

Healthcare Reform and Us



By *Frederick Wright*

Beginning in the 1940's, organized labor, began searching for a way to provide basic healthcare insurance to its members. During this period and beyond, organized labor worked with both the Executive and Legislative branches of government in an attempt to pass accessible and affordable healthcare for all Americans. The arguments that were used to defeat healthcare in

the 1940's were the same arguments that were raised in this last debate, calling it socialism, costly and causing government interference between a patient and their doctor. Nothing could be further from the truth.

The "Healthcare Reform Act" which was signed into law on March 23, 2010 was an historic step in the right direction. The new law immediately permits parents to keep their adult children on their policies until the age of 26. Insurance companies can no longer deny coverage for children or others with pre-existing medical conditions. Ultimately, the new law will provide insurance coverage to more than 30 million uninsured Americans. But what does it mean for us?

We as union members have been fortunate to have health insurance through our efforts in collective bargaining. What we need is cost-containment from the government to regulate the health insurance industry's rate increases and excessive profits. While the Healthcare Reform Act is an historic step, more work needs to be done to make healthcare affordable. We, not just as union members, but also as Americans need either a public option for health insurance or real competition

within the medical insurance industry. Currently in the Philadelphia area, there are only two major providers, AETNA and Blue Cross/Blue Shield (Keystone).

Once again, we will be negotiating labor contracts with some of our employers. The cost shifting of health insurance will definitely be a subject of the negotiations. Employers will be expecting us to assume more of the cost of healthcare, while offering little or no wage increases. Please don't be fooled by those talking heads or politicians that say healthcare reform is too expensive, socialistic or an infringement on our rights. Lack of healthcare reform is expensive and an impediment to our quality of life.

AFSCME Local 1739

Community and Social
Agency Employees

- **Building Community**
- **Protecting Dignity**
- **Delivering the Future**

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Vice President

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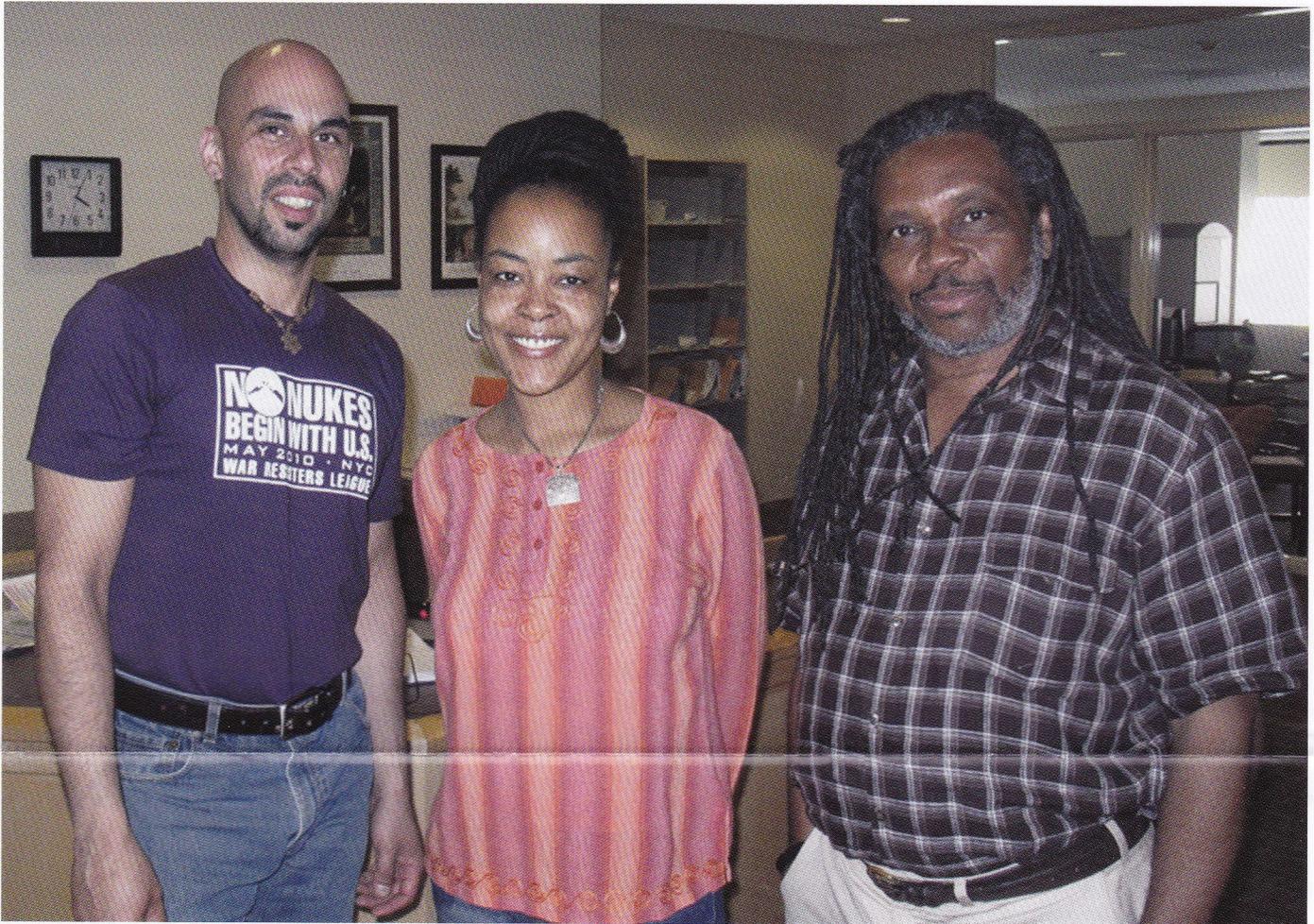
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Local 1739 representatives discuss workplace concerns

