

## **AFSCME DC47 Local 2186 & 2187**

### **Contract Proposals 2025-2029**

AFSCME District Council 47 and its Locals 2186 and 2187 reserve the right to add to, delete from, or otherwise modify these proposals during this bargaining process. The proposals are made without prejudice to the Union's position in any grievance, grievance arbitration, unfair labor practice, court case, or appeals thereof and, in some cases, are a declaration of existing rights.

### 1. Term

- a. 4 years – July 1, 2025, to June 30, 2029

### 2. Wages

- a. DC47 Pay Scale whereas all job titles in DC47 will not start lower than 50,000 dollars per year.
- b. Effective July 1<sup>st</sup>, 2025, there shall be an eight (8.0%) percent increase in each step of each pay range of the District Council 47 Pay plan.
- c. Effective July 1<sup>st</sup>, 2026, there shall be an eight (8.0%) percent increase in each step of each pay range of the District Council 47 pay plan.
- d. Effective July 1<sup>st</sup>, 2027, there shall be an eight (8.0%) percent increase in each step of each pay range of the District Council 47 pay plan.
- e. Effective July 1<sup>st</sup>, 2028, there shall be a eight (8.0%) percent increase in each step of each pay range of the District Council 47 pay plan.
- f. Steps 6 through 7 to DC47 pay plans with appropriate salary increases.
- g. COLA: Effective Dec 1. 2025, there shall be a percentage increase in cost of living to address inflation by Dept of Labor statistics on December 1st of each year of the contract.
- h. Each job classification represented by Local 2187 will be placed on the N pay plan effective July 1, 2025

### 3. Longevity

- a. (Parity with the Police) Establish percentage-based longevity pay rates for DC47 members.
- b. Percentage based on longevity payments shall be based off a member's yearly base salary.
- c. See the table below for percentage-based longevity pay schedule.

Years of Service	Percentage Based Longevity
3 to 4 Years	3.3%
After 5 years	3.8%
After 10 years	4.5%
After 15 years	5.2%
After 20 years	5.7%
After 25 years	6.3%

After 30 years	6.8%
----------------	------

#### **4. Life Insurance**

- a. Effective July 1, 2025, the City will provide basic life insurance for full-time employees in the amount of \$50,000. Increase the optional purchase by employee beyond \$50,000 to twice the employee's annual base salary. The City shall provide, at no cost to a retiree, a \$12,000 life insurance benefit.

#### **5. Shift Differential: (Parity with DC33)**

- a. Shift Differential pay shall be increased to the following: 5% (second shift)  
7.5% (third shift)

#### **6. Overtime & Compensatory Time (Article 19FG)**

- a. The overtime rate for all DC47 represented employees will be based on their pay range and step level.
- b. For DC47 members there shall be no restrictions based on pay range and step level to elect for cash overtime.
- c. Compensatory time for the accrual cap shall be raised to 160 hours (20 days).
- d. Sick time will be included for the calculation of time worked for overtime for Overtime worked on the 6th and 7th working day.
- e. Any DC47 represented employee who leaves City service for any reason shall, upon separation, be paid for unused compensatory time earned at a rate of compensation not less than: The average regular rate received by such an employee during the last three (3) years of the employee's employment, or the final regular rate received by such employee, whichever is higher.

#### **7. Redesigning Government Initiative (RGI)**

- a. RGI will continue for the life of this agreement.
- b. The city and union shall identify participants that should be trained in RGI. There should be 9 participants from each party.
- c. The city agrees that RGI Training will be held annually.

#### **8. Sick Leave Transfer**

- a. An employee shall be allowed to donate any form of leave to the catastrophic sick leave bank.
- b. Any employee, at their own discretion, can donate any form of leave to any employee of their choice anytime per year.

#### **9. Family Sick Leave**

- a. (CSR 22.02 leaves of absence without pay, expand 22.023) Employees may be granted leave for 1 year without pay to care for a dependent family member.

#### **10. Annual Leave Days**

- a. Unused AL days can be converted to any other leave time (Sick/Vacation/Comp) at the end of each fiscal year.
- b. AL days can be used in any increment similarly as vacation, comp and sick.
- c. Annual Leave (AL) days shall be increased from five (5) to seven (7) days per year.

#### **11. Bereavement Leave**

- a. Bereavement Leave may be granted intermittently within 30 days of the loss.
- b. Increase Bereavement Leave for immediate family from four (4) to five (5) days.

