

STATE OF CONNECTICUT  
LABOR DEPARTMENT  
CONNECTICUT STATE BOARD OF LABOR RELATIONS

IN THE MATTER OF

City of New Haven

(RESPONDENT)

-AND-

Local 3144 of Council 4  
AFSCME, AFL-CIO

(CLAIMANT)

RESPONDENT'S ADDRESS: 165 Church Street, New Haven, CT 06510  
RESPONDENT'S PHONE: 203-946-8200

PURSUANT TO SECTION 7-471(5) OF THE MUNICIPAL EMPLOYEE RELATIONS ACT THE UNDERSIGNED ALLEGES THAT THE ABOVE-NAMED RESPONDENT HAS ENGAGED IN AND IS ENGAGING IN PROHIBITED PRACTICES WITHIN THE MEANING OF SECTION 7-470 OF SAID ACT, IN THAT:

Respondent has interfered with, restrained and coerced employees in the exercise of the rights guaranteed in Section 7-468; dominated or interfered with the formation, existence or administration of Complainant Union; and refused to bargain collectively in good faith with Complainant Union which has been designated as the exclusive representative of employees employed by Respondent. Said actions constitute a violation of but not limited to Sections 7-470(1), 7-470 (A) (2) AND 7-470(a) (4) of the Act.

Specifically, the City of New Haven has violated the Act by interfering with the Local Union President exercising her rights under the Act and Collective Bargaining Agreement. Specifically, the City has filed a petition to clarify the existing Local 3144 bargaining unit. Said petition has been filed as a direct result of the Local Union President filing grievances and Labor Board complaints against the City. The City's actions have created a negative impact to the representation of its members.

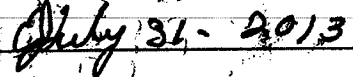
Complainant seeks comprehensive statutory remedy including but not limited to an order to cause Respondent to cease and desist from this illegal activity; withdraw the petition filed as a result of retaliation for the President exercising her rights under the law; and pay to Complainant all costs borne by Complainant in pursuance of this Complaint and compliance therewith.

SUBSCRIBED AND SWORN TO BEFORE ME THIS

29<sup>TH</sup> DAY OF JULY, 2010

  
NOTARY PUBLIC  
JUSTICE OF THE PEACE

My Commission expires:

  
July 31, 2013

Local 3144 of Council 4,  
AFSCME AFL-CIO

COMPLAINANT

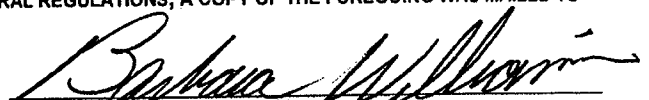
Thomas Fascio, Staff Representative  
Council 4 AFSCME, AFL-CIO

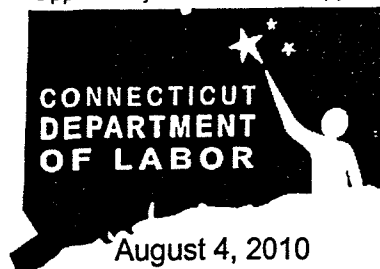
  
SIGNATURE

444 East Main Street  
New Britain CT 06051  
(860) 224-4000

CERTIFICATION OF SERVICE

I HEREBY CERTIFY THAT, PURSUANT TO SECTION 7-471-20 OF THE CONNECTICUT GENERAL REGULATIONS, A COPY OF THE FOREGOING WAS MAILED TO THE RESPONDENT BY REGISTERED OR CERTIFIED MAIL.





