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Inside: Highlights of our new, 3-year contract with the City of Philadelphia!



RISE UP!

Local 2186 and 2187 Members recently attended AFSCME's 43rd International Convention at the Boston Convention and Exhibition Center. To capture our determination in the face of unprecedented attacks on working people, this year's convention theme was "Rise Up!" We will Rise Up in the face of unprecedented threats to America's working families, to our right to organize, and to our right to bargain collectively for fair wages and better working conditions. America's Labor Movement is strong, and AFSCME is leading the way.



Proudly showing our support for our union in Boston were:
ABOVE: Pamela Robinson, President Local 2186, April Gigetts, Vice President, Local 2187.
RIGHT: David Mora, Secretary-Treasurer of Local 2187 and Michael Bonetti, Union Agent, Local 2187.

UNION LEADERSHIP RACKS UP BIG WINS FOR MEMBERS

Your Union—and its leadership—is tasked with protecting your rights at work, with ensuring you are fairly paid for the work you do, and with making sure you are treated fairly in disputes with management. Over the past several months, the Union has been working diligently to deliver big wins on each of those fronts. As a result, a dozen Members received ADA accommodations in their workplaces; the union and our Brothers and Sisters across the City of Philadelphia have recouped nearly \$100,000 that was being wrongly withheld; and Members whose jobs were being threatened were protected through the grievance process.

Local 2187 President Bob Coyle and Vice President April Gigetts have been active advocates for Union Members. In one case a Member at the Department of Licenses and Inspections (L&I) approached Vice President Gigetts because they believed they had been wrongly removed from overtime eligibility.

A grievance was filed and Local 2187 pursued the case to arbitration. **The result was a settlement awarding the Member \$42,500 in back pay that had been improperly denied.**

In another case at L&I, a Member who had been inappropriately demoted approached Vice President Gigetts, who again filed a grievance on behalf of the Member. **The Member had their position restored, was awarded \$9,186 in back pay and was deemed to have been working out-of-class.** As a result of the Union's representation, the Member was made whole.

Not all cases involve restoring Members' back pay. The Union has also intervened to prevent significant and inappropriate disciplinary actions undertaken by overzealous departments. In two cases at the Health Department, Local 2187 President Bob Coyle was able to assist Members facing lengthy suspensions. One Member had been placed on a 30-day suspension with intent to dismiss, and

another had been placed on 20-day suspension. In both cases, **President Coyle's advocacy resulted in charges being dismissed and the suspensions being rescinded.**

Finally, President Coyle has looked out for the Union itself. When he discovered the City of Philadelphia had not kept records on a number of part-time physicians at the Philadelphia Health Department, all of whom had been part of the bargaining unit and received the benefits of Union representation, he filed a class action grievance against the City. His diligence resulted in the Union receiving \$8,885.82—the equivalent of the agency fees the Union would have been owed if the physicians had been fair share payers. Today, 15 of those physicians are full dues-paying Members of Local 2187!

These are just a few examples of the hard work by Local 2187's leadership. A more extensive listing of recent wins appears inside this newsletter.

FLEX TIME AND ALTERNATIVE WORK SCHEDULES REMAIN A FOCUS FOR LOCAL 2187

Flex time and Alternative Work Schedules are becoming increasingly popular as our lives become more hectic and we become a more connected society. While many private sector workers have been able to take advantage of telecommuting and adaptable schedule for years, public sector employers have been slower to adapt.

As part of Local 2187's advocacy on behalf of its Members, our leadership has continued to explore opportunities to provide the City of Philadelphia's unionized workforce with the additional flexibility they need to balance

their work obligations with their family and personal responsibilities.

Inside this newsletter, you will find a summary of our new, three-year collective bargaining agreement, which includes a joint committee to study the feasibility and implementation of pilot programs to test Alternative Work Schedules, including a four-day work week, flex time, and telecommuting. These pilot programs will take place in three departments chosen jointly by the parties.

