

# AFSCME Local 2186 & Local 2187

November 13, 2017

TO: All City of Philadelphia Local 2186 and 2187 Members  
FROM: Pam Robinson, Local 2186 President & Bob Coyle, Local 2187 President  
RE: Update on Contract Negotiations

---

The Local 2186/2187 negotiating team has received calls and correspondence from members regarding the misinformation and inaccurate spots on social media regarding contract negotiations. This letter is sent to provide you with the best information available to us and to honor our pledge to keep members informed. It is our hope that by providing factual information that we will strengthen our solidarity and resolve.

The previous contract extension expired on October 31, 2017 and the City recently agreed to another extension to November 30, 2017. The City has clearly indicated that any agreement must include significant pension changes, and they want us to accept the same changes agreed to last year by District Council 33. As of June 2016, 72% of District Council 33 represented employees would not see an increase in their pension contribution under the new contract provisions ratified by its membership.

For those not familiar with that pension plan, the City's main emphasis has been on increased pension contributions from members by implementing a tiered pension plan, based on your regular salary that does not include OT.

The City's proposal to us is the same contract language ratified by District Council 33. The City wants to achieve two (2) purposes, the first is for current members.

## City Tier Plan

## Number of Members Impacted

	<u>Local 2186</u>	<u>Local 2187</u>
\$45,000 & Below: No Change, 0%	9	506
\$45,001-\$55,000: +0.50%	140	506
\$55,001-\$75,000: +1.50%	587	1474
\$75,001-\$100,000: +2.75	<u>264</u>	<u>107</u>
<b>Total Number of Members Impacted</b>	<b>1000</b>	<b>2672</b>

In addition, the City wants to put new employees in a stacked hybrid plan that has a cap of \$50,000 of salary on Y Plan contributions and everything over \$50,000 is optional to be

placed in a defined contribution plan. Based on our surveys and discussions with many members, you have told us these proposals by the City are unacceptable.

District Council 47's President Fred Wright is the chief negotiator and he decided that the pension subcommittee be limited to five (5) people.

Locals 2186 and 2187 suggested the pension subcommittee consist of the following Local representatives:

- |    |               |      |
|----|---------------|------|
| 1) | Bob Coyle     | 2187 |
| 2) | April Gigetts | 2187 |
| 3) | Cathy Scott   | 2187 |
| 4) | Pam Robinson  | 2186 |
| 5) | Dennis Gibson | 2186 |

President Wright then unilaterally appointed himself and the following additional people to the pension subcommittee:

- 1) Carol Stukes, Chairperson, Retiree
- 2) Ethelind Baylor, District Council Vice President
- 3) Jim McGee, Former President Local 810
- 4) Dominic Venezia, President Retiree Chapter
- 5) Tom Cronin, Vice President Retiree Chapter

As a result, Local 2186/2187 members do not even make up the majority of the pension subcommittee for the 2186/2187 contract. Since the June 2<sup>nd</sup> meeting to exchange contract proposals, there have only been two (2) meetings with the City to discuss pension contract proposals. The first meeting was more than ten (10) weeks ago, August 31<sup>st</sup>, and the second meeting was on November 9<sup>th</sup>. However, DC 47 President Wright and former Local 810 President Jim McGee met with the City on September 19<sup>th</sup> to discuss pension proposals for Local 810. They failed to inform the pension subcommittee about this meeting. We learned of this meeting through a posting on social media. However, several follow up meetings have been scheduled in our attempt to resolve the pension issue as well as our other proposals.

It has not been the practice to provide specific proposals and counter proposal details but we can assure you that your Locals are fighting hard to maintain all of your benefits including pension.