

Our Civic Responsibility

President's Message



Fred Wright

By Frederick Wright

When we live in a democracy such as ours here in America, every one of us has a civic responsibility to vote, to elect individuals to represent us at various levels of government.

On May 21st, we will have the responsibility to vote in the primary and elect candidates running for our local government here in the City of Philadelphia. We will be electing the Mayor, District City Council members, Council members At-Large (5), City Commissioners (2), Sheriff and Judges. The individuals who are victorious on election night will probably win the general election in November. That's because the Democratic Party here in the City of Philadelphia out numbers the Republican Party by a 8 to 1 margin.

These same individuals will be responsible for setting the agenda for the City for the next four years. This

agenda includes quality of life issues such as; funding for education, property taxes, housing, public safety and providing public services. Now is the time where we have the most control over who will represent us, working people and members of organized labor, in these elected positions.

If we do not exercise our civic responsibility to vote for candidates who represent and stand up for workers, we are shirking our responsibility and voting against our own self interests. No matter where you live, you need to take the time to talk to your family, friends, neighbors and co-workers about this election. Identify the problems in your community and link those issues to the candidates running for office. Hold people accountable!

Fortunately, in this primary election we have one person who was raised in the City, raised her family in the City and has represented workers at every level of government. Ethelind Baylor is running for City Council At-Large (Button number 83). Baylor is one of us, who will not need to be lobbied on issues such as affordable housing, living wage and public safety for our families.

You have a civic responsibility on May 21st, please exercise your right to vote and make your vote count.

AFSCME Local 1739
Community and Social Agency Employees
• Building Community
• Protecting Dignity
• Delivering the Future

Officers:
President - Fred Wright
Vice President - Marie Seldon
Treasurer - James Baylor
Corresponding Secretary - Tawana Jones
Recording Secretary - Teneika Nesmith

Executive Members-at-Large:

Thomas Steele
Rita Starling-Taylor
Robert Wallington

Trustees:

Tysha El
Phil Johnson
Zakiyyah Snead

1606 Walnut Street • Philadelphia, PA 19103
Tel: 215.893.3710 • Fax: 215.732.4876
Email: FGunion1@aol.com

Vote on Tuesday, May 21st

Chapter Reports

Local 1739 Chapter Reports

American Friends Service Committee

The union membership at AFSC met in early April to discuss several concerns dealing with the possibility of potential layoffs throughout the organization. AFSC has reported that due to a \$2.7 million deficit, they are contemplating re-organizing and potential layoffs, to balance their budget by fiscal year 2020.

Another concern that the members addressed was a letter being circulated by the other regional unions at AFSC, with a list of demands for the AFSC Board to address. Although the letter expressed some good points for discussion, the letter did not express the overall sentiment of the union membership at the AFSC central office. Two union representatives from the union coordinating committee will meet with AFSC leadership, to develop an atmosphere of trust and transparency.

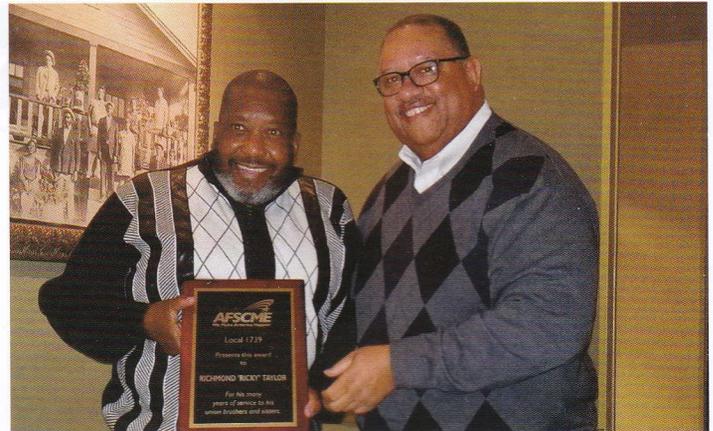
JCC Kaiserman

The Union has been addressing an ongoing issue at Kaiserman concerning promoting Assistant Early Childhood Teachers, and then demoting them for the slightest reason, or without just cause. The Union has filed a grievance on behalf of those Early Childhood Teachers who have been affected and will proceed accordingly.