Some departments already offer Alternative Schedules. L&I offers workers flex time.

Certain Airport employees work a 4-day week during the summer. And as a result of recent Labor-Management meetings, three divisions at the Philadelphia Department of Public Health recently adopted flex time.

As we implement the new Collective Bargaining Agreement with the City and continue to engage in Labor-Management meetings across several departments, we will pursue opportunities to test and implement scheduling opportunities that meet our Members' needs while providing Philadelphia with an excellent municipal workforce.

A MESSAGE FROM THE PRESIDENT, BOB COYLE

Hard-fought Contract A Win for Union Members



"In another significant win, we were able to negotiate a \$4 million contribution by the City to the Health & Welfare Fund over the life of the contract. There has not been an increase in payroll deductions for your health benefits in over 4 years, and because of this contribution by the City, we anticipate that there will not be an increase for another 2 years."

State of the Union – 2018

After a year of very difficult negotiations, I am pleased that on June 27th, the general Membership overwhelmingly ratified the tentative agreement reached by the negotiating team. The complete agreement is on the local's website, www.afscme2187.org, but please allow me to summarize some of the major points in the contract.

By now, you should have received a check for \$800, which represents a \$500 bonus for a one-time change in the pension plan that doesn't go into effect until January 2019. The union also negotiated an additional \$300 lump sum payment in exchange for agreeing to withdraw Unfair Labor Practice (ULP) charges against the City for failure to provide information to the Union.

On July 1st, you received a salary increase of 2.5%, as well as a 3% increase effective July 1, 2017. By the end of July you will receive a back pay check for all hours worked, including OT from July 1, 2017 to June 30, 2018. You will then receive another 3% salary increase on July 1, 2019.

The City wanted significant changes to the pension plan and the negotiating team fought hard to successfully preserve the defined benefit pension plan you currently enjoy. This was a major issue in negotiations and the Union considers this a significant win! How many of your friends and family Members even have a defined benefit pension plan?

In another significant win, we were able to negotiate a \$4 million contribution by the City to the Health & Welfare Fund over the life of the contract. There has not been an increase in payroll deductions for your health benefits in over 4 years, and because of this contribution by the City, we anticipate that there will not be an increase for another 2 years.

The negotiating team was successful in establishing some benefits that we never had and increasing existing benefits. This is a good contract for all Local 2187 Members, and it's one of the better contracts we have negotiated in recent years.

Besides negotiating this contract, I've been very busy fighting for Members. I am in the midst of contract negotiations with the Philadelphia Parking Authority. I've been very successful in winning grievances and obtaining settlement agreements totaling over \$100,000 for Members in multiple departments.

I've been successful in gaining benefits for Members in various labor-management meetings, including having flex time established to three divisions in the Health Department: Environmental Services, Air Management Services, and Fiscal.

We've been using the Local's website to regularly communicate with Members, while distributing information more quickly and cost effectively. If you are not receiving email from the Local, please send your personal email address to me at BCoyle@DC47.org, and I'll make sure you get on our listserv.

With the Supreme Court's disappointing and misguided ruling in the *Janus* case, the Local has developed an aggressive plan to have Members recommit to the Union while increasing Membership through other means.

I am as committed to fighting for the rights of every Member today as I was when I took the oath of office in December 2015. I am proud of the many accomplishments we have achieved to date, but in no way am I satisfied that our work is done. There is so much more to do. All Unions are under attack but none more than public employees. This is not my fight alone, or the executive board's fight, it is all of our fight. There is strength in numbers and my wish is that our recent successes will help those numbers grow so we may enjoy many more victories.

In Solidarity,



Robert Coyle, AFSCME Local 2187 President



On February 24, 2018, Union Members across the country showed solidarity with working families by taking part in a Working People's Day of Action.

