

State Workers are Asking:

Why Should We Support the Revised SEBAC Agreement?

There was a lot of confusion and misunderstanding around the job and benefits saving agreement that state employee union members voted on in late June. It's time to set the record straight about what it will mean for our Union's members if we don't resolve the current crisis.

An Agreement Means:

JOB SECURITY FOR 4 YEARS

The agreement provides **4 years of job security** -- the most substantial layoff protection language for a state's workforce anywhere in the country. The provision fully protects union members from layoffs or privatization through June of 2015.

QUALITY INDEPENDENT HEALTHCARE

The agreement preserves the current health plan for active and retired state employees, and protects through 2022 the plan's independence from SustiNet or any other plan. The Health Enhancement Program (HEP) is a **voluntary** option that members are empowered to choose at their discretion.

RETIREE HEALTHCARE PRESERVED

Ratification will protect retired state workers' healthcare coverage for **an additional 5 years** beyond 2017. With both private sector workers and those employed by municipalities, schools, and nearby states losing similar benefits, the agreement's protection is vital for union members.

PAY RAISES FOR 3 YEARS

Union members will receive **3% raises each year** through 2015, after two years of wage freezes in 2011 and 2012. This gets state workers through what UCONN's Connecticut Economy, the Chase Economic Report, and Global Insight project will be the toughest years of recovery.

No Agreement Means:

4,500 PLUS LAYOFFS AND COUNTING

The governor has called for **eliminating more than 4,500 jobs** -- with more to come -- since the previous tentative agreement didn't pass. By the third week in July, approximately 2,000 state employees had been informed their jobs were being eliminated.

LOST RIGHTS TO NEGOTIATE HEALTHCARE

The current SEBAC contract's healthcare provisions expire in less than 6 years. In a special session on June 30, the General Assembly proposed legislation that would **take away state employees' rights to negotiate coverage**, much as lawmakers in neighboring northeast states have already done.

WEAKENED RETIREMENT SECURITY

Under the current SEBAC contract, state workers' pension benefits have withstood significant challenges for 14 years. The governor proposed a bill still on the House calendar that would eliminate **overtime in the calculation of state employees' pensions** beginning in 2017.

NO PAY RAISES AND DEGRADED CONTRACTS

Most state employee contracts expire in 2012 and will likely go to arbitration in the worst economy in 70 years. Judging by recent arbitration awards across Connecticut and the northeast, no agreement means **no wage increases** for the next 3 years and loss of other important contractual protections.

Learn Why We Need an Agreement to Protect Our Jobs and Benefits

www.InThisTogetherCT.org