JEVS Human Services

The contract between JEVS Human Services and AFSCME Local 1739 expires on October 31, 2019. In preparation for the upcoming contract negotiations, the Union mailed out union member input forms to all JEVS union members. We have requested that you take the time to review the union contract and contact your shop steward or union representative to provide suggestions to be raised at the upcoming contract negotiations with JEVS management. The Union negotiating team will start preparing for joint negotiations in May.

The union has been receiving numerous phone calls from members that work in various programs about the JEVS Dress code policy and the inconsistent enforcement of the policy. The dress code policy indicates that



Local 1739 President Fred Wright presented this plaque to Ricky Taylor for his many years of service to DC 47's Local 1739.

for the first offense, the employee will not be docked pay. However, after the second offense and if there are ongoing offenses, the employee will be docked pay and be subject to further disciplinary action. The union has met with the Director of Human Resources about the disparate treatment and enforcement of the policy and will be addressing this issue in labor/management meetings.

JEVS Support Coordination Division continues to struggle to maintain Service Coordinators, which potentially has the impact of placing the program in jeopardy of losing contracts from the Managed Care Organizations (MCO's). The MCO's have been holding their own job fairs, to recruit Service Coordinators to serve internally at a higher salary scale, with reduced fringe benefits.

ACT staff continues to voice concerns over the counselors workloads, about running groups and completing other aspects of the job in a timely manner.

Jewish Family & Children's Service

The new contract between JFCS and AFSCME Local 1739 has been distributed to all union members. If you do not have a contract, please contact either the shop steward or the union office. In March, the Union met with Kevin Rossi, Human Resources Director to address two grievances, which were resolved.

(continued on page 4)

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, join or assist any union to bargain collectively through representatives of their choice To act together for other mutual aid or protection To choose not to engage in any of these 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 or 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 employment, whichever is late, 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 effect 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 and 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 of 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 the Beck rights.

(continued on page 5)

(continued from page 2)



SPIN Chapter Report

AFSCME Local 1739 would like to send congratulations to union members for completing the AFSCME Strong Stewards Training: Chief Steward Lisa Anderson; Maria Alvelo-Nunez (SPIN Lehigh); Edith Watson; Tamara Tully; Tania Holloway; Natasha Wallace; Quiana Robinson; Marie Seldon (JEVS).

This training is the new model Stewards training from AFSCME International. The training is designed to engage our members on a regular basis, as well as get new information to our members. We would like to send special thanks to DC 47 Vice President Ethelind Baylor and DC 47 Chief Organizer Candido Silva Jr., for their support and assistance to Robert Wallington as co-trainers for the AFSCME Strong Stewards Training.

The Union has a new schedule for our meetings with members at SPIN’s Com-Fit 10980 Norcom Road and other SPIN locations. The scheduled dates are as follows;

Monday June 3, 2019 from 9a-1p at Com-Fit; Friday. 6/21/2019 from 10a-2p at Com-Fit; Mon. 7/1/2019 from 9a-1p at SPIN Lehigh; Friday 7/19/2019 from 10a-2p at Com-Fit; Mon. 8/5/2019 from 9a-1p at Com-fit; Friday 8/16/2019 from 10a-2p at Com-Fit; Friday

9/20/2019 10a-2p at Com-Fit; Monday 10/7/2019 from 9a-1p at Com-Fit; Friday 10/18/2019 from 10a-2p at Frankford Child Services; Monday 11/4/2019 from 9a-1p at Com-Fit; Friday 11/15/2019 at Com-Fit from 10a-2p; Monday 12/2/2019 from 9a-1p at Com-Fit; Friday 12/20/2019 from 10a-2p at Com-Fit. This is a full year schedule of meetings to allow CBU employees to have full access to the union with more visibility throughout SPIN.

Robert Wallington is the Union Representative for SPIN Inc. He can be reached at rwallington@dc47.org. His office number is 215-893-3742.

Union Stewards for SPIN are: Chief Steward Lisa Anderson, LAnderson@spininc.org 215-880-1479;

April Pettis-Murray APettis@spininc.org 267-975-4815;

Edith Watson ewatson@spininc.org 215-294-7178;

Natasha Wallace NWallace@spininc.org 267-496-9097;

Shante Jenkins SJenkins@spininc.org 267-596-4532;

Steven Cange SCange@spininc.org 215-433-5157;

Nicholas Smith NSmith@spininc.org 267-971-8325;

Tamara Tully TTully@spininc.org 484-431-2688;

Shante Williams SWilliamsS@spininc.org;

For SPIN Lehigh, you have Randy Williams RWilliams@spininc.org 610-349-9123; and Maria Alvelo-Nunez malvelo@spininc.org 484-347-7881.