Board of Labor Relations

Agent:

Katherine C. Foley  
(860) 263-6860

Members: Wendella Ault Battey

Robert A. Dellapina

Patricia V. Low

General Counsel:

Karen K. Buffkin  
(860) 263-6879

**PLEASE BE PREPARED TO DISCUSS**  
**OPEN CASE NOS. MPP-28286, MPP-28487,**  
**MEE-28561, MEPP-28570, MPP-28655 &**  
**MEPP-28658**

John DeStefano, Jr., Mayor  
City of New Haven  
165 Church Street, 2nd Floor  
New Haven, CT 06510

Tom Fascio, Staff Representative  
Council 4, AFSCME, AFL-CIO  
444 East Main Street  
New Britain, CT 06051

RE: AFSCME, COUNCIL 4, LOCAL 3144  
-and-  
CITY OF NEW HAVEN  
Case No. MEE-28688 & MPP-26891

PLEASE TAKE NOTICE THAT:

On July 30, 2010, the above referenced petition and complaint were filed in this office, copies attached. As the first step in the investigation of these matters, a preliminary conference is being scheduled for:

**DATE:** Wednesday, August 18, 2010  
**TIME:** 1:00 p.m.  
**PLACE:** City Hall, 165 Church Street, New Haven

At the time and place specified above, we request that the parties appear in person or be represented to state their position in the above matters.

Sincerely,

CONNECTICUT STATE BOARD OF LABOR RELATIONS

Ronald A. Napoli, Assistant Agent

RAN: je

Attachment

cc: Craig L. Manemeit, Director of Labor Relations  
Kevin M. Murphy, Director of Collective Bargaining & Organizing  
Katherine C. Foley, Agent

STATE OF CONNECTICUT  
LABOR DEPARTMENT  
CONNECTICUT STATE BOARD OF LABOR RELATIONS

IN THE MATTER OF

City of New Haven

(RESPONDENT)

-AND-

Local 3144 of Council 4  
AFSCME, AFL-CIO

(CLAIMANT)

CASE NO. MPP-28691

RESPONDENT'S ADDRESS: 165 Church Street, New Haven, CT 06510  
RESPONDENT'S PHONE: 203-946-8200

PURSUANT TO SECTION 7-471(5) OF THE MUNICIPAL EMPLOYEE RELATIONS ACT THE UNDERSIGNED ALLEGES THAT THE ABOVE-NAMED RESPONDENT HAS ENGAGED IN AND IS ENGAGING IN PROHIBITED PRACTICES WITHIN THE MEANING OF SECTION 7-470 OF SAID ACT, IN THAT:

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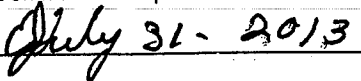
SUBSCRIBED AND SWORN TO BEFORE ME THIS

29<sup>TH</sup> DAY OF JULY, 2010



NOTARY PUBLIC  
JUSTICE OF THE PEACE

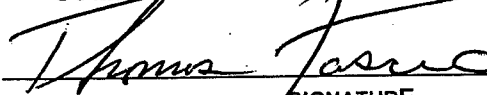
My Commission expires:



Local 3144 of Council 4,  
AFSCME AFL-CIO

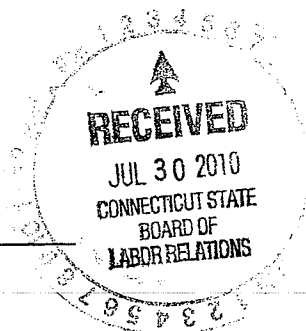
COMPLAINANT

Thomas Fascio, Staff Representative  
Council 4 AFSCME, AFL-CIO



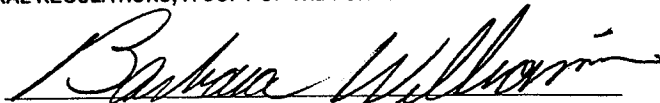
SIGNATURE

444 East Main Street  
New Britain CT 06051  
(860) 224-4000



CERTIFICATION OF SERVICE

I HEREBY CERTIFY THAT, PURSUANT TO SECTION 7-471-20 OF THE CONNECTICUT GENERAL REGULATIONS, A COPY OF THE FOREGOING WAS MAILED TO THE RESPONDENT BY REGISTERED OR CERTIFIED MAIL.



