

**MINUTES OF THE  
MANAGEMENT ADVISORY COUNCIL  
November 15, 2017**

**Visit the MAC website at <http://www.ct.gov/MAC>**

**Welcome and Introductions**

Ram Aberasturia, MAC Chair, called the meeting to order at 9:03 a.m. A welcome was extended to those in attendance and to our guest speakers. Ram indicated that the regular business meeting would follow the guest presentation.

**Guest Presentation**

The guest speakers were Shawn Boisclair, Treasurer, and Donna Haley, Secretary, of the Association of Managerial Employees in Connecticut State Service (AMECSS). Shawn began by explaining that AMECSS is a voluntary organization which came into being in the 1970's when collective bargaining was instituted in Connecticut. Their initial affiliation was with CSEA but as of October 2017, they have affiliated with AFT. Shawn described AFT as a large, robust, entity that has a very significant lobbying effort. They serve professional employees and are proving to be an active partner. The organization is open to all managers; current dues are \$5.41 per pay period; that amount will be gradually increasing to be more in line with AFT's dues structure. AMECSS's goal is to advocate for state managers for fair and equitable treatment. This would include compensation issues such as wage parity and benefits, as well as quality of life issues such as flex time, funding for professional development, and tuition reimbursement. The concern is that managers are the only group left unprotected under many of the provisions of the SEBAC agreement. With some protections afforded collective bargaining employees through 2027, the concern is that cuts will be directed to managers. It is important to reach out to legislators to sensitize them to managerial issues. Managers are needed who are willing to testify on their own time and as private citizens. AMECSS feels the word is not getting out to new managers and that recruitment has become much more difficult because it is perceived that going into management leaves one too vulnerable. It was noted that AMECSS had very successfully supported members in local elections. They have the training and communications team in place to do this type of activity. A lot of effort has gone into fending off adverse initiatives and putting out fires, but the organization is trying to be more proactive. The lack of a collective bargaining agreement for managers does not preclude AMECSS members from speaking up on behalf of managers. Membership has declined from a high of 500 to about 100, largely due to retirements. The presentation concluded at 9:57 a.m. Ram called the business meeting to order at 9:58 a.m.

**Approval of Minutes**

The draft minutes of the July 19, 2017 and the September 20 MAC meetings were circulated via the list serv. The minutes were approved unanimously, as submitted.

**Treasurer's Report**

Maura Welch, MAC Treasurer, reported that the balance in the treasury is \$941.54 as of November 15, 2017. This report reflects the receipt of registration fees and the disbursement of the funds due to the

speakers. There has not yet been a payment received from the Office of Policy and Management. The Treasurer's report was approved unanimously, as submitted.

## **Credentials Report**

Deb Paradis, MAC Credentials Chair, reported that there no changes to the Credentials report since the last meeting. The Credentials list will be provided for posting on the website.

## **Old Business**

Speakers and Logistics for Upcoming Meetings. Elise Kremer noted that we do not typically schedule speakers for December, due to the holidays and reduced attendance. We should be thinking of scheduling speakers for January and into the spring. Please give this some thought and provide suggestions for speakers to Elise. Ram indicated that, due to the birth of his son, he will be taking 12 weeks of parental leave. He will periodically be checking for calls and e-mails. Anyone who has an urgent issue for Ram should route it through one of the officers.

Web Content/Communications/Orientation Committee. Nancy Nicolescu indicated that she is doing regular updates and invites the membership to submit items of interest; all content is current at this time. Nancy will post the latest Credentials report on receipt.

Status of Updates to MAC list serv. Elise indicated that she has been doing routine maintenance of the list servs. At this time, this has primarily involved following up on "undeliverables" and removing those managers who have left service. A managerial roster was received from the Department of Education, and those managers have been added to the list serv. Any agencies which have not yet submitted their managerial distribution list are encouraged to do so. A question was raised about getting a current CORE list of managers from the Comptroller's Office. It was noted that the listing is not that clean and would require research to verify that individuals listed in a specification that includes the word "manager" may not actually be managers under the statutory definition or members of the MP pay plan. This led to discussion of the need for all Representatives and Alternates to be active and be the voice of MAC. Managers are becoming less "visible" through, for example, the cancellation of the new Managers Orientation Program, which included a segment on MAC. MAC members are needed to help keep the lines of communication open with our managerial colleagues at the agency level.

