



CSEA NEWS

The Voice of Connecticut's Public Service Employees & Retirees

Lamont: A Paraeducator in Training

Walk-A-Day Offers In-sight into the Daily Work of Paras

Before schools closed for the summer, CSEA's Hamden ACES paraeducator chapter gave Governor Ned Lamont a firsthand look at what our members do every day to support students, families and school communities.

The visit was part of a Walk-A-Day experience hosted by ACES members, where the Governor had the opportunity to see paraeducators at work inside the school building, hear directly from members and better understand the real responsibilities that too often get overlooked when decisions are made about school funding and wages.

He even received a custom CSEA shirt that read "Paraeducator in Training," a reminder that there are some things you can only understand when you spend time alongside the people

doing the work.

For our members, the visit was more than a photo opportunity. It was an important part of the growing campaign to win the respect, investment and wages paraeducators deserve.

During the walk-a-day, Chapter President Stacey Booker spoke clearly about what ACES paraeducators know better than anyone: investing in students must also mean investing in the staff who support them.

Paraeducators are the people helping students stay focused, manage difficult moments, participate in class, communicate their needs, move safely through the school day and receive the individualized support that allows them to learn. They work with students with disabilities, students who need behavioral support, stu-

dents learning English, students recovering from trauma and students who simply need a trusted adult beside them.

These jobs are not secondary to student success. They are central to it.

But across Connecticut, paraeducators are being asked to do essential work for wages that do not reflect the skill, patience, experience and emotional labor the job requires. Too many paraeducators are forced to work second and third jobs. Too many are trying to make ends meet while supporting students whose needs continue to grow. Too many districts are struggling to recruit and retain experienced staff because the pay does not match the work.

That is why CSEA paraeducators are continuing to fight for a \$45,000 minimum salary.

A \$45,000 salary is not extravagant. It is not unreasonable. It is the floor for dignity. It is the basic recognition that people who help our

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PICTURED LEFT: P4 President Jan Lawrence and Council 400 President Mike O'Brien were two of the 230 union leaders who attended the Connecticut AFL-CIO's Sixteenth Biennial Political Convention.

This year's convention came at an important time for CSEA members. State workers are preparing for major fights over pensions and healthcare. Paraeducators are building toward the 2027 legislative session and the fight for a \$45,000 salary. Retirees are organizing to protect Social Security, pensions and healthcare. Across every council, members are facing the same basic question: whether Connecticut will invest in working people or continue asking them to do more with less.

CSEA's presence at the convention helped make sure our members' voices were part of that conversation. The labor movement is strongest when workers across unions see each other's fights as connected. Whether we work in schools, state agencies, higher education, child care, corrections, healthcare, maintenance, public safety or retirement advocacy, we know that none of us wins alone.

Nearly 300 State Union Leaders Gather to Kick-Off Pension & Healthcare Negotiations

Nearly 300 stewards, leaders and delegates from across SEBAC gathered at Capital Community College for an afternoon statewide meeting to kick off the next major fight over pensions, healthcare and the future of public service in Connecticut. As we look toward the next round of SEBAC negotiations, members are preparing to take on some of the biggest issues facing state workers: fixing Tier IV, protecting healthcare for active employees and

retirees, strengthening hazardous duty benefits, defending telework and making sure public service jobs remain good jobs for the next generation.

For newer employees, fixing Tier IV is one of the clearest examples of why these negotiations matter. Tier IV workers are doing the same public service work as the workers who came before them, but they face a weaker retirement structure. The pension multiplier is too low, leaving many newer employees with far less

retirement security after decades of service. On top of that, the risk-sharing provision shifts too much responsibility onto workers when pension costs change, meaning employees can be forced to pay more toward a benefit that already provides less. In fact, the state's contribution or cost for Tier IV members is less than what most employers contribute to 401(k)s.

