

Council 13 CONNECTION

Council 13 AFSCME, the American Federation of State, County & Municipal Employees, AFL-CIO

Members take action



Your fellow members are having powerful conversations and signing their coworkers up for the union!
Learn how you can get involved on Page 4!

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Message from the Executive Director



Sisters and Brothers,

It's an exciting time as we approach the next Council 13 Convention and state contract negotiations.

At the Convention on April 28-30, 2023, we will ride the Green Wave, which means celebrating our members' wins and building the energy we need to continue achieving victories around the state.

We can only achieve those victories through members getting involved, having educational conversations with coworkers about the union, and signing up the non-union members in their workplace. More members bring a louder voice to the bargaining table, and we have to let the non-members know: it's wrong not to belong!

The Council 13 team and our District Councils are working hard to serve the needs of the membership and provide you with the tools you need to succeed. We continue to embrace new technologies to improve our communication with members and discover creative ways to keep you informed.

We are holding more hybrid and virtual meetings to keep members informed. We are forming a variety of constituency groups to tackle job-specific issues and gather feedback on how Council 13 can serve you even better.

We are working to reinforce and advance the Labor/Management process, which will result in more meetings at the local level, as well as holding regular statewide labor management meetings for specific agencies and bargaining units.

We have also had some staff changes in order to better serve members. Zollie Rayner is now Chief of Staff here at Council 13, and Kerri Gallagher will take over his role as Director of District Council 86 in addition to her role as Director of District Council 87. Tom Rivera is now the Associate Director of District Council 90 under Acting Director Tara Wilson. Lisa Hazard is Council 13's new Business Manager. Bob Cason will be head of the Member Resource Center in addition to his role as Organizing Director, and Ryan Bowe will focus on IT, data, and communications, as Director of those departments.

We will continue to evolve to make sure we remain the best union for public employees in Pennsylvania, because you deserve the best for the vital work you perform every single day.

For that service and for being a member of AFSCME – I thank you.

In Solidarity,
J. David Henderson
Executive Director, AFSCME Council 13



MEMBER RESOURCE CENTER

1-800-5-AFSCME

STAFF REPRESENTATIVES AVAILABLE
MONDAY - FRIDAY 9 AM - 5 PM

Your one stop for any and all union issues and inquiries!

EXECUTIVE DIRECTOR HENDERSON TESTIFIES IN FAVOR OF PUBLIC SECTOR OSHA, COLA FOR RETIREES

On March 20 and 21, 2023, AFSCME Council 13 Executive Director David Henderson urged lawmakers to pass policies that would improve safety and security for both Pennsylvania's current and retired public workforce.

The March 20 PA Joint Democratic Policy Committee hearing focused on the issue of OSHA protections for public employees. Henderson joined PA AFL-CIO President Angela Ferritto and PA American Federation of Teachers President Arthur G. Steinberg to make the case for OSHA-level safety standards for public employees working for state and local governments in Pennsylvania – protections that many people are surprised to learn do not currently exist.

"We need a vote. Our members need a vote. Every public sector worker needs a vote on this legislation," Henderson testified.

"Our folks deserve the same level of respect and dignity as those in the private sector."

Henderson was joined by SEIU Local 668 President Steve Catanese at the March 21 hearing focused on the issue of a cost of living adjustment (COLA) for public retirees, which can only be granted through legislative action, and has not occurred for over 20 years, despite ever-rising costs.

"When are we going to do something to help retired state workers and teachers? If we don't offer a cost-of-living adjustment now, then when?"

Retirees need our help, and current public service workers need to know they will be taken care of when they retire from a career of serving the people of our commonwealth.

Both the issues of public sector OSHA and a COLA for retirees are long overdue, and Council 13 is prepared to take lawmakers to task to get these matters resolved so public employees and retirees are no longer treated like second class citizens.

Contact your legislator and make your voice heard in favor of passing public sector OSHA and a COLA for public retirees in Pennsylvania!





IT'S WRONG NOT TO BELONG.

As the expiration of your current collective bargaining agreement draws near, it is once again time to go to the table with the Commonwealth and negotiate for a new contract. The ability to negotiate our wages, hours, benefits, and working conditions is the backbone of collective bargaining, and it's a large part of what having a union is all about.

