

Also in this Edition:

Page 2:

Council 400 November Chapter Meetings

Page 4:

CSEA Endorsed Municipal Candidates!

Page 4:

Get Involved in the Election!

Page 6:

State Contracting Standards Board Update

Page 6:

CSEA Staff Transitions

Page 7:

Childcare Substitution Change & Apprentice

Page 8:

Pandemic Pay Rally on September 9th

Page 8:

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Social Security Celebrates 86 Years!

CSEA Joins with the CT ARA and Congressman John Larson to Commemorate the Event

The Connecticut Alliance for Retired Americans (CT ARA) was joined by Congressman John Larson at CSEA on August 14th to celebrate Social Security's 86th birthday! Social Security has been a bedrock retirement program since it was signed into law on August 14th, 1935 by President Franklin D. Roosevelt has provided benefits to not only seniors, but it has also been the most effective anti-poverty program in

the US, lifting 22 million people out of poverty, including one million children. You pay for Social Security with every paycheck through payroll taxes (which show up on your pay stub as F.I.C.A., i.e., Federal Insurance Contributions). So when opponents falsely categorize Social Security as an entitlement, they lack the understanding of where the money for this program actually comes from. After contributing throughout

continue onto page 5



PICTURED ABOVE: New P3-B member, Laureen Gomez, smiles upon learning that she has gained the right to unionize!

CSEA Endorsed General Election Candidates

Check out the list of endorsed candidates on Page 4!

State Workers Win Telework Agreement

On Monday, August 3rd CSEA announced a Stipulated Agreement signed between the Lamont Administration and SEBAC. Please review how we came to this agreement, what it entails and a question and answer portion below. For a copy of the Stipulated Agreement, please visit our website at CSEA-CT.com.

History: As members know, the question of what Telework Policy will apply to participating bargaining units has been a work in progress since the approval of the SEBAC 2017 Agreement. SEBAC 2017 called for bargaining and, if necessary, interest arbitration (the same process we use to determine contracts) to "create policy and policy guidance to agencies regarding telework policies and implementation thereof"; the Agreement further required that the policy consider "the legitimate operational needs of the affected agencies as well as the interests of the affected employees," and required that denials of telework requests would be arbitrable. Since SEBAC 2017 was already approved by the General Assembly, no further legislative approval

is required to implement a Telework Policy unless the policy requires a legislative appropriation, which always needs approval by the General Assembly.

In 2019, the parties agreed to Interim Telework Guidelines (which did not require a legislative appropriation or approval) and that policy was in effect while the parties were continuing to bargain about a final agreement. At that time, while the parties disagreed about whether and what sort of cap on weekly or biweekly telework should apply in the final agreement, the Interim Telework Guidelines included a cap of 50%.

In March of 2020, the Governor issued his "Stay Home, Stay Safe Order", and all state employees were directed to telework up to 100% of the time to protect their health and safety during the pandemic. On May 13, 2021, the Governor sent an email to certain state employees (those directly under Executive Branch authority), advising of a plan for certain state employees to return to a "new normal work environment," That email indi-

continue onto page 6

Quarterly Virtual Council 400 Meeting - September 22nd 4:00PM

During the pandemic, we learned many new ways to stay in touch with our members even though we couldn't meet in person. Most of us learned how to ZOOM and video conference, and were able to stay informed. The Retiree Team held monthly virtual meetings and many of our members appreciated them! Even though some of our chapters are beginning to meet in person now, we will continue our virtual meetings on a quarterly basis.

Our first guest speakers at our September meeting will be our ever-popular speakers: Anna Vita, Senior Client

Service Manager, United-Healthcare Retiree Solutions, and Rae-Ellen Roy, Assistant Director of the Health Policy and Benefits Division.

Both Anna and Rae-Ellen are experts in your health insurance benefits and are able to answer your questions.

An email will be sent out in advance of the Quarterly Virtual meeting with the link to the meeting, or you can call 1-929-205-6099, then enter Meeting ID: 920 8071 2150

Have a speaker request? Contact Kevin Sullivan with your idea at KSullivan@csea760.com !

Visit our union's website at: CSEA-CT.com

Postmaster: Please forward address changes to: CSEA, 760 CAPITOL AVE., HARTFORD, CT 06106

Don't Miss Another Email! Update Your Information

Please visit bit.ly/UpdateCSEA TODAY to update your contact information for our database!



Meetings And News

The Council 400 Delegates Meeting is always held on the third Thursday of the month.