Hazardous duty is another major issue. Workers in

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Meetings
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2026 Council 400 Picnic

RSVP by
Aug 12th

The Farmington Polo Club
162 Town Farm Rd, Farmington, CT 06032
Wednesday, August 19, 2026 11AM – 4PM

RSVP by
Aug 12th

Reserve Now
No Walk-ins

Buffet hours: 12Noon – 2:30PM

Reserve Now
No Walk-ins

Hamburgers
Veggie Burgers
Hotdogs
Huli Huli Chicken
NE Clam Chowder

Chili con Carne
Sausage & Peppers
Corn on the cob
Coconut Rice
Hawaiian slaw

Grilled Pineapple Salad
Tossed Salad
Watermelon
Cake by Bernadette
Soft Serve Ice Cream

Non-Alcohol beverages served ALL DAY (Cash Bar Available)

Entertainment

Olympic size swimming pool, horseshoes, bocce, basketball, fishing
Trivia & Bingo

Tropical Attire
suggested

Mail completed coupon and check payable to:

“CSEA Council 400”
c/o Tina Franco
45 Peach Orchard Rd
Prospect, CT 06712-1052

\$18 – Members – WOW!
\$25 – Non-Member Spouse
\$38 – Guests



Member/Member spouse		
Non-Member spouse		
Phone#		
Email (if you want confirmation)		
Chapter#/Location		
# of Guests		Guest Name(s)
Amt Enclosed \$		

Questions: StuClark(860-205-0657) Tina Franco (203-721-4382)

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www.CSECreditUnion.com

Dividend Rates - Second Quarter 2026 Rates

	Dividend Rate	Percentage Yield
REGULAR SHARES	2.50%	2.53%
SHARE DRAFTS (Checking)	1.25%	1.26%
CLUB ACCOUNTS	2.00%	2.02%

Minimum opening balance \$25.00. The annual percentage yield is accurate as of the last dividend declaration date. Rate may change after the account is opened. Fees or other conditions may reduce the earnings on the account.

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MIDDLETOWN 15 Ward Street Middletown, CT 06457 (860) 347-0479	STORRS 1244 Storrs Rd. Storrs, CT 06268 (860) 429-9306	SOUTHBURY Southbury Training School P.O. Box 644 Southbury, CT 06488 (203) 267-7610
		NEWINGTON O'Neil Plaza 2434 Berlin Turnpike Newington, CT 06111 (860) 667-7668

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Gone too Soon:
CSEA Members Who Have Passed On

The Office of the State Comptroller has provided CSEA with the following members that have recently passed away. Our condolences are with their family, friends and loved ones.

Arcari, Donald, State Police

Benedict, Jonathan, Criminal Justice - Statutory

Bozzuto, Mark, Engineer, Scien, Tech (P-4)

Brooks-Lemkin, Gail, Education A (P-3a)

Brown, Lorraine, Healthcare

Buckley, Norma,Administrative Clerical (Np-3)

Bunting, Mary, Healthcare

Cardone,Thomas, Service/Maintenance

Caserta,Anthony, Education A (P-3a)

Chowanec, Frederick, Protective Services

Cochran, Marie, Education B (P-3b)

Crescimanno,Thomas, Social And Human Services

Deshefy, Barbara,Admin And Residual (P-5)

Diaz, Jeffrey, Service/Maintenance

Dreher, Ronald, Managerial

Dunnack, David, Service/Maintenance

Fain,William, Social And Human Services

Fickinger, Leona, Uconn Health

Fortune, Janet, Service/Maintenance

Harrelson, Patricia, Healthcare

Hough, John, Engineer, Scien, Tech (P-4)

Jensen, Barbara, Health Nonprofessional (Np-6)

Kaczynski,Alexander, Service/Maintenance

Little,Adele,Administrative Clerical (Np-3)

Macdonald, Cheryl, No Designated Unit

Mansfield, Margaret, Social And Human Services

Martin, Juanita, Healthcare

Mccusker, Stephen, Engineer, Scien, Tech (P-4)

Mulligan, Mary Ellen, Confidential

Munroe, Robert, Confidential

Nevins, Barbara, Confidential

Norko, Joseph, Judicial

Nowinski, Joseph, Healthcare

Orfino, Philip, Protective Services

Paskus, Mark, St Vocation Federation Teacher

Peiffer,Timothy, Judicial

Perry, Olivia,Administrative Clerical (Np-3)

Pregman,Thomas, Engineer, Scien, Tech (P-4)

Ratti, Lillian, Health Nonprofessional (Np-6)

Raye, John, Uconn Health

Robinson, Joan, Healthcare

Robinson, Louis, Judicial Marshals

Rypka, Jay, Healthcare

Sbalcio, Sebastian, Engineer, Scien, Tech (P-4)

Sessa, Nancy,Administrative Clerical (Np-3)

