

UNIFORMED PROFESSIONAL FIRE FIGHTERS ASSOCIATION OF CONNECTICUT
AFFILIATED WITH INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
30 Sherman Street, West Hartford, CT 06110
Office: (860) 953-3200 Office Fax: (860) 953-3334

PRINCIPAL OFFICERS

Peter S. Carozza, Jr., *President*
Louis P. DeMici, *Secretary*
Dominic M. Cutaia, *Treasurer*



PAUL J. RAPANAULT
DIRECTOR

Legislative / Political Affairs
5 Oak Hill Drive
North Branford, CT 06471
(203) 592-4524

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Dear Senator Prague, Representative Ryan and members of the Labor and Public Employees Committee,

My name is Paul J. Rapanault. I am the Director of Legislative and Political Affairs for the Uniformed Professional Fire Fighters Association of Connecticut. Our 4,000 members serve in 50 fire departments throughout the state.

I am addressing you today in **SUPPORT** of **H.B. 6534 AN ACT CONCERNING LABOR UNION AUTHORIZATION CARD CHECKS.**

Democratic card-check procedures are the most effective way to determine the wishes of a majority of employees. Under card-check procedures, an employer must recognize a union if a majority of employees has signed a valid written form authorizing union representation.

Any employee who does not sign an authorization form is presumed not to support union representation. Union elections are unlike any other kind of elections because of the inherent coercive power that management holds over employees the power to deprive employees of their livelihood and to control their pay, hours and working conditions.

Thank you for your consideration.

Paul J Rapanault
Legislative/Political Affairs