

the 4 WORD

The Voice of Council 4 AFSCME Connecticut

December 2011

What's Inside

"Union Means People!"



Linda Salafia (R)
Local 466
Middletown City Council

Fifteen members of Council 4 unions are among the nearly 100 candidates who gained our union's endorsement on the way to winning their municipal races in November. Story on P. 3.



Kevin Fuller (D)
Local 2267
Bristol City Council



Jeanette Morrison (D)
Local 2663
New Haven Board of Alders

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Hamden Members Ratify Deal p. 3

Dr. King Memorial Inspires p. 7

Battling Stormy Weather, Standing Up for Public Services

There's early snow and there's ridiculously early snow.

Then there's Storm Alfred, which struck Oct. 29 with sudden fury and left more than a quarter million Connecticut residents without power for as many as 12 days.

Every town has an Alfred story. Take Vernon, where 100% of CL&P customers suffered prolonged outages while public works and public safety crews worked around the clock to remove fallen trees and broken limbs.

"It was not a perfect storm," says AFSCME Local 1471 President Jim Tedford, whose 55-member union represents public works, parks and water pollution control employees.



L-R: AFSCME Local 1471 members Jim Tedford, Shawn Tellier (in cab), Pete Lesniak and Kevin Gardner clean up after Storm Alfred.

Continued on p. 3

A Difficult Year But Our Union Keeps Us Strong



It's been another difficult and challenging year for working people. But it's also taught us the importance of persevering and hanging tough through union representation.

The economy is still stagnant. Economists remain virtually unanimous in the belief that cutting jobs, salaries and benefits of public employees is dead wrong. Rather, increasing the size and quality of public employment will jumpstart the economy and help create private sector jobs.

Connecticut was one of only two states that increased taxes rather than cut spending and decimate public services, as our political foes urge and the corporate media endorse.

The difficult concession package that state employees ratified this summer froze their salaries but protected their medical insurance and their pensions; this allowed critically important municipal subsidies to remain in place and helped to stem the tide of job cuts in our cities and towns.

Unfortunately, our struggles are not over. Too many of our elected leaders remain unwilling or unable to respond to the economic reality that adding jobs is the best medicine for our ailing economy. The "Occupy Wall Street" movement is right in speaking out for "99% of Americans."

The time to fix America's frightening income inequality is 30 years past due. A healthy economy requires properly staffed state and local governments, whose employees provide vital services and who spend their earnings at local stores, thus keeping the local community strong.

The next few years will still be difficult, but we will get through them stronger than ever. That's what union members do: we stand up for everyone and, we fight for the greater good.

I wish you a happy holiday season and a healthy New Year.

In solidarity,

Sal Luciano

Executive Director

P-2 Workers: "The Union Never Gave Up on Us"

For Stefany Accino, the anguish of unemployment has melted into the relief of having a job again. Accino and 36 other AFSCME Local 2663 members employed as social work trainees by the Department of Children and Families (DCF) were laid off in August because they were not classified as "permanent" on July 1, even though most had been employed beyond their 10 month probationary period.

But all 37 of our members are back at work in other agencies, thanks to a fight-back campaign waged by the workers and Council 4. "This is a major step in the right direction for me. It wouldn't have happened without my union fighting for me, even after we were laid off" said Accino, now an eligibility services worker at the Department of Social Services (DSS) in Bridgeport.

The laid off workers publicly stepped up to demand their rehiring. They held a press conference, lobbied legislators and also got support from Council 4 members who made phone calls and sent emails on their behalf.

And they stayed in constant communication with Council 4 Staff Representative Neal Cunningham, chief negotiator for our P-2 Bargaining Unit, which includes Locals 269, 714 and 2663. Cunningham advocated for the workers' speedy return. The hard work paid off when the state held a special job fair in October to rehire the workers at DSS and other agencies.

"I was extremely nervous when I got laid off. We all voted for the SEBAC agreement and thought we would be safe," said Sara Schmidt, referring to the job security and cost savings agreement that state employees ratified in August. "I'm just very excited to be reemployed." Schmidt works for DSS in Norwich.

