

ONE PHILLY PROJECT WILL IMPACT MEMBERS

You may have heard rumors about a new system which the City is proposing called ONE Philly.

ONE Philly is an Oracle-based IT system which will affect the way timekeeping, payroll, leave time, and pension information is tracked and calculated.

Proposals may change the present work schedule from an 8 hour day to a 7.5 hour day, change the present method of calculating time from half hour (30 minute) increments to .10th of an hour (6 minute) increments, and impact a variety of sections in the existing contract.

To date, the new Local 2187 President and Staff have attended two meeting with the City about the possible impact of the City's proposal. We presented the City

with a series of questions in order to be able to discuss the full impact of the proposal on members.

The Local has asked stewards to provide information about any departmental lateness policies, work schedules which includes shift work and pilot work schedules, overtime provisions, and leave request policies. We are in the process of gathering this information. If any members have copies of policies in these areas, please forward them to us.

There are many areas of the present contract which may be impacted by this proposal. We are not currently able to provide members with a copy of the City's proposal because it is still a rough draft. We are hoping to have a complete proposal, which

covers all the areas impacted, once the City has fully responded to all of our questions.

We can tell you that overtime, schedules, how time is calculated, and how lateness is calculated are the major areas which are being addressed.

DC 47 Stonewalling information and discussion

Since before the new team was sworn in to Office, District Council 47 has been interfering in Local business, withholding needed information and denying the Local, its officers, executive board and staff the right to enforce its contracts.

It has reached a level of pettiness unheard of in prior DC 47 administrations.

PROJECT continued Page 4

AUDIT UNCOVERS MORE PAYMENTS TO JACQUELINE MARSHALL AND OTHERS

Charges filed

One week after the International Union lifted the Administratorship of Local 2187, in one of its first actions, the newly elected team of Officers and Executive Board Members engaged the services of the CPA firm of Ross & Company for the purpose of conducting a forensic audit of the Local's finances covering the period of March 2013 through December 2015.

The Ross & Company report shows that former President Jacqueline Marshall received an overpayment of salary in the

amount of \$31,786 for the period April 5, 2015 through November 30, 2015.

Despite the fact that Ms. Marshall was removed from office by the Judicial Panel on July 17, 2015, she continued to draw her full salary and benefits until November 30, 2015. During the time period, Ms. Marshall performed no services for Local 2187. During the period from the imposition of the Administratorship until its termination on December 15, 2015, Vanessa Fields was the deputy administrator.

According to the Report, including all improper payments made to or behalf of

Ms. Marshall, the total amount reached \$37,413.89.

The overpayment is in addition to the overpayment found by the Judicial Panel in the amount of \$33,994.13 for the period from March 23, 2013 through April 5, 2015 for a total overpayment amounting to \$71,408.02.

The audit report noted additional expenses by Local 2187 which were not authorized. It cited three payments made in connection with the District Coun-

AUDIT continued Page 5

A MESSAGE FROM THE PRESIDENT, BOB COYLE

A new beginning – Restoring services to and for members



It has been little more than 100 days since the new Officers and Executive Board of Local 2187 were installed following the end of the AFSCME International imposed Administratorship. I can report we are off to a good start. The new team has had a huge impact on restoring services to members. Indeed, the new team is transforming the Local itself.

State of the Union – 2015

Then, we were in crisis and at a crossroads. The Local's President and Secretary-Treasurer had been tossed out of their Offices by the AFSCME Judicial Panel having been found guilty of multiple violations of the Constitution. The Local President had sought and received tens of thousands of your union dues to which she was not entitled. To date, not one penny of those monies has been repaid. Not only that, the banished President continued to collect a full salary and benefits after being removed from Office by the International union. Our Treasury was being raided by the very people put in place to protect it.

Grievances and Arbitrations had been allowed to languish and worse, which the local offered to settle for pennies on the dollar. Stewards elections had been ignored as had formal training. There was little communication with members as the Local newsletter had been allowed to just die off.

District Council 47 was allowed a role in running the Local against all democratic tenets and past practice. That DC 47 role allowed them to make decisions that rightly belong to Local 2187 by virtue of the Collective Bargaining Agreement. Staff had been slashed. Service to members dropped off.

We were in tough shape and the future looked bleak.

No doubt about the fact that it will be a long road back, but today I can report that we are having an impact and that, every day, sees a stronger Local Union.

The State of the Union – April 2016

The introduction of our new newsletter, the Local 2187 REPORT, is one of the most visible signs of change for the better. Information is power. The more members know and understand, the better we will be in making life changing decisions.