Shelton, Billy, Service/Maintenance

Smith, Calvin, Correctional Officers (Np-4)

Southworth,Trudy, Healthcare

Sylvestre, Gerald, Judicial

Tanner, Robert, Healthcare

Tellier, Mary,Administrative Clerical (Np-3)

Turnage, Patricia, Healthcare

Violette, Theresa,Administrative Clerical (Np-3)

Volkov, George, Comm College Faculty - Aft

Warner,James, Healthcare

Wininger, Suzanne,Administrative Clerical (Np-3)

Wojtach, Matilda, Social And Human Services

Wyckoff, David, Healthcare

Zigadto, Maryann, Healthcare

CSEA NEWS

The Voice of Connecticut's
Public Service Employees & Retirees

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Nearly 300 State Union Leaders Gather to Kick-Off Pension & Healthcare Negotiations

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dangerous jobs deserve retirement benefits that recognize the physical and mental toll of the work. Whether members are working inside correctional facilities, responding to emergencies, caring for patients, protecting the public or doing other physically demanding and high-risk jobs, hazardous duty protections are about respect, safety and dignity after a career of service.

Telework is also on the table. For many state workers, telework has improved productivity, reduced commute time, helped stabilize staffing and made state service more accessible. Members know that telework is not a perk to be granted or taken away on a whim. It is a modern workplace tool that should be handled fairly, consistently and through collective bargaining.

And at the center of all of it is

healthcare.

For active workers and retirees, healthcare is one of the most important benefits we have. But across the country, healthcare costs continue to skyrocket and managing those costs must be rooted in improved health outcomes, not cutting corners (especially when those corners are real human lives).

The statewide meeting was also the launch of a new workplace action using sticky notes. Across agencies and worksites, members will be invited to write down what these negotiations mean to them, their families, their coworkers and the public services they provide.

For some members, the message may be about being able to retire with dignity. For others, it may be about affording healthcare, staying in state service or making sure newer employees are not left

behind. Together, those messages will show that these negotiations affect real people, real families and real communities.

The strength of SEBAC has always come from workers standing together across unions and across job titles. When 45,000 state workers are united, we have the power to shape the future of public service in Connecticut.

That power does not appear on its own. It is built in meetings like this one. It is built when stewards talk to members at the worksite. It is built when leaders take information back to their chapters and councils. It is built when workers who may never sit at the bargaining table understand that they still have a role in winning what happens there.



Tom Welch: A Lifelong Union Role Model

“Tom Welch is an affable guy; a person who greets you with a smile, kind word and genuine interest in what you have to say.” (CSEA News, January, 2000)

26 years later, those words still describe Tom Welch.

For anyone who has spent time around CSEA, especially Council 400 Retirees, Tom is more than a familiar face. He is the person who shows up. He is the person who makes the call. He is the person who remembers your town, your chapter, your family, your story and the thing you mentioned once in passing.

He is the person who turns a

union membership conversation into something much deeper: a reminder that none of us are supposed to get through this life alone.

Tom spent about 30 years working in state service, including with people with disabilities at what was then DMR, now DDS. He worked at Mansfield Training School before transferring to Mystic and later to a state-run group home, where he spent many years before retiring.

His career was rooted in care work, but for Tom, care was never just a job description. It was, and still is, how he moves through the

world.

After retirement, Tom stayed active in the union. He served as vice president of his chapter alongside Patrice Peterson and remained deeply connected to CSEA. For the last two decades, he has helped bring retirees into Council 400, one phone call and one conversation at a time.

He does not approach the work like a script. He does not rush through a list. He talks to people. He asks where they are from. He asks whether they have questions. He explains what the union does, why it matters and what it means to be part of

something that is still there for you after retirement.

“One of my obligations to a retiree, if they’re not a member, is to go through and have a conversation,” Tom said. “What we do, what we’re for.”

That conversation often starts with the basics: the CSEA News, chapter meetings, retiree benefits and the issues CSEA can help members navigate. But with Tom, the conversation rarely stays basic for long.

Someone mentions a town, and Tom knows someone there. Someone mentions a family name, and

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Tom Welch: A Lifelong Union Role Model

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Tom remembers delivering Meals on Wheels to their mother. Someone is unsure, and Tom gives them the time they need to ask questions.

That is how Tom organizes. Not by pushing people, but by finding the human connection that was already there.

