

# SEBAC ALERT

April 27, 2009

*Special Informational Hearing to be held this Thursday, April 30<sup>th</sup> at 4:30pm  
American Legion on Route 5 in Enfield (normal union meeting place)*

When lobbying to have our contract approved by the legislature we committed to being a part of the budget deficit reduction through SEBAC (Retirement & Health Care) concessions. We need to honor our commitment regarding SEBAC. We made no such commitment to our Arbitrated Award; therefore we will not be conceding any raises.

Question: When is the vote? May 6<sup>th</sup> & 7<sup>th</sup> at your facility in conjunction with our Executive Board elections.

Question: Am I voting on giving back raises, AI's or furlough days? NO! This aspect of concessions has been removed by your Union Leadership. Nothing in YOUR contract will be voted on, nothing.

**CONTRACT GIVEBACKS: NONE.** You will NOT be voting on any concessions/givebacks regarding your recent contract raises, annual increments, nor will you be taking furlough days. Your NP-4 contract will remain in effect and you will receive raises and increments as awarded, Period.

This decision was made based on the fact that we were unable to come to an agreement with the State regarding a reasonable contract concession package. Add in your distrust of the Correction Administration, the lack of cost reductions of top management positions suggested by members, the attack on Union Leadership for free speech and the current lack of labor relations regarding discipline and biased investigations. Monetarily this Unit has the most taken away in heavy handed suspensions in relation to any other bargaining unit in the state and non unionized employees. We cannot, in good conscience, continue to fund Corrections wasteful practices, having ignored too many of our cost cutting suggestions, instead they cut staff on duty increasing the danger we face and offer no concessions themselves. This includes Furlough days. We will be taking NO furlough days. (State offered to pay for the State Police days unable to be taken, when we asked for same protection we were told **NO!** So obviously they are waiting for us to agree to furloughs so they can deny us from taking them and they keep our money. And they wonder why there is so much distrust.)

**Retirement and Healthcare (SEBAC):** This is what you will be voting on, to include Retirement Incentive Program. For specific questions read agreement on our website and attend meeting on Thursday. The biggest hit is those coming in or less than 5 years in July 2010, yet these members need to remember the SEBAC Retirement & Healthcare agreement ends in 2017. Voting no to this agreement does not help your position when negotiating for future retirement healthcare. Here are highlights of what you are voting on:

- Retirement Incentive Program (RIP): If you have 20 years of actual Hazardous Duty credit by June 01, 2009 you will receive an additional 6%. IL's WILL count towards your last Salary year.
- Increase of Healthcare Premiums, for everyone: \$13.46 per payday.
- Increase in prescription Co-pays: from \$3.00 to \$5.00 generic, \$6.00 to \$10.00 non-generic, \$25.00 for Brand name.
- Those with less than 5 years as of **July 01, 2010** will be required to contribute 3% of you bi-weekly gross pay into the retiree healthcare fund until you reach 10 years of service. If you leave prior to 10 years your contributions will be reimbursed. Minus taxes as the 3% will be taken out pre-taxes.
- "Rule of 75" applies to all new and current employees who have less than 10 years of actual State service before July 01, 2009. Rule of 75 is age + years of service and applies to those not receiving Hazardous Duty Retirement.

**Please attend the informational meeting on April 30<sup>th</sup> at the American Legion Hall, Route 5 in Enfield to have any questions you may have answered. Time: 4:30pm.**