"Turning up the volume definitely helped," said Thaddea Brown, now employed as a DSS social worker in Hartford. "It feels great to be working again. The union never gave up on us."



Council 4 Staff Representative Neal Cunningham, left, and P-2 Social & Human Services members who were laid off from DCF but got news jobs with the state.



Stefany Accino, left, and Thaddea Brown talk to reporters after a press conference about DCF layoffs.

Hamden Cafeteria Workers Ratify New Contract

For Hamden's school cafeteria workers, a good contract is about more than money. It's about respect. With a new four-year collective bargaining agreement, the workers, who belong to Local 1303-275 of Council 4, feel like they've accomplished their goals.

"We want to be treated as professionals," said negotiating team leader Toni Wood, a 19-year veteran worker at Church Street Elementary School. "That was the premise we stood by during negotiations."

Local 1303-275 members unanimously ratified their new agreement with Whitson's Food Services Sept. 22. The contract includes general wage increases of 3% for each year of the contract along with a 10% increase in the employer's contribution toward the health insurance premium cost share.

"Whitson's management representatives were impressed with how much our members cared about their jobs and doing them professionally," said Council 4 Staff Representative Donald Sevas, who led the negotiations.

The Local 1303-275 Negotiating Team included Annarose Ferrucci, Sereader Green, Mary Ellen Herpok,



Local 1303-275 Negotiating Team. Seated, l-r: Sereader Green, Mary Ellen Herpok. Standing, l-r: Donna Yatcko; Alexis Hoyesen; Toni Wood; and Annarose Ferrucci

Alexis Hoyesen, Toni Wood and Donna Yatcko.

"These were not easy negotiations, but we're very pleased with the contract," said Local 1303-275 President Alexis Hoyesen. "We stuck to our guns."

The bargaining unit represents 27 cafeteria workers in the Hamden schools. "We wouldn't do this job if we didn't love the kids," Wood added.

Vernon Workers Respond to the Storm, continued from cover

"Some of the problems we experienced illustrate what happens when our elected leaders cut back on public services and try to get things on the cheap."

How's this for irony? How's this for irony? Just before Alfred broadsided our state, Vernon's public works crew excelled for the 3rd year in a row while competing in the annual Snowplow Road-eo competition sponsored by the Connecticut Association of Street and Highway Officials, winning best municipality and overall-best-in show. (<http://www.ctcasho.com>.)

Three members of Local 1471 – Mike Baran, Tim Moriarty and Shawn Tellier – were among the top performers in the competition. The event requires truck operators to navigate a course designed to replicate the challenges they face plowing an actual road during a snowstorm.

Storm Alfred further validated Council 4's decision to file a state labor board complaint against the town for using temporary and seasonal employees in violation of the newly inked collective bargaining agreement. Local 1471 also filed a companion grievance. When the town refused to respond, Council 4 Staff Representative Jason Wells filed the grievance to arbitration Nov. 1, as Local 1471 members continued to labor to make streets safe and passable.

"We are now witnessing what the union has been warning the town about," Wells said. "The storm devastated Vernon. This mess will take months to clean up. Work backs up. Where is the savings over hiring a permanent and skilled workforce?"

"I see no value in patchwork solutions," added Tedford. "I'm a Vernon taxpayer and a registered Republican. I firmly believe in the intelligent investment of our tax dollars in the public sector. Trained employees and modern equipment are critical so we're absolutely ready for the next weather event."

New Haven Withdraws Effort To Diminish Local 3144 Union

The efforts of New Haven Mayor John DeStefano, Jr. to weaken our largest bargaining unit came to a halt when the City withdrew a petition designed to weaken AFSCME Local 3144, the Management and Technical Management Union.

