

# HEADING INTO 2022

*By Frederick Wright*

As we close out 2021, your Union remains vigilant in monitoring our employers to ensure they are providing safe and healthy work spaces. The pandemic will stay in place so long as people refuse to get vaccinated, allowing the Corona virus to mutate and circulate among us.

As you are aware, the Union negotiated incentives with our employers for our members to be fully vaccinated. I am pleased to report that 90% of our union membership has received their COVID-19 vaccinations. I encourage everyone to check with their medical professionals and do not rely on misinformation being circulated on social media.

As we head into 2022, we still have work that must be done. We must always monitor and enforce our collective bargaining agreements.

We need to register and vote in the midterm elections, and we must elect a pro-labor Governor in Harrisburg. Too often we neglect to vote in mid-term elections that determine the majorities in the House of Representatives and U.S. Senate.



We have experienced how important it is to have pro-worker political leaders in office. We have witnessed the consequences of having an unqualified, uncaring person in the highest office in the land. Over 750,000 Americans lost their lives over lies, misinformation and a failure of leadership.

I'm pleased to announce that the Union has obtained a new benefit for our members. Effective December 1st, all members will receive \$4,000.00 worth of Accidental Death and Dismemberment insurance from American Income Life (AIL). American Income Life is a unionized insurance company. In the near future, someone from AIL will contact you to explain your benefits and explore other options to protect your family.

I encourage everyone to utilize our website [AFSCMELocal1739.org](http://AFSCMELocal1739.org) to stay informed.

In closing, I wish everyone a healthy, safe holiday season. Hopefully, 2022 will usher in a new year of prosperity and wellbeing.



**Frederick Wright, President**



## American Friends Service Committee (AFSC)

Most of our members are still working remotely from home. Employees choosing to come into the office must be vaccinated in accordance with the negotiated COVID-19 mandate policy. The Union Coordinating Committee will be meeting with management to discuss AFSC restructuring within several departments. This has been the third “Agency restructuring” which has occurred within the last three years. Whenever AFSC announces “restructuring”, it causes extreme anxiety among staff who are concerned about their positions within the AFSC.

The contract between AFSC and Local 1739 expires on September 30, 2022. In January the union will start preparing for our upcoming contract negotiations.

## JEVS Human Services (JEVS)

The membership ratified the negotiated COVID-19 mandated policy on October 18th. The policy requires all JEVS employees to be fully vaccinated by October 31st or be placed on the Agency's recall list. Over 414 bargaining unit employees have complied with the mandate and received a \$1,000.00 bonus.

The agreement also stipulates that all bargaining unit employees will receive \$500.00 once the Agency reaches a 70% vaccination threshold which was also achieved on October 31st. Employees with medical or religious reasons were exempt.

JEVS continues to struggle with staffing of Direct Support Professionals (DSPs) within the Community and Living and Home Support Division (CLHS). As a result, this causes DSP's to be held over their shifts and forced into overtime. The Union has been meeting with management trying to onboard new DSPs faster and retain our current DSPs

Orleans Technical College (OTC) has a new campus President, Rodney Brutton, and a new Executive Vice-President for JEVS Education Division Christine Gillespie. Mr. Brutton has been making his rounds to all of the classrooms and programs of OTC, acquainting himself with students and staff.

After over 45 years, JEVS has decided to retire the Achievement through Counseling and Treatment Division (ACT) as of June 30, 2022. JEVS will be searching for a new provider in the area to take over the two clinics located at Broad and Onley and at 4th & Montgomery.

JEVS will still be providing employment services for those clients seeking employment.

Finally, Jay Spector, President and CEO will be retiring from JEVS Human Services at the end of this fiscal year. JEVS Board of Directors has conducted a nationwide search and has selected Cynthia Figueroa as the new President and CEO of the agency.

## Kaiserman JCC

The Union reached a tentative agreement with JCC Kaiserman on October 13th, which was ratified by the union membership on October 18th. Our members will receive

- A seven and one-half (7.5%) percent increase over the next two years
- One additional holiday, Juneteenth
- Early dismissal on the day before Thanksgiving
- No change or increase to their medical coverage

All new Assistant Pre-School Instructors starting salary will be \$14.00 per hour, still extremely low for this position. The new CBA requires all employees to be vaccinated against COVID-19, and all current employees are in compliance. Please thank the JCC Kaiserman negotiators Maria Voight and Sandie Kassie.

