

the 4 WORD

The Voice of Council 4 AFSCME Connecticut

December 2012

What's Inside

East Lyme Workers Rebuild After Sandy

Julie Wilson of AFSCME Local 1303-229 has lived in East Lyme for more than 20 years, and raised a family here. So when Hurricane Sandy blew into town her town with gale force winds and flood waters, leaving 99% of the residents without electricity, she felt a community's pain. "I care about the citizens of this town," said Wilson, an administrative assistant for East Lyme's Emergency Management Department. "All of us who work for the town want to make a difference."

AFSCME Local 1303-436 President Forrest Andrews shared those feelings when Sandy overwhelmed East Lyme, making the shoreline town of 20,000 among Connecticut's hardest hit communities. "I grew up a few hundred yards from one of the worst-hit areas. It was the beach I played on as a kid. It was a sad day to see my childhood memories in a state of destruction," he reflected.

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AFSCME Local 1303-229 members embodied the dedication of public service workers who helped repair their communities after Super Storm Sandy.

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"A Good Day for the Middle Class"

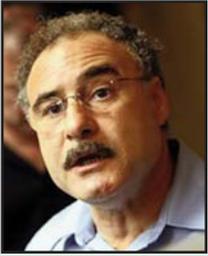


Council 4 members like AFSCME Local 1303 President Brian Mitchell (seen with his wife Nancy and son Michael at a union Get Out the Vote rally) and AFSCME Local 2663 Executive Board member Adina Ghanooni



(seen knocking on a union member's door) made the difference in helping to elect pro-worker candidates to office last month. We knocked on 8,795 doors of union households, made 20,434 phone calls to fellow union members and helped facilitate 265 worksite visits. Look for the full rundown in our January 2013 issue.

Weathering Our Storms



First things first. I want to thank our members who worked hard both on the job and as volunteers to help those who were hardest hit by Superstorm Sandy. Connecticut residents saw our ranks in action whether clearing streets, handing out badly need supplies or in makeshift buildings helping government to help citizens. We will do our best to make sure the public does not soon forget the first-class job you are doing at work or in your communities.

While it may now seem like a distant memory, I want to also congratulate you on working hard to get out the vote in support of the party of the middle class. The “gift” that we received for this election victory was the gift of opportunity for our families. Approximately 80% of the candidates endorsed by Council 4 were elected to office, including President Barack Obama and our newest representatives in Congress, Senator Chris Murphy and Representative Elizabeth Esty.

For the past several years we’ve dedicated our efforts to strengthening the middle class. We must be doing something right; clearly, Connecticut voters see eye-to-eye with us.

Recovery from natural disasters and winning a major election aside, we had many successes in 2012. We bargained good contracts in our cities and towns despite a rough economy. We’ve defended our members’ rights before the State Labor Board. We organized new union members into the Council 4 family, including, most recently, Berlin school secretaries. We pushed back the job and service cutting forces in such communities as Bristol, New London and New Britain.

Statewide, we successfully lobbied Gov. Malloy and the Legislature to properly fund state employee pensions. Malloy deserves our thanks for putting back in the state pension funds the money the last two governors took out, and promising to keep them properly funded.

We also worked to open up the state insurance pool to municipalities and public school employees, and we saved lives and taxpayer dollars through near-perfect compliance with the Health Enhancement Program.

Despite these victories, we can expect another difficult legislative session ahead of us. The budget, although in better shape than two years ago, is still in a precarious state. Anti-worker forces are still up to their tricks. One billionaire from Greenwich, Thomas Peterffy, spent millions of his personal fortune on TV ads against state senators who voted for the middle class. Even though our boots-on-the-ground approach won on Nov. 6, Peterffy and those like him are not going away.

Neither are we. Over the last two years we have begun changing the dialogue around the need for a fair tax structure, an affordable healthcare system, and a secure retirement program. We will continue that push through our union’s Campaign for the Middle Class.

I am thankful we are in this fight together. Together we will continue to succeed in 2013. Have a wonderful holiday and a prosperous New Year.

In solidarity,

Sal Luciano

Executive Director

Clinton Town Hall Employees Support Local Non-Profit

A FSCME Local 1303-199, representing Town of Clinton employees, is a small union in membership (16) but big in heart, as evidenced by their \$500 donation to Families Helping Families, Inc. “Our members wanted to do something for the good of Clinton. Many of us live in town or are involved in supporting local organizations,” said union President Andrea Woliver, an assistant in the Assessor’s Office. “So when we decided to make a donation to a local charity, everyone agreed on Families Helping Families. We didn’t have to think twice.”

Local 1303-199 members presented their donation to Families Helping Families President Miner Vincent during the non-profit’s Sixth Annual Apple Pie Festival, held Oct. 6 at Morgan High School.

Proceeds from the Apple Pie Festival enable Families Helping Families to provide emergency energy assistance and restock the Clinton Food Pantry. “This is an unbelievable donation from the town hall employees union. We’re deeply appreciative,” Miner said. “We depend on the generosity of local citizens and businesses. Every dollar we raise goes right back into the community.”



L-R: Local 1303-199 members Tom Fitting and Sharon Uricchio; First Selectman William Fritz; Local 1303-199 member John O’Connell; Families Helping Families President Miner Vincent; and Local 1303-199 President Andrea Woliver.

A New Day in Middletown

Middletown public service workers are hailing a settlement agreement with the city that brings an end to years of legal strife and paves the way for improved labor relations.

“This is a long time coming,” Middletown Mayor Daniel Drew stated. “This is a new day.”

The settlement between the City, the Board of Education and Local 466 includes the resolution of 23 grievances, three labor board charges and one lawsuit against the Board of Education and the City stemming from longstanding payroll and personnel disputes dating back three years.

The City agreed to pay \$259,000 to fund the grievance and labor board charge settlements, as well as several new bargaining unit positions within Local 466, which represents nearly 400 City and Board of Education employees, including school custodians, maintainers, secretaries, nurses and cafeteria staff. Union members approved the settlement Oct. 18.

“This settlement is good for the taxpayers and most importantly, it’s good for the kids at our schools,” added AFSCME Local 466 President Jeffrey Daniels.

Drew, a Democrat who was elected to his first term last November, made it a priority to settle the legal entanglements that had resulted in contentious labor relations. “Mayor Drew followed through. He was determined to get this done. The difference between the way things were and the way they are now is like night and day,” said Council 4 Staff Representative Ed Thibodeau, who served as Local 466’s advocate during the settlement talks.



Mayor Dan Drew, Local 466 President Jeff Daniels and Council 4 Staff Representative Ed Thibodeau.

East Lyme Workers Respond to Storm, continued from cover

Like Wilson, Andrews had little time for mourning. He works for the town as an emergency dispatcher and also serves as bargaining unit president. “As dispatchers, we’re the first responders. We’ve got to be calm and collected.”

