

Council 4 Education Workshops Winter/Spring 2009

Grievance Writing and Presentation: February 18

Learn how to write and present grievances more effectively.

Labor & Employment Law: March 25

Learn about our legal rights under state and federal labor laws.

Workers' Compensation: April 29

This workshop will explain our rights under the Workers' Compensation Act.

Family Medical Leave Act: May 20

Learn about our rights under the state and federal Family & Medical Leave Acts.

Investing for Retirement: June 17

This workshop is designed to help union members plan for retirement.

All of the above workshops are free of charge will be held at Central Connecticut State University (Connecticut Room in Memorial Hall) in New Britain from 9:00 a.m. to 12:00 p.m. Registration forms available online at www.council4.org. Questions? Please contact Wayne Marshall via e-mail at wmarshall@council4.org or phone at (860) 989-9145.

Oil Co-op Now Offering Savings on Electricity

Citizen's Oil Co-op, Inc. announces that it has partnered with Public Power & Utility, Inc. to provide electrical power for less to residents in Connecticut. The rate is guaranteed to be 5% to 20% lower than CL&P and UI. This is another way that the Citizen's Oil Co-op is working to help union members and all consumers save on the high cost of utilities.

Enrollment is free, according to Co-Op President Mark Hutson. CL & P will still handle billing and service with just a lower price per kilowatt. To get in touch with Citizen's Oil Co-op, Inc. visit their website oilco-op.com or call 860-561-6011 for further information.

New Britain Local 1186 Contributes To School Playscape Campaign

Members of Council 4 Local 1186, representing New Britain city, board of education and housing authority employees, donated \$500 toward the campaign to build a new playscape at Chamberlain K-3 Elementary School.

"We appreciate the generosity and concern that Local 1186 members have shown for our kids," said Chamberlain PTO President Carlos Morales, pointing out that the school's previous playscape fell into disrepair and had to be torn down.

"Our members want to see the dream of a playscape become a reality for the kids in the Chamberlain School neighborhood," said Local 1186 President Jim Amato.

Added Local 1186 member Valerie Walker-Frank, who works as a custodian at Chamberlain. "I work in this school and I know how much a new playscape would help. The kids need somewhere to exercise and have fun."



Chamberlain School PTO President Carlos Morales, 4th from right, accepts a donation from Local 1186's Jim Amato and Valerie Walker-Frank (2nd and 3rd from right).

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The Voice of Council 4 AFSCME Connecticut

February 2009

What's Inside

AS JOBLESS NUMBERS SOAR, THE PHONES KEEP RINGING



Marsha Tulloch of Local 269, bottom right, talks to reporters during a union-sponsored tour of the Department of Labor's unemployment call center in Hartford.

As an employee at the Department of Labor's unemployment call center in Hartford Marsha Tulloch of Council 4 Local 269 doesn't take many breaks.

The length of time callers have to wait to speak

with Tulloch and her 26 colleagues is noted on an electronic board across the room.

"I put myself in their situation. I have kids. I have a family. And I would want somebody helping out if I was in that situation," Tulloch said describing her motivation to work at the center, which receives thousands of calls per day.

Tulloch volunteered to come back and work at the call center to help out with the increased volume of calls from the unemployed.

On Christmas Eve, the call center in Hartford received 5,000 calls; the day before it was 4,000. Call time ranged from seven-and-half to 20 minutes.

"It's just getting worse and worse," said Local 269 President Carol Carney, who has been with the Department of Labor for 37 years. She said everybody who works at the center feels the stress of the unemployed. "The stress of knowing there are people waiting," makes the employees want to stay at their desks and answer the calls, which they do from 7:45 a.m. to 6 p.m., she said.

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Members Help Local 1303's Vanessa Dumas-Console Cope With Cancer

Fighting breast cancer has compelled Vanessa Dumas of Council 4 Local 1303-132 (Capitol Region Education Council) to make many adjustments.

