



CONNECTICUT STATE POLICE UNION

February 24, 2026

Emailed to ronnell.higgins@ct.gov

Commissioner Ronnell Higgins
Department of Emergency Services
& Public Protection (DESPP)
1111 Country Club Road
Middletown, CT 06457

Emailed to daniel.loughman@ct.gov

Colonel Daniel Loughman
Department of Emergency Services
& Public Protection (DESPP)
1111 Country Club Road
Middletown, CT 06457

Re: Demand for Bargaining; Axon System

Dear Commissioner Higgins and Colonel Loughman:

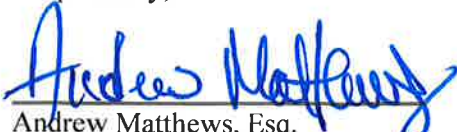
On February 19, 2026, the State Police Union became aware of the agency's YouTube video titled, "Axon Introduction." In the video, the State Police Command Staff stated, in part, "In order to do the job, you should expect to have the tools that work just as hard as you do each and every day. That's why we are rolling out the Axon suite. Taser 10, new body worn cameras, MVR's with LPR's, evidence.com, FUSUS, drones and draft one." Colonel Loughman concludes the video stating, "Welcome to the next step forward." We are concerned that some of these new responsibilities constitute a change in working conditions. As a result, we are requesting to bargain over such changes.

As you will recall, on or about January 4, 2024, the Union sent the attached demand to bargain letter regarding similar concerns. Although the parties briefly met on 02/05/24, the agency did not provide us with any proposed policy changes related to the changes in working conditions and we have not bargained over our safety concerns. Furthermore, last week we were informed that the agency has currently equipped approximately ten (10) patrol vehicles with the new Axon system but has not formally assigned these vehicles in the field. As a result, the Union is seeking to bargain prior to implementation of the new equipment and responsibilities.

In closing, the State Police Union leadership believes some of the new equipment constitutes a change in the bargaining unit's working conditions, which requires impact negotiations with the Union. We are specifically concerned about the effect on a member's safety, privacy and concerted activity protected by the State Employees Relations Act. Until we are able to bargain, we request that the State maintain the *status quo ante* regarding assignment of this new equipment.

Thank you for your time and consideration regarding this matter.

Respectfully,


Andrew Matthews, Esq.
Executive Director/General Counsel

cc: President Todd Fedigan
Colonel Daniel Loughman