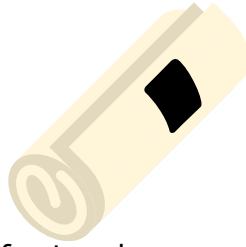


# NEWS TIME FOR 749



## UNION NEWS



Union Leaders continue to push for the need for Lead Juvenile Detention Officers. JDO's are continuing to be leaders by training new staff and assisting supervisors. Union leaders feel that through contract negotiations these positions will be rightfully filled. Union leaders are continuing to work with management with the expectation that both facilities be fully staffed at 80 full time JDO's.

### Bridgeport Stewards

Daniel Jaworski (RVP)  
Alex Santiago

### Hartford Stewards

Kareem Davis (RVP)  
Joel Belanger  
Reginald Bennett  
Julian Carraway  
Bryan DiDonato  
Corey Ganci  
Mark Markland  
Travis Waldod

### Central Transportation Unit

Andrew Samsel  
Chauncey Payne  
Ted Montouri

### Training Academy

Jennifer Puffen



## ACTION IN DETENTION:

- **RVP Davis** rectified the shift bidding and seniority process.
- **RVP Jaworski** has been attending bi-weekly Policy Committee Meetings pertaining to detention policies.
- **Hartford Stewards** continue to have quarterly meetings with administration to help improve facility culture.
- **Steward DiDonato** has been keeping 12-8 staff informed of Union Happenings.
- **RVP Jaworski** assisted a member in an arbitration case with the member being awarded a promotion.
- **Hartford Stewards** continue to work to resolve how OT is distributed fairly and staff sign up appropriately.
- **RVP Davis** assisted members in negotiating stipulated agreements regarding LU issues.
- **Steward Ganci** continues to work with Gallagher Bassett to streamline Worker's Comp issues.

## MEMBER SPOTLIGHT

**Shannon  
Patterson**  
CTU/JDO

*"I want to empower the youth. I have been through some of the same struggles and knowing that I can help makes me feel empowered."*



### Your Right to Union Representation

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at the meeting. Without union representation, I choose not to answer the questions."

*This is your right under the 1975 US Supreme Court Weingarten Decision*



**Want to become a Union Steward?**

We are always looking for stewards to join the team!  
Please reach out to your union steward if you are interested.

**Testimony by Kareem Davis in front of Appropriations Committee Judicial Branch Budget Hearing on 2/13/24**

"Good afternoon Senator Osten, Representative Walker, ranking members, and members of the Appropriations Committee. My name is Kareem Davis and I am a Juvenile Detention Officer at the Hartford Juvenile Detention Center. I have been a Juvenile Detention Officer for 11 years and we are facing a short staffing crisis in the Judicial Branch. It is not uncommon at the Hartford Juvenile Detention Center for there to not be enough staff to provide the services we proudly carry out. This is leading to employees being mandated into work which drives up overtime and increases stress on staff. The services we provide are critical to the Judicial Branch and we should not have to worry about working doubles or being mandated in which takes time away from our personal lives. Instead of increasing overtime costs, the branch should hire more Juvenile Detention Officers so that the branch is adequately staffed. The shortage of staffing has also resulted in fewer Lead Juvenile Detention Officers that are needed to train new staff as they get hired. Without adequate training, we are leaving employees on their own and under resourced. I urge the Appropriations Committee to add staffing positions to the Judicial Branch to address the short staffing crisis so that we can better provide services to the public. Thank you" --Kareem Davis

Bridgeport Juvenile Detention Center  
Hartford Juvenile Detention Center  
Central Transportation Unit



## PRESIDENT'S CORNER

**Sisters and Brothers,**  
Local 749 has been advocating on behalf of pregnant Juvenile Detention Officers. The Judicial Branch has not followed the Pregnancy Discrimination and Accommodation Act consistently since its inception in 2018. The Branch is required to provide the Act to employees within 10 days of being informed of the pregnancy. This notification outlines the reasonable accommodation the employer must provide to employees if requested. The Act also prohibits discrimination and retaliation. Unfortunately, management has not only not provided the act but did not properly communicate with the affected employees or its management team. This has put some of our members in a dangerous situation. The Union led a labor charge and after discussion with the Union and members, the Branch agreed to update and post the notice at all Judicial branch facilities, provide the notice in FMLA packets, and provide annual training through LMS to all Juvenile Detention Administrators. This is a great example of the Union advocating for its members by working with Management to ensure members' rights are respected. Once brought to their attention, The Judicial Branch was receptive to an open dialogue with the Union and members. Additionally, JDO's who are pregnant are allowed to purchase stretch pants (similar to the uniform) and the Branch will reimburse them for the cost. If you have any questions please contact your steward. Please review the Pregnancy Discrimination and Accommodation Act so you know your rights.

## Important Dates:

### Shift Bid and New CTU Assignments

effective March 8

### Leave Time Off Requests

3rd quarter (June, July, August) due May 1st (response due by May 15th)

### Union Steward Meeting

May 10

2024 Scholarship Applications  
due March 31 (visit Local749.org)

### Lobby Day

Wednesday, Apr 17, 2024, 9:00am - 2:00pm



Connecticut State Capitol, 210 Capitol Ave., Hartford, CT 06106

We will hear from state legislators about the latest developments and we will lobby lawmakers about key bills affecting our jobs, our rights and our livelihoods.

Registration is free and lunch will be provided.

If you plan to drive yourself, limited free parking is available in the garage adjacent to the LOB; spaces fill up quickly. There is limited free street parking along the streets near the Capitol. You can also pay to park across the street at the CT Education Association garage, 21 Oak St., Hartford, CT.

If interested reach out to your steward.

In Solidarity,  
**President Ron Nelson**  
Local 749

## STRENGTH IN NUMBERS

Members are encouraged to  
ask for a Steward to be present anytime  
they meet with  
Administration!

## Union Terminology

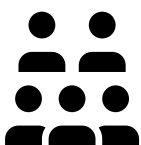


AFSCME-American Federation of State, County and Municipal Employees

AFSCME Council 4- Parent Union representing Connecticut State and Municipal Employees

AFSCME Local 749- Our Union, which representing Judicial and Division of Criminal Justice Employees, negotiates the Collective Bargaining Agreement which determines our working conditions and pay.

SEBAC: State Employees Bargaining Agent Coalition which represents nearly all unions in Connecticut State Government and negotiates pensions and healthcare. Our current agreement will expire in 2027.



Contributors to this issue: Dan Jaworski, Bryan DiDonato, Kareem Davis and Andrew Samsel.  
Comments? Suggestions? Want to Contribute? ....Email [local749RVP@gmail.com](mailto:local749RVP@gmail.com)

