



Jody Barr
Executive Director
Local 2836
State University Administrators

Ronald Nelson
President
Local 749
State - Judicial

Sheryl Feducia
Secretary
Local 714
State - Social Services

Vice-Presidents

Robert Beamon
Local 391
State - Corrections

Lisa Bigelow
Local 2836
State - University Administrators

Colleen Carter
Local 704
State - Clerical

Dean Ciaffaglione
Local 1303
Municipal Non-Profit/Private

Marcos Echevarria
Local 3713
Municipal/Private Sector MDC

Malinda Figueroa
Local 3144
City of New Haven

Errol Goodison
Local 1565
State - Corrections

Xavier Gordon
Local 269
State - DOL

Daniel Jaworski
Local 749
State - Judicial

Thomas Ledoux
AFSCME Retiree Chapter 4

Janet Little
Local 233
City of Bristol

Wilfredo Medina
Local 714
State - Social Services

Orlando Mercado
Local 1716
City of Hartford

Chris McLellan
Local 184
MDC

Claudine Wilkins-Chambers
Local 3429
New Haven Paraprofessionals

Merisa Williams
Local 478
State - Clerical

Wayne Wysocki
Local 1303
Municipal Non-Profit/Private

Tony Zona
Local 407
Municipal Law Enforcement Officers

August 4, 2026

VIA EMAIL AND CERTIFIED MAIL 9214 8901 9403 8336 7773 88

The Honorable Fred B. Allyn III
Mayor, Town of Ledyard
741 Colonel Ledyard Highway
Ledyard, Connecticut 06339-1551

Re: Response to July 22, 2026 Notice—School Nursing Services and AFSCME Local 1303-210

Dear Mayor Allyn:

AFSCME Council 4 and Local 1303-210 acknowledge receipt of your July 22, 2026 letter announcing that the Town intends to discontinue providing school nursing services, separate all bargaining-unit employees effective June 30, 2027, and decline to negotiate an extension of the collective bargaining agreement.

The Union disputes the Town's position that the expiration of the current agreement permits the Town to unilaterally terminate the bargaining relationship or refuse to negotiate. Although the collective bargaining agreement reserves certain management rights, those rights are expressly subject to the remaining provisions of the agreement and do not eliminate the Town's contractual and statutory bargaining obligations.

The Union further disputes the implication that Conn. Gen. Stat. § 10-212 requires the Board of Education to directly employ school nurses beginning July 1, 2027. The statute requires the Board to ensure that school nursing services are provided, but it does not mandate the employment arrangement announced in your letter or require the termination of the Town's existing school nursing employees.

Accordingly, the Union demands that the Town:

- Rescind its categorical refusal to negotiate and promptly schedule bargaining regarding a successor agreement, the proposed change in service delivery, and the effects of any contemplated restructuring.
- Refrain from transferring, subcontracting, reassigning, or otherwise committing bargaining-unit work until the Town has satisfied its contractual and statutory bargaining obligations.
- Provide all documents and information relied upon in reaching this decision, including cost analyses, projected savings, replacement-service costs, staffing plans, communications with the Board of Education, consultant or contractor proposals, and any Town Council or Board of Education authorizations.
- Identify the Charter, ordinance, resolution, contractual provision, or other authority upon which, you, Mayor Allyn III relied upon to discontinue the Town's school nursing operation and commit the Board of Education to assume responsibility for the service.
- Confirm whether the Town Council and Board of Education have formally voted on or approved the proposed restructuring and provide the corresponding minutes, recordings, resolutions, and supporting materials.

American Federation of State, County and Municipal Employees, AFL-CIO

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444 East Main Street, New Britain, CT 06051

The available financial information does not presently establish that the school nursing operation is experiencing a fiscal emergency, substantial budget overrun, or cost increase sufficient to justify the announced action. Nor has the Town provided evidence demonstrating that transferring or contracting the service will produce meaningful savings while preserving continuity, staffing levels, and statutory compliance.

The Union remains prepared to meet promptly and engage in good-faith discussions. Those discussions must include alternatives to displacement, including continued Town employment, transfer to the Board of Education with full preservation of wages and benefits, seniority, pension rights, accrued leave, recall rights, and other appropriate employment protections.

Please provide proposed bargaining dates and the requested information within five business days. In the absence of a satisfactory response, the Union will pursue all available contractual and statutory remedies, including the grievance and proceedings before the Connecticut State Board of Labor Relations.

Nothing in this correspondence constitutes a waiver of any right, claim, remedy, argument, or position available to the Union or affected employees.

Respectfully,

/s/ Kionna Owens

Kionna Owens
Staff Representative
AFSCME Council 4
On behalf of Local 1303-210

cc: Ledyard Town Council
Ledyard Board of Education
Superintendent of Schools
Local 1303-210 Leadership