

**AFSCME Local 696**  
**General Membership Meeting**  
**March 20, 2025**  
**Unofficial Notes**

**Tony Dinkins** - Asked first time meeting attendees to introduce themselves

- **Dominique** - Revenue
- **Nadja** - Revenue
- **Jared** - Free Library
- **Diere** - Licenses & Inspections

**Tony** - Asked new delegates to introduce themselves

- **Diere** - Licenses & Inspections
- **Jenna** - Revenue
- **Kelly** - Revenue
- **Robin** - Property Assessment

**Tony** - Expressed that delegates can assist beyond stewards (across departments)

- Referred to handout with delegates' names
- Reiterated that unanswered calls should be brought to his attention
- If you have a problem, call the office with your issue and location and they will give you a contact

**Matt Catron** - Recently called and received a message that voicemail was not setup

**Tony** - The phones should be working now. New "state of the art" phone system was just put in place.

**Tony** - Shared about the delegate conference in Atlantic City and noted a lot of changes

- ❖ Everyone was together, as opposed to grouped by departments
- ❖ AFSCME typically teaches organizing, engagement, etc. but we know our Stewards also need to know about due process, grievances, Weingarten Rights, etc.
- ❖ Tony was given "free reign" as a facilitator and opted to teach just cause, overtime, handling management, grievances, and due process
- Members need to know their rights *and* what management does not have the right to do
- Noted that members used to receive 3 ring binders to keep the information distributed at general membership meetings and said he will be asking the executive board for approval to purchase binders to reinstate this practice
- Advised us to hold onto paperwork, to refer to it and brandish copies for mismanagement practices, as needed
- We need to go back to basics because we are "stronger together"

? - Excited for sharing capabilities. Will there be an electronic option?

**Tony** - (in short, yes) Mentioned intentions for communications, acknowledged Matt and The Rabble, emphasized preference for positive information over negative

**Tony** - It's been a first to see 3 presidents in 1 year. That's an example of us not being "stronger together"

- GIVE IT TO THEM (share information with members absent from meetings)

? (1st meeting) - Is there any other distribution of information outside of meetings?

**Tony** - The DC 33 webpage, social media, and a forthcoming forum

- Eager to expedite this with the executive board
- The communications team has been selected
- Working on more print materials to distribute
- We are concerned with improving communications but other issues took precedence

**Tony** - Contracts were ratified and you are responsible for calculating your own money owed to ensure it is accurately paid

- Paystubs were not always broken down like they are now to show amounts for individual categories
- Delegates went to Harrisburg to lobby for protection of workers like other workers (airport, rail, etc.)
  - Based on the response, they believe positive change is in store

- Back to basics

- Our salaries are inadequate
- We have been back in negotiations since January and things have are slow moving as we are trying to get as close to adequate as we can
  - If we cannot, we will make good on our threat to strike, potentially
  - We talked to the right people, did our homework, care prepared
    - We are not accepting health and welfare unless it improves
    - No concessions for grandfathered contract items
- Achieved 5% against likelihood
- We are asking for a big wage increase (unlikely to get)

**Colin** (FLP) - What should members look at in budget talks?

**Tony** - Look at where the money is going, how it's being spent, and consider your own department and if it seems fair. (i.e. money for a skate park but no money for a 5% raise?) Email the secretary with relevant budgetary needs and the executive board will consider and collaborate.

? - The Favored Nation clause seems disadvantageous for negotiation when we're meant to be "stronger together." Would like to revisit the language.

**Tony** - It works both ways, we also benefit. But I believe we'll get to that point. Especially in this Federal climate. The budget has been cut for things like Meals on Wheels, which impacts our members.

- Hold onto the fact that we need to do it together and not that we haven't always done it that way in the past. [personal anecdote about Tony's brother making trouble as a kid and recruiting him as "stronger together"]
- The calendar is your notice for meetings. The postcards are a courteous reminder. But you are given that information on the calendar.

