

General Membership Informational Meeting

Wednesday - September 5, 2007

4:15 p.m. - 5:30 p.m.

Natchaug Hospital Community Room

● Vote on Membership Dues ●

We Are On Our Way

After many months of negotiations, the Natchaug Hospital Federation of Educational Employees bargaining committee and the Natchaug Hospital Executive Board agreed on June 15, 2007 to the final terms of the first collective bargaining agreement. This agreement is a direct result of your concerns as stated on the surveys you submitted two years ago. We addressed planning and prep time for teachers, substitute teacher pay for educational assistants, the inclement weather and grievance policies, FMLA, daily breaks, wages and many other areas of concern. A unanimous vote in favor of the agreement followed a question and answer general membership meeting on June 29th. The official signing of the agreement by Steve Larson and me took place on July 20th. I hope that all of you have received your copy. If you have not, please contact me at daunnagan@snet.net.

The executive officers have completed training in FMLA, Workers' Compensation, grievance and arbitration information and procedures. We attended a comprehensive workshop on web page design and management. In this way we can provide effective communication to you. **Our website address is <http://ct.aft.org/aftnatchaug>.** Communication among the CDT sites has been difficult in the past. Having a representative/steward at each site and the web page will give us the avenues needed to accurately disseminate such information. Please choose one person at your site to be the representative. Any of our Executive Board members will be willing to answer your questions about this position. Our chief steward is Francine Fontaine.

The Executive Board consists of President (Daun Nagan, Montville), Vice-President (Karen Ashlaw, Windham), Treasurer (Barbara Yudowitch, Journey House), Secretary (Tammy Meyers, DTZ), Communications Chair (Vacancy), Member-at-Large/Teacher (Francine Fontaine, Montville), Member-at-Large/Educational Assistant (Vacancy) and Member-at-Large/School Clinician (Sandford von Eicken, Windham). **We are currently looking to fill the final two Executive Board seats- Communications Chair and Member-at-Large/educational assistant.** If you are interested in serving on the board in either of these two positions, please contact me at daunnagan@snet.net.

A membership informational meeting will be held Wednesday, September 5, 2007 from 4:15 to 5:30 in the Natchaug Hospital community room. The agenda will be to vote on membership dues, to sign the charter, to answer questions about the collective bargaining agreement, and to officially appoint the site representatives and the remaining two executive board seats. Please read the agreement. Come with your questions. We will have an AFT Connecticut representative at this meeting to ensure accuracy in all answers to your questions. During negotiations, the bargaining team asked that a committee of union members and hospital personnel be established to work on revising the employee evaluation form. We need your input. Please bring your ideas and suggestions to this meeting. I want to thank the bargaining team (Karen Ashlaw, Barbara Yudowitch, Sandford von Eicken, Francine Fontaine, Shelley Duchesne, Maureen Strickett, Debbie Forbes, Al Ceplenski, Tammie Meyers, Justin Campo, Jaime Knowles and Michelle King) for their time, effort and cooperative spirit in helping to make this a most successful first agreement. We took your issues to the table. We heard your concerns about fairness, safety, consistency and equality.

Understand the agreement. Use the agreement. Get involved. This is your voice! See you September 5th.

Daun Nagan, President



AFT Natchaug

On The Web: <http://ct.aft.org/aftnatchaug>

Executive Board Members Attend Summer Leadership Institute

On August 3rd and 4th, five members of our AFT Local's Executive Board attended the AFT Connecticut Summer Leadership Institute at the Mashantucket Pequot Museum and Research Center. Daun Nagan, Karen Ashlaw, Barbara Yudowitch, Tammy Myers, and Francine Fontaine attended workshops on a variety of topics including FMLA in the private sector, workers' compensation, basic steward training, and arbitration. Barbara also attended the Treasurers' Workshop. Following this session, the officers met with Tom Bruenn (Secretary/Treasurer AFT CT) to discuss the procedures for chartering our local and establishing our membership dues. The conference was extremely informative, and we were all impressed by the professionalism of the organization we have chosen to represent us. The support of our field representative, Jude Derisme, has been invaluable to us throughout the negotiation process and during ratification of our first collective bargaining agreement. As we begin the task of managing our local, we look forward to attending additional trainings provided by AFT-CT.

Karen Ashlaw, Vice President

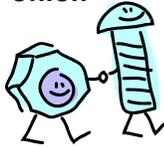
Check Us Out On The Web:
<http://ct.aft.org/aftnatchaug>

The Nuts and Bolts of Running a Local Union

Saturday, September 15, 2007

MDC Training Center
125 Maxim Road Hartford
9:00 a.m. – 1:00 p.m.

[8:30 a.m. Registration and Continental Breakfast]



FREE OF CHARGE

Registration Deadline: September 7, 2007

How is our membership dues used?

Our membership dues support AFT at the national, state, and local levels. Most of the services we receive as a local are provided by AFT Connecticut; thus, a significant portion of our dues is contributed at the state level. Services and benefits provided by AFT-CT include:

- a field representative
- a trained negotiator
- legal advice from experienced labor lawyers
- educational training with CEU's for teachers
- educational training for paraprofessionals
- assistance with workers' compensation cases from the law firm of Ferguson & Doyle
- training for stewards so they can be informed supporters
- training of Natchaug personnel on grievance procedures
- training for our treasurer
- free web page for our Local and training on how to use it
- assistance with the printing/ mailing of our newsletters
- discounts on merchandise and services
- low-cost professional liability insurance
- low-cost accidental death and dismemberment insurance

A very small percentage of our dues is contributed at the national level. The remainder is used to maintain our Local by establishing a budget for office expenses, mailings, reimbursements, audits/financial reviews, stipends, conferences, and hospitality. In addition, our local will provide one-half of the legal fees required when a grievance is taken to arbitration.

Our dues provides our membership with many services that would be very costly if we, as individuals, had to purchase them on our own. Just as group health insurance provides you and your family with medical services that could bankrupt you in a medical emergency, your union dues provides you with invaluable support when your job is at risk!

Barbara Yudowitch, Treasurer

Foundations of Effective Teaching I Course

September 28, 2007 to November 17, 2007

AFT Connecticut 35 Marshall Rd. Rocky Hill, CT

Contact: Iris White at iwhite@aftct.org or 860-257-9782

Register by Sept. 21, 2007.



35 Marshall Road
Rocky Hill, CT 06067

