



Summary of the Tentative Contract Agreement with the State of Connecticut

1199 delegates and members of the Negotiating Committee voted Wednesday, April 22 to recommend a new contract for ratification by members. The tentative agreement includes cost savings negotiated by SEBAC, the 13 member state employee coalition that includes 1199.

Negotiations began last January after Governor Rell sought more than \$700 million from state employees over the current and next two fiscal years to help fill a projected \$7 billion budget gap caused by the economic crisis—the worst since the great depression. The alternative to an agreement is severe service cuts, layoffs and the risk of getting less in arbitration.

We entered discussions with the Governor seeking the following goals:

- We were willing to be part of a fair solution.
- An agreement must preserve services and the jobs of the people who provide them.
- An agreement must result in a complete contract.

The changes in this agreement are not easy to make—they include a one year wage freeze, some increases in health care contributions and real, but short-term, sacrifice that comes from 7 furlough days. In exchange, we achieved important guarantees:

- Jobs protected for two years
- Three-year contract
- Raises and Annual Increments
- Protect Retiree health insurance

The following is a summary of our tentative agreement with the state. Details and questions will be discussed at local membership meetings (see schedule).

Retirement Incentive Program (RIP)

- Three years added to Pension
- Eligibility: At least 55 years old and at least 10 years of service
- Hazardous Duty: 20 years of actual service
- Apply by June 30
- Health Insurance coverage: no change for current and RIP retirees

Pension: State's payment deferral

- Only with approval of the Pension Fund's Actuary
- State contributes \$64.5 million less in 2009-10
- State contributes \$64.5 million less in 2010-11

Retiree Health Insurance

- New: Starting July 1, 2010, a contribution of 3% of income over next 10 years.

Who is affected:

- New employees (hired as of July 1, 2009)
- Certain other employees
 - those with less than 5 years service as of 7/1/2010
 - credit for years already worked

Money goes to:

- State budget deficit for 3 years
- After that to a Trust Fund to protect Retiree Health Insurance
- If you leave before 10 years your costs are returned to you with interest
- The 3% contribution is "pre-tax"

Health Insurance:

Prescription Co-Pays as of 7/1/09

Generic Drugs	previous \$3	new \$5
Preferred name brand	previous \$6	new \$10
Non-preferred name brand*		new \$25

*higher costs not required if doctor says there is a medical reason for the "non-preferred" brand name drugs

Premiums for active employees

- \$13.46 more a pay period (equals \$350 a year)
- Applies to non-union Managers as well

Exams

- Lower cost for adult physicals, other exams
- Close the "preferred plan" to new enrollees

Job Security

• NO ONE HITS THE STREETS

- Two Year protection (until June 30, 2011)
- All permanent Full timers
- All permanent Part timers (17.5 hrs and over)
- \$8 Million Placement & Training Fund (to help ensure job protections)

Furlough Days:

- 1 day by July 1, 2009
May 22, 2009
- 3 days in 2009 – 2010
July 6, 2009; Nov. 27, 2009; Dec. 24, 2009
- 3 days in 2010 – 2011
July 2, 2010; Nov. 26, 2010; Dec. 27, 2010

Raises and Annual Increments

July, 2009	0%	General Wage Increase (GWI)
Jan. 2010	0%	Annual Increment (AI)
July, 2010	2.5%	General Wage Increase (GWI)
April, 2011	2.5%	Annual Increment (AI)
July, 2011	2.5%	General Wage Increase (GWI)
April, 2012	2.5%	Annual Increment (AI)

Status Quo Contract

- Job Security: the 1199 "subcontracting" and "de-institutionalization" protections still in place
- All changes agreed to in our recent negotiations stay in place
- No *new* items that cost money
- Future discussions on Recruitment and Retention
- Protected Double Time for Mandatory Overtime
- **All existing funds stay at same level for example:**
 - Career Mobility
 - Tuition Reimbursement
 - Longevity
 - Stipends, Bonuses, etc.