TURN

TURN continues to struggle to meet their financial obligations. Turn has entered into discussions with different agencies about entering into a partnership where they would assist TURN with their fiscal services. The discussions are ongoing. The union will be advocating for the current collective bargaining agreement to remain in place.

Important Date leading up to May 21st Primary Election

Last day for County Board of Elections to receive voter civilian absentee ballots . . . May 17

Municipal Primary May 21

(Notice continued from page 3)

Additionally, members who resign after June must object, if at all, within the thirty (30) 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 the thirty (30) day window.

3. Objections must be sent to the Union Treasurer, James Baylor at 1606 Walnut Street, Philadelphia, PA 19103. Objections not sent to the above address are void.

4. Objections must contain, at least, 1) the objectors name; 2) the objectors address; 3) the name of the 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 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.

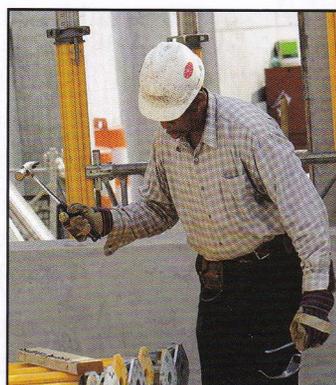
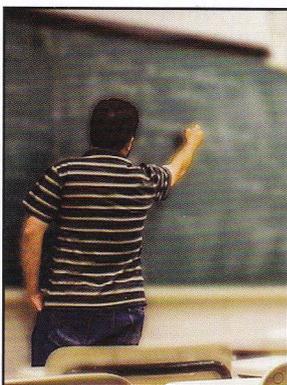
7. Anyone filing an objection that disputes the detailed explanation and calculations. Be advised, a challenge is not necessary to reduce your fees. Any challenges to the report/and or calculations must be specific and made in writing, to be valid, challenges must be received by the Union only within 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 mailing list as of the date of printing shall be the official receipt of the mailing of this notice..

Jobs and the Economy



There are nearly 5.6 million open online jobs in the U.S., down just 0.4 percent from one year ago (April 2018), while pay is up 1.4 percent year-over-year, with the average U.S. full-time worker now earning a median base pay of \$52,807. In terms of job growth,

April's 5.6 million job openings figure is down from an all-time high of 5.8 million open online jobs from October 2018 and represents the continuation of steady, but slow, job growth thus far in 2019.

While 2018 was a strong year for the economy, with companies benefiting from tax breaks that propelled hiring forward, some industries are seeing job growth and hiring continue, while for other industries the trend has fizzled. Consumer electronics (11,083 job openings, up 60.2 percent year-over-year) and insurance (82,914 job openings, up 29.9 percent) are among the industries with some of the fastest annual growth in open jobs. Conversely, the technology industry saw the slowest growth, down 28.5 percent year-over-year to 69,129 U.S. job openings this month, likely in part a result of the onslaught of data privacy issues and other controversies that plagued the tech industry in late 2018.

Local 1739
1606 Walnut Street
Philadelphia, Pa 19103

© GORDON 43-N

Coalition Fighting Hair Discrimination in the Workplace



The CROWN Coalition, a national alliance comprised of the National Urban League, Western Center on Law & Poverty, Color Of Change, and Dove, announce their support for SB 188, the Creating a Respect-

ful and Open Workplace for Natural hair (CROWN) Act. The legislation would help ensure protection against discrimination in the workplace based on hair-

styles, by prohibiting employers from enforcing purportedly "race neutral" grooming policies that disproportionately impact persons of color. To date, there is no legal precedent in state or federal court to protect individuals against hair discrimination.

The Senate Judiciary Committee began consideration of Senate Bill 188, introduced by California Senator Holly Mitchell, in March.

"While anti-discrimination laws presently protect the choice to wear an afro, afros are not the only natural presentation of Black hair," Senator Mitchell said.

"My bill will help ensure protection against discrimination based on hairstyles by specifying in government code that the protected class of race also includes traits historically associated with race identification, such as hair texture and hairstyles."

The CROWN Coalition is dedicated to the advancement of anti-discrimination legislation across the United States.