The next Delegates Meeting will be held on Thursday, November 18th at 10am at the CSEA Union Hall

All meetings are subject to change/cancellation depending on the state of the global pandemic

Chapter 401 (Hartford area):
Thursday, November 4th, 12:15 lunch, meeting at 12:45pm
Speaker: TBA
CSEA Union Hall—
760 Capitol Ave., Hartford, CT
Patrice Peterson: 860-523-1480

Chapter 402 (Danbury area):
Wednesday, November 10th at 10:00 AM
Speaker: Cigna Dental Care Representative
United Methodist Church—
5 Clapboard Ridge Rd., Danbury, CT
Linda Albanese: 860-354-6965

Chapter 403 (Norwich area):
Tuesday, November 9th at 1:30 PM
Speaker: TBA
Rose City Senior Center—
8 Mahan Dr., Norwich, CT
Carol Burgess: 860-859-3641

Chapter 404 (Waterbury area):
Tuesday, November 9th at 10:00 AM
Speaker: Kevin Sullivan, CSEA Retiree Organizer
Holy Trinity Greek Orthodox Church Community Center—
937 Chase Parkway (exit 17 off I-84), Waterbury
John Quinn: 203-804-0189

Chapter 405 (New Haven area):
****NOTE LOCATION FOR 2021****
****NO NOVEMBER MEETING - VETERANS DAY****
Thursday, December 9th at 11:30 AM
Speaker: TBA
Hamden Town Office Building,
2750 DIXWELL AVE, THIRD FLOOR
Ron Osokow: 203-671-7685

Chapter 406 (Middletown area):
Tuesday, November 9th at 1:00PM
Speaker: Cigna Dental Care Representative
American Legion Post 75—
58 Bernie O'Rourke Dr., Middletown, CT
Joe Formica: 860-347-4532

Chapter 407 (Bridgeport area):
Wednesday, November 17th at 1:00 PM
Speaker: Cigna Dental Care Representative
St. Joseph's of Stratford National Catholic Church—
1300 Stratford Rd., Stratford (on Rt. 113 toward Sikorsky Airport)
Carol Donofrio: 203-888-2920

Chapter 408 (Willimantic area): ****CHANGE IN DATE - DUE TO VETERANS DAY****
Wednesday, November 10th at 12:30 PM
Speaker: TBA

Mansfield Senior Center—
303 Maple St., Mansfield, CT
Marleen Dutra: 860-477-0858

Chapter 409 (State University Professors)
Friday, November 19th at 10:00 AM
Speaker: TBA
CSEA Union Hall—
760 Capitol Ave. Hartford, CT
Dave Walsh: 860-684-4773

Chapter 410 (Windsor Locks area):
Monday, November 8th at 1:00 PM
Speaker: Kevin Sullivan, CSEA Retiree Organizer
Suffield Senior Center—
145 Bridge St., Suffield, CT
Amelia Smith: 860-687-1848

Chapter 411 (Rocky Hill area):
Chapter 411 meets quarterly
Thursday, December 16th
Speaker: Kevin Sullivan,
CSEA Retiree Organizer
Sebastian Puglisi: 860-529-8336

Chapter 412 (Putnam area):
Tuesday, November 16th at 1:30 PM
Speaker: TBA
Congregational Church of Putnam—
175 Main St., Putnam, CT
Don Gladding: 860-564-9092

Chapter 414 (Torrington area):
Monday, November 15th at 10:00 AM
Speaker: Kevin Sullivan,
CSEA Retiree Organizer
Cooperative Extension Service Building, 843
University Dr., Torrington, CT
Karen Pineman: 860-354-6727

Chapter 415 (Manchester area):
Monday, November 22nd at 1:00 PM
Speaker: TBA
Elks Lodge—
30 Bissell St., Manchester, CT
Donna McElduff: 860-454-0480

Chapter 416 (New London area):
Tuesday, November 9th at 12:00 PM
Waterford Public Library—
49 Rope Ferry Rd, Waterford, CT
Speaker: TBA
John Knaff: 860-857-4244

Chapter 417 (Plainville area):
****NEW MEETING SCHEDULE****
Chapter 417 Meetings have been CANCELED until December 2021.
Wednesday, December 8th at 1:00 PM
Speaker: Kevin Sullivan,
CSEA Retiree Organizer
Plainville Public Library—
56 East Main St., Plainville, CT
Cathy Toscano: 860-845-2927

Chapter 418 (4C's):
Tuesday, November 2nd at 10:00AM
Speaker: TBA
4 C's—
907 Wethersfield Ave. Hartford
Bill Searle: 860-745-3692

Chapter 421 (Daytona, FL Area):
Wednesday, November 17th 11:00am Lunch,
Speakers to Follow
The Golden Corral—
907 Taylor Rd, Port Orange, FL 32127

FEBRUARY FLORIDA MEETING DATES WITH UNITEDHEALTHCARE, CIGNA AND CSEA REPRESENTATIVES

****Details will be sent to chapter members****

Chapter 421 (Daytona, FL Area):
Wednesday, February 9th 11:30am Social,
12:00pm Lunch, Speakers to Follow
Halifax Plantation Club House—
3400 Clubhouse Drive, Ormond Beach, FL 32174.

Chapter 422 (Ocala, FL Area):
Wednesday, February 2nd 11:00am Social,
12:30pm Lunch
Citrus Hills Golf & Country Club—
505 East Hartford St., Hernando, FL 34442

Chapter 423 (Highland Beach, FL Area):
Wednesday, February 16th 12:00pm
Renzo's Café and Pizzeria—
6900 North Federal Highway, Boca Raton, FL

Chapter 424 (Sarasota, FL Area):
Monday, February 7th 9:30am- 11:00am
Sandcastle Resort, Candlelight Restaurant, Lido Beach—
1540 Benjamin Franklin Dr., Sarasota

Chapter 425 (Dunedin, FL Area):
Friday, February 4th 11:00am Social, 12:00pm Lunch
Tiffany's—
35000 US Highway 19, Palm Harbor, FL.