**Dawn** (Revenue) - Notice a labor relations issue with essential functions of the job versus job titles without unique pay distinction

? - Payment processing, new duties added without additional pay

**Tony** - Two meetings recently took place to show city titles under DC 33 (dating back to 1958), with some revisions but not up to date

- They are bringing 10 job titles at a time to examine and revise
- You can check your job title's last revision date by going to the last page of your job spec. Admin revision *should* show "pay change" and when
- Representatives are sent to check up on DC 33 job titles

? - Titles have been taken out of civil service and put under non-civil service with higher pay

**Tony** - The City of Philadelphia does tricky things

- If it is one of our titles, we have to intervene [Act 195]
- We will investigate if Act 195 was violated

? - Is there some space in the future for 47 and 33 to meet on mutually beneficial issues?

**Tony** - We do request every time to negotiate in tandem. We will continuously strive to work together. It used to be commonplace and effective, especially with job title spec. changes. When individuals act to challenge, they often fail. When PCQ's are collaborative, they often succeed. Procedurally, a curated collaborative process helps ensure success. Management does not have a right to disapprove a PCQ. These issues go right to OHR.

**Catherine** - Interested to know how other departments delegate overtime. The Free Library's system is not used correctly (email as opposed to the established signup list).

**Mary** - Will request the list from Darren for accountability

**Tony** - If it's provable, employees who were overlooked and used the correct process to sign up can get compensation for being skipped in the OT process

? - In FLP, how do you report it?

**Tony** - Call the office.

? - Are job classes reviewed on rotation or only by request?

**Tony** - Most specs. with bilingual distinctions come with additional pay. However, if the duty is in the spec. and you are hired and agree to employment with that pay not listed, it's not part of it. The committee is working to reassess as many issues with specs. as they can.

- Sometimes they get shot down (i.e. working from home as a hybrid concession) but then conveniently offered/suggested when it benefits management (i.e. inclement weather "bring your laptops home"). ABSOLUTELY NOT. They cannot have it both ways.
- We do fight against disrespect. [Recently went off and told workers not to bring home their laptops after hearing about that.]

**Dan D.** - Are we prioritizing a 4 year contract as opposed to 1 year? The Federal climate is concerning and a 4 year contract seems key to our protection.

**Tony** - We are still asking for a 4 year contract (and not a 3 year, due to this extension).

? - Are we all contracted to be back in the office?

**Tony** - Fair or unfair, there may be exceptions (ADA, etc.) but administrative and executive staff better be onsite.

? - Federal climate might put our mayor in a position to offer us a less than ideal contract.

**Tony** - The mayor needs to realize that she needs us right now.

**Raufjon** - Specific overtime compensation pay has gone unpaid for 4 checks, despite promises that it is forthcoming.

**Tony** - Call the office.

**Tony** - Be careful. The youth are aggressive, disrespectful, and violent. We are held to a professional standard. Consider your safety and your employment as you conduct yourselves in uncertain situations.

**Matt** - Is there an argument to be made that we should get work from home back as a benefit?

**Tony** - I don't have a problem taking it back to the executive board. We will be very careful about the ask, to make it fair.

**Kristen P.** - Can we get work from home as a contingency for health reasons (not ADA) to avoid having to use sick PTO? (i.e. pregnancy complications which may require rest, but not an inability to do work from home)

**Tony** - We've approached it from many angles and the answer has been a resounding "no." But, there is still an ask. And we will ask.

- ADA accommodations are granted as what is deemed reasonable and not necessarily what is specifically requested

**Matt** - Can we make a motion for work from home to be a contract item?

**Tony** - Let's table it. We are just one local. But we will survey other locals and bring it to the executive board. Closed mouths don't get fed.

**Savannah** - Last time, strike captains were recruited last minute. Can we do that more proactively, in advance?

**Tony** - Yes. And we still have that information from before.

- I encourage everyone to look up your specs. and check the dates.
- Support the union, even if you disagree with or dislike members.
- Share information. Don't judge people for not attending meetings. Educate others. We are stronger together.

**?** - Suddenly charged a copay for something never previously charged copay over. 696 was covering that expense before. What's different?

**Tony** - Health and Welfare pays, 696 doesn't pay anything directly. Address this to H&W.

**Raufjon** - What happens if we still don't have a contract by June?

**Tony** - We strike. We already took that vote.

**Raufjon** - Regarding Saturdays for summer plus Cooling Centers, how will overtime work?

**Mary** - During the day's regular hours, the pay is standard. Additional hours for cooling centers are overtime because they are beyond regular operations.