"I'm usually the giver," she admitted. "It's difficult for me to receive."

Dumas-Console is a school paraprofessional who works with hearing-impaired children at Soundbridge School in Wethersfield. She's been undergoing chemotherapy treatments since the fall, following her diagnosis of breast cancer last summer.

The single mother of two is a dedicated and caring worker with less than a year's time at CREC. Her employer, however, rejected efforts by Local 1303-132 bargaining unit members and other CREC employees to donate sick days to Dumas-Console.



Local 1303-132's Vanessa Dumas-Console, left, vows to beat cancer with help of Local President Stacie Harris-Byrdsong and many other union members.

CREC's obstinance led *Hartford Courant* columnist Helen Ubinas to write a powerful profile that focused attention on Dumas-Console's struggle.

With Dumas-Console facing the prospects of having to pay for the continuation of her health care effective January 1, her union sisters and brothers rallied in support.

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A LESSON FROM FLIGHT 1549 -- "DON'T PANIC"



"Don't panic." Those sage words enabled the passengers and crew aboard US Airways Flight 1549 to survive an icy landing in the Hudson River last month. Sage words, too, for Governor Rell, Republican leadership, and the state's editorial writers, all of whom are currently in panic mode about the economic crisis. Their first panicky

reaction has been to scapegoat public service workers because of their pay, benefits and workplace rights.

Apparently, the governor and her friends in the editorial pages believe that belt tightening will get us out of our financial mess, but conservative and liberal economists alike agree that is plain wrong.

In 1929, President Hoover's policy was – like Rell's – budget restraint. It led to 25 percent unemployment and untold suffering throughout our country. President Roosevelt scrapped that policy in favor of priming the pump to get the economic gears turning again. Roosevelt was right and the economy was rescued. Hoover was wrong and the economy tanked. Rell, a Hooverist, is on the same track.

The wages working people receive go directly into the economy. When they get a paycheck, they don't call up their broker at Goldman Sachs and invest in an emerging market fund; they buy groceries, get their cars fixed and purchase clothes for their kids.

That in turn helps businesses and their employees, who

hopefully will spend their money in the same way. This beneficial ripple effect is the right medicine to get us out of this recession. Laying off employees simply means more unemployment, which results in reduced spending and more unemployment. This dangerous ripple effect stifles economic growth and deepens recessions.

Let's face the facts of our economic crisis calmly, and without panic. The state's budget gap (\$1 billion in the current fiscal year, \$2 billion next) cannot be closed by cutting wages or even laying off workers. It's just that big. Moreover, cutting spending will only make the deficit bigger by further reducing incoming revenue. And the drop in spending power will continue to shrink the economy.

Our challenges are not as dramatic as surviving a plane crash but we need to adhere to the same principle that saved every life on Flight 1549: "Don't panic."

Like the trained and focused rescue teams helping the Flight 1549, we also have a job to do – deal with the economic crisis that has crashed our budget in part due to a revenue structure that is outdated and out of sync with economic trends. It's a huge and complex undertaking to save our state, but we will stay calm, and do our part to land safely.

In solidarity,

Sal Luciano

Executive Director

Obama Economic Plan: Create Made-in-America Jobs

Moving quickly to clean up the Bush economic mess, President Barack Obama has laid out some of the details of his economic recovery plan. "Our first job is to put people back to work and get our economy working again. This is an extraordinary challenge," he recently told a national radio audience.

Obama said his plan was in part crafted by economist Jared Bernstein, an ally of the labor movement at the Economic Policy Institute (EPI) and now economic advisor to Vice President Joe Biden.

"We'll create nearly half a million jobs by investing in clean energy—by committing to double the production of alternative energy in the next three years, and by modernizing more than 75 percent of federal buildings and improving the energy efficiency of two million American homes," Obama said. "These made-in-America jobs building solar panels and wind turbines, developing fuel-efficient cars and new energy technologies pay well, and they can't be

outsourced.