“For this job, you have to be able to have a conversation,” Tom said. “Or start one.”

Over the years, Tom has signed up countless retirees. He does not know the number, but those around him estimate it is easily in the thousands. On one recent day, he signed up seven new members. But to Tom, the number is not the point.

“It’s not just signing a blue card,” he said.

To Tom, that blue card means someone is connected. It means they will receive the paper. It means they are invited to chapter meetings anywhere in the state. It means that if they have a problem with health care, insurance, a doctor, their pension or anything else that comes up in retirement, they

are not facing it by themselves.

“I feel if I get somebody a member, that down the road, that has just helped them out through the union,” Tom said.

That belief has guided Tom through his entire life. He talks often about helping people because that is what he believes we are here to do. He has helped co-workers, retirees, friends, neighbors and people who simply needed someone to listen. He has been the person others call when they do not know where else to turn.

“My life centers around, really, who can I help?” Tom said.

For Tom, union work is not separate from that. It is part of the same lifelong commitment. It is about checking on people. It is about making sure retirees know they still have a place to go. It is about making sure the people who gave their working lives to public service are not forgotten once they leave the workplace.

“The part of the job that I love most is I get involved with a person who has spent X amount of years and retired,” Tom said. “They may have an issue and be afraid to

talk.”

That is where Tom steps in.

He listens. He reassures. He explains. He connects people to CSEA. And, most importantly, he makes people feel like they matter.

At a time when so much of the world feels rushed, transactional and disconnected, Tom’s approach is almost radical in its simplicity. He believes in picking up the phone. He believes in remembering people. He believes in showing up without needing credit. He believes love is not just something we say to family, but something we practice through respect, care and responsibility for one another.

“My life is giving,” Tom said. “And I just enjoy it.”

That spirit is what has made Tom such a powerful part of CSEA’s retiree organizing. He reminds us that the union is not only built at the bargaining table or in the halls of the Capitol. It is also built in the quiet, consistent work of calling a retiree who may not know what the union can still do

for them.

It is built when one member tells another, “You still belong here.” It is built when someone like Tom refuses to let people fall through the cracks.

26 years ago, someone saw Tom clearly: kind, generous and always ready to lend a hand.

Today, CSEA members know that is still exactly who he is.



Tom Welch has been honored at several Biennial Conventions, including most recently as the first-ever recipient of the Ed Daly Award for Commitment. A longtime leader and steady hand, Tom has also chaired the Convention Credentials Committee for years — pictured here delivering his report at the 2022 Convention.

Walk-A-Day at ACES in Hamden

Governor Lamont: Paraeducator-in-Training

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schools function, who support our most vulnerable students and who are trusted by families every day should not be forced into poverty-level wages.

When schools are short-staffed, students feel it. When paraeducators leave for better-paying jobs, students lose trusted relationships. When districts cannot recruit experienced staff, the entire school community is stretched

thinner. But when Connecticut invests in paraeducators, students benefit, families benefit and schools become stronger.

The Walk-A-Day gave members the chance to show the Governor what this work looks like in real life. It also helped build toward the 2027 legislative session, when CSEA paraeducators will be pushing lawmakers to take the next major step in the fight for fair wages.

No one can tell the story of this work better than the people doing it every day. That is why member voices are at the center of this campaign.

Our members are not just asking elected officials to listen. They are inviting them to see the work, understand the stakes and join the fight for the students and staff who make Connecticut schools work.



Council 400 Elects New Executive Board

Council 400 Retirees has elected its next slate of leaders for the 2026–2028 term.

Front row (from left to right): Patrice Peterson, Vice President; Patricia Johnson, Council Auditor; Roger Ives, Treasurer; Donna Maronde, Assistant Secretary; Joan Holley, Secretary; Maria Angelopoulos, Council Auditor; Back row (from left to right): Don Gladding, McCusker Trustee; Oscar Gomez, Council Auditor; Bob Rinker, Regional Vice President East; Mike O'Brien, President; Joe Carta, Assitant Treasurer. Missing from Photo: Sebastian Puglisi, Regional Vice President West; Sue Pierson, Executive Council Delegate



Council 400 represents retired public workers across Connecticut and remains a powerful voice in the fight to protect pensions, healthcare, Social Security and dignity in retirement. Congratulations to the newly elected leadership team, and thank you to every member who continues to build the strength of our retiree union.