Wilson, Andrews and the rest of East Lyme’s public workforce put aside their own problems – including water-damaged homes, fallen trees and loss of power – to meet the challenge of rebuilding their town.

The public works crew worked with little rest to clear brush, trees and other detritus from roads and beaches. They made sure the water supply was safe. Administrative staff came to work and assisted citizens even though Town Hall and other facilities lacked power after the storm.

“We had guys work some long, tough shifts,” said Local 1303-229 Vice President Gregory Rienks, a heavy equipment operator. “As soon as you’re working over 24 hours, the stress level rises. It’s the nature of it. We rise up to it.”

Rienks and Water Department Foreman Vinny McGinty were among the town workers feverishly working along the damaged shoreline sections of town in Sandy’s immediate aftermath. “The damage was pretty significant. Our challenge was to keep our wells up and running and get water to the people. We were able to keep up with it,” McGinty said.



AFSCME Local 1303-436’s
Forrest Andrews

Working at the Emergency Management center gave Wilson a birds-eye view of the challenges facing East Lyme. Her responsibilities include maintaining the East Lyme Public



Hurricane Sandy pummeled East Lyme and dozens of Connecticut cities and towns. (Photo by East Lyme Patch.)

Safety Facebook page that she had developed to keep citizens informed during an event such as Sandy. Just before the storm, the page had 124 followers. One week later, it had grown to over 1,200. The content on the page was viewed by over 27,000 people over the course of the storm.

“In these situations, social media becomes a lifeline for people without power. Our citizens are relying on us and I wasn’t going to let them down,” Wilson said.

Public workers in East Lyme and across the state rose to the occasion. “This is the most intense damage I’ve ever seen,” Andrews said. “Everyone did a wonderful job under stressful circumstances. I’m proud of my co-workers.”

“The public employees we represent are the safety net for the town in an emergency,” added Local 1303-229 President Anna Hartung. “Even before Sandy hit, we were working extended hours, protecting and servicing the community. Our members are proud to serve.”

**NOTICE TO ALL NON-MEMBER AGENCY FEE PAYERS
BASED ON EXPENSES FOR THE YEAR ENDED 12/31/2011**

The following procedure is being implemented pursuant to Article IX, Section 15 of the International Constitution, as amended at the 29th International Convention of AFSCME, in order to comply with the requirements of the decisions of the United States Supreme Court in Chicago Teachers Union, Local No. 1, AFT, AFL-CIO v Hudson, 475 U.S. 292, 106 S.Ct 1066 (1986) and Communication Workers v. Beck, 487 U.S. 735, 108 S. Ct. 2641 (1988).

As a non-member agency fee payer you are being charged an agency fee which is equal to the regular dues, fees and assessments paid by AFSCME Council 4 members. This fee is in accordance with provisions of Connecticut law and the collective bargaining agreements between AFSCME Council 4 affiliates and various employers in the State of Connecticut.

CATEGORIES OF CHARGEABLE ACTIVITIES

A. Expenses associated with the following activities are totally chargeable to fair share fee payers in this calculation:

- Gathering information in preparation for the negotiation of collective bargaining agreements.
- Gathering information from employees concerning collective bargaining positions.
- Negotiating collective bargaining agreements.
- Administration of ballot procedures on the ratification of negotiated agreements.
- The public advertising of AFSCME's positions on the negotiation, ratification, or implementation of collective bargaining agreements.
- Lobbying for the negotiation, ratification or implementation of a collective bargaining agreement.
- Adjusting grievances pursuant to the provisions of collective bargaining agreements, enforcing collective bargaining agreements and representing employees in proceedings under civil service laws or regulations.
- Purchasing books, reports, and advance sheets used in (a) negotiating and administering collective bargaining agreements, (b) processing grievances.
- Paying technicians in labor law, economics and other subjects for services used (a) in negotiating and administering collective bargaining agreements, (b) in processing grievances.
- Defending AFSCME against efforts by other unions or organizing committees to gain representation rights in units represented by AFSCME.
- Proceedings regarding jurisdictional controversies under the AFL-CIO constitution.
- Membership meetings and conventions held at least in part to determine the positions of employees on collective bargaining issues, contract administration and other matters affecting wages, hours and working conditions, including the cost of sending representatives to such meetings and conventions.
- Internal communications which concern collective bargaining issues, contract administration, public employment generally, employee development, unemployment, job opportunities, award programs and other matters affecting wages, hours and working conditions.
- Impasse procedures, including fact finding, mediation, arbitration, strikes, slow-downs, and work stoppages, over provisions of collective bargaining agreements and the administration thereof, so long as they are legal under state law. These costs may include preparation for strikes, slow-downs, and work stoppages regardless of their legality under state law, so long as no illegal conduct actually occurs.
- The prosecution or defense of arbitration, litigation or charges to obtain ratification, interpretation, implementation or enforcement of collective bargaining agreements and any other litigation before agencies or in the courts which concerns bargaining unit employees which is normally conducted by an exclusive representative.

B. Expenses associated with the following activities are treated as chargeable to objecting fee payers to the extent that they are germane to collective bargaining activity, are justified by the government's vital policy interest in labor peace and avoiding free riders, and do not significantly add to the burden on free speech that is inherent in the allowance of any agency or union shop:

- Services provided by a parent organization to other bargaining units, which are provided from the pool of resources available to all units, and may ultimately inure to the benefit of the members of the local bargaining unit.
 - Purchasing books, reports, and advance sheets used in activities or for purposes other than negotiating collective bargaining agreements and processing grievances.
 - Paying technicians in labor law, economics and other subjects for services used in activities other than negotiating, implementing and administering collective bargaining agreements and processing grievances.
 - Supporting and paying affiliation fees to other labor organizations which do not negotiate the collective bargaining agreements governing the fair share fee payer's employment.
 - Membership meetings and conventions held for purposes other than to determine the positions of employees on collective bargaining issues, contract grievance adjustment or other matters affecting wages, hours and working conditions.
 - Internal communications which concern subjects other than collective bargaining issues, contract administration, public employment generally, employee development, unemployment, jobs opportunities, award programs, or other matters affecting wages, hours and working conditions.
 - Organizing within the bargaining unit in which fair share fee payers are employed.
 - Organizing other bargaining units.
 - Seeking to gain representation rights in units not represented by AFSCME, including units where there is an existing designated representative.
 - Prosecution or defense of arbitration, litigation or charges involving matters other than the ratification, interpretation, implementation or enforcement of collective bargaining agreements, or which relates to the maintenance of the union's associational or corporate existence.
 - Lobbying for purposes other than the negotiation, ratification or implementation of a collective bargaining agreement.
 - Social and recreational activities.
 - Payments for insurance, medical care, retirement, disability, death, and related benefit plans for union employees, staff and officers.
 - Administrative activities and expenses allocable to AFSCME's activities and expenses for which fair share fee payers are charged.
- C. Expenses associated with the following activities are not charged to objecting fee payers in this calculation.*
- Training in voter registration, get-out-the-vote, and political campaign techniques.
 - Supporting and contributing to charitable organizations.
 - Contributing to political organizations and candidates for public office.
 - Supporting and contributing to ideological causes.
 - Supporting and contributing to international affairs.
 - The public advertising of AFSCME's position on issues other than negotiation, ratification, or implementation of collective bargaining agreements.
 - Member-only benefits.