#### **12. Residency (CSR 30.09, 30.10 and 30.11 Parity with Police, Fire and Sheriff)**

- a. The city agrees that DC47 Bargaining Unit members are eligible to reside outside of the City of Philadelphia limits but within the Commonwealth of Pennsylvania after five (5) years of service.

#### **13. Grievance Procedures**

- a. Should the City of Philadelphia Department fail to respond to Step III and IV grievance, grievance shall be granted in favor of the Union.

#### **14. Bilingual/Bicultural**

- a. Employees who perform duties in more than one language will be paid two grades higher while performing those duties.

#### **15. Credential Based Pay**

- a. The only requirement for Credential Based Pay yearly benefits, in addition to the credential, will be a satisfactory performance evaluation report. If there is no evaluation report, it will be presumed to be sufficient to receive credential-based pay.
- b. The City will expand credential-based bonuses to \$1,500 for all advanced degrees above the minimum education listed in the job spec held (1) one year after the employee has graduated.

#### **16. Performance Reports**

- a. The annual performance rating system for all Union represented employees shall be Satisfactory or Unsatisfactory only.

#### **17. Training and Certification**

- a. In accordance with MOA 2017 paragraph 9 a joint training committee shall be reestablished to include the Union and OHR.

- b. The City will provide Tuition Reimbursement for any DC47 member who is furthering their education for promotional opportunities within the City of Philadelphia.

## **18. Discipline**

- a. The City and the Union will negotiate a uniform disciplinary policy that all DC47 members will be subject to.
- b. If a member is arrested on F-1 or less, they will be transferred to another city department if there isn't any prohibitive offense which would prevent their transfer until their legal matter is resolved.
- c. Expand MOA 16D Expungement of Reprimands to include suspensions.

## **19. Essential Employees**

- a. DC 47 represented employees who are considered essential shall be identified and paid two (2) grades higher while on emergency duty. The higher pay will begin when the employee is first notified of the need to report to work because of an emergency and shall end when the employee returns to their residence.
- b. MOA 2017 #20 expansion of contract language: If administrative offices are closed by the city employees who work shall receive, in addition to their regular pay, compensatory time on an hour-for-hour basis for each hour they are required to work during their normally scheduled shift. On the condition that the City agrees to this language, the Union will withdraw its demand for arbitration. This proposal is made without prejudice to the Union's position in arbitration.
- c. Should administrative offices operate on a delayed opening by the city employees who work shall receive, in addition to their regular pay, compensatory time on an hour-for-hour basis for each hour they are required to work during their normally scheduled shift.

## **20. Alternative Work Schedule**

- a. The Union retains the right to amend its demands regarding Alternative Work Schedules after the decision of the pending arbitration.

## **21. FMLA**

- a. In the event of an employee's absence, the employer shall not deduct from the employee's FMLA leave time without first determining that the absence is FMLA-qualifying as per the FMLA and its applicable regulations. Employees shall be permitted to use applicable paid leave time for an FMLA-qualifying event before their FMLA leave balance is reduced.

## **22. Vacation**

- a. Full-time DC47 represented employees may elect to convert vacation, sick, or comp to cash payment at the 1 for 1 rate, in lieu of time off in the amount of 15 days per year, no minimum days required to be held by the employee.
- b. Increase maximum vacation accrual to 80 days per year
- c. In December of every calendar year an employee who has accrued more than the contractual limit of vacation and requests vacation time and that request is denied, shall be entitled to receive compensation for the days that were denied.
- d. Permanent full-time employees shall become eligible for annual vacation leave according to the following schedule:
  - 5 full years or less at a rate of (12) vacation days per calendar year of service.
  - After 5 full years of continuous service at a rate of (17) vacation days per calendar year of service.
  - After 10 full years of continuous service at a rate of (22) vacation days per calendar year of service.
  - After 16 full years of continuous service at a rate of (23) vacation days per calendar year of service.
  - After 17 full years of continuous service at a rate of (24) vacation days per calendar year of service.
  - After 18 full years of continuous service at a rate of (25) vacation days per calendar year of service.
  - After 19 full years of continuous service at a rate of (26) vacation days per calendar year of service.
  - After 20 full years of continuous service at a rate of (27) vacation days per calendar year of service.

### **23. Vacancies**

- a. Vacancies in any budgeted position are to be filled within thirty (30) days.
- b. On a monthly basis the city must provide the Union with a list of all vacancies within the Bargaining Unit.
- c. Announcements of exempt jobs offered for employment will be made known to the Local Union Presidents in writing from OHR no later than 5 business days from the posting.