The Philadelphia rally, held in Thomas Paine Plaza, was a chance for all of us to make our voices heard, to stand up for our right to organize, and to take a stand against so-called "right to work" policies that do nothing more than guarantee the right to work for less. The rally coincided with oral arguments in the *Janus* case, which the Supreme Court decided in June.

Several Members and Staff from DC 47 joined the rally, including (from left to right): Alonzo Knight, (DC 47 Staff); Perry Genevesi, Local 2187 Steward (Libraries); Yolanda Hunte, (Local 2187 Executive Board Member); April Gigetts (Local 2187 Vice President); and Dave Mora (Local 2187 Treasurer).

LOCAL 2187 CONTACTS

CONTACT	POSITION	E-MAIL	PHONE
OFFICERS			
Bob Coyle	2187 President	bcogle@dc47.org	215-370-5192
April Gigetts	2187 Vice President	agigetts@dc47.org	215-421-4849
Mike Bonetti	2187 Union Agent	mbonetti@dc47.org	215-833-0103
Dave Mora	2187 Secretary-Treasurer	dmora@dc47.org	267-230-6870
Tammy Murphy	2187 Recording Secretary	tmurphy@dc47.org	267-581-4005
EXECUTIVE BOARD AT-LARGE			
Adam Feldman	E-Board	afeldman2187@gmail.com	267-528-3857
Mike Gardner	E-Board	mgardner2187@gmail.com	267-249-3990
John Gossard	E-Board	jgossard2187@gmail.com	267-934-8110
Cherone Hall	E-Board	cheronehall2187@gmail.com	267-581-3985
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Byron James	E-Board	byronjames2187@gmail.com	
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Tim Pelletier	E-Board	tpelletier2187@gmail.com	267-581-4025
David Wilson	E-Board	davidwilson2187@gmail.com	703-999-6632
STAFF			
Judy Hoover	Staff	jhoover@dc47.org	267-237-1553
Stephen Mora	Staff	smora@dc47.org	267-455-9265
Cathy Scott	Staff Rep	cscott@dc47.org	215-500-1414



New Contract FAQs

The most frequently asked questions we've received about the new contract... and our answers.

1. ONE PHILLY

It is not known at this time if and when the One Philly program will be implemented. If it is, it will be implemented in its entirety, not piecemeal. Still, we have received a number of questions about the program. The most common are:

- Q. Are my overtime rights affected now?
A. No.
- Q. Do I still get time and a half when I work overtime?
A. When One Philly is implemented, you will get time and a half worked after 8 hours in a day. If you work between 7 ½ and 8 hours, you will get overtime at your straight hourly salary for that half hour.
- Q. Will my salary change?
A. Your *annual* salary does not change, but you will have an increase in your hourly rate of approximately 6.67%. Presently, your salary is calculated on an 8-hour basis, even if you work a 7 ½ hour day. Under the new system, your salary will be calculated based on a 7 ½ hour day.
- Q. Will my department have to go on a 7 1/2 -hour workday schedule?
A. No. Your department may still schedule more than a 7 ½-hour day, but they have to pay you for the time you work beyond 7 ½ hours.

2. LIFE INSURANCE

- Q. Does the increase to \$25,000 mean I'm limited in my life insurance benefit?
A. No. You can still buy up to 1.5 times your annual salary in life insurance at a greatly reduced rate.

3. PENSION

- Q. Is the increase in my contribution to my pension happening every year?
A. No. For current employees, the increase in the employee pension contribution depends on your salary. If you are in a salary bracket that will require an increase, that will happen one time only. The only exception will be for Members who go beyond their present salary range. In those cases, you may pay a little more in the year your salary increases. You can view the full table of salaries on the Local 2187 website.

Our New, Three-Year Collective Bargaining Agreement:

WHAT YOU NEED TO KNOW

On the next few pages, you will find selected highlights from our newly-ratified collective bargaining agreement with the City of Philadelphia. After a long—and sometimes contentious—negotiation with the City, our negotiating team came through with some big wins for the Union and for our members. One change you won't see listed is that this contract puts us back on the same negotiating cycle with District Council 33, increasing our negotiating strength in future contract talks.