Over these first 100 days, we have seen multiple grievance victories and Arbitration settlements providing members with tens of thousands of dollars.

Stewards have been democratically elected by the members. Training for new Stewards and alternates and refresher courses for past Stewards is well underway. As the front line of defense against management, providing training and support for Stewards is one of the most important jobs of any union. Due to the recent Steward elections, the Local now has 136 -- the highest numbers in recent history -- Stewards and alternates to serve and support our members.

We completed an audit of the Local's finances. See story on page 1.

My own schedule has had me meeting with Commissioners and Department heads to address issues long ignored by the previous administration and the deputy administrator.

And, we continue our outreach in the political and legislative communities. We have proposed some new people with the energy and insight to bolster our PEOPLE Committee.

We appointed new Delegates to the Philadelphia Area AFL-CIO and elected delegates to the Pennsylvania State AFL-CIO convention.

In future REPORTs, I hope to use my Message to delve deeper into one of the important issues that face us as local members but it seemed appropriate to recap the last month's highlights in this inaugural edition of the REPORT.

In the meantime, please attend our meetings and functions be they social or work related. Be active. Participate. Support one another. Remain positive and professional.

Thank you.
In Solidarity.



Robert Coyle, AFSCME Local 2187 President

\$800 Signing Bonus Arbitration Update

Local 2187 President Coyle reports

The status of the \$800 Signing Bonus arbitration is being handled exclusively and entirely by District Council 47 and its attorneys.

Here is the timeline of events:

November 18, 2014 – The District Council 47 Grievance Committee approved the class action grievance for arbitration.

November 19, 2014 – The notice of arbitration was filed.

October 25, 2015 – The original arbitration date was postponed at the City's request.

November 25, 2015 – The rescheduled date was postponed until December.

December 18, 2015 – The arbitration hearing was held with President Coyle excluded from all but the start of the hearing. Local 2187 has made a written request for a copy of the hearing transcript which has not yet been provided.

March 1, 2016 – The original date for attorneys to submit written briefs on the matter. The submission of briefs was twice delayed at the request by DC 47 and the City.

April 8, 2016 – The briefs get filed and Local 2187 receives a copy of them a few days later.

May 9, 2016 – The arbitrator has until then to issue a Decision.



President Coyle and the other elected Delegates to the PA AFL-CIO were in the room when Hillary Clinton addressed the Convention attendees. Later, Bernie Sanders made his own personal appeal for support.

ELECT continued

Committee informed the membership that there would be a full report delivered after 119 unsigned ballots would be included and counted adding to the total election ballot count. At a General Membership meeting on Dec. 10, 2015, the acting Administrator provided the final results of the election, which were overwhelmingly accepted

by Local 2187 membership, and the winners announced on November 30, 2015 were sworn into office.

On Dec. 15, 2015, the acting Administrator notified President Coyle that the Administratorship would be lifted effective Dec. 22, 2015. However, on Dec. 17, the 2187 Officers and Executive Board received a letter from AFSCME President Saunders, dated Dec. 15, 2015, stating that the Admin-

istratorship had been lifted immediately.

On December 21, 2015, the Local 2187 Election Committee heard several election protests. At a special General Membership meeting on Jan. 8, 2016, the Local 2187 Election Committee reported to the membership that all election protests were rejected. The overwhelming majority of the members accepted the Election Committee's Report.

THE Record

AFSCME Local Union 2187

1606 Walnut Street
Philadelphia, PA 19103

Phone: 215.893.3700

FAX: 215.985.2720

E-Mail: Local2187@DC47.org

Website: AFSCME2187.org

ELECTED OFFICERS

PRESIDENT

Robert Coyle
bcoyle@dc47.org

VICE-PRESIDENT

April Gigetts
agigetts2187@gmail.com

SECRETARY-TREASURER

Gilbert Glenn
gglen@dc47.org

RECORDING SECRETARY

David Mora
dmora@dc47.org

UNION AGENT

Mike Bonetti
mbonetti@dc47.org

STAFF

Steve Mora smora@dc47.org

Cathy Scott cscott@dc47.org

EXECUTIVE BOARD MEMBERS

Terrance Carter
tcarter2187@gmail.com

John Gossard
jgossard2187@gmail.com

Cherone Hall
Cheronehall2187@gmail.com

Yolande Hunte
yhunte2187@gmail.com

Cherie Molino-Bryant
cmolinobryant2187@gmail.com

Tammy Murphy
Tammymurphy2187@gmail.com

Tim Paschke
tpaschke2187@gmail.com

Tim Pelletier
tpelletier2187@gmail.com

Lawrence Watson
lwatson2187@gmail.com

TRUSTEES

Joseph Barr

Alzeta Boyer

Claudia Gordon

PROJECT from Page 1

They have posted incorrect and personal information and demanded prior approval over postings on what is supposed to be the Local 2187 page on the DC 47 website. It is why we are creating our own website that will work exclusively for members of 2187. They have denied access to information concerning discussed changes to the Pension Fund.

