



AFSCME
Local 3144

PO Box 1748, New Haven CT 06507

Dear Union Member,

Welcome to the union! We hope you will join us and help us fight for better working conditions and wages. Local 3144, members of AFSCME.

Here are a few things you should know:

1. The union is a legally recognized organization that can help you negotiate better contracts and settle disputes with your employer.

Union Contracts: Will be updated as soon as we settle with the city. We have a tentative agreement.

<https://www.newhavenct.gov/government/departments-divisions/human-resources/for-city-employees/city-bargaining-union-contracts/>

Local 3144: <https://www.newhavenct.gov/home/showpublisheddocument/6357/637813171979070000>

2. The union membership is open to all workers regardless of position or immigration statuses.

3. Your membership will allow you to support our work and allow you to exercise your right to vote. You must be a member in good standing to vote and attend the general meeting.

4. We would like to ask for your help in filling out a membership form for a new union member. Dues for our union are currently \$52.45 per month (deduction Code 9311) and it would be greatly appreciated if you would be able to start paying your dues. Please submit the enclosed form to Jessica Criscuolo at

jcriscuo@newhavenct.gov. Enclosed form. AFSCME membership card, sign up

<https://www.council4.org/join-or-recommit-council-4-0>

Note: the deduction will show in your paystub UNION DUES when process and email,

3144team@gmail.com to be added to the notifications for meetings and activities.

5. Employee Benefits and Forms:

CHRO: <https://portal.ct.gov/CHRO/Commission/Publications/CHRO-Forms>



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Pension: <https://www.newhavenct.gov/government/boards-commissions/boards-commissions-listed/city-employees-retirement-fund-cerf>

Payroll: <https://www.newhavenct.gov/government/departments-divisions/finance/divisions/payroll-pension>

Medical Benefits: <https://www.newhavenct.gov/government/departments-divisions/human-resources/medical-benefits>

Employee Forms: <https://www.newhavenct.gov/government/departments-divisions/human-resources/forms-applications>

Employee Resources: <https://www.newhavenct.gov/government/departments-divisions/human-resources/for-city-employees>

FMLA/Other: <https://www.newhavenct.gov/government/departments-divisions/human-resources/forms-applications>

Grievances: Please email your district representative to assist with process.

Reclassifications: Please email request for information to Chief Steward, cc: Vice-President.

6. If you have any questions or concerns, please contact a union representative. We look forward to helping you get involved in our fight for a better future.

President: Gilda Herrera, 3144president.gh@gmail.com,

Vice-President: Thomas Verderame, 3144vpresident.tv@gmail.com

Chief Steward/Recording Secretary: Velisha Cloud, 3144chiefsteward@gmail.com

Correspondence Secretary: Justin Augustine, 3144cosecretary.ja@gmail.com,

Treasurer: Robert Mignosa, 3144treasurer.rm@gmail.com

Carmen Mendez, District 1 Representative, 3144district1.cm@gmail.com

District 1: CAO, City Plan, Corporate Counsel, Economic Development, LCI, Legislative Services, OBIE, Cultural Affairs, Emergency Management

Thomas White, District 2 Representative, 3144district2.tw@gmail.com



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District 2: Assessors, City/Town Clerk, Controller, Management & Budget, Payroll/Pension, Workers Comp/Risk Mgt, Purchasing, Transportation, Traffic& Parking, Tax Office, Information Technology

Phillip Modeen, District 3 Representative, 3144district3.pm@gmail.com

District 3: Engineering, Library, Parks, Public Works

Charles Blango, District 4 Representative, 3144district4.cb@gmail.com

District 4: Education, Police PSAP

Kristen Bayer, District 5 Representative, 3144district5.kb@gmail.com

District 5: CEO, Community Services Admin, Disability Services, Elderly Services, Fire, Health, Youth Department

Thank you for your time and look forward to your participation.

In Solidarity,

Executive Board, Local 3144 New Haven



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ARTICLE 22 - Grievance Procedure

Section 1 - Purpose The purpose of the grievance procedure shall be to secure equitable solutions to employee's grievances on as low an administrative level as possible and practicable so as to insure efficiency and employee morale.

Section 2 - Definition A grievance shall be considered to be a dispute between an employee and/or the Union and the City and/or any of its agents, servants, employees, officials, Boards or Commissions concerning the interpretation and application of specific provisions of this Agreement including the discharge, suspension, demotion or other discipline of an employee.

Section 3 - Procedure Any employee may use this grievance procedure with or without Union assistance except the procedure set forth in Section 5 of this Article. No grievance settlement made as a result of an individually processed grievance shall contravene this provision of this Agreement.

Step 1: An employee with or without a Steward with a complaint should first discuss the matter with his/her Department Head. In this discussion, the Department Head involved shall make an earnest effort to resolve the matter. The Department Head shall make whatever additional investigation is necessary and shall give his/her answer as soon as practicable, but within three (3) working days. It is agreed that most complaints should be settled at this Step.

Step 2: If the employee is not satisfied with the answer at Step 1, he/she shall then reduce his/her complaint to writing either on a form mutually agreed to by the parties or in a letter. Such grievance must contain the following information: (1) A statement presenting the nature of the grievance; (2) A statement outlining the relief sought; and (3) Specific reference to the clause or clauses of this Agreement which the employee feels have been violated. The employee and/or his/her chosen representative shall submit the written grievance to the Department Head, who, in turn, shall submit to the Union a written answer to the grievance within five (5) working days.

Step 3: If the decision at Step 2 is not satisfactory to the employee, he/she may appeal, in writing, to the Director of Labor Relations within ten (10) working days after receiving the decision at Step 2. The Step 3 written grievance shall include the information required in Step 2, as well as the decision of the Department Head from Step 2, if any. If the grievance fails to identify any of this requested information, then the City shall return the grievance to the union and/or the grievant, who shall have five (5) working days to remedy the omission and resubmit the grievance. Grievances not remedied and resubmitted within this period shall be considered as settled. Upon receipt of such an appeal, the Director or his/her designated representative will investigate the grievance and make an effort to resolve it to the satisfaction of all parties. Prior to denying any grievance at this step, the aggrieved employee and/or his/her representative, if any, shall be afforded the right to meet and discuss the grievance with the Director or his/her representative. Step 3 grievances shall be scheduled within thirty days of receipt of the grievance unless the parties mutually agree to extend the thirty-day requirement. The decision of the Director or his/her representative will be made as soon as practicable, but not later than ten (10) working days after the aforesaid meeting or ten (10) days from the time the meeting should have taken place.



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