Some other victories include:

YOUR PAYCHECK:

Over the life of the contract, which has an effective date of July 1, 2017, **you will receive an 8.5% pay increase**. This includes back pay that you will receive for all hours and overtime worked between July 1, 2017 and June 30, 2018. In addition, you will receive an **\$800 bonus**, which represents the City's concessions on a one-time change to the pension program and the Union's decision to withdraw Unfair Labor Practices charges against the city.

As you know, we have been able to avoid any increases to the payroll deduction for health and welfare over the past 4 ½ years. Based on the lump sum contributions to the health and welfare fund by the City, we anticipate there will be no increase in the employee payroll deduction for health benefits over the life of the contract. The contract contains several new benefits for Union members, and increases some existing benefits as well.

INCREASED BENEFITS:

- The city will now provide, at no cost to you, a life insurance benefit of \$25,000 for each member. This is a 25% increase from the existing benefit in our prior contract.
- The annual **uniform allowance** is increased to \$200 for eligible full-time employees. Eligible part-time employees will receive up to \$100 annually.
- The **mileage allowance** is increased and brought into line with the IRS guidelines at the time mileage logs are submitted. For 2018, that means the mileage rate is increased to 54.5 cents per mile.

NEW BENEFITS:

The negotiating team was able to secure a number of new benefits for members as part of the CBA. These changes recognize changes in all of our daily lives, and help Union members achieve a better work-life balance.

- **Funeral Leave:** With prior approval, an employee will now be able to take funeral leave in unusual circumstances where the employee cannot attend the funeral.
- **IVF Benefit:** Coverage for **In Vitro Fertilization** will be added to the Keystone Plan of benefits.
- **Alternate coverage rebate:** Employees who waive medical insurance coverage will receive a payment of \$36 each pay period (\$934 per year), as long as they provide proof of alternative medical coverage.
- **Comp Time for Essential Personnel:** Essential personnel will receive comp time for the days that they are declared essential. Employees who were declared essential between July 1, 2017 and June 30, 2018 will receive retroactive comp time. **We have a process to meet with the City to determine who is essential.**

July 2018



Dear Brothers and Sisters,

We are very pleased to announce that we have reached an agreement with the City of Philadelphia. After a year of difficult negotiations, we believe we have obtained a fair deal for members of Locals 2187 and 2186. **This brochure contains only the highlights.** The materials handed out at the ratification meeting contain the complete language of the contract.



Yours in Solidarity,
Bob Coyle and Pam Robinson

HIGHLIGHTS OF MEMORANDUM OF AGREEMENT BETWEEN CITY OF PHILADELPHIA AND AFSCME DC47, LOCAL 2187 AND LOCAL 2186

1. TERM: The Agreement shall be for a three (3), year period from July 1, 2017 through June 30, 2020.

2. WAGES

- (a) Effective July 1, 2017, a three percent (3%) increase will be added to the steps of each pay range.
- (b) Effective July 1, 2018, a two and a half percent (2.5%) increase will be added to the steps of each pay range.
- (c) Effective July 1, 2019, a three percent (3%) increase will be added to the steps of each pay range.
- (d) All employees shall be paid through direct deposit or receive a “pay card.”
- (e) **A three hundred dollar (\$300) lump sum payment** subject to the rules applied by the parties to lump sum payments in the 2014 Memorandum of Agreement, payable within 30 days of ratification.

3. HEALTH AND WELFARE

- a. The City will contribute \$4 million in lump sum payments to DC47 Health & Welfare Fund over the life of the contract.
- b. The City shall pay \$36/pay period to employees who waive medical insurance coverage under this agreement, provided the employee provides proof of alternative medical coverage.
- c. Effective as soon as possible following ratification, the copay for a visit to an urgent care center shall be \$40. Effective as soon as possible following ratification, the copay for a visit to an emergency room shall be increased by \$50.
- d. Effective as soon as possible following ratification, coverage for IVF, with benefits substantially similar to the City-Administered plan, shall be added to the Keystone Plan of Benefits.
- e. The City will continue to contribute \$50,000 per year to the Fund to continue the Workplace Violence Prevention Program.