Council 4 filed a municipal prohibited practice complaint (MPP) earlier this year after DeStefano and the City filed a "clarification" petition with the State Board of Labor Relations. The City's goal was to reduce the size of AFSCME Local 3144's membership by moving more than a third of the members deemed non-supervisory by management out of the bargaining unit.

"It's no secret we've been fighting the DeStefano administration's anti-union tactics in New Haven. And it's no secret that Local 3144 leadership has been vocal in speaking out against the damage the Mayor has caused city services. The petition was an act of retribution aimed at union leadership," said Kevin Murphy, Director of Collective Bargaining and Organizing for Council 4.

**NOTICE TO ALL NON-MEMBER AGENCY FEE PAYERS
BASED ON EXPENSES FOR THE YEAR ENDED 12/31/2010**

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:
 1. Gathering information in preparation for the negotiation of collective bargaining agreements.
 2. Gathering information from employees concerning collective bargaining positions.
 3. Negotiating collective bargaining agreements.
 4. Administration of ballot procedures on the ratification of negotiated agreements.
 5. The public advertising of AFSCME's positions on the negotiation, ratification, or implementation of collective bargaining agreements.
 6. Lobbying for the negotiation, ratification or implementation of a collective bargaining agreement.
 7. 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.
 8. Purchasing books, reports, and advance sheets used in (a) negotiating and administering collective bargaining agreements, (b) processing grievances.
 9. Paying technicians in labor law, economics and other subjects for services used (a) in negotiating and administering collective bargaining agreements, (b) in processing grievances.
 10. Defending AFSCME against efforts by other unions or organizing committees to gain representation rights in units represented by AFSCME.
 11. Proceedings regarding jurisdictional controversies under the AFL-CIO constitution.
 12. 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.
 13. 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.
 14. 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.
 15. 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:
 16. 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.
 17. Purchasing books, reports, and advance sheets used in activities or for purposes other than negotiating collective bargaining agreements and processing grievances.
 18. 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.
 19. 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.
 20. 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.
 21. 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.
 22. Organizing within the bargaining unit in which fair share fee payers are employed.
 23. Organizing other bargaining units.
 24. Seeking to gain representation rights in units not represented by AFSCME, including units where there is an existing designated representative.
 25. 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.
 26. Lobbying for purposes other than the negotiation, ratification or implementation of a collective bargaining agreement.
 27. Social and recreational activities.
 28. Payments for insurance, medical care, retirement, disability, death, and related benefit plans for union employees, staff and officers.
 29. 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.
 30. Training in voter registration, get-out-the-vote, and political campaign techniques.
 31. Supporting and contributing to charitable organizations.
 32. Contributing to political organizations and candidates for public office.
 33. Supporting and contributing to ideological causes.
 34. Supporting and contributing to international affairs.
 35. The public advertising of AFSCME's position on issues other than negotiation, ratification, or implementation of collective bargaining agreements.
 36. 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, 2010, it was determined that 31.036% 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 2010 fiscal year, it was determined that 94.002% 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 73.16% (See Table 1) This calculation results in an agency fee chargeable to objecting fee payers which is to 73.16% of the regular dues, fees and assessments paid by AFSCME Council 4 members. This agency fee chargeable to objecting fee payers is effective from January 1, 2012 to December 31, 2012.

In December 2012, you will receive another Notice concerning the fee that will be chargeable to objecting agency fee payers for the period from January 1, 2013 to December 31, 2013. This fee will be based upon an analysis of the activities and expenses of AFSCME, AFSCME Council 4 and its affiliated locals for the 2011 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 12/31/2010
APPLICABLE TO FAIR SHARE FEES FOR THE PERIOD JANUARY - DECEMBER 2012**