JCC Kaiserman's longstanding gymnastics program has ceased effective November 30th as a result of safety issues and the agency's inability to recruit staff to assist with the program.

The parents of the teens in the gymnastics program have been meeting with JCC Kaiserman management expressing their frustration over the program shutdown.

The Union has filed several grievances on behalf of the members of JCC Kaiserman over violations of the collective bargaining agreement. One grievance will be proceeding to arbitration, the others have been resolved. JCC Kaiserman has hired a new Human Resource Manager who seems to be unfriendly to the union, which causes us some concern.

### Kleinlife

Most of the Union members of Kleinlife have adjusted to being back in the office and the majority of our members are fully vaccinated. Kleinlife is a public, community building and encourages visitors to wear masks while on-site, but does not mandate the wearing of masks. The program is down one social worker which increases the workload on the remaining social workers. The Union has been in discussions with management about the timing of filling that position. Our contract between Kleinlife and the Union expires on October 31, 2022.

### Jewish Family and Children's Service (JFCS)

On August 25th, the Union and JFCS reached a tentative agreement which was ratified by the membership on September 30th. In the new four-year contract, our members will receive

- Six and one-quarter (6.25%) percent wage increase over the next two years with a wage re-opener in March 2023
- Increases to their longevity within JFCS

- One additional holiday, Juneteenth
- Three hours off to vote in Presidential and Gubernatorial elections

Please thank the union negotiating team: Zakiyyah Snead, Eric Freda, Kimberly Coontz and Stephanie Moats.

### Special People in Northeast (SPIN)

SPIN was the first employer to contact the union in regard to negotiating a COVID-19 vaccination policy for all of their employees. The Union and SPIN reached a tentative agreement in August and the membership ratified the agreement on August 26th.

All bargaining unit employees who were fully vaccinated by September 30th received a ten (10%) percent increase to their base wages. In addition, SPIN is paying all fully vaccinated employees a \$2,000.00 bonus to be paid out in quarterly installments. Employees who had medical or religious reasons were exempt.

SPIN Board of Directors voted to give all SPIN Bargaining unit employees another \$500 bonus on November 21st to show their appreciation for their service and dedication through the current pandemic. As of November 21st, all Direct Care Professionals (DSP's) who work on the weekends will receive a 10% differential in their hourly wage.

This differential will be for hours worked starting at Friday, 4:00pm through Sunday 11:59pm. This differential shall remain in effect until the expiration of the contract.

AFSCME Local 1739/SPIN Joint Apprenticeship Joint Committee supported the FAST Foundation in hosting the 3rd annual National Apprenticeship week. National Apprenticeship week introduces young adults to alternative career pathways through various apprenticeship programs. We partnered with State Representative Joseph Hohenstein, City Councilwoman Katherine Gilmore Richardson and the Philadelphia School District on this worthwhile project for our young people.

### Tenant's Union Representative Network (TURN)

Most of our members are working back in the office with all employees fully vaccinated. TURN, under Nicole White, the new Executive Director received additional monies from the City of Philadelphia to operate the Housing Assistance Hotline program. TURN is also experiencing a staff shortage and is in need of more Housing Case Managers.

The contract between TURN and Local 1739 expires on June 30, 2022. In February we will start preparing for our upcoming contract negotiations.





# From the Treasurer: 2022 MINIMUM DUES INCREASE

## Brothers and Sisters:

In October a letter was sent to all the AFSCME International Vice Presidents, Council Presidents/Directors and Local Union Presidents and Secretary-Treasurers from Elissa McBride, International Secretary Treasurer.

The letter described the mandated minimum dues increase for 2022. Article IX, Section 6 of the International Constitution explains how the yearly adjustment of the minimum dues rate is determined.

Information on wage increases was collected from 88.02% of AFSCME's membership. The average wage increase received by AFSCME members over the 12-month period ending July 31, 2021 was 2.4612%.