Your AFSCME membership ensures that we have a seat at the table and that our voices are heard through the negotiations process. This gives us the ability to bargain for the dignity and respect that all workers deserve, but nothing is ever handed to us. The real power at the negotiating table comes when the employer sees, feels, and hears the full strength of workers standing in solidarity.

You have great power when you stand together with your coworkers, and in the coming months, we need to put this strength and solidarity on display for all to see. To get a good contract, we need to negotiate from a position of strength. That means a strong, active, and engaged membership.

Just by being a member of AFSCME, you have already taken the first step toward building strength. Now we are asking you to take the next step. Get active in your local union. Have conversations with coworkers who are not yet members. Explain to them the importance of signing up.

Let them know: it's wrong not to belong! Explain that it is no longer acceptable to freeload off the backs of dues-paying union members and benefit from the things you fought for. Explain that every non-member is playing into the hands of the groups trying to destroy unions and take away our ability to negotiate a strong contract.

Until a fair contract is reached, AFSCME members will be showing their solidarity by wearing a green wristband at work every day and wearing green clothing and accessories every Friday. Be proud of your union and be part of this movement!

Your AFSCME leaders will be visiting you in your workplace to help build strength, discuss issues and concerns, and blaze the path to our next contract. Please join us at these visits, speak to your Local Officers about how you can get involved, or give us a call in the Member Resource Center at 1-800-5-AFSCME to speak with a Staff Representative.

This contract campaign is all about bringing us together to negotiate a collective bargaining agreement that is fair and just for the AFSCME members who keep this Commonwealth running day in and day out, through thick and thin, in solidarity with one another.

We invite you to join us in this effort, and we thank you for all you do for your commonwealth, your community, and your union.

WAYS TO TAKE ACTION

Band Together!

Display your union solidarity by wearing your green AFSCME wristband every day until we get a contract!

Reach out to your Local Union or call Council 13 at 1-800-5-AFSCME to get your wristband today!



Talk to your coworkers and spread the message!

Have conversations about the importance of joining the union!

Sign your coworkers up to be union members!



TGIF: Think Green, It's Friday
Every Friday - wear green* to send a message to management that we are all in this together!

***Any green clothing/accessories allowed by your employer is encouraged - it does not need to be AFSCME apparel.**

Learn more at
afscme13.org/state-contract-negotiations-2023

2023 UNION TRAINING WEBINARS



Learn more and register today at afscme13.org!

- Officer Training – April 5 @ 6-8 PM
- Treasurer Training – April 18 @ 6-8 PM
- Steward Training – May 9-11 @ 6-8:30 PM
- New Employee Outreach – May 17 @ 6-8 PM
- Officer Training – June 6 @ 6-8 PM
- Treasurer Training – June 15 @ 6-8 PM
- Steward Training – July 11-13 @ 6-8:30 PM
- Creating Actions at Work - July 12 @ 6-8 PM
- Officer Training – August 9 @ 6-8 PM
- Treasurer Training – August 15 @ 6-8 PM
- Steward Training – September 12-14 @ 6-8:30 PM
- New Employee Outreach – September 13 @ 6-8 PM
- Article 43 Training – September 21 @ 5-7 PM
- Officer Training – October 11 @ 6-8 PM
- Treasurer Training – October 24 @ 6-8 PM
- Steward Training – November 14-16 @ 6-8:30 PM
- Creating Actions at Work – November 15 @ 6-8 PM
- Officer Training – December 13 @ 6-8 PM
- Treasurer Training – December 14 @ 6-8 PM

