

Vocational Instructor

Local 4200A ~ AFT/CT, AFT & AFL-CIO

*"It Pays
To Be Taught
By a Vo-Tech
Teacher"*

Volume MMV Issue 7

SEPTEMBER 2005

Union Lends Support to New Teachers

In early August the SVFT leadership packaged expandable files and blank VCR tapes and mailed them off to all the teachers in the Connecticut Technical High School System who will begin the portfolio phase of the B.E.S.T program this year. Central Office supplied the list of names of all the year two B.E.S.T. participants. Our goal was to provide a small token of support to those teachers as they complete this challenging endeavor.

Additionally, the SVFT leadership purchased a number of ten-dollar gift cards from STAPLES. Each teacher hired this year to begin a career in our technical high schools will receive a gift card as a token of support and encouragement.

Through this demonstration of good will, the SVFT leadership strives to welcome the new teachers and the returning B.E.S.T. portfolio teachers to the 2005-2006 school year.

Representative Update

Since the school year ended in June, there have been a number of developments with SVFT school union representatives. Here's a brief run-down:

Phil Marasco, who has served as an SVFT school representative at Eli Whitney THS in Hamden for a number of years, will be teaching at Kaynor Tech in Waterbury. Phil has led the opposition to administrative efforts to downsize/eliminate blueprint reading instruction in our schools.

Bullard-Havens rep Tony Ruggiero, who was out of school for several months, is out of the hospital and on the mend. Tony has been a valuable member of the Labor-Management Committee for many years, and hopefully will be back to school very soon.

E.C. Goodwin Electrical Department Head Jim Puchalski

retired on August 1st. Jim was the school rep at Goodwin, and formerly the rep while teaching at J.M. Wright in Stamford. During his teaching career in the system, Jim was heavily involved in union activities. He was a member of the Budget Committee, Nominations & Elections Committee, and SVFT Negotiating Teams. He served as an SVFT delegate, and in 1995 ran for the position of SVFT Vice President. Jimmy will be sorely missed.

The transfer and retirement means that replacements for the school union representative position will have to be elected by membership at Eli Whitney and E.C. Goodwin.

Those elected will join those new reps from Prince, Vinal, and Ellis at a training session at the union office on September 22nd.

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Beginning the school year in Hartford at the Convention Center. (More photos inside.)



Council Approves Delegates

At the June SVFT Executive Council meeting, a motion was made and passed to have the SVFT Secretary cast one vote, thus electing those nominees seeking the position of SVFT delegate.

An election of delegates by membership was not required, because the number of individuals who expressed interest in becoming a delegate (by contacting the SVFT office during the nomination period) did not exceed the total number of national delegate positions assigned to the local.

Delegates are eligible to attend state (AFL-CIO, AFT-CT, CPEF) and national conventions (AFT). Delegates vote on matters brought before the convention; including dues and the election of officers. The recently-elected SVFT delegates will serve from 9/1/05-9/1/07.

The following lists the delegates with their school:

- | | |
|------------------------------|------------------------|
| •Ruth Cion – Goodwin | •Pat Keavney – Kaynor |
| •Bill Clapp – Ellis | •Ed Lang – Grasso |
| •Cheryl Collett – Goodwin | •Sandy McKee – Kaynor |
| •Ed DeSousa – Bullard-Havens | •Aaron Silvia – Cheney |
| •Linda DeSousa – Kaynor | •Rick Tanasi – Vinal |
| •Ann Frattalone – Abbott | |

Negotiations Update

The first meeting between the SVFT and representatives of the Board of Education to negotiate a pay scale for advanced degrees was held in early August. The parties exchanged proposals and another session is scheduled on September 8th.

For those of you who need some background, the following information should fill in the blanks. Our current contract provided a re-opener for the parties to negotiate an advanced degree pay scale. Following these negotiations, the negotiated scale would become effective in 2006-2007, the final year of the current agreement. According to contract provisions (p. 9) the negotiations were to take place during the 2004-2005 school year. When this didn't happen, the union filed a grievance that the contract had been violated. On August 10th the core SVFT Negotiating Team presented the advanced degree proposal, which was developed by the full team last year. Membership will continue to receive updates on these negotiations in the Vocational Instructor.