Congressman Larson is a Champion for Working Families

For CSEA Council 400 Retirees, the fight to protect and expand Social Security is not abstract. It is personal. Social Security is one of the most important anti-poverty programs in the country and a foundation of retirement security for millions of Americans. For retired public workers, surviving spouses, people with disabilities and families across Connecticut, Social Security is part of the promise that after a lifetime of work, people should be able to retire with dignity.

That promise is under threat. The latest Social Security Trustees Report shows that the Old-Age and Survivors Insurance Trust Fund is projected to be depleted in late 2032 if Congress fails to act. At that point, only a portion of scheduled benefits would be payable. That does not mean Social Security disappears, but it does mean Congress has a responsibility to act now to protect benefits, strengthen the system and make sure working people are not the ones asked to pay the price.

CSEA members know where Congressman John Larson stands in that fight. Congressman Larson has been one of

the strongest voices in Congress for protecting and expanding Social Security. As the Ranking Member of the House Ways and Means Social Security Subcommittee, he has consistently argued that the answer is not cuts, privatization or fearmongering. The answer is making the wealthy pay their fair share and strengthening benefits for the people who earned them. That is why CSEA members voted to endorse Congressman Larson. Council 400 members have also gone beyond the normal labor-to-labor volunteer program, with many retirees choosing to volunteer directly with the campaign because they understand the stakes. For retirees, this race is about more than one congressional district. It is about whether Social Security will have champions in Congress who are willing to fight back against cuts and push for real solutions. Mike O'Brien, President of CSEA Council 400 Retirees, recently attended a press conference announcing labor endorsements for Congressman Larson. The event brought together unions and labor leaders from across Connecticut to make clear that working people and retirees need leaders

who will stand with them. Council 400 is the oldest and largest retiree union in Connecticut. Our members have seen a lot of politicians claim to be champions for seniors and working families. What matters is the record. Congressman Larson has been there in the fight to protect Social Security, and CSEA retirees are proud to stand with him as that fight continues.





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SOCIAL ACTIVITIES COMMITTEE (SAC)
Review the latest trip offerings on our website or contact SAC at CSEATrips@gmail.com



This year, all 187 State Senators and Representatives are up for re-election. In May, those same legislators all had an opportunity to vote in favor of fair and reasonable contracts for state workers. 52 voted AGAINST working families.

Find your town. See who voted NO.

In 2026, 52 Connecticut legislators voted against state employee contracts. All 52 no votes came from Republican legislators.

52	total no votes	42	House no votes	10	Senate no votes
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Look up your town below. An asterisk (*) means the district covers only part of that town.