4. PENSION

- (a) **CURRENT EMPLOYEES:** contribution increases **January 1, 2019** on the following tiers:

Annual Salary (excluding OT)	Additional Pension Contribution
\$45,000 or less	0%- No Change
\$45,001 to \$55,000	+ 0.5%
\$55,001 to \$75,000	+1.5%
\$75,001 to 100,000	+2%
\$100,001+	+2.75%

- (b) **NEW EMPLOYEES:** Stacked Hybrid
- (i) Employees hired after the date of the contract ratification will be required to enter a stacked hybrid plan.
 - (ii) The stacked hybrid would have a defined benefit portion with benefits equivalent to the existing Plan Y (Plan 87) up to a pay limit (defined benefits up to earnings capped at **\$65,000**).
 - (iii) Employees can also voluntarily participate in the defined contribution portion. For each plan year, the City shall make a contribution to the member's account equal to fifty percent (50%) of the member's contribution. In no event shall the City's annual contribution exceed one-and-one half percent (1.5%) of the member's annual compensation.
 - (iv) Plan 10 will be closed for new enrollment.
- (c) Within 30 days of the effective date of the ordinance implementing the pension changes described in paragraphs (a) and (b) of this Section, bargaining unit employees who are covered by the terms of the ordinance will receive a **five hundred dollar (\$500) lump sum payment**.
- (d) DC 47 represented employees who currently participate in Plan 10 will have the option to make a one-time, irrevocable election within 90 days of the effective date of the ordinance implementing paragraph (b) of this portion of the Agreement to enter the stacked hybrid plan.

5. LIFE INSURANCE

Effective July 1, 2018, the City shall provide \$25,000 life insurance for all employees within the bargaining unit.

6. OVERTIME RATES

Overtime rates for the following classifications will be raised as follows:

- Building Plans Examination Engineer 1 – EP20
- Building Plans Examination Engineer 2 – N21
- L&I Construction Compliance Supervisor – N18
- Forensic Scientist IV – EP21

7. CLOTHING ALLOWANCE

Effective July 1, 2018, eligible full-time employees in positions currently entitled

to a clothing allowance will receive an annual clothing allowance of up to \$200. Eligible part-time employees in positions currently entitled to a clothing allowance will receive an annual clothing allowance of up to \$100.

8. MILEAGE ALLOWANCE

The rate of mileage allowance shall be the same as the IRS rate of reimbursement in place at the time that travel has occurred.

9. FUNERAL LEAVE

New language allows employees to take funeral leave in unusual circumstances where an employee cannot attend the funeral.

10. ESSENTIAL EMPLOYEES

Essential employees who report for duty will receive compensatory time for all hours they are required to work on an hour-for-hour basis. City has discretion to use this Section in the event of non-weather emergencies. Four pending grievances resolved.

11. LEGAL SERVICES FUND

Beginning July 1, 2017, the City will contribute \$15.00 per employee per month to the Union's legal services fund.

12. EXEMPT EMPLOYEES

Within thirty 30 days of ratification, the Parties agree to create a Joint Committee comprising three (3) representatives appointed by the Union and three (3) representatives appointed by the City. Within thirty 30 days of its appointment, the Committee will begin meeting to review the work of exempt employees in OIT.

13. ALTERNATIVE WORK SCHEDULES

Joint Committee created to study the feasibility and implementation of Pilot Programs of Alternative Work Schedules, including a four-day work week, flex time, and telecommuting in three (3) departments chosen jointly by the parties.

