



- Ron Nelson
President
- Ian Shackleton
Vice President
- Efrem Golden
Secretary-Treasurer
- Kristy Porter
Recording Secretary
- Dana Beecham-Brown
*Regional Vice President
North Central*
- Betsy Bryan
*Regional Vice President
South Central*
- Tracey Doulens
*Regional Vice President
Northeast*
- Dan Jaworski
*Regional Vice President
Southwest*
- Lisa Kaye
*Regional Vice President
Central*
- Maria Lindia
*Regional Vice President
Southeast*
- vacant
*Regional Vice President
Northwest*
- Joe Reilly
Trustee
- Kim Dennis
Trustee
- Janet Green
Trustee
- Charles DellaRocco
President Emeritus
- Jason Wells
Staff Representative
- Steven Carbone
Luke Leone
Joe Stone
Service Representatives
- Eddie Perez
Field Representative
- Dana Beecham-Brown
Council Vice President
- Jody Barr
*Executive Director,
Council 4, CT,
International VP*

Life Cycle of a Grievance

- A. Incident
- B. Meeting with Member
 - a. **Local Steward**
 - i. In person meeting is preferred; phone or email if necessary
 - ii. Fill out **Grievance Fact Sheet**
 - iii. Determine contract violation
 - iv. Prepare **Grievance** at Step I, or forward Fact Sheet or Local President and VP
- C. Step I Grievance
 - a. **Local Steward**
 - i. Filed to First Supervisor Outside Bargaining Unit
 - ii. Filed within 30 days of incident
 - iii. *For discipline*, move directly to Step III within 20 days
 - iv. Forward Grievance to Regional Vice President
 - v. Forward Response to Regional Vice President
- D. Step II Grievance
 - a. **Regional Vice President**
 - i. Determine to accept resolution, or file to Step II
 - ii. Filed to Step II contact based on division:
 - 1. CSSD: Cristina Johnson, 860-368-4332, cristina.johnson@jud.ct.gov
 - 2. Court Operations: Maria Kewer, 860-706-5300, maria.kewer@jud.ct.gov
 - 3. Public Defender: Diane Fitzpatrick, 860-509-6432, diane.fitzpatrick@jud.ct.gov
 - 4. DCJ has no Step II; RVP to proceed directly to Step III
 - iii. Filed within 14 days of response
 - iv. Attend Step II hearing (not required by contract)
 - v. Forward Grievance and Response to Chief Steward
- E. Step III Grievance
 - a. **Chief Steward**
 - i. Determine to accept resolution, or file to Step III
 - ii. If no meeting is scheduled or written response is received within 14 days, file to Step III
 - iii. Forward Grievance and determination to Local President and VP
 - b. **President or Vice President**
 - i. Filed to Step III contact:
 - 1. Judicial: Vicki Marino, 860-706-5280 , vicki.marino@jud.ct.gov
 - 2. DCJ: John Russotto, 860-258-5800, john.russotto@ct.gov
 - ii. Filed within 14 days of response
 - iii. Attend Step III hearing, with Council Rep.
 - iv. Determine to accept resolution, or bring to Executive Board for Arbitration Decision
- F. Arbitration
 - a. **Executive Board** Votes to Send
 - i. Council Rep send Arbitration letter
 - ii. President or VP and Council Rep. attend Arbitration
 - b. **Executive Board** Votes to Reject
 - i. **Local Secretary** sends notice to grievant
 - ii. Grievant can appeal to Executive Board
 - 1. Executive Board Votes to Send
 - a. Council Rep send Arbitration letter
 - b. President or VP and Council Rep. attend Arbitration
 - 2. Executive Board Votes to Reject
 - a. File closed.