AFSCME COUNCIL 13 CONVENTION

April 28-30, 2023 – Hershey Lodge



SIGN UP NOW: MemberLink

memberlink.afscme13.org

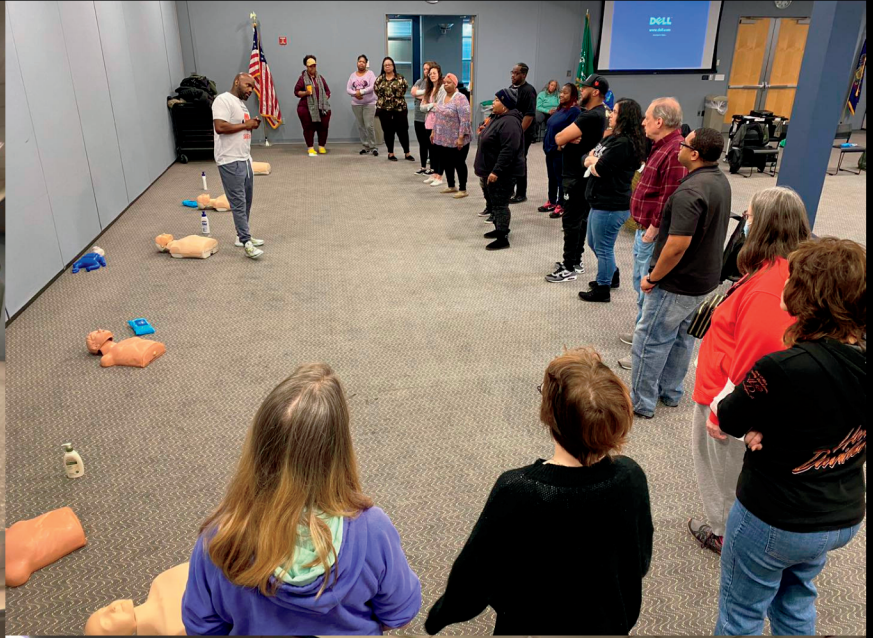
- Union member resources
- Targeted news articles
- Update your information





LOCAL UNIONS HOST LIFESAVING TRAININGS

Always looking out for their communities, AFSCME Locals 1224 (PHEAA) and 2534 (PennDOT) out of AFSCME District Council 90 hosted First Aid/CPR/AED Training by Steve Johnson (MSW, LSW, MA), and an Opioid Awareness Seminar with Naloxone Administration Training by the PA Dept. of Military and Veteran Affairs' Northeast Counterdrug Training Center, at the AFSCME Conference Center on February 25, 2023.



Happy
St. Patrick's Day

Your union family proudly represented in the
2023 Harrisburg St. Patrick's Day Parade where
everyone was wearing AFSCME green!



Council 13
AFSCME
SCHOLARSHIP PROGRAM



OPENED 3/1/23, CLOSSES 7/1/23

AFSCME Council 13's Member-Only Scholarship Program will award the following:

1. A total of 48 \$500 undergraduate scholarships (6 per District Council).
2. The top 4 of the 48 will be selected to receive an additional \$1,000.
3. One additional \$500 statewide scholarship for a graduate student.

AFSCME Council 13 members in good standing, their children and grandchildren (as well as grandchildren of RPEP members in good standing) who are full-time students enrolled in an accredited program of higher education are eligible to apply for AFSCME Council 13 Scholarships. Sponsors must be active members at the time that the Scholarship Awards are processed.

Essay question: How has your experience with and understanding of labor unions influenced your educational goals and career aspirations?

How to apply:

1. Complete the Application Form. Please be sure to enter the Social Security Number of the sponsoring AFSCME or RPEP Member.
2. Attach a copy of the student's most recent transcript (high school or college).
3. Attach an essay completed by the student (typewritten, double-spaced, not to exceed two pages) responding to a question.
4. Attach 3 character references who are not family members. Include name, address, phone number and relationship to student.
5. Mail the completed Application Form, transcript, essay and 3 character references so they are received by July 1, to: AFSCME Council 13, 150 S. 43rd St., Suite 3, Harrisburg, PA 17111.

Visit afscme13.org/members/scholarships for application form and more!

**POWER OF ATTORNEY: HELP WITH
PLANNING FOR THE UNEXPECTED**

by Ruth Ann DiDonato

What is a Power of Attorney and Why Do I Need One?

A Power of Attorney (“POA”) is a crucial tool in preparing for unexpected life events like an accident or illness that results in mental or physical incapacitation. It is a written document in which an individual, referred to as the “Principal,” designates another individual, referred to as the “Agent,” to exercise certain specified powers and to perform covered acts for the sole benefit of the Principal. For example, a son or daughter may be designated as the Agent, to make financial or healthcare decisions for their parent – the Principal. To sign a valid POA, the Principal must be at least eighteen years of age and have the mental capacity to understand the purpose of the document and to appoint an Agent (or multiple Agents).

If an individual has no POA in place, their next of kin would have no legal authority to make financial or medical decisions on their behalf, or even to see their medical records. To gain these rights, the next of kin would have to ask a judge to appoint them as a guardian to handle financial affairs and medical decision making. This can be time-consuming and result in expensive legal bills. And, in the meantime, if the person without a financial POA is hospitalized or completely incapacitated and in a long-term care facility, their next of kin will be unable to pay their bills, manage investments, pay for care, or take care of any other business that the incapacitated person otherwise would have handled. It is often an overwhelming situation to cope with for both the individual and their next of kin.