Chapter Reports



AFSC members of Local 1739 in 15th & Cherry Street lobby.

American Friends Service Committee

The AFSC is in the midst of revamping all of the remaining employees' job descriptions. The AFSC will start with unit II employees (some supervisory responsibilities), then unit I employees, giving unit II employees the ability

to have input in their subordinates job descriptions. As of the printing of the newsletter, job descriptions will go to the Position Evaluation Committee (PEC) on or about; April 1st for the Development Department on, April 8th for External Affairs, April 7th for Goal Leadership/Organizational Learning, April 22nd for

International Programs and Finance and IT by the end of April. Once the new job descriptions have been evaluated and determined by the PEC, they will be distributed to the affected staff. Daniel A. Seeder has assumed the position of Interim General Secretary while the AFSC Board of Directors is conducting their search.

Jewish Family & Children's Service

The union had a labor/management committee meeting at JFCS Broad Street location where the social workers had an issue with the Agency's dress code and safety issues around parents coming into the facility with possible weapons. The union requested JFCS to notify visitors about searching bags and packages,

securing all office accessible doors and developing an Emergency Action Plan (EAP). The contract with JFCS expires on August 30, 2010. Our negotiating team will begin meeting sometime this month to formulate our contract proposals. All JFCS union members should have received a contract proposal input form. This form should be returned to Lenore Borowski no later than April 30th.

Chapter Reports



Local 1739 member from TURN presented testimony recently at City Council budget hearings.

Tenant Union Representative Network

In accordance to our contract between the union and TURN, we have a wage re-opener scheduled for June, 2010. Hopefully, we will be meeting with management sometime in the near future to see if TURN's financial situation has improved since the fall of 2009. Things have been relatively quiet for most of the bargaining unit for a couple of months.

Trevor's Campaign for the Homeless

The Agency unilaterally reduced an employee's hours without consulting the union. We have met with management of Trevor's Campaign who reinstated employees' hours as of April 15, 2010. Trevor's Campaign will create lead positions within some job

Jewish Community Centers

Kaiserman – The Kaiserman branch is functioning with the branch reinstating the 403(b) plan for all of its employees. The old Jewish Federation Pension is frozen as of September, 2009. The JCC Kaiserman branch will be hosting the Maccabbi games this year.

Klein – The Klein Branch will be instituting a hand or finger type swipe system for employees to sign-in/out. This system will be tied in directly to the JCC Klein

Special People in Northeast

We finally have the new collective bargaining agreement which was negotiated last fall. Everyone should have received a copy, if not, please contact



JEVS Human Services

JEVS is now monitoring employees' personal usage of their computers at work. Specifically, employees who are accessing Facebook, monster.com or YouTube. We would like to remind everyone of JEVS internet policy to offset any potential disciplining of our members. The union currently has a labor/management committee working within the ACT division regarding caseloads and required paperwork. Employees at the EARN center are eligible for pay-for-performance bonuses thanks to their funder PWDC. Finally, the union leadership visited our newest members who are currently working for MPP/Delaware.

classifications and reduce the number of part-time employees as per the collective bargaining agreement where they were in violation.

payroll system. Employees working in the field will sign-in/out utilizing their computers. JCC Klein is converting to a two week paycheck delay, but employees will not suffer any interruption of pay. We finally have the new collective bargaining agreement that was negotiated in October, 2009. Union members should have received a copy of the contract by the printing of this newsletter, if not, please contact the union office to have one mailed to your home.

Thomas Steele, Chief Steward at THSteele.spininc.org or call the union office (215) 893-3710 and we will get you out a copy. In accordance with the new contract, we had our first meeting with SPIN management regarding E-Time policy and procedures.

