

*CSEA's Record of Achievement is*

# Unrivaled & Unmatched.

CSEA was the **first advocacy organization for the state's professional workforce**. Since 1941, we have won significant gains at the State Capitol, at the labor board, and in our workplaces for engineering, scientific and technical employees.

Members of CSEA's P-4 bargaining unit have made significant strides at the same time that other public employees in Connecticut and across the country have fallen behind. A review of **the recent record demonstrates CSEA's superior strength and reliable reputation for delivering results:**

- ***Establishing Alternate Work Schedules***

**Proposed** the pilot program and won a first-ever contract provision allowing our transportation planners and engineers to choose four-day workweeks.

- ***Saving Public IT Jobs from Privatization***

**Protected** our professional information technology members from losing their jobs under former Governor John Rowland's failed outsourcing scheme.

- ***Restoring Lost Jobs & Recovering Back Pay***

**Won** arbitration awards over illegal layoffs in 2003 which restored our bargaining unit's members back to work with back pay.

- ***Achieving Greater Pay Equity & Career Mobility***

**Created** new IT and transportation job classes and improved compensation through our negotiations over the Objective Job Evaluation process.

- ***Winning Consistent & Significant Pay Increases***

**Negotiated** a 25% accumulated general wage increase for our members in three successive collective bargaining contracts from 2001 through 2011.

*Sure & Secure for 70 Years,*

# The CSEA Difference.

**OVER >>**

*State Professionals Want to Know,*

# Why Belong to CSEA?

State employees have just survived a difficult test. We must remain strong for the challenges that lie ahead. This is **no time for any of us to be without professional representation, workplace protections, or political clout.**

## ✓ ***CSEA = Professional Representation***

Since helping to win collective bargaining rights for state employees in 1975, CSEA has negotiated **strong collective bargaining contracts over the past four decades.** We have elevated economic standards and improved the worklives of our member engineering, scientific, and technical professionals.

## ✓ ***CSEA = Workplace Protections***

CSEA has been **fighting for a voice on the job for Connecticut state employees for 70 years,** and wrote the statutes establishing some of our members' most significant benefits, including:

- *Overtime pay;*
- *Annual increments;*
- *Personal leave days;*
- *Longevity payments;*
- *Recall rights if laid off; &*
- *Group life insurance.*

## ✓ ***CSEA = Political Clout***

All state employee agreements must be approved at the State Capitol, which is where CSEA's unparalleled political program has won:

- ***Anti-privatization laws*** that protect our members' state information technology and transportation engineering jobs;
- ***Objective Job Evaluation agreements*** that **empowered our members to increase their earnings with voluntary 40-hour workweeks;** &
- ***Funding for training, development, and tuition*** that boost our members' career advancement opportunities.

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# The CSEA Difference.

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