Chapter 426 (Ft. Myers, FL Area):
Monday, February 14th 11:00am
Cape Coral Moose Lodge 2199—
155 Santa Barbara Blvd. North, Cape Coral

Chapter 427 (Vero Beach, FL Area):
Friday, February 11th 11:30am Social, 12:00pm Lunch, Speakers & Door Prize Raffles to Follow
C J Cannon's—
3414 Cherokee Dr. Vero Beach (at the airport)

MARCH SOUTH CAROLINA MEETING WITH UNITEDHEALTHCARE, CIGNA AND CSEA REPRESENTATIVES

****Details will be sent to chapter members****

Chapter 431 (Myrtle Beach, SC Area):
Tuesday, March 15th 11:00am-1:30pm
Golden Corral Restaurant 688 Oak Forest Lane, Myrtle Beach, SC 29577
John Yopp: 704-246-7195

Important numbers to have on hand: Caremark: 1-800-318-2572

Retirement Division Payroll: 860-702-3528

Retirement Division Life Insurance: 860-702-3537

Retirement Division Health Insurance: 860-702-3533

Anthem Blue Cross Blue Shield: 1-800-922-2232

CSEA Retiree Organizer, Kevin Sullivan: 860-951-6614 x118

UnitedHealthcare: 1-888-803-9217

Cigna: 1-800-244-6224

HEP Care Management Solutions: 1-877-

687-1448 or visit them at their portal:

<https://www.connect2yourhealth.com/ParticipantPortal/Default.aspx>



Celebrating Our Diamond Anniversary (1946-2021)



CSE Credit Union is proud to celebrate 75 years of service! Many things have changed since 1946, but our commitment to serving our members remains the same. As we look back, we want to give back. In honor of our anniversary, we're offering two incredible loan promotions. Hurry - these offers are only available during our anniversary celebration and will expire on December 31, 2021.

VISA Credit Card Rate 7.50% APR*

Through the end of 2021, all CSE VISA Credit Card holders will receive a rate reduction from 12.4% APR to 7.50% APR on existing balances and new charges.

Apply today! 7.50% APR applies to new cards too.

No-fee Balance Transfer - Transfer your high-rate balance from another credit card to your CSE card.

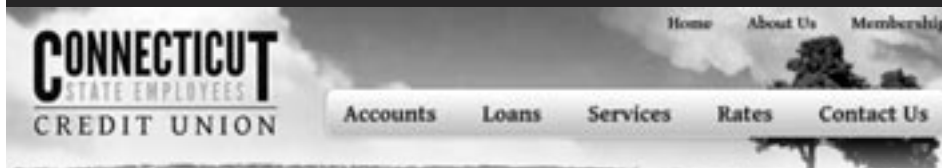
Auto Loan Anniversary Specials

Now is a great time to purchase a new car or refinance your current car loan. Finance up to 125% of the selling price including Tax, Title, Warranty and Conveyance Fee.

New Car – 1.75% APR* Used Car – 2.75% APR

*Annual Percentage Rate. 7.50% VISA Credit Card rate in effect for 6 billing cycles (July 14, 2021-January 13, 2022). Certain restrictions apply. Cannot be applied toward existing CSE car loans. Cannot be combined with any other offer. Rate is subject to change at any time.

Visit Our Website: www.CSECreditUnion.com



Find all the essential information about the products and services we have to offer. You can even print a loan application online! Best of all, it's accessible from your personal computer 24 hours a day, 7 days a week.

www.CSECreditUnion.com

**Closed Columbus Day
Monday, October 11, 2021**

Dividend Rates - Second Quarter 2021

	Dividend Rate	Annual Percentage Yield
REGULAR SHARES	0.50%	0.50%
SHARE DRAFTS (Checking)	0.25%	0.25%
CLUB ACCOUNTS	0.35%	0.35%

Minimum opening balance \$25.00. The annual percentage yield is accurate as of the last dividend declaration date. Rate may change after the account is opened. Fees or other conditions may reduce the earnings on the account.

7 Full Service Offices To Serve You

NORWICH Uncas on Thames 401 West Thames St. Norwich, CT 06306 (860) 889-7378	HARTFORD 84 Wadsworth St. Hartford, CT 06106 (860) 522-5388 (Savings) (860) 522-7147 (Loans)	NEW HAVEN 1666 Litchfield Turnpike Woodbridge, CT 06525 (203) 397-2949
MIDDLETOWN Connecticut Valley Hospital P.O. Box 2485 Middletown, CT 06457 (860) 347-0479	STORRS 1244 Storrs Rd. Storrs, CT 06268 (860) 429-9306	SOUTHBURY Southbury Training School P.O. Box 644 Southbury, CT 06488 (203) 267-7610
		NEWINGTON O'Neil Plaza 2434 Berlin Turnpike Newington, CT 06111 (860) 667-7668

Hours: Main Office: Mon-Fri, 9am-4pm Branches: Mon-Fri, 9:30am-4pm
Drive-Up Teller (Hartford Only): Mon-Fri, 8:30 am-4pm; Paydays Open Until 5pm

Gone too Soon: CSEA Members Who Have Passed On

The Office of the State Comptroller has provided CSEA with the following members that have recently passed away. Our condolences are with their friends, family and loved ones.



