

Good Health Is Key To Success



By Frederick Wright

President's Message

As 2015 comes to an end, we find ourselves continuing to financially climb out of the Great Recession of 2008. With most of our labor contracts in place with modest cost of living increases, rising health-care costs continue to be a drain on everyone (employer & employees). Our only mechanism of coping with the ever rising cost of healthcare is a Wellness Program that promotes good health and a healthy lifestyle.

Let's resolve to stay on top of our health! During this holiday season, please keep in mind some useful tips:

- Get an annual physical exam
- Do not over indulge; eat and drink in moderation
- Exercise when possible
- Eliminate undue stress

- Stay focused on your vital information (blood pressure, weight, cholesterol level, etc.)

Our health is of the utmost importance. Good health gives us the opportunity to live our lives to our fullest potential without restrictions or unnecessary hardships. The healthy choices we make now will impact our future well-being and standard of living.

As you are aware, in each and every contract negotiation, medical benefit costs are in the forefront and impact our wage increases. Maintaining a healthy workforce will hopefully keep medical costs from escalating beyond the cost of inflation. We must take responsibility for our health and become advocates for ourselves when we seek medical professionals to ensure that we are receiving the proper care at optimal cost.

We all work extremely hard for ourselves, our families, and to maintain a middle-class standard of living. Without our good health, everything that we work for is in vain.

Stay strong, involved, be healthy, and enjoy the Holiday Season!



AFSCME Local 1739

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

President- Fred Wright
Vice President-Marie Seldon
Treasurer-James Baylor
Corresponding Secretary-Ricky Taylor
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

Chapter Reports

Jewish Community Centers

Jewish Community Center-Kaiserman

JCC's Kaiserman Executive Director, Beth Segal, has resigned. Her last day will be sometime in December, 2015. Kaiserman has been experiencing some financial difficulties, an issue that the new president of their board (to be named at a later date), will be looking

to improve.

Kleinlife (formerly known as Jewish Community Center-Klein), held their 40th Anniversary celebration on November 8. The event raised \$450,000 for the ad campaign, and \$1.7 million for the capital campaign. It has been reported that Kleinlife has been operating five years in the black.

JEVS Human Services

ACT drug and alcohol programs have been experiencing an extremely high turnover rate, in both management and union staff for the past year. According to the shop steward, within the past 12 months, approximately 30 employees have resigned from the ACT program. The union has been and will continue to be in discussion with management to develop ways to reduce the high turnover at the ACT programs. As of November 30, 2015, JEVS will no longer occupy the Hassel House, located at 3005 Schoolhouse Lane. After more than 20 years of service to individuals with serious mental health disabilities, JEVS has sold the property and the occupants have made a smooth transition to other homes. Conversely, for several union employees who worked at Hassel House, transition has not been smooth. Several of the employees have communicated that although they continue to receive a paycheck, they have not been placed at a specific location. The Union will continue to work with management towards getting those employees placed.

Jewish Family & Children's Service

The Union and management reached a tentative agreement on October 7 with JFCS. The contract was ratified on October 28. Fred Wright, president of Local 1739, and the Union negotiating team secured a three year contract with a 8% salary increase (with retroactive payment to September 1, 2015, of 3%), as well as a comfortable healthcare package.

American Friends Service Committee

The Union met with management at AFSC to discuss the purpose of the assessment of several departments. At that time management indicated that they are conducting assessments for the purpose of quality assurance, and possibly better match employees in these departments and in other areas of the agency, if necessary. Management also assured the Union that the assessment is not being conducted for the purpose of lay-offs.

**Volunteers Needed to Represent
Brothers & Sisters at
Absentee Review Board Hearings
(SPIN ARB)
Call 215-893-3709**

Chapter Reports

Special People in the Northeast (SPIN)

The pay increase scheduled for January, 2016 is on hold due to the inability of the state to pass a budget. A date for talks to begin between Local 1739 union representatives and SPIN about the pay issue is expected very soon.

Tenant Union Representative Network (TURN)

We will begin talking to representatives of TURN concerning contract and pay issues once we hear back from Executive Director Phil Lord.



Local 1739 Executive Board Members met recently at DC 47 headquarters in center city. (left to right front row) James Baylor, Treasurer, Marie Selden, VP, Fred Wright, President, Teneika Nesmith, Recording Secretary, Ricky Taylor, Corresponding Secretary, Phil Johnson, Rita Starling-Taylor, Robert Wallington, Zakiyyah Sned, Marie Askew (retired), Tysha El, Thomas Steele

Kenney Announces Deputy Mayor For Labor

Richard Lazer will serve as Deputy Mayor for Labor. This position reports to the Mayor, and works closely with the Mayor's team on legislation and matters that greatly impact or involve labor, with a focus on creating an open dialogue with our city workforce and their leadership, so proper services are provided to the citizens of Philadelphia. This office also oversees the Office of Labor Relations & the Office of Labor Standards. Lazer previously served for ten years in the Mayor-elect's Council Office as a Community Liaison. As part of his duties, Lazer interacted with various city

departments, state, and federal agencies, and also represented the Mayor-elect on numerous boards and organizations, including Philadelphia Mural Arts, Interstate Land Management Corporation, East Passyunk Avenue Business Improvement District, Victim Witness Services of South Philadelphia, Friends of the Free Library, and Babe Heffron Memorial Fund.