INTERNATIONAL EXPENSE	INTERNATIONAL EXPENSE*	CHARGEABLE EXPENSE	NON-CHARGEABLE EXPENSE
ASSISTANCE TO AFFILIATES	\$ 11,156,487	\$ 5,341,316	\$ 5,815,171
AUDITING	2,068,847	1,957,551	111,286
CONFERENCE & TRAVEL SERVICES	1,188,871	392,327	796,544
CONVENTION	7,515,929	7,502,179	13,750
EDUCATION	4,778,518	4,344,951	433,567
EXECUTIVE BOARD	972,383	972,383	-
FIELD SERVICES	39,817,223	11,551,003	28,266,220
FINANCIAL SERVICES	13,876,284	4,579,174	9,297,110
GENERAL COUNSEL	3,236,849	2,784,067	472,782
GENERAL OPERATING & BUILDING SRVC.**	7,969,169	7,969,169	-
HUMAN RESOURCES	1,114,954	367,935	747,019
INFORMATION SYSTEMS	6,272,867	2,070,046	4,202,821
INTER-UNION AFFILIATIONS	22,298,551	79,760	22,218,791
INTERNATIONAL RELATIONS	327,637	-	327,637
JUDICIAL PANEL	1,114,273	1,114,273	-
LEGISLATION	4,974,740	(417,443)	5,392,183
POLITICAL ACTION & PEOPLE	54,684,967	(78,248)	54,763,215
PRESIDENT'S OFFICE	2,306,549	761,161	1,545,388
PUBLIC AFFAIRS	8,432,859	3,888,994	4,743,865
RESEARCH	7,369,457	6,859,258	510,199
RETIREE	1,532,117	1,157,213	374,904
SECRETARY-TREASURER'S OFFICE	1,425,450	470,398	955,052
TOTALS	\$ 204,434,981	\$ 63,447,477	\$ 140,987,504
TOTAL CHARGEABLE EXPENSE (2010)		\$ 63,447,477	31.036%
TOTAL INTERNATIONAL EXPENSE (2010)		\$ 204,434,981	

* 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.

**AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO
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**REPORT 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, 2010. 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, 2010. 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 referred to above presents fairly, in all material respects, the expenses of the American Federation of State, County and Municipal Employees, AFL-CIO for the year ended December 31, 2010, and the allocation between chargeable expenses and nonchargeable expenses, on the basis of the definitions presented 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.

Bond Beebe
A Professional Corporation
Bethesda, MD
September 30, 2011

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, 2010**

EXPENSES	Total Expenses	Chargeable Expenses	Non-Chargeable Expenses
Assistance to Affiliates	\$ 11,156,487	\$ 5,341,316	\$ 5,815,171
Auditing	2,068,847	1,957,551	111,286
Conference and Travel Services	1,188,871	392,327	796,544
Convention	7,515,929	7,502,179	13,750
Education	4,778,518	4,344,951	433,567
Executive Board	972,383	972,383	-
Field Services	39,817,223	11,551,003	28,266,220
Financial Services	13,876,284	4,579,174	9,297,110
General Counsel	3,236,849	2,784,067	472,782
General Operating and Building Services	7,969,169	7,969,169	-
Human Resources	1,114,954	367,935	747,019
Information Systems	6,272,867	2,070,046	4,202,821
Inter-union Affiliations	22,298,551	79,760	22,218,791
International Relations	327,637	-	327,637
Judicial Panel	1,114,273	1,114,273	-
Legislation	4,974,740	(417,443)	5,392,183
Political Action	54,684,967	(78,248)	54,763,215
President's Office	2,306,549	761,161	1,545,388
Public Affairs	8,432,859	3,888,994	4,743,865
Research	7,369,457	6,859,258	510,199
Retirees	1,532,117	1,157,213	374,904
Secretary - Treasurer's Office	1,425,450	470,398	955,052
	\$ 204,434,981	\$ 63,447,477	\$ 140,987,504
PERCENTAGE	100.000 %	31.036 %	68.964 %

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, 2010

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, 2010 for potential recognition or disclosure in the schedules. These events and transactions were evaluated through September 30, 2011, 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 end 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 \$97,648,805 and \$106,786,176 before, have been restated to \$140,987,504 and \$63,447,477, 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 alleviates. The personnel costs of the public affairs 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 \$4,174,358 classified as assistance to affiliates for purposes of this allocation are offset 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 - December 31, 2010