"Made-in-America jobs." What sweet words after eight years of an administration bent on giving endless corporate incentives to move U.S. jobs overseas.

Here's more from Obama's radio address:

- Put nearly 400,000 people to work by repairing our infrastructure—our crumbling roads, bridges and schools.

- Build the new infrastructure we need to succeed in this century, investing in science and technology, and laying down miles of new broadband lines so that businesses across our nation can compete with their counterparts around the world.

- Work to achieve bipartisan extensions of unemployment insurance and health care coverage; a \$1,000 tax cut for 95 percent of working families; and assistance to help states avoid harmful budget cuts in essential services like police, fire, education and health care.

THIS MERGER IS MALPRACTICE



State Clerical Local 196 President Linn Miller and Local 196 Executive Board Member Lorri Adgers are part of a coalition of union workers mobilizing against a proposed merger between the UConn Health Center and Hartford Hospital. Adgers works at the Health Center.

By Dr. Fred Hyde, M.D.

Legislators have been treated to a rosy exposition of this proposal: “Why don’t we give the state’s only teaching hospital (the John Dempsey Hospital in Farmington, part of the University of Connecticut Health Center) to Hartford Hospital, a private facility? Oh, and let’s send along a new \$500 million building at the taxpayers’ expense, to boot.”

Stated this way, of course, the proposition appears absurd.

The alternative, “Hartford to merge with John Dempsey,” is no less absurd, once examined.

First, John Dempsey Hospital is the state’s only public academic health center hospital, the clinical home for department chairmen of UConn’s schools of medicine and dentistry, a focal point for medical education and a source of great pride.

Dempsey regrettably has suffered from management with divided loyalties for nearly all of its modern history. Management has been shared at times with Hartford Hospital; it has been part-time or itinerant. One of the smallest teaching hospitals in the nation, Dempsey has been blocked at every expansion move by the politically influential Hartford Hospital monopoly.

Despite the obstacles, Dempsey does unique work. Its case mix index (a common measure of the complexity and difficulty of medical care delivered in hospitals) was the highest in the state — higher than Yale-New Haven Hospital, higher than Hartford, higher than that of any other hospital — for 2007, the latest year for which such numbers have been published.

The professionals at Dempsey have exemplified public service for the acutely ill, have cared for those with unusual diseases and have assumed responsibility for educating the next generation of health professionals.

Second, the impropriety of privatizing a public asset — without recompense, and with a confused notion of mission — should be clear. Leaders of the University of Connecticut have apparently decided that resistance to Hartford Hospital is futile, and that an exit from the hospital business will save political conflict. Of course it will save conflict — if they give in to the main source of that conflict, namely the protests of powerful private-sector competitors.

Quite aside from the differing missions of public and private organizations, there is also the question of governance of academic health centers. The department chairman in an academic health center controls the use of clinical resources and positions. Is the Hartford Hospital medical staff ready to have the chairman of the department of medicine of UConn named to be their chief of service?

If not, will the resulting facility be a teaching institution? Will it give primacy to advancing knowledge, to training the next generation, to the conduct of clinical research? Or will that primacy be sacrificed in the service of the private medical practitioner, the mainstay of the Hartford Hospital medical staff?

Finally, we have troubling precedent for these public-private combinations. In 1996, the leaders of the University of California at San Francisco tried to combine their clinical facilities with those of Stanford University. Within three years, the “merger” fell apart, with a \$100 million repair bill. The same (a public-private merger) was tried by Penn State and the Geisinger Health System, at about the same time, and with the same results.

Neither of these examples has been presented to Connecticut legislators. But anyone paying attention in the health field has noted that public-private combinations of academic organizations don’t work, to say nothing of attempting to combine an academic hospital with a community hospital.

A merger of Hartford and Dempsey hospitals will promote further price-busting consolidation in the hospital field — eliminating any remnant of price competition. It will turn a state-owned and developed asset over to a private corporation. Most of all, it will deny the nature and mission of UConn’s Health Center.