Town / no-vote legislator	Town / no-vote legislator	Town / no-vote legislator	Town / no-vote legislator
Andover: Weir (H-88)	East Haven: Candelora (H-88*), Cicarella (S-34*), Zullo (H-88*)	Merits: Harding (S-30), Reddington-Hughes (H-68)	Southbury: Berthel (S-32), Buchsbaum (H-68*), Jensen (H-131*)
Ashford: Gordon (S-35)	Eastford: Gordon (S-35)	Naugatuck: Bronko (H-70*), Jensen (H-131*)	Southington: Mastrofrancesco (H-62*), Sampson (S-16), Veach (H-30*)
Barkhamsted: Anderson (H-62)	Easton: Hwang (S-28), Scott (H-112*)	New Canaan: Fazio (S-36*), O'Dea (H-129*)	Stafford: Gordon (S-35)
Beacon Falls: Klarides-Ditria (H-105)	Ellington: Gordon (S-31*)	New Fairfield: Harding (S-30*)	Stamford: Courpas (H-149*), Fazio (S-36*), O'Dea (H-129*)
Berlin: Veach (H-30*)	Fairfield: Hwang (S-28)	New Hartford: Anderson (H-62)	Sterling: Daughinas (H-44), Somers (S-18)
Bethany: Zupkus (H-89)	Franklin: DeCaprio (H-48)	New Milford: Buchsbaum (H-69*), Bucklee (H-67*), Harding (S-30)	Stonington: Somers (S-18)
Bethel: Berthel (S-32*), Fanciullo (H-107*), Hwang (S-28*)	Glastonbury: Weir (H-58*)	Newtown: Bolinsky (H-106*), Fanciullo (H-107*), Hwang (S-28)	Stratford: Perillo (S-21*)
Bethlehem: Berthel (S-32*), Harding (S-30*), Reddington-Hughes (H-68)	Goshen: Harding (S-30)	North Branford: Candelora (H-86), Cicarella (S-34*)	Suffield: Zawistowski (H-61)
Bolton: Ackert (H-4*), Weir (H-55*)	Granby: Anderson (H-62)	North Canaan: Harding (S-30)	Thomaston: Martin (S-31*), Piccoppo (H-76)
Bozrah: DeCaprio (H-48)	Greenwich: Courpas (H-149*), Fazio (S-36)	North Haven: Cicarella (S-34), Yaccarino (H-67)	Thompson: Gordon (S-30*), Stewart (H-67)
Bridgewater: Berthel (S-32), Buchsbaum (H-68)	Groton: Laroux (H-43), Somers (S-18)	North Stoughton: Somers (S-18)	Tolland: Ackert (H-4*), Gordon (S-35), Nuccio (H-63*)
Bristol: Housa (H-78*), Martin (S-31), Pawluck-D'Amato (H-77*)	Groton: Somers (S-18)	Norwalk: Hains (H-141*)	Torrington: Carina (H-65*), Case (H-62*), Harding (S-30*)
Brockfield: Berthel (S-32*), Fanciullo (H-107*), Harding (S-30*)	Gulford: Candelora (H-86*)	Old Lyme: Carney (H-23)	Trumbull: Rutigliano (H-123*), Scott (H-112*)
Burlington: Piccoppo (H-76)	Hampton: Gordon (S-35)	Old Saybrook: Carney (H-23)	Union: Gordon (S-35)
Canaan: Harding (S-30)	Hartford: Anderson (H-62)	Orange: Kennedy (H-119*)	Vernon: Gordon (S-35), Nuccio (H-63*)
Chaplin: Gordon (S-35)	Hartwinton: Martin (S-31*), Piccoppo (H-76)	Oxford: Berthel (S-32), Jensen (H-131)	Voluntown: Laroux (H-43), Somers (S-18)
Cheshire: Sampson (S-16*), Zupkus (H-89*)	Helmus: Weir (H-55)	Plainfield: Daughinas (H-44*), Somers (S-18)	Wallingford: Cicarella (S-34), Fontana (H-80*)
Clinton: Aniskovich (H-35)	Kent: Harding (S-30)	Plainville: Martin (S-31)	Warren: Harding (S-30), Reddington-Hughes (H-68)
Colchester: DeCaprio (H-48)	Killingly: Daughinas (H-44*), Stewart (H-67*)	Plymouth: Housa (H-78), Martin (S-31)	Washington: Berthel (S-32*), Harding (S-30*)
Colerbrook: Case (H-63)	Killingworth: Aniskovich (H-35)	Portland: Carpio (H-32)	Waterbury: Pizzuto (H-71*), Polotta (H-68*), Sampson (S-16*), Zupkus (H-89*)
Columbia: Ackert (H-6)	Lebanon: Ackert (H-4*), DeCaprio (H-48*)	Preston: Laroux (H-43), Somers (S-18)	Watertown: Berthel (S-32), Polotta (H-68)
Cornwall: Harding (S-30)	Ledyard: Laroux (H-43*)	Prospect: Sampson (S-16), Zupkus (H-89)	Westbrook: Aniskovich (H-35*), Carney (H-23*)
Coverly: Ackert (H-6), Gordon (S-35)	Litchfield: Laroux (H-43*)	Pulnam: Stewart (H-61)	Willington: Gordon (S-35), Nuccio (H-63)
Cromwell: Carpio (H-32)	Litchfield: Harding (S-30), Piccoppo (H-76*), Reddington-Hughes (H-68*)	Rockbury: Berthel (S-32), Buchsbaum (H-68)	Winchester: Case (H-63), Harding (S-30)
Derden: Hains (H-141*), O'Dea (H-129*)	Lyme: Carney (H-23)	Salem: Hains (H-34*)	Windsor Locks: Zawistowski (H-61*)
Derby: Klarides-Ditria (H-105*)	Marlborough: Weir (H-55)	Salisbury: Harding (S-30)	Wolcott: Mastrofrancesco (H-62), Sampson (S-16)
Durham: Candelora (H-86*), Cicarella (S-34*)	Middlebury: Berthel (S-32*), Piccoppo (H-76)	Seymour: Berthel (S-32*), Klarides-Ditria (H-105), Perillo (S-21*)	Woodbury: Berthel (S-32), Reddington-Hughes (H-68)
East Granby: Zawistowski (H-61)	Middlefield: Fathen (H-80)	Sharon: Harding (S-30)	Woodstock: Gordon (S-35)
East Haddam: Hains (H-34)	Milford: Kennedy (H-119*)	Shelton: Perillo (S-21), Romano (H-113*)	
East Hampton: Hains (H-34)	Monroe: Perillo (S-21*), Scott (H-112)	Sherman: Harding (S-30)	

