



**WELCOME  
JPE MEMBERS**

**2016  
ANNUAL  
MEETING**



*A Union of Professionals*



# **THIS EVENING'S AGENDA**

**5:00 Registration**

**5:30 Opening Remarks**

**5:45 Senator Bob Duff**

**6:15 Dinner**

**6:45 Contract Update**

**7:30 Office Safety**





## **JPE Executive Board**

**President – Carmen Roda**  
**Vice-President – Deb Kern**  
**Treasurer – Sara Basford**  
**Secretary – Mike Barry**

**Adult Probation Officer Reps**  
**Tim Haggerty & Maurice Flowers**

**Juvenile Probation Officer (HD Juvenile) Rep**  
**Mike Murray**

**Assistant Clerk Rep**  
**Tara Bartlett**

**Family Services Supervisor Rep**  
**Edgardo Figueroa**

**Family Relations Counselor Rep**  
**Matt Walker**

**All Other Job Class Rep**  
**Keith Wortz**

**Support Enforcement Rep**  
**Blair Watton**

**Chief Probation Officer (HD Supervisor) Rep**  
**Ed Conway**





# **SENATOR BOB DUFF (Norwalk & Darien)**

## **SENATE MAJORITY LEADER**



**Bob Duff represents the 25th Senatorial District, which includes Norwalk and Darien. Reelected to the State Senate in 2014, he was chosen by his senate colleagues in 2015 to serve as Majority Leader. He is also Chair of the Executive and Legislative Nominations Committee and Vice Chair of the Legislative Management Committee.**





## **CONTRACT NEGOTIATION and LAYOFF UPDATE**

**LAYOFFS – 61 JPE MEMBERS**

**RECALL – 10 MEMBERS (case flow coordinators and family relations counselors)**

**CONCESSIONS OFFERED – 1. COST SAVINGS FROM 2011, 2. VOLUNTARY FURLOUGHS, and 3. CONTRACT EXTENSION.**

**Prognosis – It is unlikely that the Branch will layoff recalled employees. It is likely that the Branch will suffer additional cuts in funding. It is unknown where the additional cuts will come from.**







## **CONTRACT NEGOTIATION and LAYOFF UPDATE**

**Next Negotiation Date 10/12**

**Union has made 31 different proposals**

**Branch has made only 5**



**Sec. 5-278a. Certain provisions of collective bargaining agreement to remain in effect. In the event an agreement expires before a new agreement has been approved by the employee organization, the employer representative and the legislature, the provisions of the expired agreement concerning (1) salary, excluding annual increments, (2) differentials, (3) overtime, (4) longevity, and (5) allowances for uniforms, which were implemented pursuant to approval by the legislature in accordance with section 5-278 shall remain in effect until such time as a new agreement is reached and approved in accordance with section 5-278. Nothing in this section shall affect the rights and duties of the employer and any exclusive employee representative designated to negotiate such new agreement under sections 5-271 to 5-280, inclusive, during the period of time after such agreement expires including the right to negotiate the extension of the expired agreement or any provision thereof not otherwise extended by this section. Notwithstanding any provision of a statute to the contrary, in the event an agreement expires before a new agreement has been approved by the employee organization, the employer representative and the legislature, the employer representative and the exclusive employee representative designated to negotiate such new agreement shall negotiate and agree upon payment of an exclusive payroll deduction of employee organization regular dues, fees and assessments and, upon reaching such agreement, such payment shall be made to such exclusive employee**

**representative ■**



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# **CONTRACT NEGOTIATION and LAYOFF UPDATE**

## **THE CBA Says . . .**

### **ARTICLE 33.**

#### **Duration**

**Section 1.** (a) Except as otherwise provided, this Agreement shall be effective on approval by the General Assembly through June 30, 2012. If no Agreement has been entered into between the parties hereto by the expiration of this Agreement, then this Agreement shall remain in full force and effect until a new Agreement takes effect subject to the provisions of C.G.S. section 5-278a.





## **CONTRACT NEGOTIATION and LAYOFF UPDATE**

**The Branch is wants the Union to sign an extension agreement similar if not the same as the extensions signed by most other executive branch unions.**

**This extension agreement would do nothing more than preserve all rights and benefits enumerated in the CBA except for AI and top step lump sums.**

**The terms of this extension will be discussed at the 10/5 Executive Bard Meeting.**







# QUESTIONS?



# ?



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# **OFFICE SAFETY**

**SEE SOMETHING, SAY SOMETHING**

**TRUST, BUT VERIFY**

**DO NOT TAKE ANYTHING FOR  
GRANTED**





# **OFFICE SAFETY**

**BE YOUR OWN SAFETY OFFICER**

**ENVIRONMENTAL DESIGN**

**TARGET HARDENING**



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# **OFFICE SAFETY**

**WHAT ARE THE THREATS?**

**CLIENTS, PUBLIC, COWORKERS**

**BE PREPARED TO DEAL WITH EACH**



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# **OFFICE SAFETY**

**WHAT ARE THE POLICIES?**

**WHAT AM I RESPONSIBLE FOR?**

**WHAT ARE THE PROCEDURES?**







# OFFICE SAFETY

**QUESTIONS?**



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