

EXHIBIT 7



Working out of class

According to the job spec, a wage enforcement agent has the authority to perform the duties of the prevailing rate job. Wage & Hour employees should be performing duties other than Wage & Hour only 20% of the time.

Examples:

1. On a regular basis Wage & Hour Investigators are on prevailing rate jobs or working on Prevailing Rate cases. Rae Anne Fraczek, Tony Soto & Isreal Lugo (Wage & Hour Investigators) were at a Uconn prevailing rate job on Wednesday July 26, 2017 with the Director (Resa Spaziani). The Director and Rae Anne climbed the top of one of the structures (the Dome) to interview workers. It is our understanding that the workers could have come down to be interviewed, but the Director insisted on going to the top of the dome with a wage & hour investigator to interview workers, putting that wage & hour individual at risk for no reason. It is also our understanding that the Director knew that the workers were overpaid, and that the investigation was for naught, Resa was just looking for some excitement. This is a waste of state funds, with at least 7 or 8 state workers at the same location. Newly elected union steward (Matt Ferri- a Wage Enforcement Agent) was there and can confirm. (There are pictures from FaceBook (attached) that show Rae Anne climbing the dome under the direction of the Director). If we are going to take these kinds of risks, we are going to look to change our retirement to 20 years and out.
2. The newly elected union steward (Matt Ferri) has personally trained the Wage & Hour employees on prevailing rate jobs, and can confirm.
3. Margaret Mugnier (Wage & Hour) was also trained by Matt Ferri in certified payroll (prevailing rate).

Director treats employees differently

1. Director openly favors some employees over others; there has been blatant retaliation to non-privileged employees.
2. Director has a group of 6 union employees that she wants fired. Two of the six have been terminated (claiming retirement). The other four have been treated differently. Two have been harassed by the director. This is work intimidation, which creates a toxic atmosphere

EXHIBITS

- Exhibit 1 – Allegations from Union – 9/18/2017**
- Exhibit 2 – Statement from Kathleen Mann**
- Exhibit 3 – Text from/to Holly Carter & Resa Spaziani – 7/19/2017**
- Exhibit 4 – Investigatory Interview – Holly Carter – 9/29/2017**
- Exhibit 5 – Investigatory Interview – Holly Carter – 10/10/2017**
- Exhibit 6 – Investigatory Interview – Kathleen Mann – 9/29/2017**
- Exhibit 7 – Investigatory Interview – Kathleen Mann – 10/10/2017**
- Exhibit 8 – Investigatory Interview – RaeAnne Fraczek – 10/3/2017**
- Exhibit 9 – Investigatory Interview – RaeAnne Fraczek – 10/3/2017**
- Exhibit 10 – Investigatory Interview – Dora Senkow – 9/28/2017**
- Exhibit 11 – Investigatory Interview – Amy Jachimowski – 10/4/2017**
- Exhibit 12 – Investigatory Interview – Jennifer Hartnett – 9/27/2017**
- Exhibit 13 – Investigatory Interview – Anthony Soto – 10/16/017**
- Exhibit 14 – Investigatory Interview – Resa Spaziani – 9/18/2017**
- Exhibit 15 – Investigatory Interview – Resa Spaziani – 10/10/2017**
- Exhibit 16 – Statement from Holly Carter/Kathleen Mann**
- Exhibit 17 – Resignation letter – Resa Spaziani – 10/11/2017**
- Exhibit 18 – Employee Rights & Responsibilities – Resa Spaziani – 10/10/2017**

for union employees. The Human Resource Director knows of this plan to fire union employees, but is very close with the Director. Two other union employees have left employment because of the Director (four altogether). Older union employees feel they are being pushed out. This makes the environment unfriendly, unstable, and toxic for union employees.

3. The Director has stated (to certain union employees) that she planned to give a non-union job (the Assistant Director position) to one of the "unprivileged" supervisors (Jide Ebo), and then fire him when he is out of the union.
4. Director had a party at her home with the "privileged" staff on July 22nd, 2017. Others were not invited. Note: these privileged people are always the same group.
5. These are individuals whom the director favors and gives special privileges to, such as certain special cases, (prevailing rate), special equipment either purchased by her or the DOL such as sweatshirts, overcoats, t-shirts, etc. Most of the division does not receive those special favors.
6. There is one unprivileged Wage & Hour investigator hired at the same time as the others who has extensive knowledge and experience in Prevailing Wage, but has not been provided the opportunity to go on any of the prevailing rate jobs like the others Wage & Hour employees.
7. These privileged employees get to work together constantly, (also in groups) but others are told directly they are not allowed to work together. This is unfair working conditions, and favoritism.
8. The Director contacts union employees daily via personal (not state equipment) cell phones and texts on a regular basis. She does this daily, and even on scheduled days off (vacation, sick & personal days).
9. At least one privileged employee was given extra education in order to gain a certificate for a title to be put after her name on her business card. The title is CFE (Certified Fraud Examiner). Other privileged employees in the unit are OSHA 10 certified. Others should be given these options, and would like to have the opportunity to get this education.
10. Overall, they are treated better. Others that are not favored are reprimanded and mistreated for no reason with low evaluations and in some cases those individuals had to seek help from the union for retaliation purposes. Non-privileged employees are afraid to say something for fear of retaliation.
11. A union steward candidate (Amy Jachimowski) was screamed at in front of all her colleagues by the Director because the director did not favor her for the union steward position as it was well known that she favored the individual who won the stewardship

because he was one of the privileged. That newly elected steward was listening in the next office over and did not come to the aid of the bargaining unit employee. There are many witnesses to attest to this, including 2 secretaries (Holly Carter & Kathy Mann). This happened on July 20th, 2017. The Director has created a hostile and intimidating work environment (according to those near the area, this horrible screaming was disturbing, shocking, and alarming).

12. A Wage Enforcement Agent (Ariel Morales) tried to stop the Director from treating employees differently with favoritism, and he was investigated without cause, and without the approval of Human Resources. Resa took it upon herself to commence an investigation, using Dora Senkow, a privileged supervisor, to follow and take pictures of this union employee because he was no longer on board with her actions.

13. The privileged have constant meetings in the Director's office, and some (Tony Soto) sets up work in the Director's office. The Director has lunch with certain employees and not others. Most of the privileged are in on Tuesdays, Thursdays & Fridays, and there is more state time being wasted those days.
 - A. The Director contacts the privileged employees from the field who bring in lunch for her. They go into her office and have lunch for longer than the allotted time for union employees, while the others do not.
 - B. There was a Stop Work enforcement night held on Friday, 7/28/17. The unit closed down 8 bars (working between midnight and 4 a.m.). These privileged have flex-time, which the rest of the unit is not privy to (all should have flex-time).
 - C. A group of the privileged went out together on numerous occasions, including May 21st, 2017 and June 2nd, 2017.
 - D. This past Friday, 8/18/17, the privileged were observed "hanging out" in the Director's office by the secretaries from 10:30-the end of the Director's day.
 - E. Monday 8/21/17, the privileged were observed by the secretaries in the Director's office for a prolonged lunch, at least one hour, and 40 minutes.

Just because a Director brings in money is not a reason for retaining that Director; education would be optimal for the State of CT. As union members who abide by both the union contract, and the CT Department of Labor mission statement, this unit is under dire distress with this Director in power.