These are reasons enough for state lawmakers to take a hard look at this proposed transaction, and to give it the public scrutiny it deserves.

Fred Hyde, M.D., of Ridgefield is an adviser to six unions representing more than 3,000 employees at the University of Connecticut Health Center. (Council 4 represents 200 clerical employees who are members of Local 196.)

AFSCME LOCAL 1303 SCHOLARSHIPS, 2008 – 2009

AFSCME Local 1303 once again is once again offering scholarships to college bound students who meet the following criteria:

- Must be a graduating high school senior
- Must have a parent or guardian in good standing with AFSCME Local 1303
- Must be enrolled in an Accredited University, College or Technical School for the fall, 2009 semester.
- Must have (2) signed Letters of Recommendation from persons not related to the applicant

Applicants must complete an essay titled “How Does Being Part of a Union Family Benefit Our Lives.”

The application deadline is Monday, April 27, 2009. For more information, or to obtain an application, call Local 1303 at (860) 612-3847. You can also download the application at www.council4.org.

Social Security: Safe and Sound

By Peter Thor



Ever since 1938, just a few years after its enactment, detractors have predicted the imminent demise of Social Security. They were wrong then, and they remain wrong.

The next attack will be predicated on the “baby boomer bubble” (it’s really not a big problem at all), but

the most vigorous and dangerous assault was mounted by former President Bush. Plain and simple: *It was the unions who saved Social Security from Bush’s maniacal attempt to “privatize” it.*

The dedication and work of tens of thousands of union workers put the brakes on Bush’s foolish scheme. The number of unionized Americans may be down to an historic low, but every American owes them a lot. Just imagine what would have happened to retired Americans if he had succeeded.

It was no accident that the retirement plan Roosevelt devised for American workers was called *Social Security*. Nothing is more important to a sound retirement plan than income security. The stock market may be an essential vehicle of a market economy, but to equate it with security is folly. For those close to retirement, nothing illustrates this more clearly than the Bernard Madoff \$50 billion swindle. Investors, including an untold number of retired workers, lost everything.

Many workers with 401(k) savings plans put their retirement resources in funds managed by Madoff, or “feeder funds” that invested exclusively with him. When Madoff collapsed, the feeder funds went belly up too. Some pension plans lost money as well, but the differences are substantial.

Most pension plans lost nothing because they had steered clear of Madoff. For the most part, the financial consultants who advise pension funds told their clients to stay away (one actually called Madoff “a joke”).

A few pension funds did invest in feeders or “funds-of-funds” investments that included Madoff, but while those bad investments did some damage, the retirement benefits for plan members remains secure. That’s because a traditional pension plan provides a guaranteed benefit regardless of the condition of plan investments: The plan takes the risk, the retiree gets the security.

Unfortunately, pension plans are becoming a rare breed, increasingly replaced by 401(k)s. That transfers security to the individual, who is in the worst position to absorb risk. Even without the Madoff mess, those whose retirement is based on 401(k) savings are in trouble. When the stock market fell this past September, those who wanted to retire suddenly couldn’t, and those who had wished they hadn’t.

Until the Wall Street excesses of the past twenty-five years, good retirement security was based on the “three legged stool” principle: Social Security plus a pension plan plus personal savings. Under this

concept, only the personal savings (a 401(k) would be ok here) could be affected by market swings. The other two legs would provide security.

Social Security is safe and sound. For 74 years, it never missed a payment, so the next time someone makes a crack about unions, tell that person what unions did for their retirement security.

Peter Thor is Director of Policy & Planning for Council 4.

Overwhelming Support for Employee Free Choice Act

Nearly four in five adults (78 percent) favor legislation that “makes it easier for workers to bargain with their employers for better wages, benefits and working conditions,” according to new opinion research conducted by one of the country’s most respected polling firms, and 73 percent specifically support the Employee Free Choice Act, legislation that would give workers the freedom to bargain collectively for a better life.