In addition, the parties also discussed four additional items of mutual interest. The union and management reached agreement on two issues: beginning in 2006-2007 increasing the work year for aviation instructional staff by ten days (this was done to make the program more attractive to prospective students by changing it from a three-year to a two-year program; the addition of and compensation for an assistant coach for golf, tennis, and rifle. While the Board expressed interest in discussing the Athletic Coordinator's responsibility to supervise and compensation for after-school events, the union said it would discuss this issue after receipt of the court decision (grievance won by the union and appealed by the state). Finally, the SVFT submitted a proposal to address the requirements for Department Head certification effective July 1, 2006. Thus, these last two issues remain unresolved.

AFL-CIO Split Gets National Attention

What do you do to combat the continuing decline in the number of unionized workers in this country? How do you show your frustration with an election that results in the re-election of an openly anti-labor federal administration?

The answer for the 1.8 million member Service Employees International Union, the Teamsters, the United Food & Commercial Workers, and UNITE/HERE (a group of textile, hotel, and restaurant employees) was to leave the AFL-CIO. These unions, organized as the Change To Win Coalition, represented one-third of the AFL-CIO's 13 million members.

The split, the reasons behind the decision, and the impact on union members and the labor movement were extensively covered by national media, this summer.

Analysts agreed that the split poses the biggest change to organized labor in this country since the 1930's. Also, most reported that the impact of the departure needed to be assessed on a state-by-state basis – with Connecticut probably being better off than most, since unions in the state generally get along with one another.

The motives behind the Change to Win Coalition's decision were twofold: 1. Restructure/streamline the AFL-CIO. 2. Commit more dues money to organizing new members. The reaction to the departure appeared to fall into two camps: Those believing that a divided union is the worst thing that could have possibly happened at this time vs. those who believe the change will bring about a greater energy and success.

In truth, at this time there can be no final analysis of the developments within the AFL-CIO this summer. There are more questions than answers. Was a new structure needed to organize the workers in hospitals, casinos, giant retailers, etc.? Was a split necessary to combat elected public officials who are anti-workers, anti-working families, and anti-labor? Will the division weaken and hurt when the need is to be untied and powerful in battling business interests and the global economy?

Raise/Increment Information

The increase in the salary schedules (VS 01, VS 02, and VS 03) will be reflected in the paycheck received September 16th.

Remember, the increment (step movement) becomes effective on January 1, 2006.

The rate for substitutes for the 2005-2006 school year will increase from \$100 to \$115 per day.

Please refer to these pages in the contract, if you have questions on any of the following issues:

- Pay Plans = 116 & 117
- Percentage Increase = 8
- Increments – Effective Date = 11
- Increments – Eligibility = 11
- Top Step Bonus = 11 & 12
- Substitute Rate = 123

Policy Changes Proposed

Membership to Decide Fate of Reimbursement and Constitution & By-Laws Proposals

The SVFT Executive Committee (officers) have submitted a number of proposed changes to both the SVFT Constitution & By-Laws and SVFT Reimbursement Policy. The proposed changes are intended to resolve situations which have occurred over the years, and clarify certain provisions which left unaddressed may create future problems.

The SVFT Constitution & By-Laws govern the operation of our union. The creation of the union's budget, elections, organization's mission, dues structure, number of meetings, roles of officers, etc. are all covered in the SVFT Constitution & By-Laws. As an affiliate of the American Federation of Teachers, the local's provisions must be consistent with the constitution & by-laws of the national union.

Three significant changes to the constitution are proposed. First, in the event that no candidate for an officer's position receives a majority of the vote, a procedure and timeline for a run-off election has been proposed. Second, the candidates for President and Vice President will no longer be permitted to appear on the ballot in one slot, as a combined team. Third, SVFT delegates who retire from state service will be allowed to complete his/her term as a delegate. Finally, one important by-laws change is being proposed: Effective 1/1/06 union dues for non-full-time instructional positions will increase from \$3 to \$5.

Reimbursement to officers, delegates, committee members, and members for conducting union business is made according to the SVFT Reimbursement Policy. Four changes to this policy have been proposed:

1. Gifts - accepting gifts is prohibited.
2. Meals - the allowance increases from \$35 to \$50 per day.
3. Committee Meetings - committee members who attend a committee meeting where no meal is served, are entitled to an allowance not to exceed \$25.
4. Union Rep Dues Reimbursement - In addition to the school's attendance criteria, all reps must attend a minimum of 50% of the SVFT Council meetings to receive full reimbursement of annual union dues.

