



DAS Rescinds Layoff Letters

August 12, 2004



Fleet Update

DAS Commissioner Barbara Waters issued a letter on July 22nd to 41 men and women who maintain the state's fleet of automobiles, rescinding their September 9, 2003 notice of layoff. There will be more to report in the next newspaper.

Mongillo Overtime Award

There is not enough space in this leaflet to explain the offers made to DOT to settle the grievance, knowing the likely outcome at arbitration. (Editors note: over the past 30 months, dinosaurs have moved on and the "ice age" may be melting). Below is DOT's plan to implement the John Mongillo grievance arbitration award dated April 5, 2004. The issue: John was charged "red time" when a supervisor could not reach him at home for a snow & ice call out.

1. "Red time" will be given only if a completed telephone call is made and the employee refuses the overtime. Only those hours of overtime refused will be equalized;
2. Records of "no contact" and impact will be kept for internal management purposes;
3. Employees who did not answer the telephone will be informed the next day or as soon as practical by their supervisor of the missed overtime opportunity;
4. Employees who are "consistently unavailable" may be counseled and/or disciplined in accordance with the contract;
5. Employees on sick leave will continue to be excluded from call out for the day (24 hours) that they have called in sick;
6. Employees on light duty will continue to be excluded from call outs, on an individual basis, if their restrictions prohibit them from performing the snow & ice duties;
7. Employees will be informed of this information through tail gate talks prior to the snow & ice season;

8. The grievant, John Mongillo, will be offered the first three hours of voluntary overtime in District 3 for the 2004-05 snow & ice season with the understanding that the Union will not grieve nor support an individual's grievance concerning this matter.

The Mongillo Arbitration and 1995 UConn Health Center Overtime Arbitration have an almost identical fact pattern. For that reason, members cannot be charged (for equalization purposes) for hours not offered. Emphasis added: regardless of the employing agency. The DOT proposed implementation plan is just that: **proposed**. CEUI has not agreed or disagreed; the contract speaks for the intent.

DAS Housing

Is it due to the "manager" from State Police who paid almost "zero" rent for a house in Meriden?

The Office of Labor Relations (OLR) notified CEUI in accordance with the NP-2 contract, specifically Article 43 Housing, that DAS Deputy Commissioner Alan Mazzola has been assigned to reassess all state employee housing as of January 1, 2004.

Additionally, commissioners of Public Works, Mental Health & Addiction Services, Mental Retardation, DEP, Corrections, DOT, DCF, State Police and DAS were issued guidelines and standards governing the occupancy of state-owned housing by state employees.

Members can request a copy of the guidelines from the Human Resource Office by contacting their union staff representative. Expect the state to propose rent increases when negotiations for a successor agreement begin in January 2005.

12 Holidays.... But **13** in 2004

Yes, there has been some confusion and many questions asked regarding New Years' Day— Saturday, January 1, 2005 and what day it will be observed on. Because it has been a number of years since January 1st landed on a Saturday. This raises the issue that if it is observed on Friday, December 31st, it would provide 13 holidays in the calendar year 2004.

The management powers-to-be did the research and confirmed the 2005 New Years' Day observance will occur before the actual holiday on Friday, December 31, 2004.

While on the subject of dates, remember:

September-

Paychecks (2nd, 16th & 30th)

October-

Longevity pay in the check issued on the 28th

November-

Holidays on Thursday, November 11th (Veterans Day) and Thursday, November 25th (Thanksgiving)

December-

Holidays on Friday, December 24th (Christmas Eve) and Friday, December 31st (New Years' Day)

January 05-

Contract negotiations start. Have you submitted a contract questionnaire via mail or email? Everyone has the right to change their minds, so you can submit additional questionnaires if so desired. Contact your staff rep if you need a questionnaire, or print one off of our website at www.ceui.org.

Governor Requests a Meeting

CEUI and other state employee union leaders have been invited to the State Capitol for an informal "meet and greet" with Governor Rell on Thursday, August 19th. The letter states "no specific agenda has been established and no specific bargaining unit issues will be discussed."

There wasn't a "first" meeting with the former Governor, although within a week of being sworn into office in 1995, he used a \$60,000 donation from the Connecticut Business & Industries Association (CBIA) to reject a CEUI pay raise award and other state employee contracts.

AUGUST/SEPTEMBER 2004 MEMBERSHIP MEETINGS

The eight (8) statewide September Membership Meetings have been scheduled. **We encourage active as well as retired CEUI members to attend** these important meetings. Remember your attendance at these meetings guarantees you the most up-to-date information on issues affecting you and your family. Please plan to attend. The dates, times and places of the meetings are as follows:

Monday, August 30

Oliver Wolcott Tech, Torrington, 4:30pm
Kaynor Tech, Waterbury, 7:30pm

Tuesday, August 31

UCONN, Storrs, St. Thomas Aquinas, 3:30pm
Gateway Comm. College, New Haven, 7:30pm

Wednesday, September 1

DPW Trade Shop, 309 Buckingham St Hartford
12:00pm

CEUI HQ, Middletown, 7:30pm

Tuesday, September 7

Yantic Firehouse, Norwich, 7:30pm

Sunday, September 12

UCONN, Storrs, St. Thomas Aquinas, 2:00pm

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