## **24. Health and Welfare**

- a. The City of Philadelphia shall pay one hundred percent (100%) of the cost of health care benefits.
- b. Increase the 5-year post-retirement medical coverage to 10 years for employees that have 20 years of service. For those with less than 20 years of service, they will have 7 years of medical coverage.
- c. The city will contribute to reimbursement of Medicare part B for 5-year retirees.

## **25. Health & Safety**

- a. The Union will be included in any City negotiations, discussions or plans to address Public Health Emergencies and or Mass Casualty Events. This is to include Pandemics situations like but not limited to COVID.
- b. The City agrees that all complaints of discrimination or Workplace bullying, or violence determinations will be sent to the Local Presidents as well as the DC47 Workplace Violence Prevention Coordinator within 5 business days of the allegation.
- c. The City will provide DC47 members with clean and sanitary bathroom facilities at all locations.

## **26. Traumatic Event Leave**

- a. Bargaining unit members who, during their scheduled workday in the course and scope of their employment, become personally involved in or personally observe a traumatic event as defined in this section, will receive five working days of Traumatic Event Leave. The Department may, at its discretion, extend the bargaining unit member's leave beyond five working days. The bargaining unit member will be in paid status during the pendency of this leave, and any leave granted pursuant to this section will not be charged against any other paid or unpaid leave accrued by the bargaining unit member.

For purposes of this section, a "traumatic event" is defined as: witnessing or being the victim of a shooting, stabbing, or physical or sexual assault; an incident in which the employee reasonably believed that the conduct of a person or persons put the employee at imminent risk of suffering bodily injury; sudden and catastrophic building damage displacing the bargaining unit member from their work location for at least the balance of the day; life-threatening fire that necessitates evacuation and results in displacement of the bargaining unit member from their work location for at least the balance of the day; death of a city employee within the bargaining unit member's immediate work group; death of a client.

## **27. Out-of-Class**

- a. When an employee is working out of class, after the 60-day mark, the city may not work that individual employee again during the period that the vacancy remains for that job title.
- b. All Out of Class assignments and temporary/emergency promotions will be sent to the Union monthly.
- c. After 30 days the city must certify the vacant position for interviews.
- d. Any out of class hours will be treated the same as temporary/emergency promotions for the purposes of credited time. Those out of class, temporary, and emergency assignment hours will be counted towards time served in the position for the purposes of step seniority when promotions occur.
- e. The side letter concerning Out of Class in the Free Library is abolished and will comply with the out of class language in the contract.

## **28. Grant Funded Language**

- a. The current language around grant funded jobs will be expanded to all city departments.

## **29. Pension**

- a. Pension is vested after five (5) years of service.
- b. The existing cap for the stacked hybrid pension will be raised from \$65,000 per year to \$100,000 per year. Any further increases will be indexed to that cap based on the percentage raises that are issued each year.
- c. COLA for anyone who retired is tied to the Federal inflation number to be released on Oct 1 of every year.
- d. Make a dollar-to-dollar contribution match up to 3%.

## **30. Holiday**

- a. Add Election Day and Primary Day
- b. Add (3) Floating Holiday for religious purposes
- c. (Parity with FOP XI. Holiday Compensatory Time) Birthday as Holiday.

## **31. Committees**

- a. If there is an already existing DEI (diversity, equity, and inclusion) committee in a department the union reserves the right to appoint representatives to such a committee.
- b. The City shall create a committee, to evaluate all DC47 jobs lacking career ladders, made up of equal union and city representatives. The union reserves that right to appoint a representative(s) to that committee.
- c. A committee to be established 60 days after ratification to review all contracts, exempt, and grant funded positions to identify which job



titles based on job specifications should be a part of the Bargaining Unit.

### **31. Sick Leave**

- a. (Parity with non-represented employees) Civil Regulation 21.051 Advance use of sick leave shall apply to represented employees with the effective date of July 1, 2025.

### **32. Parental Leave**

- a. Increase to 12 weeks paid parental leave. Expand to include other family health emergencies or events, including adoption and foster placement Parental leave will not run concurrently with FMLA time.
- b. (Parity with non-reps) Civil Service regulation 22.1241 medical coverage for parents who return to work on a part-time basis following parental leave.

### **33. Police Disciplinary Code**

- a. Per the settlement agreement of the 2021 Unfair Labor Practice charge the Union and City shall negotiate a new disciplinary policy for DC47 members in the PPD.

### **34. Legal Services:**

- a. The city will increase its contributions to the Legal Services Fund per employee to 20 dollars per month per bargaining unit member.

### **Local 2186 Only:**

- a. Local 2186 shall be granted the same rights as Local 2187 with regards to arbitration.