Notice to Members and Non-Members

AFSCME LOCAL 1739

Section 7 of the National Labor Relations Act gives employees these rights:

- To Organize
- To form, joint or assist any union
- To bargain collectively through representatives or their choice
- To act together for other mutual aid or protection
- To choose not to engage in any of these protected concerted activities

Section 8(a)(3) of the National Labor Relations Act states:

It shall be an unfair practice for an employer -

(3) by discrimination in regard to hire or tenure of employment or any term of condition of employment to encourage or discourage membership in any labor organization: Provided, that nothing in this Act, or in any other statute of the United States, shall preclude an employer from making an agreement with a labor organization... to require as a condition of employment membership therein on or after the thirtieth day following the beginning of such employment or the effective date of such agreement, whichever is the later, if such labor organization is the representative of the employees as provided in Section 9(a), in the appropriate collective bargaining unit covered by such agreement when made.

The membership required under a union security clause pursuant to the above proviso is merely the payment of periodic dues, and initiation fees if applicable. While actual union membership is not required, employees choosing not to join the union must make required payments; will not be entitled to attend union meetings; cannot vote upon the ratification of contracts or other agreements between the employer and the union; will not have a voice in the internal affairs of the union; and will not enjoy "members

only" benefits.

All non-members of AFSCME Local 1739 who are obliged to pay an amount equal to period union dues are hereby notified of the Union's procedure for those seeking a reduction of the amounts to be paid based upon union expenditures for matters other than collective bargaining and contract administration.

Non-members who timely object to the payment of an amount equal to union dues and initiation fees, are charged for expenditures for activities, training, communications, research, legal and administrative costs related to collective bargaining, contract administration, and grievance adjustment; representational activities involving terms and conditions of employment discrimination, pension reform/retirement, social security, employee evaluations, unemployment compensation, overtime and minimum wage provisions, environmental issues which affect conditions in the workplace; union meetings of the membership, the executive board, the district council, and the national convention, if any; administrative expenses including office rent, utilities and supplies; expenses for publication of newspapers or newsletter to the extent that said publications cover chargeable activities; and educational and training programs or conferences for the rank and file or staff on issues relating to negotiations, grievance adjustment, duty of fair representation, and other employment related and governance issues.

Objecting non-members are not charged for expenses, if any, which are paid from dues which support or contribute to political organizations or candidates; voter registration, get-out-the-vote campaign techniques (i.e. training programs designated to prepare leaders, staff and/or members to work in support of candidates for any public office); support for ideological causes not germane to the work of the union in

collective bargaining; portions of publications which involve non-chargeable issues; members only benefits; certain lobbying efforts; certain legal services related to basic representational functions with only a remote theoretical benefits to the unit employees.

You are advised that the Union has established the following procedure for obtaining a reduction of fees. Please follow these following instructions carefully:

1. Non-members who are obligated to pay an amount equal to period dues and initiation fees to the Union may request a reduction to 5% of the regular dues amount by filing an objection. The objection must be made in writing each year during the month of June.

2. Employees who newly become subject to a contractual union security clause after June or who otherwise do not receive this notice, shall file any objection within thirty days after the mailing of the notice of Beck rights. Additionally, members who resign after June must object, if at all, within the thirty (30) days from postmark or delivery date, whichever is earlier, of their individual resignation. Any objection under this provision must be received at the below official address within thirty (30) days window.

3. Objections must be sent to the Union Treasurer, James Baylor at 1606 Walnut Street, Philadelphia, Pennsylvania 19102. Objections not sent to the above address are void.

4. Objections must contain, at least, 1) the objectors name; 2) the objector's address; 3) the name of employer; 4) the non-members' employee identification number (where applicable). Objections must be signed by the objector. This information must be provided in order for an objection to be valid.