In addition to the list above, we also lost Joyce Hall, the first female President of CSEA. Joyce served from 1985-1986 and is being remembered for her involvement in the Learner Engagement and Attendance Program (LEAP), the Enfield Board of Education and several other civic organizations.



CSEA NEWS

The Voice of Connecticut's
Public Service Employees & Retirees

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Published Monthly by:

CONNECTICUT STATE EMPLOYEE ASSOCIATION

Local 2001, Service Employees International Union, CTW, CLC

Stephen Anderson.....President
Roland Bishop.....Secretary/Treasurer
David Glidden.....Executive Director
Drew E. Stoner.....Communications Specialist
Jason P. Webster.....Graphic/ Technical Assistance

INSERTION DEADLINE: 1st of prior month.

MAILING ADDRESS: CSEA/SEIU Local 2001, 760 Capitol Avenue, Hartford, CT 06106;
PHONES: (860) 951-6614, toll-free: (800) 894-9479, FAX: (860) 951-3526; INTERNET:
www.csea-ct.com.

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The inclusion of advertising in the CSEA News does not constitute an endorsement



CSEA Primary Election Endorsements

Meet the Candidates that CSEA has Endorsed in Stamford, New Britain and East Hartford

STAMFORD RACE FOR MAYOR

Caroline Simmons, candidate for Stamford Mayor, has been a State Representative for the 144th House district in Stamford and in just her second term she was appointed Chair of the Commerce Committee and has since also been named a member of the Higher Education and Employment Advancement committee as well as the Human Services committee.

Simmons also works at Yale University at “Elevate: A Policy Lab to Elevate Mental Health and Disrupt Poverty”, based out of the Yale School of Medicine which focuses on maternal mental health policies to help families thrive. Before taking this position she also worked at the Women’s Business Development Council in Stamford providing entrepreneurial, financial, and professional development training programs for women in Connecticut. And before running for elected office, she worked at the Department of Homeland Security for four and a half years, serving as a Special Assistant in the Office of the Secretary, a Policy Analyst in the Office of the Middle East, Africa, and South Asia, and as a Director of Special Projects in the Counterterrorism Coordina-

tor’s Office at Homeland Security. Simmons remains the only candidate with state and federal work experience and a proven track record delivering results for the people of Stamford and standing up for workers rights by supporting legislation for Paid Family Medical Leave, increasing the minimum wage, and prevailing wages. Her policy platform also centers on new ideas and a vision for Stamford that takes her constituents to the next level.

NEW BRITAIN RACE FOR MAYOR

Robert “Bobby” Sanchez, candidate for New Britain Mayor, has been representing New Britain in the General Assembly since 2011, and currently serves as the Chair of the Education Committee.

Before being elected state representative, Sanchez also served on New Britain’s Board of Education. Professionally, Sanchez has previously worked as a teacher, and for the Human Resources Agency of New Britain (HRA). During his time with HRA, Sanchez headed the Fatherhood Initiative, a popular program which provided guidance to local fathers. He has worked extensively to ensure that New Britain’s public schools and children are prioritized.

Sanchez has also volunteered extensively in the community including Citizens for Action in New Britain, the Federal Housing Residents Council, the New Britain Human Rights Commission and on the City’s Housing Coalition Board.

Sanchez was born and raised in New Britain, growing up in Malikowski circle. He currently lives with his wife and son on Washington Street and would be the city’s first Latino Mayor, providing crucial representation to a majority Hispanic community.

EAST HARTFORD RACE FOR BOARD OF EDUCATION

Hassan Robinson, candidate for East Hartford Board of Education, is the Principal at the Highland Park Elementary School in Manchester where he has served for the past four years, but before starting in Manchester, Robinson taught at the Dr. Thomas S. O’Connell School, the East Hartford High School, Sunset Ridge School and the O’Brien Elementary School - all in the East Hartford school district.

Robinson’s immense experience in the education field has prepared him to prioritize equitable access to education and his leader-

ship experience has positioned him to collaborate successfully with key stakeholders in the East Hartford education community. As a member of the Board, he will be focused on connecting the essential dots that will help close the achievement gap, provide teachers and administrators with strong support, and give families and students what they need to thrive.

Dr. Annabelle Diaz, candidate for East Hartford Board of Education, is not only a parent, but has served as an educator at the East Hartford Middle School for 10 years and is now the Principal at E C Goodwin Technical High School in New Britain.

Dr. Diaz earned her Doctorate in Education focusing on adolescent literacy in 2017 from Central Connecticut State University (CCSU), where she currently serves on the Board of Directors of the CCSU Foundation. She also is a member of the Connecticut Association of Schools (CAS) Student Activities Board.

Her main premise for becoming a candidate for the East Hartford Board of Education is to bring change to the community with a focus on both equity and excellence.



PICTURED ABOVE: Caroline Simmons, candidate for Stamford Mayor.