AFSCME - CONNECTICUT COUNCIL 4	
December 31, 2010	
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Section 1:
Board of Directors
AFSCME - Connecticut Council 4
New Britain, CT

INDEPENDENT AUDITORS REPORT

We have audited the accompanying Revised Consolidated Schedule of Expenses and Allocation Between Chargeable and Nonchargeable Expenses (the "Schedule") of AFSCME - Connecticut Council 4 as of December 31, 2010. The 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 expenses reflected in the total expenses column agree with the expenses in the audited consolidated financial statements of AFSCME - Connecticut Council 4 for the year ended December 31, 2010. 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 - Connecticut Council 4 for employees represented by, but not members of AFSCME - Connecticut Council 4. 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, 2010, and the allocation between chargeable expenses and nonchargeable expenses, on the basis of the definitions presented in Note 2, and the significant factors and assumptions presented in Note 3.

J.H. Chou, CPA
 Farmington, Connecticut November 22, 2011

Section 2:
AFSCME - Connecticut Council 4
Consolidated Schedule of Expenses and Allocation Between Chargeable Expenses and Nonchargeable Expenses - December 31, 2010

AFSCME - CONNECTICUT COUNCIL 4
Revised Consolidated Schedule of Expenses and Allocation Between Chargeable and Nonchargeable Expenses - December 31, 2010

	Total Expenses	Chargeable Expenses	Non-Chargeable Expenses
Salaries	\$ 4,791,232	\$ 4,491,362	\$ 299,870
Employee benefits	2,193,911	2,056,600	137,311
Payroll taxes	399,067	374,090	24,977
Unemployment taxes	22,571	21,158	1,413
Workers' compensation	34,023	31,894	2,129
Auto allowances	261,163	261,163	-
Legal fees	230,534	230,534	-
Auto expenses	212,324	212,324	-
Newspaper and mailing costs	84,634	20,989	63,645
Professional services	195,133	195,133	-
Conferences and convention expenses	195,917	195,917	-
Arbitration-contract impasse	50,382	50,382	-
Union promotion	37,163	37,163	-
Training	12,751	12,751	-
Postage	24,838	24,838	-
Other	1,677	1,677	-
Meeting expenses	21,583	21,583	-
Public and employer relations	19,535	19,535	-
Educational programs	17,079	17,079	-
Delegate expenses	5,574	5,574	-
Organizing	7,902	-	7,902
Per diem expenses	11,175	11,175	-
Miscellaneous field expenses	7,040	7,040	-
Political action committee	37,150	-	37,150
Flowers and benevolences	9,416	9,416	-
Lodging	3,192	3,192	-
Office supplies and expenses	150,773	150,773	-
Telephone	89,162	89,162	-
Utilities and janitorial	100,342	100,342	-
Professional services	68,883	68,883	-
Equipment repairs and service contracts	101,228	101,228	-
Depreciation	63,550	63,550	-
Insurance and bonds	59,049	59,049	-
Dues and subscriptions	30,737	30,737	-
Other	5,473	5,473	-
Property taxes	20,995	20,995	-
	<u>\$ 9,577,158</u>	<u>\$ 9,002,761</u>	<u>\$ 574,397</u>
	100.000%	94.002%	5.998%

**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, 2010**

**Note 1 - Summary of Significant Accounting Policies:
Principles of Consolidation**

The Revised Consolidated Schedule includes the expense accounts of:
AFSCME - Connecticut Council 4 (the "Council") is Connecticut's state-wide 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 22, 2011, the date at which the Schedule was approved and available for issuance.

Note 2 - Definitions:

Chargeable Expenses

The Revised Consolidated Schedule of Expenses and Allocation Between Chargeable and Nonchargeable Expenses reflect 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 include the share of the costs of operations of AFSCME - Connecticut Council 4 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 - Connecticut Council 4 as the representative of the employees
• Pursuing ratification or implementation of agreements affecting employees represented by AFSCME - Connecticut Council 4 before legislative or administrative bodies
• Communicating with employees on matters of concern to them
• Maintenance of the associational existence of AFSCME - Connecticut Council 4 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 - Connecticut Council 4'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 AFSCME - Connecticut Council 4 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 - Connecticut Council 4.

