



SENTINEL

Advocate

The Official Newsletter for the
State Employees Attorneys Guild
 Division of the Federation of Physicians & Dentists / AHPE

What You Need To Know Now That The *Ledbetter Act* Has Been Signed Into Law

The *Lilly Ledbetter Fair Pay Act of 2009* is an Act of Congress enacted by the 111th United States Congress and signed into law by President Barack Obama on January 29, 2009.

In short, Lilly Ledbetter spent almost two decades performing the same work as her male colleagues, but received only a fraction of their pay. When she sought redress for nineteen years of pay discrimination, however, the Supreme Court decided that because Ledbetter did not learn that she was a victim of discrimination until many years after it began, the

Court said her employer is immune from accountability.

As such, the *Lilly Ledbetter Fair Pay Act of 2009* is a direct answer to the *Ledbetter v. Goodyear* (2007) U.S. Supreme Court decision holding that the statute of limitations for presenting an equal-pay lawsuit begins at the date the pay was agreed upon, not at the date of the most recent paycheck, as a lower court had ruled.

[Go to SEAG1199.org and click on "The Bench" to find a link to the rest of this article.]

CHECK OUT OUR NEW WEBSITE!

We have re-launched our website and have made it easier for you to go directly to your Division pages.

We realize that in this day and age, an up-to-date website is essential to the busy working professional. So we've given ourselves a facelift! We've also obtained additional domain names! So, in addition to going through our main FPD/AHPE web page at

fpdunion.org

you can NOW go directly to your Union Division pages at

SEAG1199.org

Take full advantage of your membership - visit our new web site TODAY!

Florida's *Preservation and Protection of the Right to Keep and Bear Arms in Motor Vehicles Act of 2008* (the "Arms Act") Imposes Significant Restrictions

The new constitutionally controversial "Arms Act" that went into effect this past July 1, 2008 imposes significant restrictions on the ability of a public or private individual or entity to prohibit customers, employees, or invitees in the State of Florida from keeping a legally owned firearm inside or locked to a motor vehicle in a parking lot. Indeed, there are some exceptions to the general rules, whereas some prohibitions don't apply to certain correctional institutions, for example.

Needless to say, employers must then stay informed on the latest developments regarding this issue so they don't find themselves inadvertently in violation of the Act. And employees must stay informed so they know if they have the private right to action, a right under this Act given to employees, customers and invitees who may claim their rights have been violated by a public or private individual or entity.

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As a dues paying member, you can now purchase **Aflac™ Supplemental Insurance** policies at a special discounted rate! When you're out of work due to an illness or injury, there are two things that are increasingly hard to come by: piece of mind and cash. **Aflac™** provides both. Find out how by contacting our **Aflac™** agent, Mary Remson at mary_remson@us.aflac.com.

5 benefits union members can use - RIGHT NOW!

Union membership works for you everyday! Not only does membership get you an advantage at the bargaining table on the job, but off the job you and your family are automatically entitled to free benefits and special savings. **TAKE A LOOK!**

1 Battling rising health care costs? Do you lack full coverage through your employee benefits? *Union Plus* programs can help you save by filling in benefit gaps, like discounts on services not covered by your insurance, and by encouraging healthier lifestyles, like discounts to health clubs. Learn more at www.unionplus.org/health/health-savings.

2 Are you struggling with debt? As a dues paying member, you have resources available to you that can help you manage your debt and take action. Simply go to www.uniondebthelp.org today.



3 Act now if you are facing mortgage payment problems. Get free and confidential advice personalized for your situation. Or if you're a first-time homebuyer, it's never been easier and more affordable. Check out the "Money & Credit" section of www.afscme.org/members/71.cfm.

4 Union members can receive a special 10% discount on wireless service from AT&T (formerly Cingular) through www.afscme.org/members/9640.cfm. And whether you're a student, parent or retiree, get your tech savings at www.afscme.org/members/1239.cfm.

5 Only the *AFSCME Advantage MasterCard* offers you exclusive money-saving benefits and *Triple Plus Features* that no other card can equal. Apply directly at www.afscmecard.com/1/2.

Questions? Visit www.SEAG1199.org to find a link to your "Member Benefits" or go directly to www.afscme.org/members/71.cfm and start saving TODAY!

Please be sure to let us know if you do NOT have internet capabilities and need to receive your NEWS & UPDATES in printed form.

LOCAL UPDATES:

Enemy of the State – Employees That Is - So Says The Legislature

Message from the Director, Jack Seddon

Once again, the House and Senate leadership, along with their minions, are looking at State employees to balance the "error of their ways." They got us into this and now they want those they can buffalo, cajole and literally de-humanize to get them out of it.

In their brilliance they are proposing more layoffs, while continuing to provide all state services, wage reductions of 1% to 5% and the combination of agencies and/or the elimination of others, not to mention the contracting out of North East Florida State Hospital (NEFSH).

Yet all the while this Legislature and Administration places blame for their own shortcomings on "greedy" State employees. But the "proof is in the pudding" when they bicker incessantly over not touching bogus self-serving, self-interest sales tax

exemptions, over increasing tobacco taxes and over reducing, not expanding, the *Seminole Gaming Compact*. What a joke they are, taxpayer money being paid to support the waste of time and energy - it's like a bad "Laurel and Hardy" act.

This Legislature would rather support an ostrich than a State employee – kind of shows their mentality. Is it not sad that we pay a group of fools to further insult our intelligence? Well, their time will come, and just like the former Speaker, some will be indicted and possibly end up where they should be – jail or as a resident of Chattahoochee or, better yet, NEFSH.

Rest assured that your organization continues to fight for what is right – your future, fair and equitable wages, benefits, dignity and respect for the job you do every day – not for a job that only requires the ability to eat, drink and be merry for sixty (60) days at the expense of the State employee and taxpayer. Join your organization today and support all State employees – the time is now!



SEAG gets an increased benefit of \$4000 through AIL!

After recent discussions with *American Income Life Insurance Company (AIL)*, a 100% union company with 53+ years in serving the working families of America and an "A+ Superior" rating, we have been able to increase our **accidental death & dismemberment (AD&D) benefit** from \$3000 to \$4000! This benefit is available to all dues paying members and retirees AT NO COST and will continue to cover you as long as you are a member or retiree of the local. For more information on this benefit you can contact:

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