The SVFT Constitution & By-Laws also outlines the process for making changes. According to that process, each proposal will be submitted to the Constitution & By-Laws Committee for recommendation to accept or reject, vote on each proposal by the Executive Council to accept or reject, presentation to membership with committee and Council recommendations on each, and vote by membership at the November General Membership Meeting.

The proposed reimbursement policy changes are not reviewed by any committee, but will be acted upon by the Executive Council. Any action taken will be presented at November's General Membership Meeting and must be approved by membership.

Window Now Open

Enrollment Deadline November 1st

The SVFT Sick Bank provides members with great protection in the event of long-term, catastrophic illness.


Over the years, members who have exhausted their own leave accruals (sick & personal), have been able to avoid loss of income by drawing days from the Sick Bank.

To be eligible to join, a teacher must have completed three years of teaching in the school system. Those joining will have one day drawn from their sick leave accrual upon enrollment. Thereafter, all members of the Sick Bank have an additional day deducted from their sick leave accrual, should the bank become depleted. Application forms may be downloaded from the SVFT website www.svft.org or obtained from school union representatives. Completed applications must arrive or be faxed to the union office on or before November 1st.

Those who are already members of the Sick Bank need not re-apply. However, the deadline for members to donate an additional day to the Bank (to help a colleague in need) is also November 1st. Forms may be downloaded from the union website or requested from the union office.

Sick Bank members are reminded and applicants are advised that joining does not guarantee the ability to draw days from the bank. Each application to draw days is reviewed by the Sick Bank Committee. The Committee reviews each application on a case-by-case basis. A determination is then made to approve the application and award a number of days from the bank, or deny the application.

The contract provisions governing the SVFT Sick Bank are in Article 4 Section Four (i). They can be found on pp 20-25.




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9/05

Dues Raised/Deduction Explained

-by Pat Keavney, SVFT Treasurer

The union dues for full-time instructional staff increased from \$26.49 to \$27.41 per pay period effective September 1, 2005. The increase results from an increase in our per caps (dues) to our affiliates and the new salary schedule.

The calculation of union dues for full-time instructional staff (annually & per pay period) is explained every September in the Vocational Instructor.

Those new to the bargaining unit should be aware that the union dues calculation is based upon: the SVFT Constitution & By-laws; an annual budget approved by membership; an average of the pay plans; and that an increase in pay plans results in a corresponding increase in dues.

The step-by step method of calculating union dues is as follows. Anyone with questions regarding the calculation and/or the deduction of dues, should contact me at the union office.

Step 1:	Average the annual salary of each pay group: Group 1 \$ 53,403 Group 2 \$ 59,549 Group 3 \$ 64,523
Step 2:	Average the three pay groups: Group 1 \$ 53,403 Group 2 \$ 59,549 Group 3 \$ 64,523 \$177,475 divided by 3 = \$59,158
Step 3:	Multiply average of pay groups (Step 2) by 0.9% \$59,158 x 0.009 = \$532.42
Step 4:	Total the annual pass-throughs to AFT, AFT/CT, AFL-CIO, Local Labor Councils, and Insurances since 1986/1987: AFT \$ 86.28 AFT/CT \$ 89.28 AFL-CIO \$ 3.96 Local Labor Councils \$ 0.70 \$ 180.22
Step 5:	Calculate the total annual dues per member (add Steps 3 & 4): \$ 532.42 \$ 180.22 \$ 712.64
Step 6:	Calculate the union dues deduction per member per pay period (Step 5 divided by 26): \$ 712.64/26=\$ 27.41

Labor-Management Mediation Ends

Little Progress Seen

After a year of turbulence, featuring an overwhelming vote of no confidence in the administration of the CTHSS by the membership of the SVFT, the parties agreed to participate in mediation directed by the Federal Mediation & Conciliation Service.

Three mediation sessions were held during the summer. Management participants included Superintendent Hughes, Assistant Superintendents Druzolowski, Lugo, and Thompson, Richard Cavallaro (Wilcox Principal) and Thomas Murphy (C.O. public relations). SVFT President Aaron Silvia, Vice President Rick Tanasi, Executive Union Representative Ed Lang, Treasurer Pat Keavney, Rory Wilson (science instructor at Grasso) and Jon Waleski (Electronics DH at Wilcox) represented the SVFT.

