



## SEBAC Update What You Need to Know



### **We have a concessions deal?**

No. What we have now is the framework of a tentative agreement.

### **What needs to happen?**

All the locals without a contract, which is UHP and most others, need to reach agreement with their employer on their next contract.

### **Does that mean we're getting a new UHP contract too?**

While this doesn't assure a new UHP contract, it does give UConn Health a compelling reason to return to the negotiating table and work toward a contract for us. Once we (and all the locals) have new contracts, a SEBAC deal derived from the framework would be finalized for ratification.

***Continued on back***



### ***PRESIDENT'S CORNER: Better of 2 Bad Choices?***

Pay now to fix the roof, or risk the whole house collapsing on us in a few years?

Through no fault of ours collectively as state employees, the sad reality is the state budget predicament leaves no good options.

All versions of the next state budget are calling for about \$1.5 billion in labor savings over the next two years. That even includes the proposal from the Democrats, the caucus with whatever remaining allies labor has left. But there's not enough of them to stem the anti-labor, austerity tide of the current political climate, both at the state and national levels.

If there's any good news, it's that as a group, state employees still have some say in how that happens.

Unfortunately that say comes down to one painful choice and one catastrophic choice.

Much still needs to happen, but let me assure you, the discussions to get to this point were arduous, and the SEBAC negotiators took nothing lightly as they worked toward a framework that we feel gives us our best chance at preserving the long-term health of collective bargaining in Connecticut.

It might not feel like that today. I get it.

This entire newsletter is dedicated to helping you make an informed decision. **Please get your questions answered: See us at the information tables. Request an area meeting. Talk to your rep. Follow the developments on [our website](http://uhp3837.com) and [Facebook](https://www.facebook.com/uhp3837).**

If the time comes and you vote no, you owe it to your fellow state employees—and yourself—to at least understand the implications of that no vote.

We can step up as a group. Or we can divide and watch our house fall.

***—In Solidarity,  
Bill Garrity***

**SEBAC Update (continued from front)**



**When do we vote?**

Once UHP has a contract to ratify, we'll cast two votes: One for the UHP contract and one for the SEBAC deal. Ideally this would take place by mid-July.

**Where are the details on the SEBAC framework?**

Every update on the UHP website ([uhp3837.com](http://uhp3837.com)) will contain the most relevant documents for your reference. Check back often for the latest. We've also compiled helpful links and documents at [bit.ly/17sebaclinks](http://bit.ly/17sebaclinks).

**Are retirees switching from state health benefits to Medicare?**

The mention of Medicare Advantage has caused some confusion and left some with the incorrect impression that they would lose their state benefits once they become Medicare eligible. Retirees would keep their state health plan as they do today. They would not lose out on anything already covered. This change has to do with the reimbursement arrangement between the state plans and the federal government. We included a Q&A on Medicare Advantage on the SEBAC links page ([bit.ly/17sebaclinks](http://bit.ly/17sebaclinks)).

**What happens if we don't agree to the SEBAC changes?**

Here's a simple pros/cons list to consider:

<b>YES Vote</b>	<b>NO Vote</b>
<ul style="list-style-type: none"> <li>No raises before July 1, 2019</li> <li>3 furlough days in FY 2018</li> <li>\$2,000 lump sum July 2018</li> <li>3.5% plus step in FY 2020</li> <li>3.5% plus step in FY 2021</li> </ul>	<p>Any raise would have to be negotiated in the next UHP contract. It's unlikely a UHP contract with raises is forthcoming in the next several years, and possibly beyond.</p>
<ul style="list-style-type: none"> <li>Increased employee contributions to health care and retirement</li> <li>SEBAC contract extended to 2027.</li> </ul>	<p>Our contributions for health care and retirement remain as they are, with no guarantees when SEBAC expires in 2022.</p>
<p>Protection from layoffs, privatization and subcontracting thru June 2021.</p>	<ul style="list-style-type: none"> <li>No job security assurances</li> <li>Cuts in services and projected 4,200 state employee jobs eliminated</li> </ul>
<p>Best, and likely the only, way to get an acceptable UHP contract that protects personal time, staffing language, etc.</p>	<p>Likely any UHP contract ratified (or even arbitrated) would get voted down in the General Assembly</p>
<p><b>State employees' rights to collectively bargain are assured until 2027, and with that our health care, retirement, and retiree health benefits.</b></p>	<p><b>Risk that starting July 1, 2022, state employees, and possibly even retirees, are on their own for their health care and retirement benefits.</b></p>