PICTURED ABOVE: Bobby Sanchez, candidate for New Britain Mayor.



PICTURED ABOVE: Hassan Robinson, candidate for East Hartford Board of Education.



PICTURED ABOVE: Dr. Annabelle Diaz, candidate for East Hartford Board of Education.

GET INVOLVED IN THE PRIMARY AND GENERAL ELECTION!

The CSEA Legislative Action Committee (LAC) recommended endorsing in the above four races for the 2021 Municipal Primary Election, these recommendations were subsequently approved by the Executive Council. The endorsement of these candidates is based on a questionnaire that they submit along with an interview process that highlights their pro-CSEA and pro-union values upon successful election to the position they are seeking.

Endorsement of these candidates is only the first step in our involvement in these races, now we must mobilize our members to make calls and knock doors for these candidates while our communications program also sends out mailers to registered voters in their district.

Any member is welcomed to join the Legislative Action Committee, to join or to get involved in these races, please reach out to our Political Director, Danny Medress at DMedress@csea760.com.

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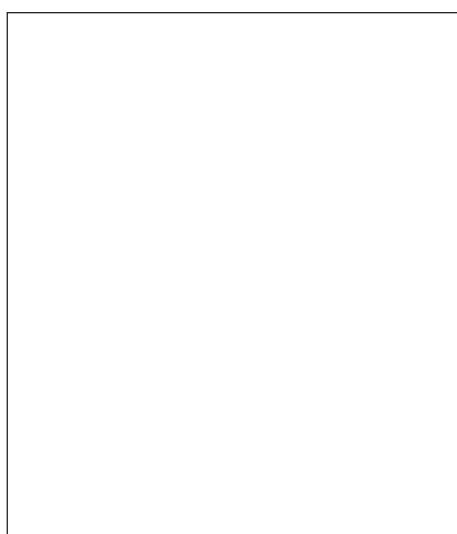
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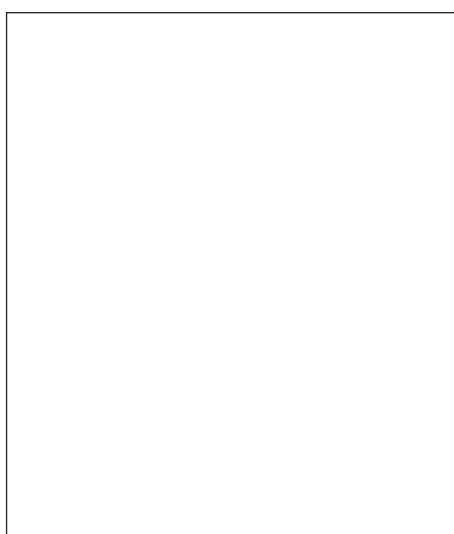
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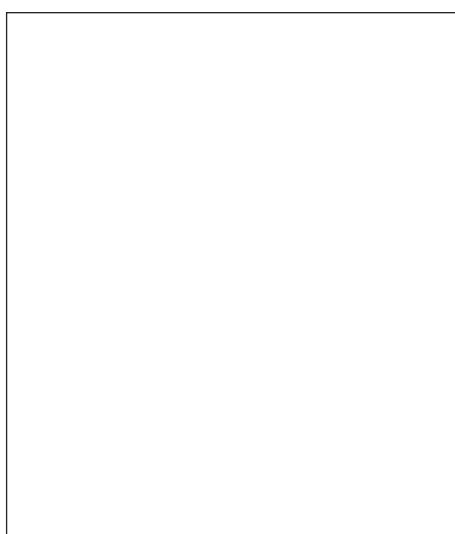
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State Telework Update

Continued from Page 1

cated the Administration's intention to return to the pre-COVID Interim Telework Guidelines, but to "continue discussions with the unions in an effort to finalize the telework guidelines that contemplates the considerable experience gained during this challenging period." The Coalition disagreed that the state had the authority to make the return-to-worksite decision without first bargaining with the Coalition. As a temporary solution to this disagreement, the parties on the 17th of June entered into a Telework Transition Period Agreement which would have expired on September 1, 2021. That Transition Agreement covered employees in bargaining units "for which the Office of Labor Relations is the Governor's designated collective bargaining agent" -- essentially those directly affected by the May 13th email. With certain exceptions, the Transition Agreement allowed members who had been teleworking to continue to telework at 50% of their schedules and to "apply for more than 50% when consistent with job duties and operational needs, but typically not to exceed 80%"; it provided for facilitation when such requests were denied, and included a provision to continue telework for employees who were medically counseled not to return to the worksite because a serious medical condition made either themselves, or a family member COVID-fragile. The Transition Agreement also left the parties to their respective positions as to what would happen on September 1st when that Agreement was to expire, and so left everyone uncertain as to what would happen with telework following that date.

Profound disagreement about the meaning and implementation of the Telework Transition Period Agreement between the parties quickly emerged, and on "July 2, 2021, SEBAC filed a grievance under the parties' collective bargaining agreement and a prohibited practice charge

pursuant to section 5-274 of the Connecticut General Statutes. The Coalition also filed an injunction action in Connecticut Superior Court.

