

**A. F. S. C. M. E. LOCAL # 696**  
**GENERAL MEMBERSHIP MEETING**  
**THURSDAY, MAY 25, 2023**

**AT 6:00 PM**

**3001 WALNUT STREET**

**Dinner will be served 5:30**

**Please note date change**

**Meeting will be held on the 5th Floor**  
**Room 2**

**Plan to Attend!**

**Union starts with U and U, Unites Us**  
**Together Everyone Achieves More**

**Anthony Dinkins,**  
**President**

**Tori Rodgers,**  
**Secretary**



**DC 33 Local 696  
Information**

# Health Benefits

- Health Benefits are through Blue Cross/Blue Shield: Keystone East
- There are three tiers to choose from
- JFK Medical Center has no co-pay for anything
- Can still keep primary physician if you prefer, just make sure they are on the network
- DC 33 has an agreement with Temple Hospital for services
- District Council 33 Access Line (215) 926-4000
- Available from 8 am – 5 pm to take your calls

# Temple Health

- DC 33 has an agreement with Temple Hospital for services
- District Council 33 Access Line (215) 926-4000  
Available from 8 am – 5 pm to take your calls

# Dental Benefits

- Dental Benefits are provided by Aetna PPO
- Many procedures covered 100%
- Always check to make sure so there are no surprises if it is only 80%

# Vision Benefits

- Vision Benefits are provided by Vision Benefits of America (VBA)
- Many options covered 100% (not designer)
- Exams once every 24 months for adults, once every 12 months for child

# Parental Leave

- Paid for 4 weeks for mother and father (not at same time)
- Your time is not calculated in the 4 weeks, this is separate
- Must have 6 months of paid service before it can be used
- Provided for birth of child, adaption or fostering of child under age 18
- Can use once in a 12-month period

# Holidays

With last contract Juneteen added as a permanent holiday

There are now 12 holidays:

- New Year's Day
- Martin Luther King Day
- Presidents Day
- Good Friday
- Memorial Day
- Juneteenth
- July 4<sup>th</sup>
- Labor Day
- Indigenous People Day/Columbus Day
- Veteran's Day
- Thanksgiving
- Christmas



# Administrative Leave Days (AL)

- As of the last contract we now have 5 AL days
- We receive them on July 1<sup>st</sup> and they must be used by June 30<sup>th</sup> (a fiscal year)
- You lose if they are not used – they do not carry over

## Also:

- Vacation Day buy back: can sell back up to 10 days – must have 40 days on the books
- Sick time donation: can give sick time to a specific person to use if they run out of time due to illness
  - Can donate to any DC 33 staff member
  - Any DC 33 department or rate of pay

# Sick Leave

- Sick Abuse has changed
  - 3 days (22.5 hrs) uncertified will receive a warning
  - 5 days (37.5 hrs) uncertified will be placed on Sick Abuse List
  - Sick Abuse List is a rolling 12 month calendar - If another uncertified day is used the sick abuse list start again
  - Must get a doctor's note to avoid being on list
  - JFK Medical has walk in doctors who you can see and get a note

# Legal Services

- DC 33 offers Free Legal Services to its members
- Cannot help with Felonies
- Can help with divorces, child custody, child support, wills, etc.
- Located at: 3001 Walnut St, 10<sup>th</sup> floor in the DC 33 building

# Due Process

- Supervisors/Administrators cannot just impart discipline to anyone at any time
  - Due process is the right of all employees to fair treatment
  - Steps of discipline
    - Coaching Session
    - Verbal Warning
    - Written Warning
- Contact your Union Representative for all discipline

# Weingarten Rights

- Federal rights of all Employees
- Go into meeting, but stop if it is sounding disciplinary
- Call Union Representative Immediately

## Weingarten Rights

If this discussion, meeting or telephone call could in any way be related to my being disciplined or terminated or affect any of my working conditions,

I exercise my federal rights and hereby request that my union representative or shop steward be present.

Without their presence, I choose not to participate in this discussion or meeting.

Please do not request that I waive this right.

NLRB v. J. Weingarten, Inc. 420 U.S. 251

# Contact Information

- DC 33 Local 696

Tony gave his personal cell number to attending members. In the interest of privacy, we will not publish it. However, we will give his number to individual Local 696 members on request. -Matt

- President Tony Dinkins

- 215-895-3329

- Business Agent Mark Weaver

- 215-895-3330

- Steward/Delegate located in Library

- Mary Kachline, LA 3, Wynnefield Library
  - Marlon Barclay, MG, Central Public Libray
  - Stanley Bryson, MGS, Southwest Area
  - Sheryl David, LA 1, Volunteer Office
  - Shelly Robinson, DRS, West Oak Lane Library