than ever. Our members are being asked to do more with less resulting in many healthcare, education, and public employees burning out. They are exhausted. There is a path through this – and the answer should be obvious to everyone in this room: if you're feeling burnt out, our union is here to help give you a boost. That is why our theme for this year's convention is "Charging up," because we've got a lot of work to do, but first we must look to each other to charge up for the fights to come.

One of our biggest endeavors this year was the AFT Healthcare Organizing Project. While the project did not produce the kind of membership growth we had hoped for, we have learned valuable lessons from it. If it was not clear enough already, we were painfully reminded that the corporatization of healthcare, especially in an environment in which only two or three corporations are involved, creates negative outcomes for patients and a stifling environment for workers. Hartford Healthcare – not the only culprit, but the largest one – will put up "Hero" signs outside their hospital, run commercials during the Super Bowl, but then refuse to pay for even a 3% raise. We also were reminded that labor organizing must start with the workers, not with us. We are not giving up on working with healthcare workers to join us; no one organizes better than a bad boss, and these are bad bosses. We are willing to learn from our experiences, however, and AFT CT will partner with the workers first, and ask for National's help if we need it – not the other way around.

The working conditions in healthcare, from inadequate pay to forced overtime, to a lack of respect from management, are creating a crisis in staffing. Healthcare workers are fleeing the profession. We see the same trend in education, where over 1200 teaching positions and even more paraeducators positions, remain unfilled. The reasons are similar to those in healthcare. The people doing the work, whether it is at the bedside or in the classroom, are finding their voices increasingly ignored. Workers are told they should be driven by their passion to care for others, but then are asked to be little more than robots doing what they are told in exactly the way they are told to do it, regardless of the results they see with their patients or their students. The people with offices have all the answers, and they will not accept that their ideas are not working. Until the people at the bedside and in the classroom are treated with dignity and respect, the exodus from these professions will continue. It is an honor to lead an organization that works tirelessly to demand our members are given their voice, and that voice is respected.

We have grown our union this year through the merger between AFT and AAUP. The merger started at the national level, but we have spent months working out the details with the AAUP locals in Connecticut. We know we will be stronger together as we face new challenges. The State of Connecticut is discussing layoffs while flat funding their contributions. Connecticut's economy is built on a highly skilled, highly educated workforce, so cutting education funding makes no sense. We are excited that AAUP and AFT CT are now together in this fight.

The Higher Ed funding was far from the only issue we faced at the legislature this year. For the first time ever, paraeducators by the dozens spoke to their legislators in a formal public hearing about the work they do and the shameful level of compensation they receive for their vital work with students. Many people in this room either spoke

or provided testimony on behalf of their members. We do not know ultimately what will happen with this bill, but we do know that paraeducators will no longer be silenced at the Capitol. We also had hearings on the Safe Staffing bill, where for nearly 24 hours our members and others talked about the need for safe staffing limits. One place we had great success with was the COVID pay for State Workers, where the legislature voted overwhelmingly on a bipartisan basis to fund the arbitrated award. As with every bill, anything we accomplish is because of an energized membership who understand the importance of being involved and energized. It also depends on our great political advocates, Teri Merisotis and Jim Vigue, and our communication team of Matt O'Connor, Rosemary Picarelli, and Neal Thomassen.

Politics and labor must function together. We are fortunate to have a legislature with several House seats held by active or former union members, and six State Senators who have worked in labor. The most recent labor Senators are from AFT, Martha Marx and myself. We are learning the way the game is played, and we don't always like that game. However, we can see how different life is in states where labor has little or no political presence – look at Florida, or Tennessee, or Indiana, or any number of states. And we have seen the ways in which anti-union politicians and special interest groups will capitalize on temporary majorities by building permanent obstacles for labor. We know that one way the legislature and the negotiation table are the same is we must organize. Just like we need to encourage members to show up for contract negotiations, we need them to write to their legislators. We cannot depend on one or the other, but if we have power in the workplace and power at the Capitol, our members will have better lives. That is why we do this work.