If this tentative agreement is approved by SEBAC members, it will then be up to us to fight for legislative approval and a fair budget. We need to ensure that the billions of additional dollars needed to cover the deficit don't come out of the hides of the most vulnerable or from Connecticut's struggling working families, but from corporations and the wealthy, who also need to step up and pay their fair share in this economic crisis.

District 1199 State Contract Ratification Vote Schedule

Dates and times subject to change.

Check with your organizer or online at www.seiu1199ne.org for most up to date information.

Chapter	Location	Date	Time
Connecticut Mental Health Center— New Haven	Auditorium CMHC 34 Park St., New Haven	Tuesday April 28	8:00 am—9:15 am 12:00 noon—1:00 pm 2:00 pm—3:00 pm 4:00 pm—5:30 pm
DDS-Cheshire, Cheshire Corrections	Cheshire Campus 25 Creamery Rd., Cheshire B Level Lunch Room	Tuesday April 28	7:00 am—8:00 am 10:00 am—11:00 am 12:00 noon—1:00 pm 3:15 pm—4:00 pm
DDS Newington Regional Center	Small Conference Room	Tuesday April 28	7:00 am—8:00 am 12:00 noon—1:00 pm 2:00 pm—3:00 pm
DDS—Wallingford	Conference Room B 104 S. Turnpike Rd Wallingford	Tuesday April 28	12:00 noon—1:00 pm
Connecticut Valley Hospital, River Valley Services, Connecticut Juvenile Training School	Merritt Hall Auditorium 460 Silver St. Middletown 1 st light on silver street, turn Left	Wednesday April 29	7:00 am—8:30 am 12:00 noon—1:00 pm 2:00 pm—3:00 pm 3:30 pm—4:30 pm
Rocky Hill Veterans Home & Hospital Dept. of Public Safety	RHVHH 287 West St., Rocky Hill Meeting Room A	Wednesday April 29	7:00 a.m—8:00 am 12:00 noon—1:00 pm 2:00 pm—3:00 pm 3:00 pm—4:00 pm
DDS North Region— Willimantic	Willimantic Town Hall 979 Main Street	Wednesday April 29	8:00 am—9:00 am 12:00 noon - 1:00 pm 2:00 pm—3:00 pm
DCF—High Meadows Hamden	Under Twain Conference Room 825 Hartford Turnpike, Hamden	Wednesday April 29	7:00 am—8:00 am 12:00 noon—1:00 pm 2:00 pm—3:00 pm 3:00 pm—4:00 pm
F.S. DuBois-Stamford	F.S. DuBois, 780 Summer St – Community Room (3rd Floor)	Wednesday April 29	12:00 noon—1:00 pm
DDS Lower Fairfield Regional Center—Norwalk	Gym 146 Silvermine Ave., Norwalk	Thursday April 30	6:15 am—7:15 am 12:00 noon—1:00 pm 1:30—2:30 pm 2:30 pm—3:30 pm 7:30 pm—8:15 pm (BH Conference Room)
Blue Hills Hospital, Capitol Region Mental Health Center	See Under “Time”	Thursday April 30	8:30 am—10:00 am (500 Vine St. Auditorium) 11:00 am—12:30 pm (51 Coventry St., Basement) 3:00 pm—4:30 pm (500 Vine St. Auditorium)
DDS East Hartford Office	3rd Floor Training Room 225 Pitkin St.	Thursday April 30	12:00 noon—1:30 pm
DCF—Connecticut Children’s Place Warehouse Point	Training Room	Thursday April 30	7:00 am—8:00 am 2:00 pm—3:00 pm 3:00 pm—4:00 pm
Western CT Mental Health Authority Waterbury	Western Mental Health Network, 95 Thomaston, Waterbury – Red Room	Friday May 1	7:30 am—8:30 am 12:00 pm—1:00 pm 2:00 pm—3:00 pm 4:00 pm—5:30 pm
DDS- Danbury Center	DDS- Danbury Center 400 Main St, Danbury	Monday May 4	12:00 pm—1:00 pm