New Agreement: The parties have now agreed to settle the grievance, prohibited practice charge, and companion injunction action. Rather than continue to argue about the Telework Transition Period Agreement, the parties have agreed to a new agreement covering the same bargaining units for which the Office of Labor Relations is the Governor's designated collective bargaining agent, which now runs through December 31, 2021. The following are the three core components:

A 60-day "reset period". For 60 days following the execution of the new agreement, employees who were teleworking prior to the Governor's May 13th email (which had the July 1, 2021, implementation date for return to worksite) have the choice of returning to their pre-July 1 schedule (i.e. the one that was in effect during the approximate period of March 2020 through July 1, 2021), or they can continue with whatever is in place currently. It should be noted however, that as with the Transition Agreement, this choice to return to the pre-July 1st schedule does not apply to hazardous duty employees, or "those whose consistent presence at the work site or in the field is now required because of the reopening of in-person operations which were suspended during the pre-July 1, 2021, period." In other words, if operations have reopened at an employee's worksite or in the field and those operations can't be performed by teleworking at their pre-July 1 schedule, the employee will only be approved for the amount of telework, if any, that can be performed from the employee's home.

During the Post-Reset period through December 31, 2021, employees covered under the "reset period" will be eligible to apply to telework at as high a percentage of their

scheduled hours as they believe is consistent with operational needs and job duties. These applications will actually be submitted during the reset period so that there will be time for review prior to the expiration of the 60 days. A request of 50% of scheduled work hours or less by these employees will be granted. Over 50% may be approved "if, in the opinion of the agency head, following review of such request and the input of the employee's supervisors or managers, job duties and operational needs support such action." These decisions regarding over 50% during the post-reset period are not subject to challenge. The essence of the compromise through December 31st is that employees get the guarantee of 50% and the review of any requests for more than 50% based upon the Agency's assessment of operational needs and job duties, informed by the employee's application and supervisory recommendations, but uninfluenced by either the Administration's or the Coalition's views about whether telework of more than 50% is appropriate. The Administration gets Agency discretion not subject to challenge. And all gain from a provision in the new agreement which extends to the COVID-fragile employees (due to their own or a family member's serious medical condition) telework of up to 100% through December.

A structure for negotiation, and if necessary, arbitration of a final agreement expected to be effective by 12/31/2021. The parties have agreed to immediate implementation of that new agreement or award, (except to the extent a particular provision requires a legislative appropriation and approval, which would then be expected before Mid-March of 2022). Unless the parties find common ground, the issue of "what, if any, cap shall be imposed on the number of days or percentage of the scheduled work hours, during the biweekly pay period, an eligible employee may telework" is one that will be arbitrated this Fall.

Given the differing views of the parties, this has been a very difficult process. We hope that the combination of the 60-day reset period, the post-reset period through December, and the structure to reach a final agreement will result in a simple, stable, fair, and effective telework policy that captures the many advantages such a policy can bring to state employees, the public they serve, and the environment upon which we all depend. It remains a work in progress until then, and we urge all members to keep their stewards/delegates or union staff informed of any questions or concerns they may have. A brief Q&A on the 60-day reset period is available on the next page. A Q&A on the post-reset period will be forthcoming:

Frequently Asked Questions:

When does the 60-day period start and end?

It starts August 3, 2021, and ends on October 2nd.

Do I need to apply to return to my pre-July 1 Schedule?

No. You have the choice to remain on your current schedule, or return to your pre-July 1 schedule. If you make the return to pre-July 1 choice, you just need to let your management know by emailing whoever you would usually deal with about your schedule.

Does this reset period apply to all executive branch bargaining-unit employees who were teleworking before July 1, 2021?

The only two exceptions are any hazardous duty employees who were teleworking during the pandemic, and employees whose regular duties were not conducive to teleworking, were given an alternate assignment prior to July 1, and now have returned to their pre-COVID assignment. There may, however, be a small group of workers who will not be able to telework as much as they did prior to July 1. If operations that were sus-



pending prior to July 1 have reopened at an employee's worksite or in the field and those operations can't be performed by teleworking at their pre-July 1 schedule, the employee will only be approved for the amount of telework, if any, that can be performed from the employee's home.

What happens if my supervisor claims an exception or limitation applies and I disagree?

Please let your union steward or delegate know immediately and ask that it immediately be relayed to union staff or leadership. Your union will work through the Coalition and the Office of Labor Relations in an effort to produce a rapid informal resolution. The SEBAC grievance procedure is available if it can't be resolved informally.

What happens if I or a family member is COVID-Fragile During the Reset Period For the 60 days?

Since you can return to your pre-July 1 schedule, you can use that choice to work the same schedule you were working pre-July 1. After the reset period, a provision in the new agreement extends to the COVID-fragile employees (due to their own or a family member's serious medical condition) telework of up to 100% through December 31, 2021.

Does this apply to the Judicial Branch or Higher Ed Units?

No, the settlement applies only to the Executive Branch bargaining units that bargain directly with the Administration through the Office of Labor Relations. Telework issues involving other bargaining units are being addressed directly with those employers.

