

## 5/15/2025 AFSCME DC 33 Local 696 General Membership Meeting Notes

6:08 p.m. - called to order

Motion to accept [minutes](#) - concern raised that there was no record of the discussion about job classifications and labor relations

- Noted that it will be revised to include that information

Motion to accept [financial report](#) passed

1st time meeting attendees welcomed (couldn't keep up to list or count, at least 8)

**Tony:** *Correction* - Previously stated that we had already taken a strike vote which would cover a potential strike. In fact, we will need to take another vote before we can decide to strike.

*President Boulware & Co. introduced, to share information about negotiations*

**Boulware:** the extension was signed and ratified November and December 2024

- We have been negotiating since January 2025 and have made *very minimal progress*
- The mayor offered a 2% wage increase, citing how the city is affected by the federal climate
- The bar is at 5% and that's where the negotiation *should* begin
- Our health and welfare is handled by the union, not the city, for DC 33
- The mayor wants us to be under the city, like DC 47, fire department, etc. but we know the issues those folks are having under that arrangement and we don't want that for our members
- We received a [handout](#) listing the historic wage increase percentages (0% - 4%) 1992 - 2023
- The city's impression of these numbers is that they gave us a huge increase recently and were more generous than they have been
- Our impression of these numbers is that we are long overdue for an adequate wage increase
- Those numbers are not good
- Our wages do not cover our cost of living
- We didn't strike in November because of circumstances (both personal [members'] and overarching) but now we are no better poised and potentially in strike territory once more
- We have asked for hybrid pensions to be fully funded but the mayor doesn't want to touch the pensions until 2030
- No tool/uniform allowance
- They're doing nothing to take care of our people but touting "we gave you 5%"
- Tell your colleagues what is coming. Mid June timeline for strike vote, to strike July 1st.
- We do have a strike fund, but save your pennies.
- Will be sharing the proposed contract on social media soon.

[Dorney Park](#) - ticket sales start next week (refreshments will be available for those picking up each day next week)

Job Classification Committee (next meet in July) - prioritizing getting promotions and/or additional pay for hazardous jobs

- Asking for flex schedules
- Asked for incremental increases for city contribution to our health coverage

**Aileen:** At what level of the union are strike captains?

**Boulware:** Local. There will be preparatory meetings to get captains up to speed on expectations.

**Boulware:** The city needs to stop spending on advertising city jobs and compensate workers so the jobs are actually attractive.

**Dan D.:** Clearly health and welfare are a priority, what is our response to the mayor's proposal on taking over health and welfare?

**Boulware:** "No."

**?:** With RiteAid closing, what are members' options?

**Boulware:** The union hall, alternative pharmacies, prescriptions by mail, etc. but we are no longer restricted to RiteAid. Haven't been for a long time now.

**?:** New hires are getting information about a potential strike. What can they specifically expect?

**Boulware:** More information to follow. But we support each other.

*Boulware & Co. exit.*

**Tony:** Anyone interested in being a strike captain, email your name, title, department, etc. to [TRsecretary696@gmail.com](mailto:TRsecretary696@gmail.com) to get on the list.

We are not centralized, we are scattered throughout the city, so our strike strategy is unique.

Welcome America is coming. We could greatly impact that.

We don't want our members checking other members about the strike. We need to be united. To stand strong. We need to show City Hall that waves (thousands) of people are in solidarity.

**Sheldon:** Do employees on probation have to worry about striking?

**Tony:** They're protected. It would be a violation for retaliation.

Notice the screens outside - a glimpse of what our information portal will be. An email address will be created for submissions of content for the newsletter/site. That email will be shared, as the system is ready.

Revenue - One side of the concourse is getting renovated. The other is not.

- One side is allowed to work hybrid. The other is not.
- There are concerns about airborne safety for those onsite.
- Tony apologized for his outburst (because of the customers who witnessed it) but not for what was said

L & I - A handful of job classifications were selected for review (as they do batches) and some things the city added were caught and updated to reflect and compensate

**Evelyn:** Are/will we ask for the 7.1% increase from Step 1 to 2 that DC 47 gets while we get 3.n% at most?

**Tony:** We will ask. Though it is unlikely due to managerial distinctions. We will continue to ask.

FLP - A rogue manager is violating worker rights.

- Tony & Co. listed out the violations, met with HR, and are anticipating results to come

Labor Day Parade turnout has been very light. We need to turn out to show we can stay in our ranking. We had been bumped back to #13 last year.

**Matt C.:** Could the mailer for the September meeting go out early and include a reminder about the Labor Day Parade?

**Tony:** The information portal/site will feature that reminder. The mail is to blame for the tardy mailers.

**Darlene:** Reminder to everyone to check OnePhilly. Recently received an uncertified day, mistakenly.

**Tony:** I volunteer for all the committees I can, to ensure our interests are represented. I'm on the OnePhilly committee. We have asked to have members notified of abuse notice when their supervisors are. OnePhilly is a mess. But they vowed to figure out a way to notify members promptly.

If we catch issues in OnePhilly, we can rectify them. Check. So we can get to the bottom of it.

Note, there is a difference between a gripe and a grievance.

**Sheldon:** When OnePhilly was first being considered, what say (if any) did we have?

**Tony:** We opposed it. We put in a side letter to say if it caused issues they were obligated to right the wrong.

**Amber Crouthers:** Following up on the OT FLP practices, I was told Tony did not have the OT list to confirm.

**Mary:** I now have that list and can follow-up.

- HR won't give me the payroll numbers, though.
- NLSD is uncooperative and "doesn't have the payroll numbers"
- Anyone on the OT list, email [kachlineunion696@yahoo.com](mailto:kachlineunion696@yahoo.com) with your payroll number and the last time you were offered OT

**Tony (et al):** If you are owed and we can prove it, you will get it. Eventually.

**Robbie:** if Philly can prove that they don't have the funds (due to federal funding), are we willing to accept non-monetary contingency offers?

**Tony:** We are holding tight to wages, pensions, and health and welfare.

?: Can we get answers/communication about shuttle bus issues? Perhaps on the new information portal?

**Tony:** We are aware of the shuttle issues and are actively working on getting a new one.

?: When can we expect the information portal to go live?

**Tony:** By the next general membership meeting, if not before.