Since the end of the Administratorship, DC 47 has not shared information on possible changes to the Collective Bargaining Agreement including the One Philly.

Executive Board Members have been left off the DC 47 news list.

They fail to understand that Local 2187, while a participating member of DC 47, is a sovereign and independent union local with its own Constitution and By-Laws.

Local 2186 nominated members to be on the P.E.O.P.L.E. committee and they were accepted. Brother Coyle requested 2187 members be appointed. There was no discussion and no vote.

At Orientation meetings of new employees, DC 47 doesn't even allow Local 2187 to collect membership cards from employees 2187 represents.

Employee Assistance Program (EAP)

Available to all members

Members can make use of the Employee Assistance Program by calling the Health Advocate at 1-866-799-2728. Eight free of charge sessions are available a year, per issue.

Keeping a Watchful Eye for 2187 Members

Local 2187 Delegates monitor quarterly DC 47 Delegate Assembly



Right: DC 47 President Wright at podium



Clockwise from top left: Local 2187 Delegates Matt Burden, Dave Mora, Cherie Molino-Bryant, John Gossard, Joe Barr and Ammon Mikel



Left to right: Local 2187 Delegates Christina Thomas, Maisha Brown, Cathy Scott

Local 2187 Contacts

CONTACT	POSITION	E-MAIL	PHONE
OFFICERS			
Bob Coyle	2187 President	bcogle@dc47.org	215-370-5192
April Gigetts	2187 Vice President	agigetts2187@gmail.com	215-421-4849
Mike Bonetti	2187 Union Agent	mbonetti@dc47.org	215-833-0103
Gilbert Glenn	2187 Secretary-Treasurer	gglen@dc47.org	215-439-5633
Dave Mora	2187 Recording Secretary	dmora@dc47.org	267-230-6870
EXECUTIVE BOARD AT-LARGE			
Terrance Carter	E-Board	tcarter2187@gmail.com	267-581-3982
John Gossard	E-Board	jgossard2187@gmail.com	267-934-8110
Cherone Hall	E-Board	Cheronehall2187@gmail.com	267-581-3985
Yolande Hunte	E-Board	yhunte2187@gmail.com	267-581-4107
Cherie Molino-Bryant	E-Board	cmolinobryant2187@gmail.com	267-581-4050
Tammy Murphy	E-Board	Tammymurphy2187@gmail.com	267-581-4005
Tim Paschke	E-Board	tpaschke2187@gmail.com	215-806-2558
Tim Pelletier	E-Board	tpelletier2187@gmail.com	267-581-4025
Lawrence Watson	E-Board	lwatson2187@gmail.com	267-581-3997
STAFF			
Kahim Boles	Financial Consultant	kboles@dc47.org	215-327-5451
Stephen Mora	Staff	smora@dc47.org	267-455-9265
Cathy Scott	Staff Rep	cscott@dc47.org	215-500-1414



Service to members being restored

Local 2187 Union Steward elections

The Local 2187 Steward Election process has begun! In fact, by the time of this edition of the Local 2187 RECORD, elections will be completed. (The outcome of those elections will be posted on the new Local 2187 website, www.AFSCME2187.org soon.)

Stewards are the first line of defense against management encroachment on member's Contractual guarantees. They are the backbone of the union. Members with a problem should contact their Steward as soon as they can. Your Steward will be able to assist with information on procedures, filing of Grievances, and legal rights to representation at Hearings.

The former Local 2187 Administrator and Deputy Administrator did not conduct Constitutionally mandated Steward Elections in the Fall 2015. As a result, Steward Election nominations were scheduled by the new Local 2187 Executive Board and have been being held by mail.

Currently, 136 members serve as a Steward or alternate steward.