AFSCME COUNCIL 4 CALCULATION OF AGENCY FEE CHARGEABLE TO OBJECTING FEE PAYER

Applying the categories of chargeable and nonchargeable expenses to the activities and expenses of AFSCME for the year ending December 31, 2011, it was determined that 33.250% of the expenses of AFSCME were chargeable to objecting agency fee payers (See Part 1, Section 2). Applying these criteria to the activities and expenses of AFSCME Council 4 and its affiliated locals for the 2011 fiscal year, it was determined that 93.963% of the expenses of AFSCME Council 4 and its affiliated locals were properly chargeable to objecting agency fee payers (See Part 2, Section 2).

These percentages have been combined to form a weighted average, based upon AFSCME, AFSCME Council 4 and its affiliated locals component of the agency fee (see section on the chargeable expenditures of AFSCME Council 4's affiliated locals) of 73.92% (See Table 1) This calculation results in an agency fee chargeable to objecting fee payers which is to 73.92% of the regular dues, fees and assessments paid by AFSCME Council 4 members. The agency fee chargeable to objecting fee payers is effective from January 1, 2013 to December 31, 2013.

In December 2013, you will receive another Notice concerning the fee that will be chargeable to objecting agency fee payers for the period from January 1, 2014 to December 31, 2014. This fee will be based upon an analysis of the activities and expenses of AFSCME, AFSCME Council 4 and its affiliated locals for the 2012 fiscal year.

The AFSCME Council 4 fee chargeable to objecting agency fee payers was based upon the following audited financial information. The financial information sets forth the expenditures of AFSCME and AFSCME Council 4 in major categories of expenditures, audited by an independent accountant. The following tables detail which portion of the total audited expenditures of AFSCME and AFSCME Council 4 are chargeable to objecting agency fee payers pursuant to the criteria set forth above.

PART 1:

**REVISED CALCULATION OF CHARGEABLE EXPENSE
BASED ON EXPENSE DURING THE YEAR ENDED 12/31/2011
APPLICABLE TO FAIR SHARE FEES FOR THE PERIOD JANUARY - DECEMBER 2013**

	Total 2011 INTERNATIONAL EXPENSE*	TOTAL CHARGEABLE EXPENSE	ALLOCATED NON-CHARGEABLE EXPENSE
INTERNATIONAL EXPENSE			
ASSISTANCE TO AFFILIATES	\$ 11,317,138	\$ 4,427,447	\$ 6,889,691
AUDITING	1,958,371	1,897,857	60,514
COMMUNICATIONS	8,274,751	5,553,455	2,721,296
CONFERENCE & TRAVEL SERVICES	3,836,531	1,521,118	2,315,413
EDUCATION	4,420,616	3,333,271	1,087,345
EXECUTIVE BOARD	1,075,595	1,075,595	-
FIELD SERVICES	41,609,767	12,230,317	29,379,450
FINANCIAL SERVICES	15,322,289	6,082,949	9,239,340
GENERAL COUNSEL	4,077,036	3,230,107	846,929
GENERAL OPERATING & BUILDING SRVC.	8,814,714	8,814,714	-
HUMAN RESOURCES	1,368,540	543,310	825,230
INFORMATION SYSTEMS	6,858,331	2,722,757	4,135,574
INTER-UNION AFFILIATIONS	23,214,103	26,140	23,187,963
INTERNATIONAL RELATIONS	6,852	-	6,852
JUDICIAL PANEL	1,076,423	1,076,423	-
LEGISLATION	4,832,713	(16,069)	4,848,782
POLITICAL ACTION & PEOPLE	33,594,879	100,116	33,494,763
PRESIDENT'S OFFICE	4,498,689	1,257,442	3,241,247
RESEARCH	8,160,801	7,073,002	1,087,799
RETIREE	1,639,715	799,366	840,349
SECRETARY-TREASURER'S OFFICE	1,261,683	500,888	760,795
TOTALS	\$ 187,219,537	\$ 62,250,205	\$ 124,969,332

TOTAL CHARGEABLE EXPENSE (2011)	\$ 62,250,205	33.250%
TOTAL INTERNATIONAL EXPENSE (2011)	\$ 187,219,537	

* TOTAL EXPENSE, CONVENTION EXPENSE, AFFILIATION AND CSOP REBATE GRANTS AS AUDITED BY BOND BEEBE, CERTIFIED PUBLIC ACCOUNTANTS.
** GENERAL OPERATING & BUILDING SERVICES EXPENSES HAVE BEEN ALLOCATED AS INDIRECT OVERHEAD AND FIELD DEPARTMENTS ON A PERCENTAGE BASIS.

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**Section 1:
REPORT OF INDEPENDENT AUDITORS**

To the Executive Board American Federation of State, County and Municipal Employees, AFL-CIO
We have audited the accompanying revised consolidated schedule of expenses and allocation between chargeable expenses and nonchargeable expenses of the American Federation of State, County and Municipal Employees, AFL-CIO for the year ended December 31, 2011. This schedule is the responsibility of AFSCME's management. Our responsibility is to express an opinion on this schedule based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the revised consolidated schedule of expenses and allocation between chargeable expenses and nonchargeable expenses is free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall schedule presentation. We believe that our audit provides a reasonable basis for our opinion.

Except as discussed in Note 1 and Note 3(m), the expenses reflected in the total expenses column agree with the expenses in the audited consolidated financial statements of AFSCME for the year ended December 31, 2011. The allocation of expenses between chargeable and nonchargeable is based on the definitions presented in Note 2 and the significant factors and assumptions described in Note 3. The accompanying schedule was prepared for the purpose of determining the fair share cost of services rendered by AFSCME for employees represented by, but not members of, AFSCME. The accompanying schedule is not intended to be a complete presentation of AFSCME consolidated financial statements.

In our opinion, the revised consolidated schedule of expenses and allocation between chargeable and nonchargeable expenses referred to above represents fairly, in all material aspects, the expenses of the American Federation of State, County and Municipal Employees, AFL-CIO for the year ended December 31, 2011, and the allocation between chargeable expenses and nonchargeable expenses, on the basis of the definitions in Note 2, and the significant factors and assumptions described in Note 3.

