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Nutmeg Independent Labor Unions began representing employees in Connecticut in the summer of 2015 after AFSCME Council 15 disbanded. Nutmeg was created as a public sector union intended to represent police officers and other public sector workers throughout Connecticut. Since then Nutmeg has grown to represent police locals from Bristol, Burlington, Naugatuck, Watertown, South Windsor, Cromwell, Southbury, Suffield, Prospect, North Haven, and Newtown. We have represented the Cheshire Board of Education secretaries and technology assistants since our inception in 2015 and we now represent principals and administrators in Waterbury, South Windsor, Seymour, and Region 14 along with clerical and custodial employees in Naugatuck; clerical employees in Berlin; clerical, public works, and sewer division employees in Wallingford; and management employees in South Windsor. In addition, the Law Office of Eric Brown, Nutmeg's general counsel, represents armed security guards at Quinnipiac University and Sikorsky Aircraft, as well as unarmed security at Backus Hospital in Norwich, and energy pipeline workers of the UWUA in Connecticut and Massachusetts.

Nutmeg was created in order to get back to doing the collective bargaining and legislative work that unions are supposed to do while keeping fees and expenses manageable. Unions exist to provide great service. The mission of Nutmeg is to provide great service to union employees without the frills that drive up costs. With a focus on directed and mutual goals at the bargaining table, training concentrated on collective bargaining issues, and political action designed to ensure that unionized employees are recognized for the vital work that they perform, Nutmeg strives to be the innovative leader in the labor movement in Connecticut.

We meet the goals of our members by doing the following:

1. Most importantly, NUTMEG members will always have the Law Office of Attorney Eric Brown at the bargaining table, at arbitration hearings, and at labor board hearings. Management is always represented by an attorney, our members will be too. **No other union in the state offers this service.** The Law Office of Eric Brown utilizes Attorneys Eric Brown and Jay Pugliese. **Eric has over 20 years representing employees and unions in Connecticut.**

2. Having an attorney from the Law Office of Eric Brown that has handled **more than one hundred contract negotiations**, you will be certain of having an experienced counselor able to take on the large law firms that management hires to pursue its interests. Eric has a bachelor's degree in Economics from Fairfield University and has a clear understanding of financing and budgeting. He can precisely focus on monetary matters to prove an employer's ability to pay in the face of its strongest objections. Jay Pugliese has handled more than a dozen contract negotiations since becoming a member of the bar in 2016.

3. Public relations are an important part of delivering a union's message. Attorney Brown has 20 years of experience as a newspaper columnist with the Waterbury Republican-American. While in college and law school, Eric worked as a newspaper reporter and he understands how to use clear and concise language in the media environment to project a local's message. Eric has appeared on Fox

News' Face the State, **NBC News' The Today Show**, and various television and radio news shows promoting the interests of Connecticut's police employees.

4. A **dues structure focused on providing service to the members** without all of the extra costs that a bureaucratic organization demands. Coming together for the good of all members allows a reasonable dues structure to be in place while ensuring optimal protection for all members.

5. Eric Brown's legal experience.

a. In May, 2014, the **Connecticut Supreme Court** documented six cases that have come before it, challenging on public policy grounds the reinstatement of a public employee by an arbitrator. Of the six cases, three have been won by labor, and three have been won by management. Eric has won 2 cases for labor and never lost one.

b. In July, 2017, at the Connecticut Supreme Court, Eric successfully defeated the Town of Wolcott's motion to dismiss a gender discrimination and retaliation lawsuit brought by a female Wolcott police officer against the town. **Eric has never lost a case at the Connecticut Supreme Court.**

c. In July, 2017, Eric successfully defeated a motion to dismiss a disability discrimination case involving a board of education employee with multiple sclerosis and ultimately settled the case for **\$125,000.**

d. In the spring of 2017, Eric successfully represented a teacher from Fairfield county who was wrongfully terminated by a religious school. The school claimed that it was protected by the First Amendment from following employment laws. Ultimately the teacher walked away with a **\$175,000** settlement.

e. In the summer of 2018 Eric settled a case on behalf of a probationary police officer who had been wrongfully terminated, gaining a **\$95,000 settlement and complete erasure of discipline** from the police officer's personnel file.

f. In November, 2018 **a jury returned a verdict for Eric's client totaling \$264,500** after the client was denied a promotion based on age discrimination.

g. Eric negotiated a collective bargaining agreement for South Windsor police officers in October, 2018 resulting in wage increases of **2.8% in 2019 and 2.95% in 2020.** The employees received an increase in compensatory time by 125%, an increase in educational incentive of 33%, a shoe allowance of \$200, an **increase in sick leave of 25 days**, a cap on grievance arbitration costs, **elimination of medical insurance premium co-share** for 2019 and 2020 in exchange for payment of HSA deductible, payment of **\$3,000 for opt out of insurance**, improved union leave.

When it comes time to choose who will be your collective bargaining representative, you are entitled to transparency and facts. NUTMEG's leadership and its direction are guided by more than **20 years of experience** speaking and fighting for public employees in the state of Connecticut.