The survey of 1,007 adults, which was conducted by Hart Research Associates from December 4 to 10 and commissioned by the AFL-CIO, shows overwhelming support for the Employee Free Choice Act and its three main provisions.

“In today’s economic squeeze, workers need the freedom to bargain their way into the middle class more than ever,” said AFL-CIO President John Sweeney. “This new research confirms that the vast majority of Americans support workers’ freedom to form unions to improve their lives and support the Employee Free Choice Act, which is the key to making our economy work for everyone.”

Support for the Employee Free Choice Act is broad across political party and state lines. Three-quarters of moderate/liberal Republicans, 87 percent of Democrats and 69 percent of Independents support the legislation. Opposition is confined to Republicans who identify as conservatives (36 percent of them support the Employee Free Choice Act).

Of the three parts of the Employee Free Choice Act, the broadest public support is for the majority sign-up provision, which puts the choice of how to form a union in the hands of workers, not corporations. Seventy-five percent of adults favor allowing employees to have a union once a majority of employees in a workplace sign authorization cards saying they want one, including 44 percent who strongly support the idea.

Strong majorities also support strengthening penalties for companies that illegally intimidate or fire employees who try to organize unions and establishing third party binding arbitration if necessary to ensure that workers who choose to form a union can get a contract.

New Contract Improves Job Quality for Middlesex Nurses

Congratulations to the members of Local 1303-161, the Middlesex Community Professional Nurses, who unanimously ratified a strong new collective bargaining agreement that improves their wages, their professional development opportunities and more, while holding the line on rising health insurance premiums.



Members of Local 1303-161, Middlesex Community Professional Nurses, feel better empowered to provide in-home care.

The three-year agreement includes general wage increases over the life of the contract that reflect the competitive home health care environment. The agreement with the employer (the Middlesex Hospital Home Care Department) also provides step and merit pay increases.

"There was a real collaborative effort to reach a mutually satisfactory agreement," said Local 1303-161 President Sarah Wilcox. "This contract rewards our commitment to providing superior care to our in-home patients."

Council 4 Staff Representative Todd Webb served as the local's spokesman in negotiations. The local negotiating team included Wilcox, Patty Benjamin, Jackie Dellacamera, Betty Donnelly, Darleen Hardy, Susan Ingraham and Kerry Morasky.

Dumas, Continued from p. 1

"I didn't know even know Vanessa," said Rose Valle-Patrow, a paraprofessional at Two Rivers Magnet School in East Hartford. "But after reading Helen Ubinas's column, I felt like I had to do something to help out."

Valle-Patrow and her co-workers raised hundreds of dollars and purchased toys to help the Dumas-Console family get through Christmas. Since then, Council 4 Executive Board members and staff, along with the Local 1303 statewide chapter, have provided additional support to help Dumas-Console deal with the cost of health care and other survival necessities.

"I appreciate everything our union has done to help me and my kids," Dumas-Console said. "I just want to feel better and get back to work."

Dumas-Console's children, six-year-old A.J. and 10-year-old Serena, are a source of comfort and inspiration as she battles back from cancer. Serena recently donated much of her hair to "Locks and Love," a program that provides wigs to cancer patients who lose their hair as they undergo chemotherapy treatment.

Local 1303-132 President Stacie Harris-Byrdsong acknowledged frustration with CREC, but said the union intends to bargain over the issue of sick leave donation in upcoming contract negotiations.

Birdsong said there was never any hesitation when the time came to rally around Dumas-Console.

"Today it's Vanessa. Tomorrow it could be one of us. This is what union sisters and brothers do," she said.

Call Center, Continued from p. 1

A new report showed Connecticut's jobless numbers climbed to 7.1 percent in, a loss of about 5,100 jobs.

"A lot of people recently laid off have never filed before," Tulloch said.