This report is intended solely for the information and use of American Federation of State, County and Municipal Employees, AFL-CIO and is not intended to be and should not be used by anyone other than this specified party.

Paul Bush
A Professional Corporation
Bethesda, MD
October 10, 2012

**Section 2:
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO
REVISED CONSOLIDATED SCHEDULE OF EXPENSES AND ALLOCATION BETWEEN CHARGEABLE
EXPENSES AND NONCHARGEABLE EXPENSES FOR THE YEAR ENDED DECEMBER 31, 2011**

EXPENSES	Total Expenses	Chargeable Expenses Chargeable Expenses
Assistance to Affiliates	\$ 11,317,138	\$ 4,427,447	\$ 6,889,691
Auditing	1,958,371	1,897,857	60,514
Communications	8,274,751	5,553,455	2,721,296
Conference and Travel Services	3,836,531	1,521,118	2,315,413
Education	4,420,616	3,333,271	1,087,345
Executive Board	1,075,595	1,075,595	-
Field Services	41,609,767	12,230,317	29,379,450
Financial Services	15,322,289	6,082,949	9,239,340
General Counsel	4,077,036	3,230,107	846,929
General Operating and Building Services	8,814,714	8,814,714	-
Human Resources	1,368,540	543,310	825,230
Information Systems	6,858,331	2,722,757	4,135,574
Inter-union Affiliations	23,214,103	26,140	23,187,963
International Relations	6,852	-	6,852
Judicial Panel	1,076,423	1,076,423	-
Legislation	4,832,713	(16,069)	4,848,782
Political Action	33,594,879	100,116	33,494,763
President's Office	4,498,689	1,257,442	3,241,247
Research	8,160,801	7,073,002	1,087,799
Retirees	1,639,715	799,366	840,349
Secretary - Treasurer's Office	1,261,683	500,888	760,795
	\$ 187,219,537	\$ 62,250,205	\$ 124,969,332
PERCENTAGE	100.000 %	33.250 %	66.750 %

Section 3:
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO
NOTES TO REVISED CONSOLIDATED SCHEDULE OF EXPENSES AND ALLOCATION BETWEEN
CHARGEABLE EXPENSES AND NONCHARGEABLE EXPENSES FOR THE YEAR ENDED DECEMBER 31, 2011

NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Principle of Consolidation

The revised consolidated schedule includes the expense accounts of the American Federation of State, County and Municipal Employees, AFL-CIO and AFSCME Building Corporation (AFSCME). All intercompany transactions have been eliminated in consolidation. The direct expenses related to the PEOPLE Committee (PEOPLE) and the Fallen Heroes Fund, which are included in the audited consolidated financial statements of AFSCME, are not included in this consolidated schedule.

Accounting Estimates

The preparation of statements in accordance with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of expenses during the reported period. Actual results could differ from those estimates.

Depreciation

Property assets are depreciated by the straight-line method at rates calculated to amortize the cost of the assets over their respective estimated useful lives.

Subsequent Events

In preparing these schedules, management of the AFSCME has evaluated events and transactions that occurred after December 31, 2011 for potential recognition or disclosure in the schedules. These events and transactions were evaluated through October 10, 2012, the date that the schedules were available to be issued.

NOTE 2: DEFINITIONS

The revised consolidated schedule of expenses and allocation between chargeable expenses and nonchargeable expenses reflects a revision of the basic consolidated schedule. Affiliation fees and expenses associated with organizing workers are considered chargeable on the basic consolidated schedule and are considered nonchargeable on the revised schedule.

Chargeable Expenses

Chargeable expenses include the share of the costs of operations of AFSCME which are considered necessarily and reasonably incurred for the purposes of assisting affiliated councils and local unions in the performance of their duties as representatives of the employees in dealing with the employers on labor management issues, including the costs of:

- Negotiating and administering, and securing the ratification and implementation of collective bargaining agreements
- Settling grievances and disputes by mutual agreement, or in arbitration, court or otherwise
- Activities and undertakings normally and reasonably employed to implement the duties of AFSCME as the representative of the employees
- Pursuing ratification or implementation of agreements affecting employees represented by AFSCME before legislative or administrative bodies
- Communicating with employees on matters of concern to them
- Maintenance of the associational existence of AFSCME and its affiliates

The following are examples of expenses classified as chargeable:

- Preparation for the negotiation and the negotiation of collective bargaining agreements
- Contract administration, including investigating and processing grievances
- Meetings, conferences, administrative and arbitral proceedings, and pertinent investigation and research in connection with work-related subjects and issues
- Handling work-related problems of employees
- Communications with employers, elected officials, governmental agencies, and media with respect to AFSCME's position on collective bargaining related matters
- Lobbying and legislative activities with respect to matters concerning the negotiation, ratification or implementation of collective bargaining agreements
- Providing legal, economic and technical expertise on behalf of employees in all work-related matters

Nonchargeable Expenses

Nonchargeable expenses include those of an ideological or political nature and expenses incurred for activities unrelated to collective bargaining and the work-related interests of employees. Also included as a category of nonchargeable expenses are affiliation fees, expenses associated with organizing workers, and union benefits available only to members.

The term "political" is defined as support of, or opposition to, political parties or candidates for political office and expenses associated with fundraising for such activities. Also included in the definition of "political" are voter registration and political get out the vote efforts. The term "ideological" is defined as support for certain positions that AFSCME may take which are not work-related or do not have an impact on the wages, hours or working conditions of employees represented by AFSCME.

The following are examples of expenses classified as nonchargeable:

- Contributions to political candidates and political parties.
- Fundraising for political candidates, political parties, or political action committees: voter registration and political get out the vote activities.
- International affairs; activities concerning judicial nominations.
- Endorsements of political candidates.
- Contributions to or participation in activities sponsored by organizations that are unrelated to collective bargaining or other work-related interests.
- Scholarships and other monetary aid provided to the families of members.
- Members only discounted benefits.

NOTE 3: SIGNIFICANT FACTORS AND ASSUMPTIONS RELATING TO THE ALLOCATION OF EXPENSES BETWEEN CHARGEABLE EXPENSES AND NONCHARGEABLE EXPENSES

Significant factors and assumptions underlying the allocation of expenses between chargeable and nonchargeable amounts are summarized as follows:

a. For purposes of the calculation, except as noted below, departments are classified as either programmatic or administrative departments. Programmatic departments implement the programs of AFSCME, and provide services to AFSCME affiliates. Allocations of chargeable expenses and nonchargeable expenses of the programmatic departments are made on the basis of a review of the activities and expenses of the individual departments.