Family Child Care Provider News

Noticias para Proveedores de Cuidado Infantil

This month we are very enthusiastic to announce that all of your hard work is paying off! The OEC has made new changes to its regulations and new educational and financial assistance programs are available to you. Take a look!

Care 4 Kids New Programs! Effective August 1, 2021

Have you been waiting to get your GED or high school equivalency, go back to school for undergraduate studies, or train for a job but haven't because of child care costs? The time has never been better to pursue your goals! For a limited amount of time, Connecticut families can get financial assistance through Care 4 Kids to help pay for child care costs while attending school or work training. For more information, contact C4K at (888) 214-5437.

Apprenticeship Program

CSEA has partnered with SEIU Educational & Support Fund (ESF) to bring to you the amazing CT Family Child Care (FCC) Apprenticeship Program!

This is a coordinated and seamless system of career development and professional recognition for those working in the field of family child care that allows a provider to move seamlessly through three career development programs, all especially designed for the field of family child care.

Who is eligible? Any family child care provider or assistant, who is a licensed provider or works in a licensed home, has a high school diploma /GED and has a total of 480 hours of experience. What do I get when I complete the Apprenticeship Program?

- A FCC CDA Credential & \$500 bonus upon completion
- NAFCC Accreditation & 750 bonus upon completion
- Apprenticeship Certificate issued by the DOL
- A minimum of 12 credits in Early Childhood

Substitutes

On July 15th our Governor signed H.B. 6558 also known as the Task Force and Substitute bill which allows providers to use the assistance of a substitute for any medical condition, medical appointment or registered classes for however long they need to.

Gamilla Elbashir, a child care provider, explained why this bill means so much to her and her family, "I'm an educator who enjoys being with children and wants to make a difference in their lives and the lives of their families. I have been working in this field for more than 20 years. I spent the first 10 years of my career working at a daycare center, and then I

transitioned to become an entrepreneur. I devoted a significant amount of time and energy working on my professional life and improving my program.

"I went from a healthy person in the prime of my career to someone with a medical condition that requires chemotherapy throughout the years. Still, my medical condition didn't stop me from going back to school, staying on top of my Licensing regulations, improving my program, and achieving and maintaining accreditation.

"My program has become one of the well-recognized and accredited programs that serve low-income families and their children. I look at my health as the first and foremost component of my business because it's deeply connected to my quality of work.

With the flexibility of the regulations, I was able to keep all of my medical visits.

"When I go to my treatments, I use an approved substitute, who is known to all children and their families, to take care of the program. Family child care providers face many challenges like the sense of isolation, but with the help of approved substitutes, providers are able to take care of their immediate needs, doctor visits, and taking ECE classes.

"When OEC proposed the very challenging substitute rule, Section 19a-87b-5, which states that providers may not use approved substitutes for more than one hour per day, I felt that this rule will rock the whole industry and will lead us to face one of the following scenarios:

- Close our programs permanently and look for another flexible job so we can attend to our needs
- Close the program every time we have a doctor appointment which will gradually lead to closing our businesses
- Or do nothing and comply with the new rule and neglect our health."

Gamila lost seven kids because of the regulation change. Providers like Gamilla give their all to the families. The least one could ask for is respect in the jobs and rules that don't overreach.

CSEA members worked together to make sure the new regulation didn't destroy more lives.

SAVE THE DATES:

- OCT 9th (10AM-11AM): Council Meeting via Zoom
- DEC 11th: Secret Santa & Holiday Party. Time and Place TBD
- *Regional Vice Presidents, please come ready with set Regional Meeting dates for the rest of the year!

¡Este mes estamos muy entusiasmados de anunciar que todo su arduo trabajo está dando sus frutos! La OEC ha realizado nuevos cambios en sus reglamentos y tiene a su disposición nuevos programas educativos y de asistencia financiera. ¡Eche un vistazo!

Nuevos programas de educación y capacitación aprobados de Care 4 Kids a partir del 1 de Agosto de 2021

¿Ha estado esperando obtener su GED o la equivalencia de la escuela secundaria, volver a la escuela para realizar estudios de pregrado o capacitarse para un trabajo debido a los costos de cuidado infantil? ¿Nunca ha sido mejor momento para perseguir tus objetivos! Durante un tiempo limitado, las familias de Connecticut pueden obtener asistencia financiera a través de Care 4 Kids para ayudar a pagar los costos del cuidado infantil mientras asisten a la escuela o reciben capacitación laboral. Para más información, contáctese con C4K al (888) 214-5437.

Programa de Aprendizaje:

¡CSEA se ha asociado con SEIU Educational & Support Fund (ESF-SEIU Programa de Fondos para Educación y Soporte) para ofrecerle el increíble Programa de Aprendizaje de CT Family Child Care (FCC)!

Este es un sistema coordinado e impecable de desarrollo profesional y reconocimiento profesional para quienes trabajan en el campo del cuidado infantil familiar que permite a un proveedor avanzar sin problemas a través de tres programas de desarrollo profesional, todos especialmente diseñados para el campo del cuidado infantil familiar.

¿Quién es elegible? Cualquier proveedor o asistente de cuidado infantil familiar, que sea un proveedor con licencia o trabaje en un hogar con licencia, tenga un diploma de escuela secundaria / GED y tenga un total de 480 horas de experiencia.

