

# How Does Our Contract Compare?

Across the country, **state workers and retirees have seen their hard-earned wages and benefits taken away** to fill state budget deficits — and got nothing in return for their sacrifice. But professional state employees in CSEA have just ratified an agreement that **provides job security, locks in pay raises, and extends health and pension benefits.**

Compare the recent record in other states and the CSEA difference is clear:

STATE EMPLOYEES	2011 CONTRACTS OR CHANGES TO WAGES, BENEFITS AND COLLECTIVE BARGAINING RIGHTS	JOB SECURITY
<b>Connecticut</b>	<ul style="list-style-type: none"> <li>✓ 5-year contract with 3 annual wage increases = 0%, 0%, 3%, 3%, 3%</li> <li>✓ Protected state health plan and extended benefits to 2022</li> <li>✓ Guaranteed retirement pension plan through 2022</li> <li>✓ Preserved current collective bargaining rights</li> </ul>	4 years of protection from layoffs
<b>New York</b>	<ul style="list-style-type: none"> <li>★ 4-year and 5-year contracts with wages = 0%, 0%, 0%, 2%, 2%</li> <li>★ Increased health insurance premium costs</li> <li>★ No protections from planned reductions in pension benefits</li> </ul>	2 years of protection from layoffs
<b>New Jersey</b>	<ul style="list-style-type: none"> <li>★ Pension benefits cut for existing retirees</li> <li>★ Increased pension costs</li> <li>★ Health insurance contribution costs more than doubled</li> <li>★ Health plan options to be chosen by new outside board</li> <li>★ Raised retirement age and eliminated COLAs</li> <li>★ Changed police/fire interest arbitration law to cap wage increases to 2% (including longevity, steps, etc.) through 2014</li> </ul>	None
<b>Rhode Island</b>	<ul style="list-style-type: none"> <li>★ Legislature voted to raise minimum retirement age</li> <li>★ Cut pensions by 6.25%</li> <li>★ Limited COLA to first \$35,000</li> </ul>	None



**“Other public employees around the country have lost ground. In Connecticut, we just won a contract with guaranteed jobs for another four years and 9 percent raises through 2016. I’m not falling for the UPSEU hustle; I’m sticking with CSEA.”**

**Stephen Livingston**

Transportation Planner 2, Connecticut Dept. of Transportation  
P-4 Council Steward, CSEA/SEIU Local 2001



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CSEA  
760 Capitol Avenue  
Hartford, CT 06106  
(800) 894-9479  
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## ***How Do We Keep What We Have?***

CSEA is committed to protecting our P-4 contract and moving professional state employees forward. With our new agreement in place, we are preparing for **negotiations over noneconomic issues** with the state. And we are promoting workplace improvements through the new labor management committees for transforming Connecticut's government.

But UPSEU, the small New York outfit raiding our union, hasn't been up front about our most valuable asset—our contract.

In their decertification petition filed with the state labor board, UPSEU maintained **the P-4 bargaining unit is only covered by our previous contract, which expires next June**. But in an online post they claim, "that all validly passed and ratified contracts would continue to be binding on members ..."<sup>2</sup>

However, a paid UPSEU representative was forced to finally come clean. She admitted **they could not guarantee the current collective bargaining agreement if they forced decertification of our union**.<sup>3</sup>

**Don't gamble with the P-4 contract in force through 2016 and ratified by a 2 to 1 majority of council members. We've all worked too hard to take that risk.**

## **Sure and Secure for 70 Years** **The CSEA Difference.**

1 UPSEU petition with the State Board of Labor Relations (CASE No. SE-29394) on August 26, 2011

2 "PETITION UPDATE," Home page of UPSEU Google site, <http://sites.google.com/site/p4upseu/home>

3 UPSEU representative Barbara Resnick to a group of CSEA members outside DEEP headquarters on November 3, 2011