H = House district, S = Senate district, * = part of town.

State workers notice. State workers vote.

And for many of these legislators, this isn't the first time they've voted NO against state contracts. In fact all of them have voted no since being elected, never once supporting working families.

Legislator	Ch/D	2011	2014	2017	2022	2024	2026	Total	Legislator	Ch/D	2011	2014	2017	2022	2024	2026	Total
Tim Ackert	H-8	NO	NO	NO	NO	NO	NO	6/6	Irene Haines	H-34	-	-	-	NO	NO	NO	3/3
Vincent Candelora	H-86	NO	NO	NO	NO	NO	NO	6/6	Joe Hoxha	H-78	-	-	-	NO	NO	NO	3/3
Christie Carpino	H-32	NO	NO	NO	NO	NO	NO	6/6	Kathy Kennedy	H-119	-	-	-	NO	NO	NO	3/3
John Piscopo	H-76	NO	NO	NO	NO	NO	NO	6/6	Nicole Klarides-Ditria	H-105	-	-	-	NO	NO	NO	3/3
Dave Yaccarino	H-87	NO	NO	NO	NO	NO	NO	6/6	Brian Lanoue	H-45	-	-	-	NO	NO	NO	3/3
Mitch Bolinsky	H-106	-	NO	NO	NO	NO	NO	5/5	Tracy Marra	H-141	-	-	-	NO	NO	NO	3/3
Devin Carney	H-23	-	NO	NO	NO	NO	NO	5/5	Gale Mastrofrancesco	H-80	-	-	-	NO	NO	NO	3/3
Jay Case	H-63	-	NO	NO	NO	NO	NO	5/5	Tammy Nuccio	H-53	-	-	-	NO	NO	NO	3/3
Tom O'Dea	H-125	-	NO	NO	NO	NO	NO	5/5	Bill Pizzuto	H-71	-	-	-	NO	NO	NO	3/3
Cara Pavalock-D'Amato	H-77	-	NO	NO	NO	NO	NO	5/5	Karen Reddington-Hughes	H-66	-	-	-	NO	NO	NO	3/3
David Rutigliano	H-123	-	NO	NO	NO	NO	NO	5/5	Tony Scott	H-112	-	-	-	NO	NO	NO	3/3
Tami Zawistowski	H-61	-	NO	NO	NO	NO	NO	5/5	Donna Veach	H-30	-	-	-	NO	NO	NO	3/3
Lezlye Zupkus	H-89	-	NO	NO	NO	NO	NO	5/5	Steve Weir	H-55	-	-	-	NO	NO	NO	3/3
Tony Hwang	S-28	-	NO	NO	NO	NO	NO	5/5	Joe Zullo	H-99	-	-	-	NO	NO	NO	3/3
Henri Martin	S-31	-	NO	NO	NO	NO	NO	5/5	Paul Cicarella	S-34	-	-	-	NO	NO	NO	3/3
Bill Buckbee	H-67	-	-	NO	NO	NO	NO	4/4	Ryan Fazio	S-36	-	-	-	NO	NO	NO	3/3
Anne Daughinas	H-44	-	-	NO	NO	NO	NO	4/4	Jeff Gordon	S-35	-	-	-	NO	NO	NO	3/3
Craig Fishbein	H-90	-	-	NO	NO	NO	NO	4/4	Stephen Harding	S-30	-	-	-	NO	NO	NO	3/3
Joe Polietta	H-68	-	-	NO	NO	NO	NO	4/4	Rob Sampson	S-16	-	-	-	NO	NO	NO	3/3
Eric Berthel	S-32	-	-	NO	NO	NO	NO	4/4	Jason Buchsbaum	H-69	-	-	-	-	NO	NO	2/2
Heather Somers	S-18	-	-	NO	NO	NO	NO	4/4	Joe Canino	H-65	-	-	-	-	NO	NO	2/2
Mark Anderson	H-62	-	-	-	NO	NO	NO	3/3	Tina Courpas	H-149	-	-	-	-	NO	NO	2/2
Chris Aniskovich	H-35	-	-	-	NO	NO	NO	3/3	Arnold Jensen	H-131	-	-	-	-	NO	NO	2/2
Seth Bronko	H-70	-	-	-	NO	NO	NO	3/3	Chris Stewart	H-51	-	-	-	-	NO	NO	2/2
Mark DeCaprio	H-48	-	-	-	NO	NO	NO	3/3	Amy Romano	H-113	-	-	-	-	-	NO	1/1
Martin Fanciullo	H-107	-	-	-	NO	NO	NO	3/3	Jason Perillo	S-21	-	-	-	-	-	NO	1/1