We also need power in the community. The New Haven Federation of Teachers is involved in a grant program through AFT that provides funding for organizing help. Our Social Justice Committee is looking at how institutionalized disenfranchisement of vulnerable communities affects our work lives and our union. Today we will be hosting a panel discussion from the newly formed Black Caucus to discuss how we can empower more minority members to take part in their union. One of my goals since becoming President of AFT CT was to have our leadership team, our executive board, our staff, and our local activists more accurately reflect our membership. Progress has been slower than I had hoped, but we are moving in the right direction.

We are proud that we settled our staff contracts this year, guaranteeing three more years of labor peace. We are very proud of the hard work and professionalism of our entire staff. We settled several good contracts in a difficult environment. We also just added the Meriden Behavioral Technicians and Climate Specialists to our AFT CT family, and hope to have these positions in other cities become part of AFT CT as well.

Ultimately, though, AFT CT is the membership. We spent more time with leaders and activists in our Presidents Plus One meeting, which we plan to continue. Our Legislative Breakfasts were back in person this year, and they went very well. While Zoom has its problems, attendance at our divisional meetings was higher than ever. We recognize that it is our role as leadership to find ways to energize the membership, but we know that an engaged and active membership energizes us as well. Thank you for your efforts this year, and we look forward to working with you in the year ahead.

Respectfully submitted in solidarity,

Jan Hochadel  
*President, AFT Connecticut*

# **EXECUTIVE VICE PRESIDENT'S REPORT**

## 76<sup>th</sup> ANNUAL AFT CONNECTICUT BUSINESS CONVENTION

I hesitate to say this, but I feel hope that this year we finally can start to at least learn how to live with the Covid Virus. Although the "new normal" now includes something called "zoom," we have started to return to in-person meetings, or at least hybrid meetings. We now know better how to limit and how to treat this virus. The role that our healthcare workers, our education workers and our public servants play was never more on display than during these past few years.

As is the case, one crisis is often filled by a new one.

Now we face an increased shortage of healthcare, education, and public sector workers. AFT has convened task forces in all three areas and the healthcare and education task forces have produced reports that are our blueprint on how to move forward.

In healthcare, it has led to AFT's "Code Red" campaign, which has resulted in an unprecedented amount of activity, in state legislatures, at the bargaining table, and in the streets, to improve working conditions and retention. After a 2-day strike, Backus Nurses have secured the right to name half the members of the staffing committee. After a similar strike, Windham Nurses won fair contracts and an end to mandatory overtime. SB 1067, now in the State Senate, will further improve the voices of healthcare professionals and their working conditions and retention.

Our members have turned out in record numbers to testify on safe staffing, on paraeducators' enhancement, and our fully funding public schools and public services.

And of course, this year we welcomed our AAUP siblings, growing our higher education division into a wonderful affiliation of two great unions.

At the same time, our sisters in brothers in Oregon, New Jersey, Washington, New Mexico, and elsewhere are fighting similar battles with success.

We continue our advocacy with the greater community, through First Book events, Certificate of Need fights to save services, and more. We supported a community group in Putnam that was concerned about a loss of services to the community if a Catholic chain took over their community hospital, resulting in the deal not going forward. Brenda Buchbinder and I participated in a statewide Certificate of Need task to present ideas for strengthening the Certificate of Need process. Some of those ideas are being pushed forward in legislation.

We successfully advocated for early voting to engage more people in the democratic process, and we continue to work with the Recovery For All Coalition.

In September, I was once again invited to the White House as a member of the AFT delegation to celebrate the Inflation Reduction Act. In November, we convened the first Healthcare Professional Issues Conference in Chicago. In January, I represented us at the President's Conference in California, and in March I chaired the Healthcare Policy and Program Committee in DC, where we also helped celebrate the reintroduction of a Federal Safe Staffing Bill.

We welcomed the election of Senators Hochadel and Marx this fall, adding to our voice in the legislature that already includes Representative Kahn. Our own Rep Joe Courtney will reintroduce his workplace violence bill, which many of our members have worked on.

There is no way to know what the next year will bring, but I am confident that standing together in solidarity, we will be just fine. It is an honor and pleasure to serve as your Executive Vice President.