14. TRAINING COMMITTEE

A joint labor-management committee shall be established to discuss employee training opportunities. The Committee may also discuss training and education to maintain job required credentials, continuing education credits, opportunities for employees related to career development, other educational opportunities for bargaining unit members, and internships and apprenticeships. Bargaining unit members will be eligible to participate in City-wide training programs subject to approval of the appointing authority or designee.

15. SICK LEAVE

Hourly medical personnel who are regularly employed shall earn sick leave at the rate of one (1) hour for every 40 hours worked, not to exceed five (5) days (37.5 hours) of sick leave in a calendar year.

16. DRUG AND ALCOHOL POLICY

a. In Section III, the definition of a "positive test result" shall be amended to reflect the language currently in Appendix 2: "Refusal to cooperate or submit to a drug

or alcohol test will result in a positive test result.”

- b. In Section VIII: All records related to the employee’s use of an Employer/Union EAP will be maintained with the strictest confidentiality in accordance with medical, legal and ethical standards.

17. GRIEVANCE PROCEDURE – Non-substantive changes to grievance procedure.

18. REDESIGNING GOVERNMENT INITIATIVE – Will continue for the term of this Agreement.

19. SIDE LETTER

Language regarding psychological injuries as the result of a work related injury is now a Side Letter to this Contract.

20. ONE PHILLY

Parties agree to changes in payroll system resulting in most employees receiving a raise in pay. Implementation is anticipated sometime in 2019, resulting in employees being paid on a 7½ hour day rather than an 8 hour day. This will not change your annual base salary, but will raise your hourly rate of pay. You will be paid in 6-minute increments instead of 30-minute increments. This pay system will not go into effect until all of the implementation issues are resolved.

21. CHILD PROTECTIVE SERVICES LAW

Employees found indicated under CPSL may be transferred or detailed to another position. Such employees will be paid at the pay rate of the new position.

22. GRANT-FUNDED POSITIONS

OIT and Library deleted from this language. All other contract language remains the same.

23. CONTINUITY OF BENEFITS

Except as modified by the agreement, all terms and conditions of the collective bargaining agreement between the City and District Council 47 Locals 2186 covering the period July 1, 2009 through June 30, 2017, which do not contain specific expiration dates, shall remain in full force and effect for the term of this agreement, July 1, 2017 through June 30, 2020.

Freeloading or Free Speech?

The Supreme Court's *Janus* Decision Is An Attack On Your Rights and Your Union

On July 27, 2018, the U.S. Supreme Court issued its decision in *Janus vs. AFSCME Council 31*. In a politically motivated and vitriolic decision, Justice Samuel Alito wrote the majority opinion for the 5-4 court, finding that the charging of fair share fees to non-members represented by public sector unions violated the plaintiff's First Amendment rights.

As we are sure you know, union dues and fair share fees enable our Local to negotiate your wages, benefits and working conditions, and to fight for you when the City violates your rights or improperly disciplines you or your fellow employees. Based on *Janus*, and in fact in anticipation of this decision, AFSCME International and Local 2187 have embarked on an aggressive program to get our bargaining unit members to "Re-UP"—to sign new dues deduction cards and to reaffirm their support for the only organization fighting for your rights. When an officer or staff member of the Local contact you, please sign the card and join in our collective effort to protect our rights.



Honoring Three Great Careers!



Iris Chase-Hayes at her retirement party.



Local 2187 Members Debbie Mackey-Hill (L) and Antoinette DiFrancesco celebrate Debbie's retirement after a long career at the Revenue Department.



Local 2187 Executive Board Member and Secretary-Treasurer honors Kim Thome, Chief Steward at Water Revenue. Kim retired earlier this year.

