

**AFSCME District Council 47 Contract Demands to City - 2009**

1.	Effective 7/1/09 percentage increase for all steps and ranges of DC 47 pay range – specifics to be provided	Pay increase
2.	All previous arbitration awards and agreements will remain in full force and effect.	
3.	Sixty days notice to Union prior to intent to change jurisdiction of bargaining unit work and all outsourced, contracted, exempt, or privatized work shall be restored to the bargaining unit by 10/1/09	
4.	Essential employees will be identified and paid two grades higher while on emergency duty and transported to and from work during emergencies	Pay increase
5.	There will be one additional AL day	
6.	SEPTA Transit Checks shall be given to employees as a benefit	
7.	If no response from the City to Step III grievance within fifteen (15) days, grievance will be considered resolved in Union's favor. Arbitration step shall be added for all Local 2186 which have an economic impact.	
8.	Change "Funeral" to "Bereavement", increase to five (5) days for immediate family and include step-parents, step-children and step-grandparents in immediate family.	
9.	The Redesigning Government Initiative shall continue for the life of this contract.	
10.	Raise compensatory time accumulation to one hundred eighty (180) hours and the unrestricted use of accrued compensatory time for thirty (30) days prior to separation date.	
11.	Change the rate of reimbursement for mileage to the Federal Government rate of reimbursement.	
12.	Raise City paid premium for life insurance to \$50,000 value, increase optional to two (2) times the yearly salary and increase retiree's coverage to \$12,000.	
13.	There will be no personal sick leave charges an employee against the usage of Family Medical Leave.	
14.	There shall be a Union orientation within five (5) days of hire on excused time for all employees to the bargaining unit.	
15.	Employees who perform duties in more than one language shall be paid one grade higher for their skills.	Pay increase
16.	The City will pay the complete cost of level of benefits that DC47 has in place for Health and Welfare and for the DC47 Employee Assistance programs. The Retirement Benefit Deferrals and Sick Leave/Benefit Conversion deferrals shall be calculated in the same manner as the City's method for uniformed retirees and continue H&W payments for all retirees and those receiving disability pensions for six (6) years.	
17.	There shall be an offset of one dollar (\$1.00) for every four dollars (\$4.00) earned for paid compensation while receiving disability pension and spousal survivorship options shall be the same for all pension plans.	
18.	The City will pay any employee out on Injured on Duty at 100% of their current salary. Employees shall be reimbursed for transportation and parking expenses to and from treatment. Part-time employees out on I.O.D.	

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	shall receive pro-rated payment. Long-term, intermittent absence due to an injury on duty shall be counted as "T" time without additional trips to the compensation clinic. After ninety (90) days of treatment, an employee out on I.O.D. may choose an alternate physician and remain on I.O.D. status. The Union shall have the power of VETO over unsatisfactory doctors and the City shall provide incentives and protection for employees who participate in Baseline Medical Monitoring programs.	
19.	Employees will be involved in developing Health & Safety programs	
20.	The City shall contribute sixteen (16) dollars per member per month to DC 47's Legal Services Plan.	
21.	There shall be no downgrades for noncompliance of assignments in performance reports if an employee is precluded from completing field assignments or investigations and all supervisors and managers shall be required to attend training regarding implementation of the Human Resources Department's Performance Excellence Program. All departments will implement the program by 12/31/09.	
22.	31 G COMPENSATION SICK LEAVE shall be deleted and all Union represented employees sick leave benefit shall be paid uniformly.	
23.	An employee shall be allowed to donate accrued vacation or sick leave to the Sick Leave Transfer bank.	
24.	There shall be no layoffs during the term of this agreement.	
25.	The City will provide the Union with a one-time payment of One Hundred Fifty Thousand Dollars (\$150,000) to be used for workplace violence prevention programs.	
26.	Uniform allowance will be increased to two hundred fifty (250) dollars per year.	