Respectively submitted in solidarity and service,

John Brady  
*Executive Vice President, AFT Connecticut*

# PSRP: ANNUAL DIVISIONAL REPORT

MAY 2023

This year continued to be a challenging one for paraeducators across Connecticut as we deal with classrooms in crisis. In September 2022, the State Department of Education reported that Connecticut had 1,322 unfilled paraeducator positions across the state. Alliance Districts are disproportionately impacted, and special education is deeply understaffed in all districts (73% of all paraeducator vacancies are in special education).

Without an adequate number of paraeducators, students with disabilities aren't getting one-on-one assistance, teachers don't have help managing classrooms and reinforcing instruction, small group instruction isn't possible and supports for English language learners is limited. Individualized Education Plans (IEPs) are not being met. Students have suffered learning loss and social-emotional regression during the pandemic. Now without access to trained and experienced paraeducators, they risk falling further behind instead of catching up.

Significant understaffing has also made classrooms unsafe. Paraeducators have been bitten, spit on and physically injured on the job. Paraeducators have reached the end of their rope, struggling with low pay, unaffordable health insurance, no meaningful professional development, little hope of retirement, and now violence in the classroom.

That is why AFT Connecticut has partnered with the Connecticut AFL-CIO, AFSCME Council 4, CEUI/MEUI, UAW Region 9A and CSEA SEIU Local 2001 to work on comprehensive legislation that invests in students by empowering paraeducators. Dozens of paraeducators from around the state turned out to testify in the Education Committee on HB 6881 to aid retention and recruitment for paraeducators by:

- Establishing a living wage paid over 12 months, instead of 10 months.
- Requiring districts to provide affordable, quality healthcare benefits.
- Requiring districts to provide defined benefit pensions.
- Increasing quality professional development.
- Ensuring participation in PPT and 504 meetings; and
- Requiring SDE to collect data on paraeducators to better inform policy decisions.

A series of videos featuring paraeducators from around the state were recorded to help build support for the bill and showcase the important work our members do. Paraeducators have also been meeting with legislators in small groups, in their districts, to share their experiences and concerns. Unfortunately, despite the pressing need and overwhelming support for the bill, the Education Committee did not vote on HB 6881. Instead, Committee leaders referred it to the Appropriations Committee.

HB 6881 was not JFS'd by the Appropriations Committee. We are cautiously optimistic that we will be able to somehow obtain or create a pathway towards a living wage, affordable healthcare, and respect on the job for paraeducators.

We will be calling on paraeducators to help us complete this effort in the remaining weeks of the legislative session. We ask paraeducators to contact their legislators and participate in upcoming lobby days (dates TBA) before the General Assembly adjourns at midnight on June 7th.

In addition to our legislative work, we continued to have monthly meetings to keep our members and affiliates informed and engaged with each other.

We also took part in personal growth and professional development opportunities by taking advantage of the helpful and meaningful workshops provided by Jennifer Benevento, our excellent Professional Issues & Development Coordinator.

Paraeducators are a dedicated and powerful group of people who show up for one another and for our students. Overall, it's been a successful year. No doubt, the next year will bring more hard work, more difficult choices, and the need for even greater persistence, but I know that by standing together, the PSRP Council will continue to achieve.

Respectfully submitted in solidarity,

Shellye Davis

*Hartford Federation of Paraprofessionals, Local 2221 President*

*Divisional Vice President for Paraprofessionals & School-Related Personnel*

"You don't have to become something that you're not to be better than you were." - Sidney Portier

# PREK-12: ANNUAL DIVISIONAL REPORT

## MAY 2023

This year in schools we were able to move beyond the singular focus in recent years on COVID, and we got back to the business of teaching. AFT CT has carefully supported PreK-12 leaders in our efforts to improve public schools through the COVID crisis and during the transition to where we are now. The biggest issue this year was working with increasingly needy students in schools that are increasingly understaffed, overworked, and scrutinized. PreK-12 Council spent a good deal on statewide issues notably: Special Education and CT-SEDS, indoor air quality, remote learning, charter schools, and teacher evaluation, and the most important issue facing us: teacher retention and staffing shortages. Our PreK-12 leaders did all this while continuing to negotiate, assert and defend local collective bargaining agreements, and representing members in need.