So as we head towards the Primary (Tuesday, August 11th) and General Election (Tuesday, November 3rd), voting records like these are key to deciding which legislators deserve our support, and which ones we must focus on voting out of office. Next month we will announce our primary endorsements, keep an eye out and remember to make your voice heard at the ballot box.

AI Layoffs Already Backfiring

For the last few years, workers have been told that artificial intelligence is coming for their jobs. Not because AI is better. Not because it understands the work. Not because it knows the people, the systems, the exceptions, the emergencies, the families, the frustration, or the judgment calls that happen every day.

But because someone in a boardroom was promised it would be cheaper. That is the story companies have been selling that they can replace workers with AI, cut payroll, call it innovation, and watch the savings roll in. The problem is that the story is starting to fall apart.

A growing body of research is showing what workers already knew. AI can't replace workers. Gartner, a major business research firm, put together a survey of large companies using AI agents and automation, about 80% reported workforce reductions. But those cuts did not translate into better return on investment. In fact, Gartner found that companies seeing better AI results were not the ones eliminating people. They were the ones investing in skills, new roles,

governance, and workers who could guide the technology.

Management loves to pretend that fewer workers means more efficiency. But CSEA members know that "efficiency" really means longer wait times, more mistakes, burned-out staff, frustrated residents, and work that still has to get done by someone.

AI does not magically erase the problems. It just moves the problems around. A chatbot gives the wrong answer, and a human has to clean it up. An automated system denies the wrong claim, and a human has to untangle it. A computer-generated report looks polished, but someone still has to figure out whether it is even true. A call center moves to robocalls, then discovers customers still need empathy, judgment, and someone who can actually solve the problem. We're seeing AI slop at scale.

Gartner is already warning that by 2027, half of companies that cut customer facing jobs because of AI will end up rehiring people to do similar work under different job titles. Why? Because AI "isn't mature enough to fully replace the expertise, empathy, and judgment that

human agents provide."

BetterUp Labs and the Stanford Social Media Lab have been studying what they call "workslop", AI-generated work that looks professional but lacks substance. Their survey of 1,150 full-time U.S. desk workers found that 40% had received workslop in the previous month. Each incident took an average of two hours to resolve. The estimated cost was \$186 per employee per month, or about \$9 million a year for a 10,000-person company.

The danger is not just that AI makes mistakes. Humans make mistakes too. The danger is that AI makes mistakes with confidence, at scale, and often without anyone knowing who is responsible.

If an agency is short-staffed, the answer is not to slap a chatbot on top of a broken system and call it modernization. If a department is drowning in caseloads, the answer is not to replace trained staff with software that still needs trained staff to monitor it. If residents are already waiting too long for services, the answer is not to send them into an automated maze with fewer people available to help.

AI is being sold as a shortcut. But public services cannot be run on shortcuts.

The MIT "GenAI Divide" report found that despite tens of billions of dollars in enterprise investment, 95% of organizations were getting zero return. The issue was not simply that the models were bad. It was that the tools did not fit the real workflows, did not retain feedback, did not adapt to the actual work, and did not match day-to-day operations.

And once again, workers could have told them that.

The real debate is not whether technology should exist. The question is who benefits, who decides, and whether technology is being used to support workers or undermine them.

The lesson from the research is clear. AI works best when it amplifies human workers. It fails when executives pretend it can replace them. And when those failures happen, the same workers who were told they were too expensive are the ones called back in to fix the mess.

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