




AFSCME — DISTRICT COUNCIL 47

AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES — AFL-CIO
1606 WALNUT STREET, PHILADELPHIA, PA 19103-5482 (215) 893-3700 FAX (215) 545-7052
WWW.DC47AFSCME.ORG

July 7, 2009

MEMORANDUM

TO: All AFSCME Local 2186 and Local 2187 Members

FROM: Cathy Scott, President, District Council 47 

RE: Class-Action Grievance

On July 6, 2009, the City notified the Union that it would no longer pay longevity and step pay range increases as of July 1, 2009, in violation of the Collective Bargaining Agreement. The Union filed a class-action grievance on behalf of all members due to the City's action. A copy of that grievance is enclosed.

The Union intends to fight to get back-pay for any loss of longevity and step pay increases that you may experience.

CS/gc
Enclosure

File:\City-WideGrievance\Longevity-PayStep to members-C Scott-7-7-2009

CATHERINE SCOTT
President

RITA URWITZ
Vice President

YVONNE HARRIS
Treasurer

WILLIAM 'JIM' DOUGHERTY III
Recording Secretary

ROZINA McFADDEN
Corresponding Secretary





AFSCME LOCAL 2187

AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES—AFL-CIO

Kahim Boles
President

David Mora
Vice President

Judy Hoover
Union Agent

Michael P. Bonetti
Secretary-Treasurer

Steven J. Wright
Recording-Secretary

Executive Board:

Murray Costin

Robert Coyle

Vanessa Fields

Jacqueline Marshall

Marguerite Morgan

Amy Parylak

Pamela Robinson

Carlton Sampson

Bernadette Williams

Trustees:

Chevelle Harrison

Earlando Mathis

Victor Palenske

July 7, 2009

Via Facsimile & First Class Mail

Joseph Tolan, Director
Mayor's Office of Labor Relations
One Parkway
1515 Arch Street – 16th Floor
Philadelphia, PA 19102-1595

Re: Step IV Class Action Grievance – Non-payment –
Longevity and Step Pay Range Increases

Dear Mr. Tolan:

Enclosed please find the above-cited grievance which is being filed at Step IV of the grievance process. Please contact me at 215-893-3763 to schedule a mutually convenient time to meet to address this issue.

Sincerely,

Kahim Boles
President

KB/gc
Enclosure

cc: Cathy Scott, President, DC 47
Robert Coyle
File:\City-WideGrievance\Longevity&StepIncreases-7-7-2009

Grievance			AFSCME D.C. 47 Local 2187		Filing Date 7/7/09
LAST NAME FIRST NAME M. I.			DEPARTMENT City-Wide		
Class Action			DIVISION		
CLASS TITLE			SECTION		
EMPLOYEE NUMBER			WORK LOCATION		
SUPERVISOR'S NAME			Tracking#87- Dept - year - no.		
SUPERVISOR'S TITLE					
STATEMENT OF GRIEVANCE (DESCRIBE CONTRACT VIOLATION)					
SECTION 2A, 6B, 18A, B-1,2: C.S. Regs 6.099, 6.0994		PARAGRAPH	DATE OF OCCURRENCE 7/1/09	TIME OF OCCURRENCE	
INCLUDES ALL OTHER APPLICABLE CLAUSES, POLICIES, RULES AND REGULATIONS					
On July 1, 2009, the City notified the Union that it would cease payment of all longevity and step pay range increases effective 7/1/09.					
Remedy: Make grievants, the Union and all its entities whole in all respects.					
SIGNATURE OF EMPLOYEE		DATE	SIGNATURE OF STEWARD <i>Kahim Bales</i>		DATE 7/7/09
STEP 1 - Reply by immediate supervisor to be entered within 7 working days of filing date					
SIGNATURE OF SUPERVISOR			DATE		
REPLY BY STEWARD TO BE ENTERED WITHIN 7 WORKING DAYS OF SUPERVISOR'S REPLY					
ACCEPTED REJECTED COMMENTS:					
SIGNATURE OF STEWARD			DATE		
STEP 2 - Reply by division head or equivalent level of authority to be entered within 7 working days of steward's reply.					
SIGNATURE OF DIVISION HEAD			DATE		

REPLY BY UNION DEPARTMENTAL REPRESENTATIVE WITHIN 7 WORKING DAYS OF DIVISION HEAD'S REPLY

ACCEPTED	REJECTED	COMMENTS:
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SIGNATURE OF UNION DEPARTMENTAL REPRESENTATIVE	DATE
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STEP 3 -Reply by department head within 10 working days of departmental representative's reply.

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Signature of Department Head	Date
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REPLY BY UNION: ACCEPTED	REJECTED	COMMENTS:
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UNION REPRESENTATIVE'S SIGNATURE	DATE
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STEP 4 - Union Executive Board Liaison must refer to the Personnel Director within ten days of the Step III answer. The Personnel director is to schedule a meeting within 5 working days of union representative's reply. Reply by Personnel Director within 10 days of the above meeting.

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Signature of Personnel Director	Date
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REPLY BY UNION: ACCEPTED	REJECTED	COMMENTS:
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SIGNATURE OF UNION REPRESENTATIVE	DATE
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STEP 5 MEDIATION	STEP 6 ARBITRATION
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DATE REFERRED: (Within ten days of the Step IV answer or its due date)	DATE REFERRED: (Within fifteen(15) days of the Step IV answer, or the resolution advised by Mediation.)
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COPY TO : GRIEVANT, STEWARD, EXECUTIVE BOARD LIAISON

NOTE: Time limits may be extended by mutual consent of the union official and City of Philadelphia official designated at that step of the grievance procedure. Additional information may be attached as required.