This year in PreK-12 taught me that, after AFT-CT, the most important letters of the alphabet are C, D, and F. This is because there were more DCF accusations than ever, and we all dealt with those concerns by calling our reliable superheroes at FDC, Ferguson Doyle and Chester. PreK-12 Leaders have been well supported also by the excellent officers and staff, especially the communications team, which was crucial especially for the challenges of charter school and budget messaging. We started getting back to in-person meetings and have been guided by the steady hands of Jan, John, and Stuart, and the whole team. We enjoyed many good webinars facilitated by the wonderful Jenn Benevento. Jim and Teri guide us so carefully through the legislative session, fully conversant with education legislation as if they had been at our classrooms to see the challenges we describe.

I can't say we solved all these problems, but we amplified the voices of our members, and in doing so made sure that progress represents what our members need for the best conditions of professional practice. PreK-12 members represented on various task forces and councils and in testimony in Hartford. We brought ideas forward to AFT officers and staff, and sometimes directly to legislators, the office of the Commissioner of Education, the office of the Governor, and to our educational partners in CEA, CT Association of Boards of Education, CT Association of Schools, CIAC, CT Association of School Administrators, and others.

We have been very proud to see another teacher enter public service, our sister and leader Jan Hochadel, and she is doing both jobs better than most anyone could do only one. Also, it has been a delight to see our sister Shelly expand into her impressive AFL-CIO role. I myself am not going bigger. In fact, I am planning to step back in my role as PreK-12 Council leader, which I have enjoyed as an incredible honor, joy and satisfying responsibility. I find that some newer leaders of AFT CT locals are hitting their stride, finding energy and vigor to tackle challenges that I only dream of. I have full confidence in Jan's slate of candidates. I am delighted to hand the baton to Leslie Blatteau, who teaches me every day what union work looks like.

Respectfully Submitted,

Mary Yordon  
*Norwalk Federation of Teachers, Local 1723 President*  
*Divisional Vice President for PreK-12*

# HEALTHCARE: ANNUAL DIVISIONAL REPORT

MAY 2023

The Healthcare Division has been very busy as the world starts to figure out how to move forward from the COVID-19 Pandemic. Members have been involved by supporting community organizations, advocating for legislation, doing social media campaigns, getting educated by professional development programs, participating in an internship research project, and negotiating contracts. We established a robust legislative agenda, including strengthening the Certificate of Need, eliminating mandatory OT, safe staffing, and not being mandated to work more than six days in a row.

We have partnered with community organizations to fight the closing of healthcare services. We have worked with elected officials to strengthen the Certificate of Need laws to prevent these closings. Members attended Third Thursday in the summer in Windham to educate the public and stood in vigils to show support. In July, OHS proposed a final decision denying HHC the right to terminate LDRP at Windham Hospital. Our own John Brady was appointed to sit on the Certificate of Need Task Force.

We have done social media projects on safe staffing. We have had many professional developments, such as legal issues for healthcare workers, defensive charting, advanced directives, how to testify at a public hearing, and workplace violence.

OHIP provided two interns for the summer to do surveys on the healthcare crisis issue and how that affects their mental health, which provided important information to help us move forward in negotiating safe staffing.

Many locals negotiated new contracts with increased wages and better benefits (Johnson Memorial, both Windham Hospital locals, and L&M locals). Both Windham locals had a picket day and separate 2-day strikes.

A successful merger of two AFT Locals, Rockville and Manchester Hospital, was negotiated and passed. We had good participation at the Capitol for a Lobby Day on the mandatory OT bill. An AFT CT press conference was well attended on Safe Staffing Bill SB 1067 on 1/9. This bill is out of committee and onto the Senate.

Successfully got pandemic pay for the public sector.

We grieved the loss of an AFT member from workplace violence on 12/1 and continue to advocate for Joe Courtney's Workplace Violence Prevention Bill.