¿Qué obtengo cuando completo el programa de aprendizaje?

- Una credencial FCC CDA y un bono de \$500 al finalizar
- Acreditación NAFCC y un bono de \$750 al finalizar
- Certificado de Aprendizaje emitido por el DOL
- Un mínimo de 12 créditos en Primera Infancia

Sustitutos/as

El 15 de Julio nuestro Gobernador firmó el proyecto de ley H.B. 6558 también conocido como el grupo de trabajo y proyecto de ley del sustituto/a que permite a

los/as proveedores/as utilizar la ayuda de un sustituto/a para cualquier condición médica, cita médica o clases registradas durante el tiempo que lo necesiten.

Gamilla Elbashir, proveedora de cuidado infantil, explicó por qué este proyecto de ley significa tanto para ella y su familia: "Soy una educadora que disfruta estar con niños y quiere hacer una diferencia en sus vidas y en las vidas de sus familias. Trabajo en este campo desde hace más de 20 años. Pasé los primeros 10 años de mi carrera trabajando en un centro de cuidado de niños y luego hice la transición para convertirme en empresaria. Dedicué una gran cantidad de tiempo y energía a trabajar en mi vida profesional y mejorar mi programa.

"Pasé de ser una persona sana en el mejor momento de mi carrera a alguien con una condición médica que requiere quimioterapia a lo largo de los años. Aún así, mi condición médica no me impidió volver a la escuela, mantenerme al tanto de mis regulaciones de licencias, mejorar mi programa y lograr y mantener la acreditación. Mi programa se ha convertido en uno de los programas más reconocidos y acreditados que sirven a familias de bajos ingresos y a sus hijos. Veo mi salud como el primer y más importante componente de mi negocio porque está profundamente conectado con la calidad de mi trabajo.

"Con la flexibilidad de las regulaciones, pude mantener todas mis visitas médicas. Cuando voy a mis tratamientos, utilizo un sustituto aprobado, conocido por todos los niños y sus familias, para que se encargue del programa. Los proveedores de cuidado infantil familiar enfrentan muchos desafíos, como la sensación de aislamiento, pero con la ayuda de sustitutos aprobados, los proveedores pueden atender sus necesidades inmediatas, las visitas al médico y tomar clases de ECE.

"Cuando la OEC propuso la regla sustituta muy desafiante, la Sección 19a-87b-5, que establece que los proveedores no pueden usar sustitutos aprobados por más de una hora por día, sentí que esta regla iba a sacudir a toda la industria y nos llevaría a enfrentar uno de los siguientes escenarios:

- Cerrar nuestros programas de forma permanente y buscar otro trabajo flexible para atender nuestras necesidades
- Cerrar el programa cada vez que tengamos una cita con el médico lo que gradualmente podía conducir al cierre de nuestros negocios

continúa en la página 8

continúa de la página 7 -O no hacer nada y cumplir con la nueva regla y descuidar nuestra salud.”

Gamila perdió siete niños de su cuidado debido al cambio de regulación. Proveedores como Gamila dan todo a las familias. Lo mínimo que se podría pedir es respeto en los trabajos y reglas que no sobrepasen los límites.

Los miembros de CSEA trabajaron juntos para asegurarse de que la nueva regulación no destruyera más vidas.

APARTE LAS FECHAS:

- OCT 9 (10AM-11AM): Reunión del Concilio via Zoom
- DEC 11: Secret Santa (Angelito) & Fiesta de Fin de Año. Hora y Lugar se anunciará luego.
- * ¡Vicepresidentas Regionales, por favor, vengan preparadas con las fechas establecidas para las reuniones regionales para el resto del año!

Pandemic Pay Rally for Essential Workers

Thursday, September 9th 400PM North Steps of the State Capitol

Since the start of the pandemic, Connecticut's 14 billionaires have seized \$12.6 billion in additional wealth. But the essential workers who put their lives on the line to keep society afloat - disproportionately women and people of color - got nothing but empty praise. Thousands of working people across CT continue to struggle with low wages, lack of health care and education, the

threat of eviction, and much more.

Join CSEA and Recovery For All to demand an end to this injustice. We're calling on the Governor and the legislature to allocate hero pay for ALL essential workers and make real long-term investments in our communities.

We need a recovery for all, not just a recovery for the few!

Desde el comienzo de la pandemia, los 14 multimillonarios de Connecticut se han apoderado de 12.600 millones de dólares en riqueza adicional. Pero los trabajadores esenciales que arriesgaron sus vidas para mantener a flote a la sociedad, desproporcionadamente mujeres y personas de color, no recibieron más que elogios vacíos. Miles de trabajadores en CT continúan luchando con los bajos salarios, la falta de atención

médica y educación, la amenaza de desalojo y mucho más.

Únase a CSEA y Recovery For All para exigir el fin de esta injusticia. Hacemos un llamado al gobernador y a la legislatura para que asignen una paga de héroe a TODOS los trabajadores esenciales y realicen inversiones reales a largo plazo en nuestras comunidades.

¡Necesitamos una recuperación para todos, no solo una recuperación para unos pocos!

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