These problems can be avoided, simply by executing appropriate financial and healthcare POAs when one is capable, competent, and able to do so.

Financial Powers of Attorney

There are two main types of financial POAs. A “springing” financial POA and a “durable” financial POA. A “springing” financial POA takes effect if the Principal is incapacitated and is unable, because of the incapacity, to handle his or her financial affairs. A physician must determine that the Principal is incapacitated in order for the designated Agent to act. The downside of a springing financial POA is that it may take time to obtain the physician’s determination of incapacity, for the Agent to have authority to act on behalf of the Principal.

A “durable” financial POA serves the same purpose as a springing POA, but in a durable POA, the Principal/Agent relationship take effect immediately, or at a future date determined by the Principal. If the Principal becomes incapacitated in an emergency, the Agent can act immediately, and maintain the Principal’s financial affairs, without any need for any physician or court involvement.

In Pennsylvania, either type of financial POA must contain a special “Notice” on the first page, detailing the broad powers that the Principal is giving to the Agent under the document. In addition, the Agent must sign a special form, which is intended to keep the Agent from abusing their authority under the POA.

Healthcare Powers of Attorney

Another especially important POA is for healthcare. A durable healthcare POA acts as a waiver of the HIPAA medical privacy regulations, enabling the Agent access to the Principal’s doctors and medical records. If the Principal is unable to give an informed consent for treatment as the result of illness, incapacity, or unconsciousness, his or her medical Agent is authorized to make such important medical treatment decisions for the Principal. This includes more than just end-of-life decisions. A durable healthcare POA may also cover a wide range of medical treatment decision making, from flu shots to do-not-resuscitate orders, and everything in between.

While it may be impossible to predict whether one will have diminished mental capacity or become physically disabled with age, or suffer a disabling accident or illness at any time, it is important to prepare for these events and appoint Agents to manage your financial and medical affairs. This gives both parties the peace of mind of knowing that a plan is in place if the unexpected happens.

If you are a dues-paying member of AFSCME Council 13, you can get help preparing your POAs at discounted rates, by calling the AFSCME Legal Services Line at (800) 631-1233 or (888) 294-2747.

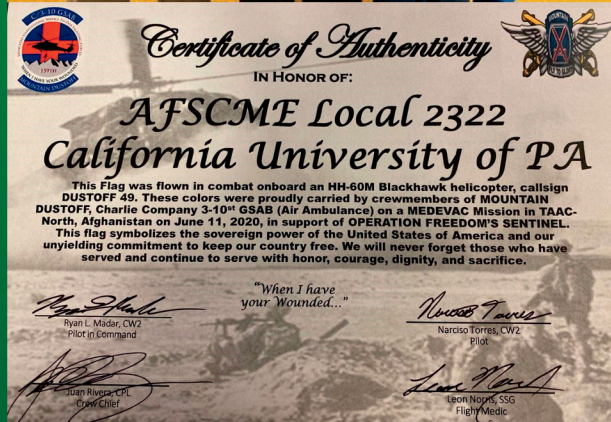
***Council 13 members can access the
legal services benefit by calling:
1-888-294-2747 or 1-800-631-1233***

***Union members are also entitled to
legal benefits through Union Plus:
unionplus.org/benefits/home/legal-help***

Council 13 AFSCME CommUNITY



Members of AFSCME Local 2944 in Swatara Township donated \$500 to St. Francis Soup Kitchen/Food Bank in memory of District Council 90 Staff Representative Juan Carter. The local has been making this donation every year since 2020 in honor of Juan, who is remembered as a generous man who would go out of his way to help those in need.



AFSCME Local 2322 (California University) did a collection campaign for servicemen and servicewomen, which had high participation and resulted in many items being delivered to troops. One of the servicemen that received a package honored the Local with a flag that was flown during his mission. The Certificate of Authenticity accompanied the flag outlining his mission.



AFSCME District Council 88 collected goods for a care package that was sent to US Airmen in Prince Sultan Air Base (PSAB) in Saudi Arabia. According to a thank you letter from the Airmen, more than 50 Air Force fire and medical personnel were impacted by this donation.

Visit our website!



afscme13.org

Council 13 Connection
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AFSCME Council 13 Member Resource Center:
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Email:
MRC@afscme13.org



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