Thank you for the opportunity,

Sherri Dayton RN, BSN, CEN  
*Backus Federation of Nurses, Local 5149 President*  
*Divisional Vice President for Healthcare*

# **PUBLIC EMPLOYEES: ANNUAL DIVISIONAL REPORT**

## **MAY 2023**

Our 2022-2023 year was punctuated with a big win. We fought long and hard this year and won the arbitration for Pandemic Pay. Our members will be seeing the monies for time worked during the 2020-2021 pandemic. At the height of the pandemic, we were scrounging for PPE, we had no vaccine, masks and gowns were being re-used for multiple patients, and all our policies were essentially tossed out of the window. The slogan of "just do your best" was uttered every day. I am very proud of what we did collectively to honor all public employees.

We have been pushing the State to fill vacancies in all areas. Our Public Employee workforce has shrunk through normal attrition, and we need more help to do the important work for the State of Connecticut. The answer is not Outsourcing and Subcontracting. We have bills at the State Capitol that we are working for to give the State Contracting Standards Board more regulatory power against privatization. Our M+E Local worked hard to pass legislation to expand collective bargaining for more State Employees. It did not pass this time around, but getting it introduced is the first step as legislation rarely gets through on the first try.

I'm very lucky to work so closely with the leaders of Healthcare and Higher Education.

Our normal fights still continue at the legislature. Our Public Employees in Higher Education are still facing budget cuts. The Appropriations budget has inadequacies affecting both the Connecticut State Colleges and UCONN, which we will continue to fight. Our Healthcare locals are still working hard to get staffing legislation passed, which impacts every one of us. Thank you, Teri Merisotis and Jim Vigue, for leading us in those fights.

At the national level, Violence in the Workplace is still a front and center issue. We are fortunate to have our Connecticut delegation in Washington leading that fight.

I am very privileged to be surrounded by such strong people here. My local, UHP, covers four of the five divisions in AFT: Healthcare, Higher Education, Public Employees, and PSRP's.

I thank UHP and AFT-Connecticut for allowing me to represent you for another year.

In Solidarity,

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

# HIGHER EDUCATION: ANNUAL DIVISIONAL REPORT

## MAY 2023

This year, Higher Education Institutions throughout our country have continued to deal with issues regarding enrollment, rising tuition, student debt, funding, academic freedom, campus safety, reorganization, etc. Here in Connecticut, we face all of these issues in a variety of ways, such as food insecurity among students has led to expansion of campus-based food banks, staffed and operated by our members.

Under funding and under enrollment has our members reaching out to the local community for support, both financial and in kind.

Immigration and student visa and compliance have kept our International Student Programs quite active as well. The biggest issues currently are related to budgets and state funding – UCONN., the State Colleges and the Community Colleges are looking at massive funding shortfalls for the upcoming year. Consequences include steep tuition increases, program consolidations and eliminations, and staff and faculty reductions. To say the least, we are quite busy and involved in actions to mitigate this disaster. On a brighter note, we are days away from graduation(s). For those graduates, we can say "Mission Accomplished."

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 2023

The past year for Retirees was an active year on both the National and State level.

In July of 2022, at the AFT Business Convention in Boston, for the first time, the Retiree Constituency of AFT had a day devoted to Retiree Issues. Several workshops on issues important to current Retirees were presented. Informational tables for active members were also manned by Retirees throughout the convention. There were attendees from multiple states, including several from AFT Connecticut Retiree Locals.

Throughout the year, AFTerburners, a nationwide group of Retirees, continued their contacting both AFT active and AFT Retiree members via virtual phone calls and texts. These contacts were on issues of importance to AFT members, both in service and retired – for example wellness checks, information on legislative issues on both a National and State level, in support of candidates that AFT endorses as well as other issues of importance. There are several CT Retirees that are active in the AFTerburner group. Randi Weingarten refers to the AFTerburners, as well as other Retiree Groups, as her “daytime army.”

Currently AFT CT is represented on the AFT Retiree Constituency Program and Policy Council by Laila Mandour and Walter O’Connor, and this representation will continue through next year.