5. Objections will be processed as

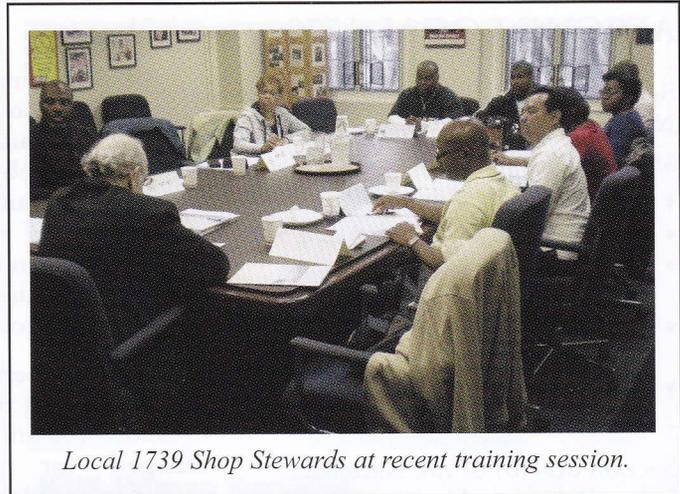
continued on page 6

Union News

Shop Stewards Training

On Saturday, April 24th, Local 1739 conducted our annual training for Shop Stewards. This year, we were fortunate to have two Commissioners' from the Federal Mediation and Conciliation Service (FMCS) to conduct the training seminar. FMCS is the governmental agency that is assigned to mediate labor/management disputes and contract negotiations. The following individuals participated in this year's training;

- Lisa Anderson – SPIN
- Dealmond Johnson – SPIN
- Robert Kearney III – SPIN
- Alonzo Shands – JEVS
- Leticia Smith – SPIN
- Thomas Steele – SPIN
- Yohanes Sulistiyono – SEAMAAC



Local 1739 Shop Stewards at recent training session.

- Robert Wallington – SPIN
- Bessie Wilson -- JEVS

Local 1739 Family Outing

On Saturday, July 24th, Local 1739 will have our family day outing at Clementon Park and Splash World. For twenty (\$20) dollars, union members will get an

all-day pass for admission to both the amusement and Water Park, plus an all you can eat buffet between the hours of noon and 4:00 PM. Union members interested in participating should contact Rita Starling-Taylor (267) 238-3135 or their shop steward for tickets.

Letter Carriers Food Drive Tops 1 Billion Pounds

The National Association of Letter Carriers (AFL-CIO) announced reports on this year's nationwide "Stamp Out Hunger" Food Drive have pushed total donations collected along postal routes since the drive began 18 years ago to more than one billion pounds. NALC President Fredric V. Rolando said preliminary

data received already from 404 NALC branches on this year's May 8 drive shows 19,724,393 pounds, with more than 1,000 local branches yet to send in collection information.

After the first 17 years of the nationwide drive, held annually on the second Saturday in May, donations had totaled 982.7 million pounds. Last year, a record 73.4 million pounds of food were delivered to community food banks and pantries.

Nurses March & Rally in Washington Urging Next Step in Health Reform -- Patient Safety Reform

Registered nurses from Maine to California marched and rallied in Washington, DC, on May 12th, to press the case for moving beyond insurance reform to

improving the quality of care in U.S. hospitals and other healthcare settings.

The march and rally culminated a two day event, hosted by the nation's largest nurses' union and professional association, National Nurses United, to press for landmark patient safety legislation now in Congress, including a bill that would establish new national patient safety standards

AFSCME Local 1739

Local Trustees

- James Hill, Trustee
- Thomas Steele, Trustee
- Dolores Dorsey, Trustee

Executive Board Members-at-Large

- Marie Askew
- Marie Seldon-Nkruma
- Rita Starling-Taylor

AFSCME LOCAL 1739

Notice to Members and Non-Members

continued from page 4

they are received. All properly objecting non-members will receive a detailed explanation of the basis for the fee reduction, if any.

6. The objector fee will be reduced commencing July of the year in which the objection is filed through the following June. For employees electing to object pursuant to the provisions of paragraph two, objector fees will be reduced within sixty days after the expiration of the individual's challenge period ending the following June.

7. Anyone filing an objection that disputes the detailed explanation and calculations may challenge the calculations. Be advised, a challenge is not necessary to reduce your fees. Any challenges to the report and/or calculations must be specific and made in writing, to be valid, challenges must be received by the Union only within twenty one (21) days after the mailing of the report. Challenges must be sent to the Union Treasurer, James Baylor at the address listed in paragraph 3 above.

Valid Challenges, if any, will then be submitted jointly to an impartial arbitrator appointed by the American Arbitration Association. In the event of such challenge, the reasonably disputed portion of the challenger's fee, shall be held in escrow until the challenge is resolved by

the arbitrator.

8. Employee's right may further be affected by previously executed check off/authorizations.

9. The request for a reduction must be renewed each year by filing an objection during the appropriate period. The above procedure shall apply to any subsequent requests unless modified.

10. The official Union mailing list as of the date of printing shall be the official receipt of the mailing of this notice.

AFSCME Local 1739

Community & Social Service Agency Employees

General Membership Meeting

Date: Thursday, May 20, 2010

Time: 6:00 p.m.

Place: District Council #47 1606 Walnut Street,

Third Floor Auditorium

AGENDA

General Union Business

Election of Delegates to

AFSCME International Convention

Light dinner will be served



Local 1739

1606 Walnut Street

Philadelphia, PA 19103