VICTORIES

The Local regularly represents our Members in the grievance process. Some recent victories include:

Department of Human Services

- The Local was able to negotiate reduced, 5-day suspensions for ten Members facing 15-day suspensions ahead of a hearing in front of a full disciplinary panel—where a commissioner could have imposed stronger penalties. Because of the negotiated settlement, the Members were able to avoid the hearing.
- The Local negotiated 10-day suspensions for two Members who were facing 20-day suspensions. The negotiated settlement also meant the Members were not required to appear before a full disciplinary panel, where the commissioner has the authority to increase the penalty.
- One Member received a negotiated settlement offer of a 3-day suspension—reduced from a 10-day suspension—in lieu of going to a full disciplinary panel.
- Union leadership negotiated a 20-day suspension in lieu of a 30-day suspension with the intent to dismiss.
- Two Members received negotiated settlement offers of a 30-day suspension in lieu of termination.
- One Member received no suspension time at a full panel hearing.

Department of Public Health

- With the assistance of Local 2187 leadership, a Member was awarded \$5,900 for having been required to work out-of-class
- Two Members received overtime compensation that had previously been denied.
- Because of the Union’s representation, charges against a Member were dismissed with no discipline. The Member had been facing a 30-day suspension with the intent to dismiss.
- The Local successfully negotiated the overturning of a Member’s termination.

Prisons Department

- Unfair Labor Practices settlement
 - Written warnings for three Members were rescinded.
 - A three-day suspension was rescinded and the Member’s time restored.

- A 10-day suspension was rescinded with the Member’s time restored.
- A verbal warning rescinded.
- A negative performance evaluation rescinded and removed from a Member’s file.
- A suspension was rescinded, and the Member was issued back pay.
- A lost time issue was settled, and time was restored to the Member.
- A Member who whose pay had been withheld during Jury service had their pay restored.

Philadelphia Fire Department

- As the result of a settlement agreement, a member’s suspension was reduced and back pay restored.

Department of Licenses and Inspections

- A Member received a \$1,000 credential base pay bonus that had previously been denied.
- As the result of a grievance filed by Local 2187 Vice President April Gigetts, a member received who had improperly been removed from overtime eligibility received \$42,500 in back pay.
- Vice President Gigetts also fought to restore \$9,186 to a Member who had been demoted inappropriately. The member was restored to their proper position and they received back pay.

Revenue Department

- A Member received a retroactive promotion and back pay.

Step IV Settlements

- A Member in the Streets Department was removed from the sick abuse list.
- A Member from the Prisons Department was granted “E” time for educational leave; the member’s vacation time was also restored.
- A Member at OIT had their suspension rescinded and time and pay restored.
- A Member in the City Controller’s office had a written warning rescinded.