Administrative departments oversee and coordinate the functions of AFSCME and provide support functions to the programmatic departments. Included among the administrative departments are the International Union Officers and their staffs, Financial Services, Human Resources, Conference and Travel. The expenses for the administrative departments are allocated as chargeable and nonchargeable in the same proportion as the total chargeable expenses and nonchargeable expenses of the programmatic departments. The overhead attributable to the programmatic departments is included as an administrative department expense in determining the chargeable and nonchargeable proportion of their expenses.

b. For purposes of this calculation, organizing expenses are treated as nonchargeable. The Field Services Department is responsible for all of the International Union's organizing activities. The Field Services Department engages in organizing activities in two ways. First, the Field Services Department has certain employees who have, as one of their responsibilities, the organizing of new members. Second, the Field Services Department provides grants to AFSCME affiliates to permit them to engage in organizing.

The Union examines the staff who may have any involvement in organizing, either internal organizing in pre-existing bargaining units, or external organizing of new bargaining units. To the extent such staff are involved in organizing, their salaries are treated as nonchargeable.

The cost of all health and retirement benefits and all travel expenses of each permanent field service staff person who engaged in any organizing activities are treated as nonchargeable to the same extent as the salary of such person. Additionally, all overhead costs associated with organizing are treated as nonchargeable.

Certain of the activities of the Field Services Department are conducted through projects. Each of those projects is examined, and, if the purpose of the project includes any organizing, that portion of the project related to organizing, including that portion of the salaries, benefits and travel expenses of project staff employed in connection with such project is treated as nonchargeable.

Finally, the Field Services Department makes certain grants to AFSCME locals and councils for a variety of purposes, including organizing by the Union. All of these grants are reexamined by the Union and if the purpose of the grant includes organizing, that portion of the grant is treated as nonchargeable.

Nonchargeable and chargeable expenses, which were \$80,378,166 and \$106,841,371 before, have been restated to \$124,969,332 and \$62,250,205 as a result of this revised calculation.

c. Costs associated with AFSCME publications, including editorial, production, and distribution expenses, are allocated on the basis of a column inch analysis of the chargeable content of the publication.

d. For the purpose of allocating personnel costs, it is assumed that employees work 7 hours per day and 232 days per year. The employee benefits percentage rate is based on a comparison of total department employee benefits to total department salary costs. Employee benefits are allocated on a departmental basis, based upon total chargeable and nonchargeable salary, multiplied by the benefits percentage rate.

e. Activities of the programmatic department staff are individually analyzed and are allocated on the basis of chargeable alleviations. The personnel costs of the communications staff involved in the editing or production of AFSCME's publications are allocated on the basis of the chargeable content of the publications.

f. Reimbursed and charged travel expenses of the programmatic department staff are individually analyzed and allocated as chargeable or nonchargeable depending on the nature of the activity. Reimbursed expenses of the Public Affairs staff involved in the editing and production of AFSCME publications are allocated on the basis of the chargeable content of the publication. g. Headquarters overhead expenses are allocated on the basis of the activities of headquarters personnel. All headquarters overhead expenses are allocated to headquarters departments on the basis of the individual department's percentage of total headquarters salary costs. Included in the calculation of headquarters overhead costs are general operating and building service costs. Overhead expenses allocated to each department are allocated between chargeable and nonchargeable on the basis of chargeable salaries as a percentage of total salaries within that department.

h. Field overhead expenses are pooled and allocated on the basis of the activities and salaries of field staff. Included in the calculation of field overhead costs are office rental, equipment, and general operating costs of the field offices. Field overhead expenses are allocated between chargeable and nonchargeable on the basis of chargeable field staff salaries as a percentage of total field

staff salaries.

i. Assistance to AFSCME affiliates are individually analyzed and allocated on the basis of their chargeable content.

j. Contributions and participations are individually analyzed and allocated on the basis of their chargeable content.

k. Affiliation payments to other labor organizations are treated as nonchargeable expenses in this revised calculation.

l. The expenses of the Judicial Panel are determined to be fully chargeable.

m. Per capita rebates and CSOP rebates of \$3,937,315 classified as assistance to affiliates for purposes of this allocation are off-set against per capita income in the audited consolidated financial statements of AFSCME.

PART 2: AFSCME - CONNECTICUT COUNCIL 4

Revised Consolidated Schedule of Expenses and Allocation Between Chargeable and Nonchargeable Expenses and Independent Auditor's Report
December 31, 2011

AFSCME - CONNECTICUT COUNCIL 4

December 31, 2011

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Section 1:

Board of Directors

AFSCME - Connecticut Council 4

New Britain, CT

We have audited the accompanying revised consolidated schedule of expenses and allocation between chargeable and nonchargeable expenses (the "Schedule") of AFSCME - Connecticut Council 4 for the year ended December 31, 2011. This Schedule is the responsibility of AFSCME - Connecticut Council 4's management. Our responsibility is to express an opinion on the Schedule based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the Schedule is free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the Schedule. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall Schedule presentation. We believe that our audit provides a reasonable basis for our opinion.

The accompanying Schedule was prepared for the purpose of determining the fair share cost of services rendered by AFSCME - Connecticut Council 4 for employees represented by, but not members of AFSCME - Connecticut Council 4. The allocation of expenses is based on definitions and significant factors and assumptions as described in notes 2 and 3. The accompanying Schedule is not intended to be a complete presentation of AFSCME - Connecticut Council 4's consolidated financial statements.

In our opinion, the Schedule referred to above presents fairly, in all material respects, the expenses of AFSCME - Connecticut Council 4 for the year ended December 31, 2011, and the allocation between chargeable and nonchargeable expenses, on the basis of the definitions presented in note 2, and the significant factors and assumptions described in Note 3.

Colin Regnick, L.L.P.

Farmington, Connecticut

November 30, 2012

Section 2:

AFSCME - Connecticut Council 4

Consolidated Schedule of Expenses and Allocation Between Chargeable Expenses and Nonchargeable Expenses - December 31, 2011

	Total Expenses	Chargeable Expenses	Chargeable Expenses
Salaries	\$ 4,861,960	\$ 4,576,839	\$ 285,121
Employee benefits	2,403,205	2,262,273	140,932
Payroll taxes	406,083	382,269	23,814
Unemployment taxes	24,158	22,741	1,417
Workers' compensation	39,018	36,730	2,288
Auto allowances	275,625	275,625	-
Legal fees	372,245	372,245	-
Auto expenses	244,052	244,052	-
Newspaper and mailing costs	104,576	38,288	68,288
Professional services	75,316	75,316	-
Conferences and convention expenses	113,950	113,950	-
Arbitration-contract impasse	89,883	89,883	-
Union promotion	145,706	145,706	-
Training	13,251	13,251	-
Postage	50,935	50,935	-
Other	2,978	2,978	-
Meeting expenses	36,717	36,717	-
Public and employer relations	14,836	14,836	-
Educational programs	493	493	-
Delegate expenses	8,474	8,474	-
Organizing	2,280	-	2,280
Per diem expenses	6,674	6,674	-
Miscellaneous field expenses	5,451	5,451	-
Political action committee	82,500	-	82,500
Flowers and benevolences	2,545	2,545	-
Lodging	277	277	-
Office supplies and expenses	112,862	112,862	-
Telephone	91,064	91,064	-
Utilities and janitorial	105,659	105,659	-
Professional services	53,237	53,237	-
Equipment repairs and service contracts	89,612	89,612	-
Rent	2,700	2,700	-
Depreciation	62,296	62,296	-
Insurance and bonds	56,734	56,734	-
Dues and subscriptions	39,553	39,553	-
Other	6,678	6,678	-
Property taxes	36,167	36,167	-
Other	9,000	9,000	-
	<u>\$ 10,048,750</u>	<u>\$ 9,442,110</u>	<u>\$ 606,640</u>
	100.000%	93.963%	6.037%