Rep. Chris Murphy, D-5, who toured the call center in Hartford with Local 269 members, said he's working to get the federal government to help the state beef up staffing at its two call centers. He said since the federal government extended unemployment benefits, it makes sense for it to help the state out.

Carney said while there used to be 86 employees working in the state's two call centers, now there are just 51 employees to handle the increasing volume of calls.

And a recent report by Connecticut Voices for Children found that long-term unemployment - the percentage of unemployed workers who have been without work for more than 26 weeks - is higher in Connecticut at 20.3 percent than the 17.6 percent national average.

Many of unemployed also want to know if Congress plans to extend unemployment benefits again.

Before Tulloch walked away from her desk for an interview, she said she just got off the phone with a gentleman who wanted to know if unemployment benefits would be extended again because he is just four checks shy of losing the benefit.

This story was reprinted in original form, with slight edits, from CT News Junkie. CT News Junkie Editor Christine Stuart wrote the story. Go to www.ctnewsjunkie.com.

**FOR THE LATEST
HAPPENINGS CHECK
WWW.COUNCIL4.ORG**

SOLVING CONNECTICUT'S ECONOMIC CRISIS

Leaders of the State Employee Bargaining Agent Coalition (SEBAC), the union coalition whose membership includes Council 4, held a preliminary meeting with representatives from Governor Rell's administration on Jan 14, 2009, and were scheduled to meet again Jan. 28, as this newsletter was going to press. With the state deficit approaching \$1 billion, members of SEBAC's 13 unions have made it clear to the governor and legislative leadership that we want to work on comprehensive solutions to the economic crisis that's engulfed our nation and our state. Connecticut needs real solutions that don't dismantle the public services on which Connecticut's residents and businesses rely more than ever. Stay tuned to www.council4.org for the latest news on what public service workers are doing to help solve the economic crisis.

"State of the State"

Governor Rell announced in her "State of the State" address Jan. 7 that despite the ever-increasing need for government services, she is planning on presenting a budget on Feb. 4 that makes deep cuts affecting every agency, every program, and every service provided by state government.

"They will hurt," promised Rell.

Rell's comments reflect the challenge that Connecticut, along with many other states, faces as elected leaders struggle to provide core services in health, security and public safety while trying to balance a budget with decreasing revenue.

State employee unions are gearing up to help meet that challenge and work with everyone they can to find good, lasting solutions to get past the economic crisis and build for a better system for the long haul.

Front-line workers, however, cautioned against bringing further devastation to Connecticut's economy by cutting the vital services that public employees provide.

"The governor was right to observe that difficult economic times are when public services are needed most. That's why we need to be extra careful to make sure we don't create bigger problems in the long run as we react to the crisis of the moment," said State Police Public Safety Dispatcher Tim Walker of Local 610.

Parole Officer Tonia McCown of Local 1565 (Department of Correction) added, "I appreciate the governor being so concerned about the welfare of the people of our state. But how do we take care of our citizens if government is cutting the services they depend on us to provide?"

Note: As this newsletter went to press, the state budget deficit had skyrocketed to nearly \$1 billion. Go to www.council4.org for the latest on our economic crisis, including an analysis of Rell's proposed budget

Rell Rejects Her Own Arbitration Award

Council 4 members and staff mobilized to stop an effort by Gov. Rell and Republican leadership to reject the recently issued arbitration award impacting our NP-4 Corrections Bargaining Unit.

On Jan. 5, 2009, Arbitrator J. Larry Foy issued the award, emphasizing how the economic downturn compelled him to side with the state on virtually every economic issue, including raises totaling 8% over three years.

Three days later, Rell called for the state legislature to overturn the an arbitration award. Taking their cue from Rell, House Minority Leader Larry Cafero and Senate Minority Leader John McKinney sought to table any action on arbitrated raises until June.

The arbitration award affects more than 5,000 Department of Correction employees -- including Correction Officers, Treatment and Parole Officers, Maintenance and more -- represented by Council 4 Locals 387, 391 and 1565.