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

**TABLE 1:
AFSCME - Connecticut Council 4
Agency Fee Worksheet
Effective for January 1, 2012 to December 31, 2012 (Based on 2010 Consolidated Audited Expenses)**

	Chargeable Percentage	Non-Chargeable Percentage	
International percentage	31.036%	68.964%	
Council percentage	94.002%	5.998%	
Chargeable rate to be included in notice to percent agency fee payer and union shop members calculated as follows:			
	Rate	Percentage	Total
International Dues Rate	12.20	31.036%	3.79
AFSCME Connecticut Council No 4 Dues Rate	21.80	94.002%	20.49
Local Minimum	2.85	94.002%	2.68
Total	<u>36.85</u>		<u>26.96</u>
Total Chargeable Percentage			<u>73.16%</u>

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 AFSCME - Connecticut Council 4 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 AFSCME - Connecticut Council 4 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.

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, 2012.

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, 2012 to December 31, 2012. 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 so 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, 2012.

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, 2012 to December 31, 2012. 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, 2011 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.

Dr. King Memorial Trip Inspires Council 4 Members

Union members and retirees joined forces with thousands more from the labor, civil rights and faith communities at a rally for Jobs and Justice on the National Mall in Washington, D.C.

AFSCME Secretary-Treasurer Lee Saunders led the Oct. 15 march and rally, which took place one day before the official unveiling of the Dr. Martin Luther King National Memorial.

Godfrey Ferguson, AFSCME Local 2663 (Department of Social Services), was among the Council 4 members who packed two buses to make the trek to Washington, DC from our union office in New Britain.

“Dr. King was alive in the thousands of us gathered on the mall,” Ferguson reflected. “As I stood before the 30-foot stone of hope sculpture of Dr. King and looked up, I was awe-stricken. His message was crystal clear to me: *aluta continua*. The struggle continues.”

King was assassinated in Memphis, Tenn., in 1968 while supporting 1,300 striking sanitation workers represented by AFSCME Local 1733. Shortly after Dr. King’s death, the workers won their battle.

Emily Kennedy, AFSCME Local 318 (Department of Labor), brought her daughters April and Ashley. The experience was memorable.

“I enjoyed the rally because these are things you only get to see on TV. To be there and be a part of it was amazing,” 15-year-old Ashley Kennedy said. “But I also liked seeing the monuments in person because these are things that most people only see in text books.”



L-R: Emily Kennedy (Local 318) and her daughters April and Ashley

Added 12-year old April Kennedy, “I just liked seeing everyone wearing group [AFSCME/Dr. King] shirts and knowing that everyone wanted the same thing, like we were all a team, was neat. And seeing the MLK monument was so cool.”

Judging from our members’ response, Dr. King’s legacy still towers above us and inspires us.

“I am so grateful to have had this opportunity to share something like this with my kids,” Emily Kennedy finished. “It’s so important for them to have experiences in life like this and I thank everyone at Council 4 very deeply for making this happen.”

Middle Class Campaign At Root Of Municipal Election Wins



Dave Dumaine, 1st Congressional District PEOPLE Committee Chair and AFSCME Local 714 steward, works every year to help elect strong union leaders like Maria Cruz (Secretary of AFSCME Local 2663) who won re-election on the Manchester Board of Education.

Council 4 members took our fight for the middle class into city/town council chambers and boards of education this past November, electing nearly 100 of our endorsed candidates in the municipal elections, including 15 AFSCME brothers and sisters.

What It Means

We expect these leaders to be there to stop privatization in Norwalk, defend our workers in New Haven against the Mayor’s attacks, to make sure our voice is heard in Middletown and to pilot health care pooling in New Britain.