Section 3: AFSCME - CONNECTICUT COUNCIL 4

Notes To The Revised Consolidated Schedule of Expenses and Allocation Between Chargeable and Nonchargeable Expenses For The Year Ended December 31, 2011

Note 1 - Summary of Significant Accounting Policies:

Principles of Consolidation:

The revised consolidated schedule of expenses and allocation between chargeable expenses and nonchargeable expenses (the "Schedule") includes the expense accounts of:

AFSCME - Connecticut Council 4 (the "Council") is Connecticut's statewide union of the American Federation of State, County and Municipal Employees ("AFSCME"). The Council is a tax exempt labor organization that represents approximately 35,000 employees in state and local governments, boards of education and the private sector, and is affiliated with the 1.4 million-member AFSCME International Union. The Council provides its nearly 500 local unions with a variety of services including collective bargaining, economic and contract research, education and training, political and legislative affairs, public relations, and legal representation.

AFSCME Building Corporation (the "Building Corporation") is a tax exempt title holding corporation that owns the building in which the Council operates.

AFSCME Council 4 America Fund, Inc. ("America Fund") is a tax exempt organization that provides immediate and long-term financial, in-kind and other assistance to or for the benefit of AFSCME members and employees and their families, those who have served in the U.S. military and other working people and their families, who are in need or have suffered losses as a result of natural or other disasters, or man-made conflicts, and to agencies, organizations or institutions that provide services to veterans and working people in need.

AFSCME Council 4 OPC ("OPC") is a tax exempt organization that promotes the legislative and political agenda of members. All intercompany transactions have been eliminated in consolidation.

Use of Estimates:

The preparation of the Schedule requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities at the date of the Schedule, and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Property and Equipment:

All property and equipment are stated at cost less accumulated depreciation. Depreciation is computed using the straight-line method over the estimated useful lives of the assets. It is the Council's policy to capitalize property and equipment over \$1,000. Estimated lives for financial reporting purposes are as follows:

Building and improvements	10-39 years
Office equipment, furniture and fixtures	3-10 years

Basis of Accounting:

The Schedule has been prepared on the accrual basis of accounting.

Subsequent Events:

Management has reviewed subsequent events through November 30, 2012, the date at which the Schedule was approved and available for issuance.

Note 2 - Definitions:

The Schedule reflects a revision of the supplementary consolidating statement of operating expenses within the basic financial statements for the year ended December 31, 2011 ("basic consolidated schedule"). Affiliation fees and expenses associated with organizing workers are considered chargeable on the basic consolidated schedule and are considered nonchargeable on the Schedule.

Chargeable Expenses:

Chargeable expenses include the share of the costs of operations of the Council which are considered necessarily and reasonably incurred for the purposes of assisting affiliated councils and local unions in the performance of their duties as representatives of the employees in dealing with the employers on labor management issues, including the costs of:

- Negotiating and administering, and securing the ratification and implementation of collective bargaining agreements
- Settling grievances and disputes by mutual agreement, or in arbitration, court or otherwise
- Activities and undertakings normally and reasonably employed to implement the duties of the Council as the representative of the employees
- Pursuing ratification or implementation of agreements affecting employees represented by the Council before legislative or administrative bodies
- Communicating with employees on matters of concern to them
- Maintenance of the associational existence of the Council and its affiliates

The following are examples of expenses classified as chargeable:

- Preparation for the negotiation and the negotiation of collective bargaining agreements
- Contract administration, including investigating and processing grievances
- Meetings, conferences, administrative and arbitral proceedings, and pertinent investigation and research in connection with work-related subjects and issues
- Handling work-related problems of employees
- Communications with employers, elected officials, governmental agencies, and media with respect to the Council's position on collective bargaining related matters
- Lobbying and legislative activities with respect to matters concerning the negotiation, ratification or implementation of collective bargaining agreements
- Providing legal, economic and technical expertise on behalf of employees in all work-related matters

Nonchargeable Expenses

Nonchargeable expenses include those of an ideological or political nature and expenses incurred for activities unrelated to collective bargaining and the work-related interests of employees. Also included as a category of nonchargeable expenses are affiliation fees, expenses associated with organizing workers, and the cost of providing benefits that are only available to union members.

The term "political" is defined as support of, or opposition to, political parties or candidates for political office and expenses associated with fundraising for such activities. Also included in the definition of "political" are voter registration and political get out the vote efforts. The term "ideological" is defined as support for certain positions that the Council may take which are not work-related or do not have an impact on the wages, hours or working conditions of employees represented by the Council.

The following are examples of expenses classified as nonchargeable:

- Contributions to political candidates and political parties
- Fundraising for political candidates, political parties, or political action committees: voter registration and political get out the vote activities
- International affairs; activities concerning judicial nominations
- Contributions of political candidates
- Endorsements to or participation in activities sponsored by organizations that are unrelated to collective bargaining or other work-related interests
- Scholarships and other monetary aid provided to the families of members
- Members only discounted benefits

Note 3 - Significant factors and assumptions relative to the allocation of expenses between chargeable and nonchargeable expenses:

Significant factors and assumptions underlying the allocation of expenses between chargeable and nonchargeable amounts are summarized as follows:

1. Costs associated with the Council publications, including editorial, production, and distribution expenses, are allocated on the basis of a column inch analysis or the chargeable content of the publication.
2. The costs of employee salaries, payroll taxes, unemployment compensation, workers' compensation and employee benefits associated with the Council publications are allocated based on chargeable content of the publication.
3. Costs associated with supporting political candidates for public office are considered one-hundred percent nonchargeable.
4. For purposes of this calculation, organizing expenses are treated as nonchargeable. Certain field service representatives are responsible for the organizing activities. The Council examines the staff who may have any involvement in organizing. To the extent such staff is involved in organizing, their salaries are treated as nonchargeable.

The cost of all health and retirement benefits and all travel expenses of each of the field service representatives who engaged in any organizing activities are treated as nonchargeable to the same extent as the salary of such person. Additionally, all overhead costs associated with organizing are treated as nonchargeable.