2016 Local 2187 Steward Monthly Business Meetings

2nd Tuesday of the month
at 6:00 PM

January	12
February.....	9
March.....	8
April.....	12
May	10
June	14
July	12
August.....	9
September	13
October.....	11
November.....	8
December	9

Steward Training Continues



Want to become a Steward and serve?

Steward training has been completely revamped. All Stewards and alternates who may have received training years ago have been encouraged to attend the updated training sessions. Sessions are held at the DC 47 building. Session are offered twice per month to make them accessible to all Stewards. Any member who wishes to become a Steward is asked to contact Local 2187 President, Bob Coyle.

Local 2187 Steward Training schedule

1st Monday & 3rd Wednesday of the month at 5:45 p.m.

March 7

The Bargaining Unit (Mandatory)

April 4 & April 20

The Role of the Steward (Mandatory)

May 2 & 18

Grievance 1 (Mandatory)

June 6 & 15

Grievance 2 (Mandatory)

July 18 & 20

Dealing With Members 1 (Mandatory)

August 1 & 17

Dealing With Members 2 (Elective)

AUDIT from Page 1

cil 47 holiday party totaling \$11,910.00. In the past, Local 2187 had never paid any of the costs for the holiday party. When these holiday party payments were made, Ms. Fields was the deputy administrator as well as vice president of District Council 47.

The Audit Report shows that Ms. Marshall has made no restitution payments whatsoever to Local 2187.

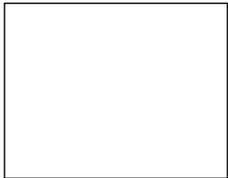
2014 Records missing

All of Local 2187's finance records for the year 2014 are missing from the files. The newly sworn-in Officers and staff found that the financial records were nowhere to be found.

Charges filed

On March 2, 2016, the Executive Board of Local 2187 unanimously filed numerous charges against Vanessa Fields, a member of Local 2187, vice-president of District Council 47 and former deputy administrator of Local 2187; Janie Shippen, a Local 2187 member who was bookkeeper at all times relevant to the charges; and Jacqueline Marshall, the former president of Local 2187. The charges were filed with AFSCME International's Judicial Panel.

The Panel has scheduled a Hearing on the Charges for May 5th, 10:00 AM, at the Sonesta Hotel, 1800 Market Street, Philadelphia.



Inside THE Record

PAGE

Contract Changes/
 OnePhilly Project 1

Departmental Officer &
 Staff Assignments 6

Officer & Staff Contact Info 4

Audit Reveals
 Missing Finance Records 1

Steward Elections & Training 5

A New Beginning – The Goal: Restore the Union & Services – Page 2

Election Wrap Up

2015 Local 2187 Election Recap

In July of 2015, the former President of AFSCME Local 2187 and the Secretary-Treasurer were removed from office by AFSCME International. They appealed this decision, and it was unanimously upheld by the AFSCME International Judicial Panel. The 2187 Executive Board was prepared to fill these vacancies in July 2015, until the next scheduled elections, in October 2015.

However, District Council President Fred Wright, requested that Local 2187 be placed into Administratorship by AFSCME International. As a result of President Wright's request, the Local 2187 Executive Board was dissolved and the Local was placed into Emergency Administratorship in July 2015.

In September 2015, after several days of testimony challenging President Wright's request for Administratorship, AFSCME International decided to approve new elections for leadership of Local 2187.

The voting occurred in November and the votes were counted on November 30, 2015 and December 4, 2015 with the following results:

Local 2187 Officers:

- President:** Robert Coyle (OSH)
- Vice President:** April Gigetts (L&I),
- Secretary Treasurer:** Gilbert Glenn (PDPH)
- Recording Secretary:** David Mora (PWD),
- Union Agent:** Mike Bonetti (DHS)



Former AFSCME International Local 2187 Administrator Spears administers the oath of Office to the in-coming Officers, Executive Board members and Trustees.

Executive Board Members:

- Terrance Carter (PDPH),
- John Gossard (DBH)
- Cherone Hall (Prisons)
- Yolande Hunte (PDPH)
- Cherie Molino-Bryant (PDPH)
- Tammy Murphy (Prisons)
- Tim Paschke (FLP),
- Timothy Pelletier (PPD)
- Lawrence Watson, Jr. (DHS)

Trustees:

- Joseph Barr (Law)
- Alzeta Boyer (Streets)
- Claudia Gordan (Streets)

At a General Membership meeting on Dec. 1, 2015, the Local 2187 Election Committee gave a partial Election Report, which was unanimously accepted by 2187 membership. In the report, the