A graduate of LaSalle University, Lazer also worked on three re-election campaigns, for then Councilman Jim Kenney. He also worked on other state and municipal campaigns. He currently serves as a board member of Whitman Council Civic Association and the Burke Playground Community Fund.

To: International Vice Presidents
 Council Presidents/Directors
 Local Union Presidents and Secretary-Treasurers
 From: Laura Reyes, International Secretary-Treasurer
 Re: Minimum Dues Increase for 2016

Article IX, Section 6 of the International Constitution provides for an annual adjustment of the minimum dues and Per Capita Tax (PCT) rates. This letter deals specifically with the annual adjustment of minimum dues rates for 2016. You should carefully read the instructions below for determining your correct minimum dues rate, which has changed. At the 2014 International Convention, Article IX, Section 6 of the International Constitution was amended to provide an additional requirement for local unions and councils in calculating their minimum dues rate.

Article IX, Section 7 of the International Constitution explains how the yearly adjustment of the minimum dues rate is determined.

Information on wage increases was collected from 86.418% of AFSCME's membership. The average wage increase received by AFSCME members over the 12-month period ending July 31, 2015 was 2.247%.

Article IX, Section 7 also requires that this calculation be audited and certified by an independent certified public accountant who is not otherwise connected with AFSCME. The audit has been completed and confirms the above percentages. Upon request, a copy of the certification will be provided to any affiliate.

Full-Time Employee Minimum Dues

Applying the latest percentage (2.247%) to the current minimum dues results in a required (unrounded) dues increase of \$.7606095 per month. This unrounded

increase is then allocated and rounded to the nearest five cents, resulting in an increase of \$.80.

What effect does this increase in minimum dues have on your local's dues rate?

- If your local's dues rate is \$33.85 or less as of December 31, 2015 your dues must be raised to \$36.45 effective January 1, 2016, as allocated above, or the rate resulting from multiplying your current dues rate by 2.247% if this results in an amount that is greater than \$.80 (the "multiplied rate").

- If your local is affiliated with a council and your dues rate as of December 31, 2015 your dues must be raised to \$34.65 effective January 1, 2016, then your dues must be raised by \$.80 effective January 1, 2016, as allocated above, or the rate resulting from multiplying your current dues rate by 2.247% if this results in an amount that is greater than \$.80.

- If your local's dues rate is greater than the minimum for locals affiliated with such council as of December 31, 2015, you must raise your dues by \$.80 on January 1, 2016 as allocated above, or your current dues rate multiplied by 2.247% if this results in an amount that is greater than \$.80, unless you request a credit/waiver using the attached form and receive approval of that request from the International Executive Board.

The local's constitution should be corrected to reflect your new dues rate. Any increase in a local's dues rate to reflect annual minimum dues increases do not require a vote by the local's membership. Employers will need to be notified of the new rates.

Beginning January 1, 2016 the flat rate shall be increased to \$33.70 per member per month for full time members.

	Full-time Increase	Full-time Effective
International PCT	\$.25	\$.25
Council PCT	.45	.45
Local Share	.10	.10
	.80	.80



Brothers and Sisters of Local 1739 attended the DC 47 Holiday Party at Temptations.



Tim Kearney (left) and Phil Johnson (right) reporting to brothers and sisters at recent Local 1739 meeting.

Know your "Weingarten Rights"

The U.S. Supreme Court has ruled that the National Labor Relations Act gives workers the right to request union representation during investigatory interviews by supervisors, security personnel and other managerial staff. These are called Weingarten Rights.

- An investigatory interview occurs if;
 1. Management questions you to obtain

information

2. You have reasonable apprehension that your answers could be used as a basis for discipline or other adverse action.

You must ask for union representation either before or during an investigatory interview. Management does not have the responsibility to remind you of this right.

If your request is refused and management continues asking questions, you may refuse to answer. Your employer is guilty of an unfair labor practice and charges may be filed.

Therefore, if you are called to a meeting with management, please remember the following statement.

"If this interview could in anyway 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 this meeting. Until my representative arrives, I choose not to participate in this discussion". This statement above could save your job!



Local 1739
1606 Walnut Street
Philadelphia, PA 19103

