

The Common Plea

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INTEREST ARBITRATION FOR LOCAL 810

Local 810 finished presenting its Interest Arbitration case on May 7, 2010 before a panel of three (3) arbitrators. Pennsylvania Act 195 gives us the right to binding arbitration because we are not allowed to strike as public safety workers. We had 69 exhibits and the testimony of our dedicated members was exceptional. APPD Director, Jim Harkins advised the City for their cross examination of our witnesses and was helpful to Local 810 and all of our members. He even volunteered information for the arbitrators about additional duties that our members perform while serving the public.

The City began their presentation September 28, 2010 and introduced a letter from FJD Court Administrator, Lawrence that was copied to FJD President Judge Dembe objecting to any promotional increases for our members, any retro-active money for those hired between 1999-2002 at APPD, any workplace violence prevention contributions, any legal services benefits, and any overtime pay. This letter was dated April 12, 2010. However, on that very day, April 12, 2010, Cathy Scott and myself had a late afternoon meeting with Judge Dembe where we asked her to please ask City Council for our long awaited equity raise when she testified on the next day. She was a little hesitant, but agreed that if Chief Adult Probation Officer, Robert Malvestuto spoke to her and asked for the equity raise that she would ask. I called the Chief immediately and he agreed to speak to the President Judge. Shortly thereafter, she called me and said that she had spoken to the Chief and would be asking City Council for money for our members.

The very next day, April 13, 2010 Judge Dembe and Lawrence testified on the record before City Council during the FJD budget hearings that we were terribly underpaid and that they wanted money to pay us at least what the Social Workers in the City make to stop the constant turnover of our officers.

It looks like the visit that Cathy Scott and I had with President Judge Dembe the day before their testimony was very beneficial to our membership because the FJD clearly changed their position since they wrote the letter to the City.

Thanks to Chief Malvestuto, President Judge Dembe and Court Administrator, Dave Lawrence for finally doing the right thing for their workers. The next scheduled dates are: 12/14/10; 1/15/11; 1/17/11. We are going to be including our Pension and Health Care in this Interest Arbitration because they are Economic Conditions.

Since the Courts have finally decided to live in the present and look to the future, let's hope that the City can start to do the same.

STEWARD TRAINING



McGee, Taggart, Delago, and Carmichael at the Steward Training.



McGee, Taggart, Carmichael, Delago, and Carpino at the Steward Training.



Cathy Scott, President of AFSCME, District Council 47 (bottom left) conducted an all day Steward Training with the assistance of District Council Staff Representative, Paul Dannenfelser. Her years of experience and clear, precise method of communication made it a very rewarding experience for all who attended. Local 810 had several Stewards and Executive Board members attend the all day Saturday, Steward Training on October 16, 2010. Margo Weber, Paul Carmichael, Jeffrey Pinckney, James Smith, Coleman Clark, James McGee, Khalid Taggart, Jeff Delago, Yvette Rawls-Guyton, Duane Archie, and Prez Carpino. This was a great learning and training experience. Topics included grievance procedure, disciplinary hearings, workers rights and negotiations. There will be another Steward Training in Spring 2011.

LABOR DONATED

DECEMBER, 2010

P.E.O.P.L.E. Committee

The P.E.O.P.L.E Committee is the AFSCME, District Council 47 political action committee. This year we endorsed several candidates for US Congress, Governor and State Representatives in this past election and we did well. Although we all have varied political opinions and views it is important to put people in office who will stand up for labor! We must Unite at the polls! This is the best way to get your voice heard! If they are not with us then we must vote them out of office and elect someone with the fortitude to stand with the Union. During this economic downturn Unions have come under increased pressure; they are trying to break the Union which will take money out of your pocket and destroy your benefits through unfair contracts. During next years' elections there will be vital City Council Elections. Now is the time to see who is willing to fight for our rights! We cannot afford to look at it from the perspective of who is a Democrat and who is a Republican or an Independent, We have to support those who want to Protect our Jobs, Benefits and our Families. If you are interested in joining the PEOPLE Committee please contact Local 810, President, Louise Carpino.

Employee Assistance Program

AFSCME, District Council 47, Local 810 provides Employee Assistance to its members. It's a confidential service to employees and family members for work related or family issues. This is an under used service which is free up until 8 visits. Some of the areas include Personal Problems such as substance abuse, mental health issues, depression; Work Related Problems such as job stress, peer conflicts, discrimination, career change; Family Issues such as divorce, domestic violence, school problems, elder care. The 24 hour hotline number is 1-800-366-0129.

COMPLETLEY CONFIDENTIAL. PLEASE USE THIS SERVICE BEFORE THE SITUATION GETS OUT OF HAND!!

Disciplinary Hearings

Do not attend meetings with Administration which may lead to disciplinary action without Union Representation. You may have a good relationship with your Supervisor or Manager/Director and feel you do not need a Steward. This can lead to serious problems. If the meeting can lead to disciplinary action your Supervisor must make you aware and tell you to get a Union Steward of your choice. Management cannot pick which Steward you use just like you can't tell Management which Supervisor you want to discipline you. Also provide as much information as possible to your Steward so they can provide you with the best representation; Union Stewards Hate Surprises.

SICK LEAVE SPY

The newly hired Sick Leave Investigator has been hired at a salary equivalent to a Probation Officer Trainee; the requirement is a high school diploma. He also makes more than the Warrant Investigators who risk their lives everyday on the streets. According to the FJD on average only 11 people out of 2500 employees call out sick District wide each day. Is this worth spending \$40,000 per year plus benefits? NO. Please remember to call the sick leave hotline and record your activities. Napping, call/ showering, call/ trip to store, call/ call, call, call.

PLEASE READ FJD FMLA POLICIES AND FOLLOW CLOSELY/ ASK STEWARDS FOR HELP!

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to make your holidays sparkle
—*exclusively for union members!*



Find the perfect gifts at union-member-only prices.

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Please visit Union Plus website or check out Facebook and Twitter and take advantage of special discounts and services provided to Union Members. Also we encourage you to buy Union Made goods and shop at Unionized stores during this holiday season.

LOCAL 810 STEWARDS

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COLEMAN CLARK— 215-683-1419 (1401 Arch St.)
HENRY JOSE—215-683-1066 (1401 Arch St.)
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JEFFREY PINCKNEY—215-686-9341 (34 S 11th St)
KELLI MORAGNE—215-686-4096 (1801 Vine St.)
PAUL CARMICHAEL –215-686-4066 (1801 Vine St.)
MAURICE STOVALL—215-683-9174 (Youth Study Center)

HEALTH & WELFARE—215-893-3774,75,76
& 215-893-3716
LEGAL SERVICES—215-893-3710
EAP—1-800-366-0129— 24 hours/ 7 days

Know Your RIGHTS!!!!

WEINGARTEN RIGHTS

IF THIS DISCUSSION COULD IN ANY WAY LEAD TO MY BEING DISCIPLINED OR TERMINATED, OR AFFECT MY PERSONAL WORKING CONDITIONS, I RESPECTFULLY REQUEST THAT MY UNION REPRESENTATIVE, OFFICER OR STEWARD BE PRESENT AT THE MEETING. WITHOUT REPRESENTATION PRESENT, I CHOOSE NOT TO PARTICIPATE IN THE DISCUSSION.

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