Consider the words of AFSCME Local 2663 member and Alderwoman-elect Jeanette Morrison (one of the slate of Council 4-backed candidates that swept to power in New Haven), who told the *New Haven Independent*, “Union means people. We’re gonna carry out the people’s agenda.”

Or listen to Linda Salafia of AFSCME Local 466 (City of Middletown), who now sits on the City Council: “As a resident, I can’t complain about government unless I step up and do something.”

How It Happened

Starting in August, our PEOPLE Committee interviewed candidates from across the state for all sorts of municipal positions in an effort to find the strongest leaders who have a record for fighting for us. Leaders then began canvassing their neighborhoods and calling up friends to let them know who we endorsed. Council 4 sent out over 10,000 pieces of mail and ran the powerful Labor-to-Labor program for Tim O’Brien in his successful run for Mayor of New Britain.

Council 4 Union Members Help Ease “Food Insecurity”



Steven Linton,
Local 1303-28

“Food Insecurity” is not an academic term. It means the lack of access to enough food to fully meet basic needs at all times. And it’s a growing problem in our state. Council 4 members are doing their part to ease the problems. Here are two examples:

Steve Linton, AFSCME Local 1303-28 (South Windsor Public Works): A Vernon resident, Linton spearheaded a food drive to stock the shelves of the Tri-Town Pantry, which serves Ellington, Tolland and Vernon.

Linton is a parks and recreation maintainer and 14 year veteran of the South Windsor DPW and a member of the Skinner Road School PTO. He kicked into gear after hearing David Engleson, chief executive officer of the Hockanum Valley Council, which runs the food bank, tell PTO members that Storm Alfred wiped out the pantry’s low supply.

Even though the storm had devastated the town where he works and the town where he lives Linton threw himself into the project. He secured a large truck and organized a food drive Nov. 11 at Skinner Road School. Linton and fellow volunteers collected more than 1,600 food items, along with nearly \$400 in cash donations, to help restock the Tri-Town Pantry.

“We’re a generous nation. We have no problem filling up a military C-5 to fly goods halfway around the world to help nations in dire need,” Linton said. “But we seem to forget we have people across the street who need our help.”

Linton plans another food drive this spring.

AFSCME Local 2663 (State Human and Social Services): For the third consecutive year, Union President Paul Lavallee and Vice President Marilyn Fox traveled to the Connecticut Food Bank’s East Haven warehouse to deliver a \$1,000 donation.

“For every \$10 donated to our organization, we’re able to distribute food for 30 meals. So Local 2663’s gift will translate into nearly 3,000 meals,” said Connecticut Food Bank Executive Director Nancy Carrington.

Every year, Local 2663 donates the proceeds from

its annual membership picnic to a local non-profit organization.

“Our union is proud to help Connecticut Food Bank ‘map the meal gap,’” Lavallee said. “Too many working families in our state don’t even qualify for federal benefits to feed themselves and their families.”



L-R: Local 2663 Vice President Marilyn Fox; CT Foodbank CEO Nancy Carrington; and Local 2663 President Paul Lavallee.

Council 4 Files Complaint Over Judicial Branch Terminations

Council 4 filed a state prohibited practice complaint (SPP) against the State Judicial Branch, alleging the recent termination of two employees was retribution for their role as union stewards.

Staff Representative Tricia Cardin filed the complaint for Council 4 on behalf of AFSCME Local 749 members Jason Pelletier and John Woolard, who worked as juvenile detention officers at the Hartford Detention Center. They were placed on unpaid administrative leave Sept. 26 and terminated Oct. 13.

Said Cardin: “We believe the Judicial Branch terminated Jason and John because they were union stewards who effectively represented our members. The discipline is excessive to say the least and leaves us no choice but to take legal action.”

The Judicial Department fired Pelletier and Woodward without just cause after a video showed them wrestling harmlessly for a mere 45 seconds. The State Board of Labor Relations scheduled an informal hearing for Dec. 12.



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