Legislative Update. Unions have been holding informational sessions for their membership and voting on the concessions package.

Other Old Business. There was no other Old Business.

## **New Business**

Report of Managers Day 2018 Planning Committee. The committee will be meeting following the conclusion of the business meeting, and all are welcome to attend. Concern was expressed that we have not received the reimbursement from OPM and that there is no commitment for funding in 2018. The planning committee will meet but will not be able to make commitments to speakers. It will still be

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productive to meet and identify potential resources. It is also important to focus on closing out Managers Day 2017 and on keeping lines of communication open.

SEBAC Agreement. Managers have expressed concern that there has been no further information forthcoming since the August 21, 2017 meeting with OPM Secretary Benjamin Barnes. Managers had understood that there would be written material forthcoming after the session, but nothing has been received as yet. Ram indicated that he will be following up to schedule a meeting with Secretary Barnes. Although there was frustration expressed, the membership also commended the Executive Board for their efforts to address managerial concerns.

Other New Business. It was suggested that a subcommittee be formed to enhance membership in MAC and to enhance participation by the members. The following individuals volunteered to serve on the committee: Donna Brilliant; Holly DeFloria; Janice Deshais; Elise Kremer; and Valerie Wyzkowski. Janice volunteered to chair the committee.

### **Adjournment**

The business meeting was adjourned at 10:26 a.m., with members of the planning committee asked to remain for a brief meeting. The list of those in attendance at the November 15, 2017 meeting is attached and is hereby made a part of these minutes.

Respectfully submitted,

Elise Kremer  
MAC Secretary  
MAC Representative for the  
Department of Public Health

Managers Day 2018 Planning Committee. The committee convened at 10:49 a.m., following the business meeting. The following individuals were in attendance: Ram Aberasturia; Chris Beloff, Elise Kremer, Nancy Nicolescu, Deb Paradis, and Maura Welch. It was shared that feedback regarding the Aqua Turf's performance under its new management was negative. The paperwork was not prepared properly by the Aqua Turf and the meal service and quality were not what we had come to expect. The shallow and wide room set-up was awkward and didn't allow the best viewing for those at tables on either end. It was decided to consider a change of venue, and Deb and Chris volunteered to do some research. The meeting adjourned at 11:20 a.m., with various follow-ups to occur before the next meeting.

**MAC ATTENDANCE ROSTER**  
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<u>Agency</u>	<u>Name</u>	<u>Rep/Alt/Guest</u>
Aging	Stephanie Marino	R
Attorney General	Scott Eliasson	G
Children and Families	Pietro Rosato	G
Children and Families	Dawn Alexander	G
Consumer Protection	John Neumon	A
Correction	Joshua Santos	G
Correction	Meredith Minnocci	G
Developmental Services	Pat Dillon	R
Developmental Services	Deb Boyle	A
Developmental Services	Shawn Boisclair	G
Developmental Services	Teresa Gonzalez	G
Developmental Services	Donna Haley	G
Developmental Services	Renee LaBarge	G
Developmental Services	Jen Taplin	G
Developmental Services	Belinda Weaver	G
Developmental Services	Peggy Zabawar	G
Economic and Community Development	Christine Castonguay	R
Education	Deb Paradis	R
Education	Chris Beloff	G
Emergency Services and Public Protection	Jeanne Anderson	A
Energy and Environmental Protection	Janice Deshais	A
Freedom of Information Commission/Office of State Ethics/State Elections Enforcement	Nancy Nicolescu, Vice Chair	R
Freedom of Information Commission/Office of State Ethics/State Elections Enforcement	Lateisha Rainey	A
Healthcare Advocate	Holly DeFloria	G
Healthcare Advocate	Valerie Wyzykowski	G
Human Rights and Opportunities	Donna Brilliant	A
Insurance	Maura Welch, Treasurer	R
Labor	Ram Aberasturia, Chair	R
Labor	Marla Shiller	G
Mental Health and Addiction Services	Carl Shields	R
Mental Health and Addiction Services	Chris Burke	A
Mental Health and Addiction Services	Tom Zaprzalka	G
Public Health	Elise Kremer, Secretary	R
Revenue Services	Real Lavigne	R
Revenue Services	Penny Potter	G
Secretary of the State	Blanche Tucker	R
Transportation	Nancy Malinguaggio	G
Veterans Affairs	Paul Lapierre	R