Council 4 members urged legislators to do the right thing and support the arbitration award.

"Every dollar of this award will end up contributing to the stimulus of the economy," argued Council 4 Executive Director Sal Luciano. "These hard working correctional employees won't invest in foreign emerging markets. They will invest in food, and family needs from local stores. That's just what the smart economists -- both conservative and progressive -- ordered."

Legislators heard us loud and clear. On Jan. 14, the House voted against Cafero's amendment 110-35, with the Senate declining to even act on the amendment. At press time, the NP-4 arbitration award was headed to the Appropriations Committee for a public hearing.



Local 391 member Todd Sokolowski talks to WNPR's Anna Sale about life as a state correction officer. Sokolowski works at Northern Correctional Facility, the supermax prison in Somers that houses death row inmates. "We risk our lives every day. We live in the highest cost state and the richest state in the country," Sokolowski observed. "How does Governor Rell expect us to work together to fix the economy when she's trying to punish us by overturning a legal process?"

REGISTER TODAY FOR THE COUNCIL 4 ANNUAL CONFERENCE APRIL 3-5, 2009 - FOUR POINTS SHERATON, MERIDEN, CT

The registration fee of \$100.00 per member covers all material and meals from continental breakfast on Friday through Sunday breakfast.

Name: _____

Address: _____

Telephone Number: _____

Your Local Union #: _____

Will you be attending the Friday classes? (beginning at 9:00) ____yes ____no

Will you be having meals on Friday at the conference? ____yes ____no

Mail this completed form with a check for \$100 per member to Council 4 at 444 East Main Street, New Britain, CT. 06051

Room reservations must be made directly with the Four Points by Sheraton hotel. The rooms are being held in a block for AFSCME Council 4 Conference at a rate of \$95.00 plus taxes per room per night. The telephone number is 203-238-2380. The cut-off date for accepting reservation for this block of rooms at this rate is March 2, 2009. Reservation requests received after that date will be accepted on space and rate availability basis.

Make your reservations early! The Recognition Dinner is Friday night after the PEOPLE Committee cocktail hour. On Saturday the Civil Rights Committee will sponsor a luncheon speaking program, and the Women's Committee will sponsor dinner and entertainment. On Sunday, we will have our PEOPLE breakfast, followed by elections to the committee.

More information about the 2009 Conference and our event-packed weekend will be forthcoming in the mail to registered participants and online at Council 4.org

Council 4 Annual Recognition Dinner Set For Friday, April 3, 2009

If there is a member in your Local Union who has gone above and beyond the call -- as a union member or as an outstanding citizen who has made a difference in someone's life or who is just dedicated to the cause -- Council 4's Recognition Committee wants to know.

Submit the member's name to the Recognition Committee on the form attached below. ALL nominations will be reviewed. Awards are limited, so please be very specific as to why you wish to recognize this member. If your local is attending the 12th Annual Council 4 Conference on April 3-5 in Meriden, the Recognition Dinner is included in the cost of the conference. If your local is NOT attending the Council 4 Conference, the cost is \$50.00 per person.

Nominations must be received no later than **MARCH 1, 2009**. THERE WILL BE NO EXCEPTIONS! Nominations for members who have received an award within the last two years will not be accepted. Recognition will be limited to a maximum of two recipients per local/chapter.

SUBMIT YOUR NOMINATION TODAY

Your Name: _____ Your Local #: _____ Phone #: _____

Nominee: _____ Local #: _____

(PLEASE PRINT NOMINEE'S NAME LEGIBLY, AS IT WILL APPEAR ON THE AWARD)

WHY DO YOU WISH TO HONOR THIS COUNCIL 4 MEMBER?

Submit Your Nomination to:

Council 4 AFSCME, 444 East Main Street, New Britain, CT 06051. Attn: Roberta Price, Chair, Recognition Committee