While it would be nice to report that the mediation led to both sides gaining greater understanding into where the other side was coming from, this is far from the truth. In fact, the only accomplishment was reaching an agreement on the future operation of the Labor-Management Committee www.svft.org.

The first Labor-Management Committee meeting of the 2005-2006 school year will be held on September 20th. FMCS Commissioner Joe Dubin will chair, and any mediation follow-up items may be added to the meeting agenda.

Superintendent's Woes Continue New Material Posted on Website

The issues surrounding Dr. Abigail Hughes, superintendent of the CTHSS, continue with unfortunately no end in sight.

In July and August letters raising concerns and asking questions were sent to Commissioner Sternberg, members of the State Board of Education, Attorney General Blumenthal, and Governor Rell.

Rather than list the questions and summarize the concerns, these documents can be accessed in their entirety on the SVFT website www.svft.org.



President's Report

By Aaron Silvia

On behalf of SVFT leadership, I would like to welcome you back for what we all hope is a personally healthy and professionally rewarding school year for each and every one of you.

A special welcome to all of the teachers beginning their teaching career in the CTHSS and new to the State Vocational Federation of Teachers.

As I look ahead at our union in 2005-2006, my one wish would be to create more membership involvement. In general our "membership participation rate" is great in terms of joining the federation, attending after-school union meetings, and voting on contract ratification and officer elections. Of course, members turn to the union in times of crisis. While signing a card to join the union, walking down the hall at school to attend the union meeting, voting, and protecting your rights under the contract are all very, very important; one's involvement should not be limited to these activities. Why?

There are many legitimate reasons offered by teachers as to why they have not been/can not be more involved. The significance of the issues at stake should carry more weight. Is the pension you'll be retiring on important to you? How about your medical insurance? It's union members who negotiate the wages we are paid, hours we work, and working conditions. (There are still teachers in our bargaining unit who began teaching in our system with an annual salary of less than \$10,000). Those who come to the table determine what positions are taken and are usually the ones speaking for those who remain in the background. All of the areas cited in this paragraph are directly impacted by the union - and those who become involved!

There are many opportunities to become more involved: attending General Membership Meetings (2 per year), serving on an SVFT committee, running for a vacant school union rep position, assisting your school union rep, writing a letter to the editor of the union newsletter, attending a council meeting of our state federation and/or serving on one of their committees, attending the local Labor Council meetings in your region, and the list goes on.

The credibility of any organization goes beyond that organization's successes, the expertise of leadership, and the willingness to take carefully thought-out positions and stick to those positions. An organization's credibility is also measured by the number of individuals in that organization working towards common goals. Why not take the next steps this year to increase your involvement in your union?

S. V. F. T. Members in Hartford



Happy that September is Library-Media month are Diane LeMay (Cheney) and William Arpaia (Wilcox), caught by the camera at the Connecticut Convention Center.



Grasso Tech faculty meeting? Well, could be. (left to right) Chris Jones - Hotel & Hospitality DH, Shawn Carpenter - Information Systems Technology instructor, Alex Pesarik - Bioscience & Environmental Technology DH and John Blake - Automotive Technology DH are all smiles to get back to work.



The new year got off to a good start at the new Connecticut Convention Center. Here Meghan Daigle (math instructor at Ellis Tech) and Jon Pascone (Related Education Department Head at Windham Tech) pose for the camera, while Eli Whitney Manufacturing Technology instructor Tom Kenyon passes by in the background.

Recent Issues from the Desk of the Executive Union Representative

by Edward Lang

I want to personally welcome you back for the 2005-2006 school year, and hope it proves successful and exciting. Summer at the union office is always a very busy time of year for me. In this article I want to update you on some of what's been happening and mix in a few words of advice.

Teachers in Trouble: Since the end of the school year, two tenured teachers were dismissed for alleged inappropriate conduct with students. As in any discipline case, before and after the employer takes action against the employee the union is heavily involved in protecting the member's rights to due process. All members must recognize that on occasion allegations are made about teachers, those allegations must be investigated, and sometimes the findings result in discipline - including termination. It would be worth the time and effort to review both the SVFT Defense Policy and Tips for Teaching Defensively posted on the union website www.svft.org.

