



March 3, 2004



QUESTIONNAIRE FOR THE NEXT CONTRACT EFFECTIVE JULY 1, 2005

Dear Member:

It is time to begin preparing for contract negotiations. The negotiation process will begin no later than January 1, 2005. Completed surveys are the way in which contract proposals and priorities are determined. It is vital that your Negotiating Committee gets input on the issues that are most important to the members. This is YOUR contract. Please take the time to be sure your voice is heard.

Please return completed surveys to your Steward or your Staff Representative, e-mail to tdeegan@ceui.org or mail it to the Union Office: CEUI Survey, PO Box 1268, Middletown, CT 06457

In Solidarity,

Steven Perruccio
President

Please complete so the Negotiating Committee can contact you with any questions.

Name _____ Job Title _____

Agency _____ Work Location _____

Work Phone _____ Home Phone _____ Email _____

Home Address _____ Initial Date of Hire _____

WAGES & OTHER ECONOMIC BENEFITS

Which form of a general wage increase would be most acceptable to you?

- a. Across the board percentage increase (for example, 3%)
- b. Across the board flat-rate increase (for example, \$0.25 an hour)
- c. A combination of the above

Please rate the following other economic items in order of importance to you, with "1" as most important, "2" as second most important, etc. If the item does not apply to you, please mark the item "N/A".

- | | |
|--|--|
| _____ Annual Increments | _____ 10th Step Bonus |
| _____ Differential/Premium Pay Increases | _____ Meal Allowance Increases |
| _____ Longevity Increases | _____ Vacation or Personal Leave Increases |
| _____ Tuition Reimbursement Increases | _____ Other Economic Items (please specify): |
| _____ Fees for Licenses: please specify the license, cost and what government agency the fee is paid to: | |

CONTRACT LANGUAGE ISSUES & IMPROVEMENTS

The following list includes issues most often arising from contract language. Please rate the following issues in order of importance to you with "1" as most important, "2" as second most important, etc. and explain the problems you see in these areas and improvements that you would like to be implemented.

- _____ Domestic Partner Benefits:
- _____ Discipline Issues:
- _____ Hours of Work, Work Schedules & Overtime:
- _____ Job Security & Protections Against Contracting Out:
- _____ Layoff Procedures:
- _____ Paid Leave Issues (sick, vacation, etc.)
- _____ Snow & Ice:
- _____ Seniority:
- _____ Training Issues:
- _____ Transfer Issues:
- _____ Vacancy Issues:
- _____ Other:
- _____ Other:

QUESTIONNAIRES — EASY TO FIND

Below is a listing of where and when Contract Questionnaires can be found:

- Stewards
- Website — www.ceui.org
- Staff Representatives
- Union Headquarters
- Future Membership Meetings & Summer Outings

Please return questionnaires by mail, drop them off at Union Headquarters, give to Union Staff or send online at your earliest convenience, but no later than September 15, 2004.

It is imperative that members provide his/her name to follow up on your proposal.

Is a dollar per week is worth your salary, health insurance and pension? See your steward for a voter registration and COPE card, & receive a t-shirt.

Ask Members to Do Their Part So We'll All Be Stronger. Do Your Part To Stand Against Contracting Out. If we all do our part by registering to vote and contribute to our political action fund, we'll have the strength to. But to do that costs money...for materials, lost time, travel and other expenses.

Union Dues Can't Be Used. State and Federal Election Laws forbid union dues from being spent in support of or against candidates running for public office. Similarly, union dues cannot be used in public referendum(s). However, voluntary contributions (COPE) by union members can be used.

How COPE is Spent. Approximately 80% of the money raised is used to pay for "Get Out The Vote" (GOTV) activities: mailings, phone banks, signs and member volunteers. These activities occur prior to elections and in support of (or against) legislation such as the Public Service Accountability Act (PSAA) that will prevent privatization of maintenance jobs when savings can't be proved. The remaining money is used to contribute to candidates who have in the past voted for our contract, and fought against anti-worker legislation. The maximum amount unions can contribute voluntary dollars to those running in the State House is \$250 per year; in the Senate is \$500 per year.

DO YOU KNOW A MEMBER DESERVING OF A HUMANITARIAN AWARD?

The Salvatore J. Perruccio Humanitarian Award is presented to a member for outstanding recognition of his/her time spent serving the community by volunteering, providing his/her leadership and lending a helping hand whenever needed. The award is presented to a CEUI member who demonstrates qualities such as being humane, kindhearted, public-spirited, idealistic, generous, merciful, considerate and exceptionally kind. If you would like to nominate a "special" CEUI member whose efforts are deserving of such an award, please submit a paragraph or two about this nominee by May 7th:

CEUI / Confidential: Tracy Deegan
P.O. Box 1268
Middletown, CT 06457
or email it to: tdeegan@ceui.org.

The Humanitarian Award will be presented at the 17th Annual Salvatore J. Perruccio Golf Tournament on Thursday, June 24, 2004.

President Bush's initiatives on overtime could rob more than 8 million workers of billions of dollars in overtime pay. Employees who make less than \$22,100 a year could lose pay. Although these employees are eligible for overtime pay, the Bush Labor Department has published guidelines to show employers how to keep from paying these workers overtime, including cutting their hourly wages. (*Source: St. Louis Post-Dispatch, January 7, 2004*).....Employees who make between \$22,100 and \$65,000 a year will likely lose overtime pay. Employers have a tremendous incentive to reclassify employees so they do not receive overtime pay, and employees will have no recourse if their overtime pay is take away. (*Source: The Denver Post, December 4, 2003*).....Virtually every employee—whether salaried or hourly—who makes more than \$65,000 per year or earns \$1,250 per week will lose overtime pay. Under the proposed guidelines, these employees would most likely be exempt from overtime pay and thus ineligible to collect any overtime pay. (*Source: The Washington Post, September 30, 2003*)

Here is how the Bush administration's initiatives will affect working Americans:

- ✓ Reduced salaries and wages
- ✓ Unpaid, mandatory overtime
- ✓ Longer work hours and workweek

Fair compensation for working overtime is just one of the battles unions have fought and won for working Americans. Don't let President Bush take this away.

CEUI & MEUI SCHOLARSHIPS AVAILABLE

Applications are now available for the 2004 Salvatore J. Perruccio Scholarship. CEUI offers four (4) \$2,500 scholarships and MEUI offers one (1) \$1,000 scholarship to a deserving child of an active dues paying member of CEUI/MEUI. To qualify:

1. You must be a senior in high school about to enter a 4-year accredited college by the Fall of '04.
2. You must fill out a preliminary application form and postmark it by April 15, 2004.
3. You must complete and submit a Final Application postmarked by May 15, 2004.
4. Qualifying students will be individually interviewed.
5. Winners will be expected to attend the 17th Annual Salvatore J. Perruccio Golf Tournament held June 24, 2004.

To obtain a preliminary application form please call Tracy at the Union at 1-800-622-3359 x712 or locally at (860) 343-8712 or by email at tdeegan@ceui.org. Please specify your name and agency/location.