District 1199 State Contract Ratification Vote Schedule

Chapter	Location	Date	Time
Ella Grasso Regional Center, South-west Mental Health Authority, Bridgeport Corrections	Board Room, 1 st Floor SWMHA 1645 Central Ave., Bridgeport	Tuesday May 5	8:30 am—9:30 am 12:00 noon—1:30 pm 3:00 pm—4:30 pm 4:30 pm—5:30 pm
DDS North Region—Dempsey Center	Dempsey Center Large Conference Room 376 Pomfret St., Putnam	Tuesday May 5	7:00 am—8:00 am 12:00 noon—1:00 pm 2:00 pm—3:30 pm
Riverview Hospital Middletown	Silvermine Building 915 River Rd., Middletown	Tuesday May 5	7:15 am—8:15 am 12:00 noon—1:00 pm 1:30 pm—2:30 pm 3:30 pm—4:30 pm
DDS—Meriden Forensic Lab Dept. of Public Safety	Activity Bldg. Conference Room Meriden Campus 35 Undercliff Rd. Meriden	Tuesday May 5	7:30 am—9:00 am 12:00 noon—1:00 pm 1:30 pm—2:30 pm 3:30 pm—4:30 pm
DPH, DMHAS Central Office, DDS Central Office, DSS, DPS	470 Capitol Avenue Conference Room C	Wednesday May 6	11:30 am—1:00 pm
Southbury Training School, Garner Correctional Facility	Pavilion, STS Turn Left on Rt 172 off of constitution on right side	Wednesday May 6	6:30 am—7:30 am 12:00 noon—1:00 pm 1:30 pm—2:30 pm 2:30 pm—3:30 pm 4:40 pm—5:30 pm
Southeastern Mental Health Authority— Norwich, DDS Norwich	DDS Building 4th fl. Library 401 West Thames, Norwich	Wednesday May 6	8:00 am—9:00 am 12:00 noon—1:00 pm 1:30 pm—2:30 pm 3:30 pm—4:30 pm
Robinson CI, Enfield CI, Osborn CI, Northern CI, Willard-Cybulski CI	Knights of Columbus Council 4303 236 Main St., Somers	Wednesday May 6	9:00 am—10:30 am 1:30 pm—2:30 pm 3:30 pm—4:30 pm
Cedarcrest Hospital, Newington	Chadwick Room	Thursday May 7	8:30 am—10:00 am 12:00 noon—1:00 pm 2:30 pm—4:00 pm
DDS Northwest Regional Center Western CT Mental Health Authority Torrington	Lower Floor Conference Room 195 Alvord Park Rd., Torrington	Thursday May 7	7:15 am—8:15 am 10:00 am—11:00 am 12:00 noon—1:00 pm 1:00 pm—2:00 pm 3:30 pm—4:30 pm
Any Chapter	1199 Office 77 Huyshope Ave Hartford	Thursday May 7	8:00 am—10:15 am 12:00 noon—1:15 pm 3:30 pm—4:45 pm
DDS—New Haven	3rd Floor Conference Room 370 James St New Haven	Thursday May 7	7:30 am—9:00 am 12:00 noon—1:00 pm 1:30 pm—2:30 pm 3:30 pm—4:30 pm
UConn Health Center Farmington	Cafeteria Lobby 263 Farmington Ave Farmington	Thursday May 7	6:30 am—8:00 am 3:00 pm—4:30 pm 6:30 pm—8:00 pm
UConn/Correctional Managed Care Correctional Chaplains	May Attend Any Meeting		

Members must be present at a Chapter Meeting to vote on the proposed agreement.



SEIUHealthcare
United for Quality Care

Additional documents are available
online at www.seiu1199ne.org