CONNECTICUT STATE BOARD OF LABOR RELATIONS

INSTRUCTIONS: File an original copy of this petition with the Connecticut State Board of Labor Relations, 38 Wolcott Hill Road, Wethersfield, CT 06109 (Tel: 860- 566-4398). Attach more sheets if additional space is needed. Ordinarily, cards representing a 30% showing of interest, signed and dated before the filing of the petition, must be filed with the Labor Board with any petition for designation of representative, for decertification, or for modification of a bargaining unit.

**PETITION**

I. Pursuant to Section 7-471(1) of the Municipal Employee Relations Act, the petitioner alleges that a question or controversy concerning representation exists and requests that the CSBLR resolve the issues set forth below.

II. BASIS OF PETITION (Check one and fill in any necessary information)

A. FILED BY EMPLOYEE OR LABOR ORGANIZATION

Designation of Representative: A substantial number of employees wish to be represented for collective bargaining by (Name of Organization) \_\_\_\_\_ as exclusive representative. The undersigned requests that the CSBLR certify the name of the representative that has been designated or selected by the majority of said employees in an appropriate unit.

Decertification. The employee organization (Name of Organization) \_\_\_\_\_ which has been certified or is currently being recognized as the bargaining representative is no longer the representative of a majority of employees in the unit.

Clarification. The claimed position(s) fall within an existing certified unit.

Modification. The undersigned wishes to modify the existing unit or positions therein.

B. FILED BY EMPLOYER

One or more employee organizations has presented a claim to be recognized as the representative of a majority of employees in an appropriate unit.

☒ The undersigned requests that the Board clarify the existing unit.

☐ The undersigned requests that the Board modify the existing unit.

III. NAME AND ADDRESS OF EMPLOYER: City of New Haven - 165 Church St. PHONE NO. 203-946-7151  
New Haven, CT 06510

IV. A. Description of any existing bargaining unit which is involved (specify inclusions, exclusions): No. in Unit  
AFSCME, Local 3144 Supervisory & Management Union approx. 409

B. Description of any proposed unit (if petition is for clarification or modification, describe desired changes):

SEE ATTACHED No. Involved

V. Names and addresses of any known individuals or labor organizations who claim or may claim to represent any of the employees in such bargaining unit(s): AFSCME, Council 4 - 444 East Main St.  
New Britain, CT 06051

VI. A brief description and effective dates of any contract covering any employees in such unit(s): 7-1-05 - 6-30-10  
Management & Professional Management Union

VII. Any other facts which petitioner considers relevant:

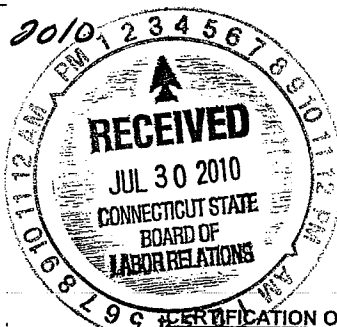
VIII. Length of time the petitioner, if it is an employee organization, has been in existence:

SUBSCRIBED AND SWORN TO BEFORE ME

THIS 26<sup>th</sup> DAY OF July 2010

NOTARY PUBLIC  
~~JUSTICE OF THE PEACE~~  
COMMISSIONER OF SUPERIOR COURT

Meghan Keel



Craig L. Manement  
PETITIONER

[Signature]  
DIRECTOR OF LABOR RELATIONS  
ADDRESS: 165 Church St. 3rd Fl.  
New Haven, CT 06510

TELEPHONE: 203-946-7151

I HEREBY CERTIFY THAT, PURSUANT TO SECTION 7-471-3 OF THE CONNECTICUT GENERAL REGULATIONS, A COPY OF THE FOREGOING WAS MAILED BY REGISTERED OR CERTIFIED MAIL TO THE EMPLOYER AND TO ANY UNION(S) CLAIMING TO REPRESENT THE EMPLOYEE(S) NAMED IN THE PETITION.