One of the continuing goals of the Retiree Division is that of increasing membership in all the Retiree Locals. There has been increased membership year after year in multiple Retiree Locals. Albeit, the pace of growth was slower than desired. In an attempt to improve organizing skills, 6 AFT CT Retirees have attended an AFT Retiree Organizing Conference. This three-day conference was dedicated to teaching hands-on skills, particularly geared towards organizing Retirees.

During the last year, CT Retirees supported striking Nurses by walking their picket lines. Took part in election campaigns for endorsed AFT CT candidates via labor walks, phone banking, etc. In addition, Retirees actively participated in supporting legislative initiative via contacting legislators on both Local and National issues.

Looking forward to next year, the Retiree Council’s goals include continuing work on maintaining and growing Retiree membership, developing and implementing a methodology for assisting AFT endorsed candidates for the 2024 election cycle.

Respectively Submitted,

Walter O’Connor  
*Divisional Vice President for AFT CT Retirees*

# SOCIAL JUSTICE COMMITTEE ANNUAL REPORT

## MAY 2023

*The Goal Statement* - "Full and equitable participation of people from all social identity groups, inclusive of those who have been historically underrepresented or completely excluded, in a society that meets their economic, cultural, social, and political needs."

This past year has developed us into a Committee for the members that are being challenged for their difference of their strong voice to speak up and challenge those that are not doing every member of AFT justice.

We are on a path to create change in a difficult setting of the good old boys club. The U & I in the work Union must mean inclusion for who every individual is, and what they stand for. We want every member to be seen and heard. No one should be silent, dismissed, and outcasted.

This committee is unique because we are every union wrapped up in one. We are the voice of the lawyers in AFT, the PSRP, the healthcare workers, the state workers, and the teachers. We are the committee that is screaming your voice will not be forgotten.

On January 28, 2023, we had our first Social Justice Summit. The keynote speaker was Kamora Herrington and the title was Stepping Into Our Values. The lecture was powerful, truthful, meaningful, and inspiring. More of us need to hear where people are coming from for real change to happen. We can use big words that are empty in value. We need language that only speaks inclusion.

Our early meaning in 2022 was sometimes just 2 people, and now we consistently have 7 to 10 people every month. I would like to say thank you to all of the members that have showed up and I ask them to continue to show up.

For those of you that want to hear the hard truth of Social Justice, and want change for EVERYONE, we meet the first Thursday of the month at 5:30pm. We want change for our brothers and sisters that are diverse, that are economically challenged, that are always excluded. Inclusive is the word we need to incorporate in our vocabulary.

Respectively submitted in solidarity and service,

Connie Fields  
*Social Justice Committee Chairperson, AFT Connecticut*

## **FERGUSON, DOYLE & CHESTER, P.C.**

APRIL 2022 – APRIL 2023

During the last year Ferguson, Doyle and Chester provided defense to eight 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 briefs and reply briefs at the end of the proceedings.

The firm provided representation to one hundred and fifty eight AFT CT members for DCF investigations in the past twelve months and eight 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 Workers' Compensation claims and we provided representation to sixty five 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.

The firm also has worked with Jennifer Benevento providing a number of professional development presentations to the Portland Paraprofessionals, Norwalk Federation of Education Personnel, AFT-CT Healthcare Council, Prek-12 Council and others. We also defended the New Britain Federation of Teachers from a CHRO Complaint and defeated a decertification petition for the Rockville Technical and LPN Employee's Union. The firm also negotiated the merger of AFTCT RG Local 5055 and Local 5143 at Manchester and Rockville hospital securing higher wages for members, improved vacation benefits and a more equitable floating schedule.

In the last year we have defended seven members in Unemployment Appeal Hearings before State Labor Department Trial Referees.

The firm is currently representing the Windham Nurses, Local 5099 at the National Labor Relations Board as well as the Danbury Nurses, Unit 47, 5047 at an arbitration hearing regarding the KRONOS discrepancy. The firm has also represented Local Unions at "Duty of Fair Representation" hearings at the State Board of Labor Relations.

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