

**P-3A BULLETIN**

**BESB . BRS . CSDE . DAS . DDS . OEC**

**January 23, 2014**

**P-3A  
President  
Update and  
January 2014  
Member  
Meetings**

Thank you to all the P-3A members who were able to attend the Member Meetings on January 9, 13 and 16. Thank you also to CSEA Staff Representative Andrew Midgen and Political Director Danny Medress for joining us. The variety of concerns raised warrant additional Member Meetings to propose solutions. Two additional meetings have been scheduled next week (please see below). Please join me if you are able, bring your lunch, and share your primary work environment concerns and recommendations. CSEA/SEIU Local 2001 Executive Director Bob Rinker, Political Director Danny Medress, and Staff Representative Andrew Midgen have been invited to attend and offer guidance.

**The additional P-3A Member Meeting dates are as follows:**

- **Tuesday, January 28**, 12-1pm, Room 307A, CSDE, 165 Capitol Avenue, Hartford; and
- **Thursday, January 30**, 12-1pm, Room MCR2, CSDE, 25 Industrial Park Road, Middletown.

Please see the January meeting notes below for more information if you were not able to attend earlier this month. Please also note the *new* Breakpoint agreement summary below. Thank you to Sandi Casberg and the CSEA Negotiating Team for a job well done on behalf of our members.

The **P-3A Executive Committee** is proposing to meet on **Friday, January 31** to follow up with CSEA leadership on the items raised at the P-3A January 2014 Member Meetings.

As we begin a new year, may our united P-3A voice forge a working partnership with management where state service is conducted in collaboration and where union members are respected for the expertise and commitment they bring to state service every day.

In solidarity,  
Agnes Quiñones  
P-3A President

**January 9, 13  
and 16, 2014,  
P-3A  
Member  
Meetings**

The P-3A Member Meetings on January 9, 13 and 16, 2014, at BESB and CSDE offered the P-3A Executive Committee an opportunity to share information and discuss concerns.

Updates were provided regarding Communications, the PSPES Mid-Year Process, the SEBAC 2011 Agreement (Health Care Contribution and Annual Increments), Retiree Health Insurance and the Teacher Retirement System, Formal Grievances, CSEA Contracting Board review of CSDE RFPs, Initiating Dialogue for Amendments to P-3A Contract in 2016, P-3A Financial Summary,

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Meetings  
(continued)**

Planning for the 2014 Picnic, and the McCusker Scholarship. Members approved at each of the January meetings a motion to continue to contribute \$2,000 toward the McCusker Scholarship Fund (<http://seiu2001.org/union-benefits/mccusker-scholarship-fund/>).

During the Question and Answer portion of the January 2014 Member Meetings (January 9, 13 and 16), areas for additional discussion/action included the following:

- At BESB:
  - salaried employment and compensatory time; and
  - BESB relationship with DORS in the SEBAC agreement.
- At CSDE:
  - resources in PSPES and access to necessary training sessions;
  - hiring process;
  - CSDE positions not posted or filled at CSDE and CTHSS;
  - external contracts for union work;
  - contracted organizations serving as quasi-managers of P-3A employees;
  - lack of P-3A employee input in the development of new CSDE initiatives but expectation of P-3A employee accountability for successful implementation;
  - unproductive Labor-Management Meetings;
  - additional CSEA communications vehicles on P-3A issues;
  - promoting value of state employee service and expertise;
  - CSEA support of P-3A;
  - proposed Breakpoint modifications and calculation; and
  - additional meetings/survey to gather P-3A member concerns.

The P-3A Executive Committee is gathering member issue areas for further discussion at Member Meetings and with CSEA leadership. Please forward recommendations to Marcus Rivera, P-3A Secretary at [rivmar905@gmail.com](mailto:rivmar905@gmail.com). Please include "P-3A" in the Subject heading. Thank you.

**Breakpoint Agreement****New “Breakpoint” Agreement Improves Tiers II, IIA, III & Hybrid Pensions**

- **Increases for all members in Tiers II, IIA & III and the Hybrid retiring on or after July 1, 2013**
- **Change in pension multiplier affects all, but targets lower-paid employees**

A recent improvement to the formula used to calculate state employee pensions means that all participants in the State Employee Retirement Systems (SERS) in Tier II, Tier IIA and Tier III who retire on or after July 1, 2013 will be receiving larger pension checks.

On Friday, January 17th, SEBAC unions and the State agreed to adopt a proposal recommended by a rank and file committee to increase the multiplier in the formula that is used to calculate the pensions on the portion of our income that falls below the “Breakpoint.” This change implements the part of the 2011 SEBAC Agreement that required that the State designate 0.5% of payroll (about \$35 million annually) beginning in July of 2013 to address certain problems that developed over time in the pension formula. These problems affect everyone, but have a particularly strong impact on lower-paid employees. The former multiplier (1.33% on the below-Breakpoint portion of our income), has been increased to 1.4%. The effect of this change will be combined with what the Committee -- working with the pension plan’s actuaries -- found was already likely to occur under current language in the SEBAC agreement, which is that the yearly increase in the Breakpoint will moderate from 6% to 4% in future years.

***A longer and more detailed description of the background and the negotiations that led up to this improvement, as well as a copy of the signed agreement, will be posted to the CSEA-P3A website shortly. In addition, the CSEA is working on an EXCEL spreadsheet calculator for members to be able to calculate an approximation of their retirement pension based on this agreement.***

While the change might sound small, the multiplier has a strong effect on the pension calculation. The chart below (see next page) demonstrates the difference this change, along with the moderation of the yearly increase already in the current agreement, makes for people with different final average earnings at the time they retire.

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**Breakpoint Agreement (continued)**

*Comparing Pensions Using the Current Multiplier to Proposed New Multiplier\**

<i>Final Average Earnings (as of 2013)</i>	<i>Retiring in 2013 Current Multiplier</i>	<i>Retiring in 2013 New Multiplier</i>	<i>Retiring in 2023 Current Multiplier with 6% Breakpoint Increase</i>	<i>Retiring in 2023 New Multiplier with 4% Breakpoint Increase</i>	<i>Retiring in 2033 Current Multiplier with 6% Breakpoint Increase</i>	<i>Retiring in 2033 New Multiplier with 4% Breakpoint Increase</i>
<b>\$50,000</b>	\$19,995	\$21,000	\$29,597	\$31,085	\$43,812	\$46,014
<b>\$80,000</b>	\$34,197	\$35,510	\$47,578	\$52,563	\$70,098	\$77,806
<b>\$110,000</b>	\$50,694	\$52,007	\$71,997	\$76,982	\$101,125	\$113,953

\* All computations assume 30 years of service and normal retirement age. Assumes average 4% annual salary increase in years beyond 2013. Also shows impact of the change from 6% to 4% in yearly Breakpoint increase already projected from current agreement.

Marcus E. Rivera  
P-3A Secretary

<http://seiu2001.org/category/state-workers/p3a/>