LOCAL 2187 EXECUTIVE BOARD & STAFF ASSIGNMENTS

DEPT#	DEPARTMENT NAME/DIVISION	CHIEF STEW/EX BD	STAFF REP
4	OIT	John Gossard	Dave Mora
11	Police	Tim Pelletier	Bob Coyle
12	Streets	April Gigetts	Dave Mora
12	Streets- Survey	Alzeta Boyer	Dave Mora
13	Fire	Tim Pelletier	Dave Mora
14	Health- 1101 Market	Dave Mora	Bob Coyle
14	Health- Air Management	Yolande Hunte	Bob Coyle
14	Health- Ambulatory Health	Yolande Hunte	Bob Coyle
14	Health- Disease Control	Yolande Hunte	Bob Coyle
14	Health- EHS	Yolande Hunte	Bob Coyle
14	Health- MEO/Lead	Yolande Hunte	Bob Coyle
15	Behavioral Health	John Gossard	Dave Mora
16	Parks & Recreation	Dave Mora	Bob Coyle
20	Public Property	Byron James	April Gigetts
22	DHS- 1515 Arch: 2,3,4,7 FL.	Cherone Hall	Mike Bonetti
22	DHS- 1515 Arch: 5,6,8,9 FL. & CUA	David Wilson	Mike Bonetti
22	DHS- One Penn Center: 10th FL.	Cherone Hall	Mike Bonetti
22	DHS- Community Umbrella	David Wilson	Mike Bonetti
22	DHS- Juvenile Justice Sys	Tammy Murphy	Mike Bonetti
23	Prison System- ASD	Greg Batson	Cathy Scott
23	Prison System- CCC	Tammy Murphy	Cathy Scott
23	Prison System- CFCF: A & B	Greg Batson	Cathy Scott
23	Prison System- CFCF: C & D	Tammy Murphy	Cathy Scott
23	Prison System- DC	Greg Batson	Cathy Scott
23	Prison System- HOC	Greg Batson	Cathy Scott
23	Prison System- PICC	Tammy Murphy	Cathy Scott
23	Prison System- RCF	Tammy Murphy	Cathy Scott
24	OHS	Jesse Jordan	Mike Bonetti
25	Fleet Management	April Gigetts	Dave Mora
26	Licenses & Inspections	April Gigetts	Cathy Scott
28	Water- 1101 Market	John Gossard	Dave Mora
28	Water- Labs	John Gossard	Dave Mora
31	Records	Tammy Murphy	Dave Mora
32	Historical Commission	April Gigetts	Cathy Scott
35	Finance	Dave Mora	Cathy Scott
36	Revenue	Jesse Jordan	Dave Mora
38	Procurement	John Gossard	Mike Bonetti
40	City Treasurer	Jesse Jordan	Mike Bonetti
41	Commerce	Tammy Murphy	Dave Mora
42	Airport	April Gigetts	Bob Coyle
42	Commerce/MBEC	April Gigetts	Dave Mora
44	Law (City Solicitor)	Cherone Hall	Cathy Scott
51	City Planning	April Gigetts	Cathy Scott
52	Library- Central	Perry Genovesi	Cathy Scott
52	Library- Regionals/Branches	Adam Feldman	Cathy Scott
53	Board of Pensions and Retirement	Tammy Murphy	Cathy Scott
54	Human Relations Commission	Tammy Murphy	Mike Bonetti
56	OHR	April Gigetts	Bob Coyle
59	Office of Property Assessment	Tammy Murphy	Mike Bonetti
61	City Controller	April Gigetts	Cathy Scott
69	District Attorney's Office	April Gigetts	Mike Bonetti
70	Sheriff	Byron James	Dave Mora
73	City Commissioner's Office	Mike Gardner	Bob Coyle
98	Philadelphia Housing Authority	April Gigetts	Mike Bonetti
99	Philadelphia Parking Authority	Mike Gardner	Cathy Scott

Library Members recognized for Innovation and Service to the Community

Three Members of Local 2187 working at the Free Library have earned major recognition for their service to the community and the innovative programs they have developed for Philadelphia residents.

Free Library Steward Perry Genovesi was named “Best of Philly” after initiating a musical instrument lending program. The program allows anyone with a Philadelphia library card to borrow instruments—including guitars, basses, mandolins and ukuleles—for up to three weeks at no charge.

In March of this year, *Library Journal* named Member **Chera Kowalski** to its list of “Movers and Shakers” for her interventions into the opioid epidemic, centering around McPherson Square Neighborhood Library.

“Adult/teen librarian Chera Kowalski has stepped in to save lives,” *Library Journal* reported. “In 2017 alone, she revived six people from opioid overdose by giving the nasal spray drug Narcan, which reverses the unconsciousness and repressed respiratory function that accompanies overdose.”

Chera and Local 2186 Member Erin Hoopes were also recognized for innovative teen programming at the Free Library.

And finally, new Library Steward **Link Ross** was recognized by Billy Penn (online) in an article titled, “Who’s Next Public Service: 19 Young Philadelphians With a Passion for Doing Good.”

“Combining their love of cycling, for library sciences, and education, Link Ross sought out a grant for—and created from scratch—the Free Library Book Bikes program in 2016,” the article said. The Book Bikes are essentially mobile libraries that bring books and other resources to schools, communities and events all over Philadelphia.

Congratulations to all of our Members who continue to earn accolades around Philadelphia and beyond!