**TABLE 1:
AFSCME - Connecticut Council 4
Agency Fee Worksheet
Effective for January 1, 2013 to December 31, 2013 (Based on 2011 Consolidated Audited Expenses)**

	Chargeable Percentage	Non-Chargeable Percentage
International percentage	33.250%	66.750%
Council percentage	93.363%	6.037%

The dues for 2013 are \$37.25 and applying the weighted average of 73.92%, the chargeable amount due is \$27.53 calculated as follows:

	Rate	Percentage	Total
International Dues Rate	12.30	33.250%	4.09
AFSCME Connecticut Council No 4 Dues Rate	22.05	93.363%	20.72
Local Minimum	2.90	93.363%	2.72
Total	37.25		27.53
Total Chargeable Percentage			73.92%

PART 3

AFSCME Council 4 has over 65 affiliated local unions. In accordance with the decisions of the Federal Courts on the question of how local union expenditures should be allocated for the purpose of determining the agency fee chargeable to objecting fee payers, AFSCME Council 4 relies upon the "Local Union Presumption." AFSCME Council 4 has determined that the percentage activities of these local unions which are chargeable to objecting agency fee payers is at least as great as the percentage of chargeable activities of Council 4, and therefore, utilizes the same percentage for AFSCME Council 4 and the local unions.

Section 1: AFSCME COUNCIL 4'S PROCEDURE FOR OBJECTING TO THE EXPENDITURE OF A PORTION OF AGENCY FEES ON NONCHARGEABLE ACTIVITIES

AFSCME Council 4 has established the following procedure for non-members who object to the expenditure of a portion of their agency fee on activities and expenses that AFSCME Council 4 has determined are non-chargeable to objecting fee payers and who want an advance rebate of that portion of their fees spent on such activities and expenses. **PLEASE READ THIS PROCEDURE CAREFULLY - YOU MUST COMPLY WITH THIS PROCEDURE IN ORDER TO REGISTER AN OBJECTION AND RECEIVE AN ADVANCE REBATE.**

A. Objection Procedure

Non-member agency fee payers who wish to object to the expenditure of a portion of their fees on those activities and expenses that AFSCME Council 4 has determined are non-chargeable must so inform AFSCME Council 4 individually in writing. The written objection by mail must include the non-member's name, address, job title, employer, work location, and local affiliation, if known. Written objections must be sent to AFSCME Council 4 at the following address, postmarked no later than January 15, 2013.

SAL LUCIANO, EXECUTIVE DIRECTOR
CONNECTICUT COUNCIL 4 AFSCME, AFL-CIO
444 EAST MAIN STREET
NEW BRITAIN, CONNECTICUT 06051

B. Advance Rebate

Upon receipt of the written objection, Council 4 will pay to the objecting agency fee payer an advance rebate equal to the difference between the fees collected from the objecting fee payer and that portion of the dues found chargeable by AFSCME Council 4 in accordance with the calculation set forth in this Notice. The advance rebate will be paid for the period from January 1, 2013 to December 31, 2013. The advance rebate will be paid in a lump sum.

Section 2: AFSCME COUNCIL 4'S PROCEDURE FOR CHALLENGING THE CALCULATION OF CHARGEABLE VERSUS NONCHARGEABLE EXPENSES

AFSCME Council 4 has established the following procedures for objecting non-member agency fee payers who wish to challenge the AFSCME Council 4 calculation of chargeable versus non-chargeable expenses. **PLEASE READ THIS PROCEDURE CAREFULLY. YOU MUST COMPLY WITH THIS PROCEDURE IN ORDER TO CHALLENGE THE AFSCME COUNCIL 4 CALCULATION OF CHARGEABLE VERSUS NONCHARGEABLE EXPENSES.**

A. Challenges

Individual nonmember agency fee payers who wish to challenge the AFSCME Council 4 calculation of chargeable versus non-chargeable expenses which is set forth in this Notice must inform AFSCME Council 4 of their challenge individually in writing. The written challenge must include the challenger's name, address, job title, employer work location, and local affiliation, if known. The written challenge must be sent to AFSCME Council 4 by mail at the following address, postmarked no later than January 15, 2013.

SAL LUCIANO, EXECUTIVE DIRECTOR
CONNECTICUT COUNCIL 4 AFSCME, AFL-CIO
444 EAST MAIN STREET
NEW BRITAIN, CT 06051

B. Advance Rebate

Upon receipt of the written challenge, AFSCME Council 4 will pay to the challenger-agency fee payer an advance rebate equal to the difference between the fees collected from the challenger-agency fee payer and that portion of the dues or fees found chargeable by AFSCME Council 4 in accordance with the calculation set forth in the Notice. The advance rebate will be paid for the period from January 1, 2013 to December 31, 2013. The advance rebate will be paid in a lump sum.

Section 3: Escrow, Arbitration and New Hires

Objecting agency fee payers and agency fee payers challenging the calculation of chargeable versus non-chargeable expenses shall receive advance rebates in the same amount and on the same basis.

A. Escrow of Agency Fees in Dispute

Upon receipt of the written challenge AFSCME Council 4 shall place an amount equal to 100 percent of the agency fee paid by the challenger since January 1, 2013 minus the advance rebate, in an interest bearing escrow account and that amount in escrow shall be independently verified. The agency fees shall remain in escrow until the arbitration award issues and the escrow shall be distributed, along with accrued interest, to AFSCME Council 4 and the challenger pursuant to the arbitrator's ruling.

B. AFSCME Council 4 Arbitration Procedure

An impartial decision maker will be appointed by the American Arbitration Association ("AAA") to resolve all challenges to the AFSCME Council 4 calculation of the agency fee chargeable to objecting fee payers. All challenges to AFSCME Council 4's calculation will be consolidated into a single proceeding. The impartial arbitrator will hold hearings beginning within 30 days after the close of the challenge period in which the challengers can participate personally or through a representative. In these hearings, AFSCME Council 4 will have the burden of proof regarding the accuracy of the calculation of chargeable versus non-chargeable expenses. The challenger will be given an opportunity to present their own evidence and to present written arguments in support of their position. The arbitrator will issue a written decision and award on the basis of the evidence presented. An arbitrator's award shall issue no later than 120 days after the close of the challenge period.

Upon receipt of the written challenge, AFSCME Council 4 or the AAA will contact the challenger by mail and provide the challenger with a copy of the AAA Rules concerning the arbitration of agency fee challenges or other rules applicable to the arbitration procedure. In addition, AFSCME Council 4 or the AAA will inform the challenger that copies of documents upon which the calculation was based and exhibits that the International, AFSCME Council 4 and its affiliated locals intend to introduce into the record of the arbitration proceedings except from rebuttal exhibits, which will be made available for inspection and copying at a reasonable charge in advance of the arbitration hearing at the offices of AFSCME Council 4 or the affiliated local during regular hours.