Promotions - A Word of Caution: Most instructors want to become a Department Head. The job comes with a substantial increase in salary, and offers the only chance for advancement in this system while remaining in teaching. What is not as clear, however, are the risks involved in taking this promotion. Those risks revolve around the two year probationary period. During that "test period" any individual may be removed from that position by the superintendent. The removal is non-arbitrable, and the only recourse is an appeal before the superintendent. In my eight years in this position, a Department Head's demotion appeal has never been granted.

This past year we had two such demotions and a third which was a voluntary demotion. When this occurs, where the demoted DH will be teaching as an instructor can become a real problem. It's totally possible that the result is not only the teacher making less money, but also driving more than one hundred miles a day to a different school.

The DH job is a very good and important position. Those seeking a promotion to department head should recognize: the school system has no orientation/support programs for new department heads; continuing as a DH during the probationary period and successfully completing that probation is at the discretion of management; and just or not everyone can be a teacher, not everyone can be a department head. All aspiring DH's should weigh all factors (pro and con) before making the jump.

Summer Pay: It was a step forward that authorization was given to some instructional staff to assist coordination of the beginning of the school year. The ability to work extra days (at the per diem rate) was negotiated years ago for guidance staff, later for special education staff, and most recently providing the ability to all staff - pending management approval.

Arbitrations: We have received two arbitration awards recently. The first involved a tenured teacher who had excessive absences and tardiness. Even though the individual could document the validity of the illness, it

was determined that because the individual didn't request FMLA coverage and also didn't inform the administration of the reason for being absent or late to work, the individual was considered dismissed with just cause.

The second case also involved a tenured employee. The arbitrator ruled that the teacher had been dismissed for just cause; because there was a history of questionable conduct, the teacher had signed a "last chance agreement", and that agreement was violated when a new incident occurred.

We are awaiting two more awards in the next few weeks. One addresses the new teacher orientation. The second deals with the elimination of Pro Tech positions last year.

Grievances: Since the June newsletter, twenty-six more grievances have been filed to Level Two. We ended the 04-05 school year with a total of 68 grievances that could not be resolved at the school level. Fourteen grievances were filed at the very end of the year. In two of the cases, the Board hired substitute teachers for the entire year in violation of Article 33 of the contract and NCLB. Several cases involved the failure of administrators to follow the time lines of the teacher evaluation instrument. Other cases were concerned with not allowing members to vote on how snow days will be made-up, the posting of job openings, denial of union representation for members by administrators, and blueprint reading instruction.

New Teachers: If you haven't been assigned a mentor teacher by the time you read this article, immediately go to your administrator and request one!!!

Class Size: If you don't have a class schedule please report that to your school union representative. It is equally as important to make sure you don't have more students than allowable by contract. (Article 7, Section One) Please report any overages to your school union representative ASAP, so we can get them corrected.

Grade Level	# of Students
Academic 9 th	30
10 th	28
11 th & 12 th	25

Grade Level	# of Students
Shop 9 th	22
10 th , 11 th & 12 th	18

Vice President's Column

by Rick Tanasi

Summer Heat

"Oh those hot, lazy, hazy, days of summer." This summer was one of the hottest summers on record....and for some of us.... including myself, I would prefer to see the summer heat continue. I trust all of you found some time for rest and relaxation. However, all good things have to wind down. Welcome back for another school year, and I look forward to seeing all of you on my school visits. A special welcome is extended to our new and beginning teachers; I hope to meet each of you throughout the year.

In July, the SVFT officers attended the AFT- QUEST Conference in Washington, D.C. The theme of this year's Conference was "Teaching All-Reaching All". I attended numerous workshops that dealt with issues relating to reaching out to new members, Labor-Management Partnerships, as well as listening to several keynote speakers including AFT President Ed McElroy, and U.S. Department of Education Secretary Margaret Spellings.

At the education Expo I had time to browse and gather the latest articles on NCLB and information on the grievance and arbitration processes. In addition, I had the opportunity to visit with Mike Lohman at the AFT Health and Safety booth. Mike is one of the directors who has provided training for the SVFT Health and Safety Committee. We have a tentative date to continue our training with Mike on September 23rd. The topic will be "Work Shouldn't Hurt".