[Signature]

**STATE OF CONNECTICUT**  
**LABOR DEPARTMENT**  
**CONNECTICUT STATE BOARD OF LABOR RELATIONS**

**IN THE MATTER OF:**

City of New Haven :

-and- :

Local 3144, AFSCME, Council 4 : July 25, 2010

**PETITION FOR CLARIFICATION**

Pursuant to Connecticut General Statutes § 7-471 and as a result of a detailed review and analysis of particular job descriptions and duties currently recognized in the AFSCME, Local 3144 bargaining unit, the City of New Haven believes that certain positions within said bargaining unit may be misclassified. Therefore, the City has filed this petition in order to determine whether said positions are properly included within the Local 3144 bargaining unit.

1. The City of New Haven ("City"), is a municipal employer within the meaning of the Municipal Employee Relations Act, Connecticut General Statutes § 7-467 *et seq.* ("Act"). Its address is 165 Church Street, New Haven, CT 06510.
2. Local 3144, AFSCME, Council 4 ("L. 3144") is an employee organization within the meaning of the Municipal Employee Relations Act, Connecticut General Statutes § 7-467 *et seq.* ("Act"). Its address is 444 East Main Street, New Britain, CT 06051.
4. That the City and L. 3144 are parties to a collective bargaining agreement ("L. 3144 CBA") having effective dates of July 1, 2005 through June 30, 2010 (Exhibit A).
5. That the Local 3144 bargaining unit encompasses supervisory and professional management job classifications and is supervisory and professional in nature.

7. That following a review and analysis of particular job descriptions and duties currently recognized in the L. 3144 bargaining unit, the City believes that the job titles contained in the attached appendix (Exhibit B) are misclassified.


**REMEDIES REQUESTED**

1. That the State Board of Labor Relations review the positions contained in Exhibit B and clarify whether they are appropriately included within the Local 3144 bargaining unit.
2. Such other relief as the Board may deem just and proper.

BY: 

Craig L. Manemeit, Esq.  
Director of Labor Relations  
City of New Haven  
165 Church Street  
New Haven, CT 06510  
Tel: 203-946-7151  
Fax: 203-946-7003  
E-mail: cmanemei@newhavenct.net

Subscribed and sworn to before me this 26<sup>th</sup> day of July, 2010

  
~~Notary Public~~  
~~Justice of the Peace~~  
Commissioner of the Superior Court

## APPENDIX

CLASSIFICATION
ACQUISITION /DISPOSITION COORDINATOR
ADMINISTRATIVE ASSISTANT I
ADMINISTRATIVE ASSISTANT II
ADMINISTRATIVE RECORDS COORDINATOR / BOA
AIDS PREVENTION OUTREACH WORKER
ASSISTANT BUILDING INSPECTOR
ASSISTANT COORDINATOR OF DISABILITY SERVICES
ASSISTANT PARENT INVOLVEMENT COORDINATOR
AUDITOR I
AUDITOR II
BACK TAX INVESTIGATOR
BACK TAX INVESTIGATOR SUPERVISOR
CADD TECHNICIAN
CAFETERIA MANAGER I
CAREER SERVICE OFFICE COORDINATOR
CDBG FINANCIAL ANALYST/AUDITOR
CDBG FINANCIAL MANAGER
CDBG MONITOR GRANTS AUDIT
CENTRAL OFFICE BUSINESS DIRECTOR
CHIEF SCHOOL CROSSING GUARD
COLLECTIONS CLERK SUPERVISOR
COMMUNITY LIAISON TRAINER
COMMUNITY OUTREACH COORDINATOR
COMMUNITY SCHOOLS BUILDING LEADER
COMPUTER LAB TECHNICIAN COORDINATOR
COMPUTER PROGRAMMING ASSISTANT
COORDINATOR FOR UNINSURED CHILDRENS INITIATIVE
COORDINATOR FOR YOUTH AT WORK
COORDINATOR OF EDUCATION TECHNOLOGY
DATA CENTER WORK SUPERVISOR
DEPUTY REGISTRAR OF VITAL STATISTICS
DEPUTY TAX COLLECTOR
DRUG EDUCATION PREVENTION WORKER
DRUG TREATMENT ADVOCACY SERVICE COORDINATOR
ELDERLY SERVICES SPECIALIST
ELECTRICAL INSPECTOR
EVENING SCHOOL SECURITY WORKER I
EVENTS PROJECT COORDINATOR
EXECUTIVE ADMINISTRATIVE ASSISTANT
EXECUTIVE ASSISTANT TO CORPORATION COUNSEL
EXECUTIVE ASSISTANT TO PARK DIRECTOR
FACILITY ASSET MANAGER
FACILITIES MANAGER - FIELD HOUSE
FAMILY LITERACY COORDINATOR
FINANCIAL ADMINISTRATIVE ASSISTANT
FISCAL ACCOUNTS SPECIALIST
FISCAL OFFICER
GRANTS ADMINISTRATOR AND CONTRACTS COORDINATOR
HEALTH EDUCATION AIDE
HELP DESK ANALYST SUPERVISOR
HIV CASE MANAGER
HORTICULTURE SUPERVISOR
LEGAL ASSISTANT II