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. Upon request, a copy of the certification will be provided to any affiliate.

### Full-Time Employee Minimum Dues

Applying this latest percentage (2.4612%) to the current minimum dues results in a required (unrounded) dues increase of \$.9549456per month. This unrounded increase is then allocated and rounded to the nearest five cents, resulting in an increase of \$.95 Beginning January 1, 2022.

### Part-Time Employee Minimum Dues Rates

For members with regular work schedules of twenty or fewer hours but more than twelve hours per week, the increase is computed by multiplying each component of the unrounded full-time minimum dues rate increase by 75% and rounding to the nearest nickel, resulting in a minimum dues increase of \$.70. Beginning January 1, 2022.

**In solidarity,  
 James (Baylor), Treasurer  
 AFSCME Local 1739**



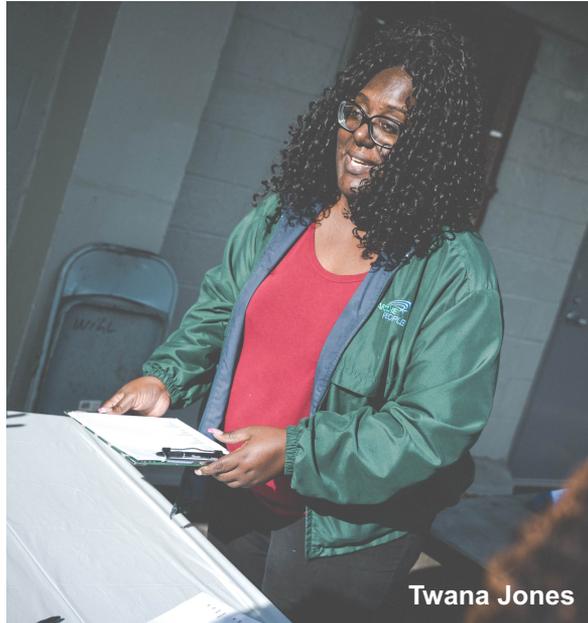
## WE HONOR **MARIE SELDON,** Union Strong for More than 20 Years

**M**arie Seldon was first hired at JEVS Human Services in March 1999 as a payroll clerk at Orleans Technical College. Marie then became a Resource Coordinator at JEVS Support for Independence Division. She was always active in the Union, first as a shop steward for her coworkers at Support for Independence and rose through the ranks to become Vice President of Local 1739.

Marie served on various union negotiation teams and coordinated the union's Get-Out-The-Vote efforts on election days. Marie officially retired from the union at the end of her term in November 2021 and we will truly miss her spirit and dedication to fairness and better working conditions for all of us.

We honor Marie for her many years of service.





# See The Need, Share The Warmth

Shout out to **Teneika Brown** and **Twana Jones**  
caring enough to organize coat drives  
that will keep our children warm this winter.





## Direct Support Worker Crisis

**T**he Arc, the nation's largest community-based advocacy organization for people with Intellectual and Developmental Disabilities is calling on Congress to develop policies that enable IDD persons to live their fullest lives and to provide adequate funding for home-based programs that make it possible:

“A well-trained, fairly compensated, and respected direct support professional (DSP) workforce is essential to providing the necessary supports and services to people with intellectual and developmental disabilities (I/DD) where they live and work.

Our direct support workforce is in crisis. With an average annual turnover rate of 45 percent, an average wage of \$10.72 an hour, and an average vacancy rate of 9 percent, the needs of people with disabilities, their families, and the workers themselves are not being met. “

There is an urgent need for more DSPs and Early Childhood educators in our field.



For more information check out a 2017 report by the President's Committee for People with Intellectual Disabilities on the growing national crisis among Direct Support Professionals. The Committee has been a national tradition established by President John F. Kennedy in 1961. While this report was submitted to President Trump, it contains a good description of the growing crisis among DSPs.

[https://www.nadsp.org/wp-content/uploads/2018/02/PCPID-2017\\_-Americas-Direct-Support-Workforce-Crisis-low-res.pdf](https://www.nadsp.org/wp-content/uploads/2018/02/PCPID-2017_-Americas-Direct-Support-Workforce-Crisis-low-res.pdf)