At one of the booths I had the pleasure of meeting a gentleman who represented the International Masonry Institute (IMI) and the Brick Layers Union. It really is a small world. He knew of the brick layers union in Wallingford. In conversation, he shared his organization's concerns for more masons and more construction trade workers in Connecticut and nation-wide. He also explained to me his frustration to secure a booth at this Expo. It was very difficult for him to make the connection with many of the people from various academic teaching fields, as to why he was there and what the IMI actually is able to accomplish. As we all know, trades are parallel to the academic world and should not be overlooked. There continues to be real demand for trades people in today's workforce. When I shared with him that our school system has down-played the need for blueprint reading, he was speechless. His main question, "How can a trade school (Technical High School) overlook a valuable and integral part of the success of any tradesperson and have blueprint reading not be an integral part of instruction? Blueprint reading in essence must be a separate curriculum and made a priority in each student's schedule. Therefore, in an effort to continue my strong belief of preserving blueprint reading in our school system, I plan on meeting



SVFT Vice President Rick Tanasi getting ready for a new year at the SVFT office.

with John Olsen President of Connecticut's AFL-CIO and with various trade unions to express my concerns in this area.

Upcoming Issues/Events

Conference Reimbursement: The process for conference reimbursement is going through a revision between the State Department of Education, the Comptroller's Office and Central Office. Typically, if an instructor wishes to be reimbursed for conference registration fees, he/she must complete the VT 43 form. In the past I have worked with Mike Suntag, Professional Development Consultant, in Central Office. However, Mike recently retired. I will continue to work with Pat Ciccone (formerly the principal of Windham Technical High School), who has taken Mike's place. I anticipate that the issue surrounding the conference reimbursement procedures will be resolved by end of the month.

New Teacher Orientation: The SVFT will sponsor a "Welcome to Teaching" session for all new teachers on September 10, 2005 at the Marriott Courtyard in Cromwell Connecticut. All new teachers are strongly encouraged to attend and learn more about their union.

Training for School Union Representatives: The SVFT will conduct a training session for the new representatives on September 22, 2005 at the SVFT office in Rocky Hill.

Social Events: Pat Keavney and I are considering holding a few SVFT Friday afternoon Meet and Greet Socials!! Stay tuned.

Committees: Committees for various areas are just about complete, but there are a few that need additional membership involvement. Please call me at 1-800-378-8020 if you are interested in participating.

Tools for Schools: "Tools for Schools" is an initiative which establishes Indoor Air Quality programs in schools. I have been contacted by Kenny Foscue (Department of Health). Through my conversation with Mr. Foscue and with John Woodmansee, Health and Safety Consultant in Central Office, we would like to initiate a "Tools for Schools" Indoor Air Quality Program at two locations. We are in the preliminary stages of formulating a plan. I will be meeting with them in very near future to discuss further details.

Health and Safety Committee: The SVFT Health and Safety Committee will conduct 10 site visits this coming school year. The first site-visit will begin with Bristol Tech on September 13th. Visit our web page www.svft.org to view this year's list of school visits.

Vocational Instructor

is the monthly newsletter of the
State Vocational Federation of Teachers

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CALM

AFTCA

SEPTEMBER/OCTOBER 2005

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
		9/7 Executive Council Meeting 5PM	9/8 Degree Scale Negotiations AFT-CT Executive Committee Meeting	9/9 9/10 New Teacher Orientation - Cromwell Marriott
9/12	9/13 Health & Safety Visit Bristol T.E.C.	9/14 V-T Sub Committee Meeting	9/15	9/16
9/19	9/20 Labor-Management Meeting @ C.O.	9/21 Arbitration - Blueprint Reading	9/22 New Rep Training @ SVFT Office	9/23 Health & Safety Training w/AFT Washington
9/26	9/27	9/28 AFL-CIO Convention w/SVFT Delegates	9/29 AFL-CIO Convention w/SVFT Delegates	9/30 Executive Committee Meeting AFL-CIO Convention w/SVFT Delegates
10/3	10/4	10/5 Executive Council Meeting 5PM	10/6	10/7

More Members in Hartford!



Pictured above, registration awaits



On the move to the morning's session.



Continental breakfast and greetings.



Tom Carbone, Mario Longo - Wilcox and Henry Wheelahan-Kaynor start the day.