## APPENDIX

CLASSIFICATION
LEGAL EXECUTIVE SECRETARY
LEGISLATIVE SERVICES EXECUTIVE ASSISTANT
LEGISLATIVE TRANSCRIBER
LIAISON CODE OFFICER
LIBRARY BUILDING SUPERINTENDENT
MACHO FIELD SUPERVISOR
MENTAL HEALTH DISABILITY COORDINATOR
NEIGHBORHOOD PLANNING SPECIALIST
NEIGHBORHOOD SPECIALIST
OFFICE MANAGER
OPERATIONS SUPERVISOR - ACCOUNTS PAYABLE
OUTREACH WORKER
PARALEGAL
PARENT INVOLVEMENT COORDINATOR
PARK RANGER
PARK RANGER - RIVER KEEPER
PARKING ENFORCEMENT FIELD SUPERVISOR
PARKING METER SUPERVISOR
PAYROLL/BENEFIT AUDITOR
PC SUPPORT TECHNICIAN
PLUMBING INSPECTOR
PRE-EMPLOYMENT TRAINING INSTRUCTOR
PROGRAM COORDINATOR
PROGRAM COORDINATOR - SENIOR CENTER
PROGRAM FACILITATOR
PROGRAM MANAGER
PROJECT MANAGER
PUBLIC EDUCATION ADVOCATE
PUBLIC LIABILITY INVESTIGATOR
PUBLIC WORKS SUPERVISOR/FOREPERSON
RECEIVABLES COLLECTION SUPERVISOR
RECEIVABLES COLLECTOR
RECREATION PROGRAM SUPERVISOR
RELOCATION SPECIALIST BILINGUAL
RISK MANAGEMENT PROGRAM COORDINATOR
SCHOOL BUSINESS MANAGER
SCHOOL READINESS COORDINATOR
SCHOOL SECURITY WORKER I
SCHOOL SECURITY WORKER II
SECURITY ANALYST II
SENIOR LEGISLATIVE ASSISTANT
SIGNS AND MARKINGS LEADER
SITE COORDINATOR
SITE EQUIPMENT RESOURCE MANAGER
SOCIAL SERVICE COORDINATOR
SPECIAL ASSISTANT TO THE DIRECTOR OF HEALTH
SPECIAL PROJECTS COORDINATOR/FOOD SERVICES
STUDENT INFORMATION ANALYST
SUPERVISING PUBLIC LIABILITY INSPECTOR
SUPERVISOR OF BUILDING FACILITIES
SUPERVISOR OF CONSTRUCTION RESOURCE CENTER
SUPERVISOR OF PROPERTY MAINTENANCE
SUPPORT SERVICES COORDINATOR



## APPENDIX

CLASSIFICATION
SYSTEMS ADMINISTRATOR
TRAFFIC SIGNAL SUPERINTENDENT
TRANSITION TO WORK COORDINATOR
URBAN FORESTER
UTILIZATION MONITOR
WORD PROCESSING SECRETARY II
YOUTH DEVELOPMENT COORDINATOR