After the selection of the arbitrator by the AAA, the arbitrator will contact the Union and the challengers by mail with the date, time and place of the prehearing conference. The time and place of the conference will be selected by the arbitrator. The purpose of the prehearing conference is to, inter alia, establish the date(s) and place(s) of the hearings on the challenges and to establish procedures for the conduct of the hearings. If either the Union or the challengers do not participate in the prehearing conference, these matters will be resolved by the arbitrator in their absence.

After the completion of the prehearing conference, the arbitrator will notify the Union and the challengers by mail of the date, time and place of the first day of the hearing. The notice will also state that if the challenges fail to participate in the hearing, the arbitrator can close the record after the introduction of the union's evidence and issue a ruling on the basis of the record and the argument presented by the Union.

The arbitrator's award will issue no later than 120 days after the close of the challenge procedure.

When a decision on the challenges issues, the funds in the escrow account shall be distributed in accordance with the arbitrator's award. In addition, the challenges shall receive an additional advance rebate for the balance of the certification year in accordance with the arbitrator's award where appropriate. If the arbitrator determines that the chargeable percentage, or the proper agency fee, is less than that initially calculated by the Union, a supplemental advance rebate shall be paid to challengers to the extent required by applicable law.

The provisions of this procedure shall be considered legally separable. Should any provision or portion hereof be held contrary to law by a court or administrative of competent jurisdiction, the remaining provisions or portions hereof shall continue to be legally effective and binding. If the International President determines that modifications in this procedure are necessary to maintain its compliance with applicable law, the International President shall have authority to make such modifications, effective immediately, but subject to the approval of the International Executive Board at its next regular meeting.

C. NEW HIRES

Upon being notified of a new hire, the union will send a copy of this Notice to the new employee. The new employee will be allowed thirty (30) days from the date from receipt of the Notice to respond to the Notice. Objections to the union's expenditure of their fee on non-chargeable activities may be made by filing an objection in writing within 30 days of the receipt of the Notice in accordance with the above stated procedure. If fees are deducted prior to the expiration of the period for filing objections, the fee must be placed in escrow. The funds in escrow will be distributed after the expiration of the objection period with an advance rebate paid to objectors. Objecting employees will receive an appropriate advance rebate covering the period from their initial payment of the fee to the end of the certification year. These employees may file a challenge to the union's calculation of chargeable expenses contained in the Notice for the subsequent certification year during the next regular challenge period.

South Windsor Workers Go Pink for Breast Cancer Awareness

South Windsor town employees painted their town pink – and wore the same color – to help spread the word about National Breast Cancer Awareness Month in October. Members of AFSCME Local 1303-028, representing employees in the Parks and Recreation and Public Works divisions, lined town soccer and football fields with pink paint and placed pink ribbons on the goalposts. Parks and Recreation workers also wore specially designed pink t-shirts once a week to show solidarity with those battling breast cancer.

“One of our crew members has a wife who had to get a double mastectomy,” explained Local 1303-028 President Al Arnold. “When something like that hits so close to home, you want to do something to raise awareness and help the cause.”

“We want to support a member of our staff and raise awareness about this disease,” added South Windsor Parks and Recreation Director Ray Favreau. “We also want to work together and do things that build a sense of team spirit in the department. We have talented people who work hard. I’m blessed to have them.”

Parks Superintendent John Caldwell said the breast cancer awareness effort drew town-wide support. “We have a great crew of dedicated people working for our town, and we appreciate their effort,” he noted.



AFSCME Local 1303-028 members in South Windsor.

Scenes from Election 2012



AFSCME President Lee Saunders, at podium, came to Connecticut Nov. 3 to fire up the troops for U.S. Senate candidate Chris Murphy (center). At left is Council 4 Executive Director Sal Luciano.



Local 714 President Jay Bartolomei, left, and Executive Board member Dwight Frederick helped canvass union members.



Caleb Cowles of Local 1303-332 and Helene Shay of the Council 4 Retiree Chapter prepare phone call and walk lists.



Local 269 President Blair Bertaccini, left, and Local 1183 Executive Board member Tom Lukowicz call union members on election eve.

Dennis O'Neil: 1947-2012

Dennis O'Neil, who served as Council 4's Political Coordinator for 20 years until his retirement in 2011, died Oct. 12. Council 4 colleague Brian Anderson offers this remembrance:



Dennis O'Neil

Dennis O'Neil advocated for a better paycheck, pension and health care for all of the members of Council 4.

Not only that, but Dennis fought to help all of Connecticut's working families enter the middle class and access the American Dream. He did so not only as Council 4's political director but also as an aide to Congressman

Toby Moffett and as the national political director of Freeze Voter in the 1980s.

Dennis had the glib tongue of an Irish poet. He could curse a blue streak when he saw injustice. He probably could have made a fortune as a salesman, but his heart and passion led him to the labor movement.

Dennis was known for wading into angry crowds to stand up for allies, as he did during the state income tax public hearings and the tea party onslaught during the "Obamacare" fight. He disarmed opponents with a quick wit and kindness.

Dennis was a driving force in passing the state income tax, which led to greater tax fairness and a better vehicle to fund public services. He was a founder of the Connecticut Working Families Party and pushed it when some of his dearest friends in the labor movement thought it a waste of time. Denny, of course, was right. The WFP has become a pillar of Connecticut progressive politics.

While working for Congressman Moffett, Denny helped to reunite refugee families of Solidarity union members who were exiled from Poland by a Soviet puppet government. He helped persecuted Iranian families to escape the dictatorship of the Ayatollahs and find freedom in America.

Find us on:

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Denny was deeply involved in the environmental, anti-war and civil rights movements. In his free time he followed the Red Sox through thick and thin, repeatedly showing his strong quality of loyalty. He was an equally avid UConn basketball fan who loved the combative but dedicated coach Jim Calhoun, a tough Irish kid in his own right.

As an underweight college undergrad walk-on for the Holy Cross football team, Denny tackled Syracuse All-American running back Larry Csonka. He paid for that in terms of pain, being dragged by the future NFL Hall of Famer for some distance, but he was proud of the moment.

Denny in his own way lived up to the pledge made by John Steinbeck's unforgettable hero Tom Joad in *The Grapes of Wrath*:

"Wherever there's a fight so hungry people can eat, I'll be there. Wherever there's a [strike breaker] beatin' up a guy, I'll be there. I'll be in the way guys yell when they're mad - I'll be in the way kids laugh when they're hungry an' they know supper's ready. An' when the people are eatin' the stuff they raise, and livin' in the houses they build - I'll be there, too."



Council 4

Executive Director: Sal Luciano, Local 2663

President: Clarke King, Local 1716

Secretary: Anna Montalvo, Local 1522

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The 4 Word Newsletter

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