

Council 13 CONNECTION

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

AFSCME members take to State Capitol for Lobby Day



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Message from the Executive Director

Sisters and Brothers,



I felt a new energy within our union this year. I saw a heightened level of involvement and enthusiasm throughout our locals. I saw a lot of new faces at our convention and education conferences. This is what gives me hope this holiday season and going into the new year.

In 2023, we secured a historic state employee contract with more than 20 percent in wage increases. We brought new members into the AFSCME family through organizing drives. We got vital bills passed in the PA House for Public Sector OSHA and State Retiree COLA. We won major statewide and local elections. We rallied. We testified. We Staffed The Front Lines.

In 2024, we need to keep up the pressure. We must now hold employers accountable for the collective bargaining agreements they have signed onto. We must keep bringing in new members and signing up those non-members. We must get House Bills 299 and 1416 through the Senate and on the Governor’s desk. We must win more elections. We must keep raising our voices. We must keep working to expand and improve public service jobs – good union jobs. I know you are up for the challenge, and I’ll be right there with you.

Remember, whether it’s contract negotiations or political elections or lobbying lawmakers on specific policies – we are only as strong as our membership. Our strength is in numbers. We have achieved great things together. Now we must grow to achieve even more. I urge you to sign up the non-members in your workplace. Inform them of the abundant benefits of AFSCME membership. Let them know: “it’s wrong not to belong!”

I look forward to seeing you at our Women’s Conference in March, the International Convention in August, and our Non-State Conference in September.

Thank you for all you did in 2023 and for carrying the torch into the future. On behalf of everyone at Council 13, we wish peace, joy, and solidarity, to all our AFSCME sisters and brothers this holiday season. Have a safe and happy New Year!

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!

AFSCME leaders, Commonwealth officials sign new state contract



AFSCME Council 13 leadership, including first level supervisor and rank-and-file members, met with Commonwealth officials to sign the collective bargaining agreement that was negotiated and ratified this year.

Those in attendance put pen to paper to finalize a contract that includes a total of 20.25 percent of wage increases over the four years between general pay increases and step increments, among other gains for employees. This represents a historic achievement for AFSCME members in Pennsylvania.

This historic contract is thanks to the hard work and firm resolve of AFSCME members. It is only through strong union membership that we can continue to achieve such victories — and even greater ones.



[Find the Master Agreement and Memorandum on the home page of AFSCME13.org!](https://AFSCME13.org)

District Councils 86 through 90 unite for Eastern Education Conference



Members of District Councils 86, 87, 88, 89, and 90, gathered in Lancaster, Pennsylvania, for the 2023 Eastern Education Conference on September 29-October 1.

The conference kicked off with remarks from AFSCME Council 13 Executive Director David Henderson, PA State Representative Ismail “Izzy” Smith-Wade-El, District Council 86 & 87 Director Kerri Gallagher, and District Council 89 & 90 Director Tara Wilson.

Attendees also heard remarks from District Council 88 Director Tom Tosti who introduced Adam Rizzo and Paul Dannenfelser from the Philadelphia Museum of Art Union (AFSCME District Council 47). Adam and Paul shared the story of how they and their coworkers won their union in August 2020 and ratified a historic first contract after 19 days on strike in the fall of 2022.



Members in attendance then had the opportunity to take part in several workshops, including “Filling Out Financial Paperwork,” “Officer & Executive Board Roles,” “New Employee Orientation,” “Internal Organizing,” “Gripe vs. Grievance,” “Recruiting Activists & Increasing Local Meeting Attendance,” and “Politics & The Union.”

The five District Councils at this conference represent a combined 35,000+ workers in the eastern half of Pennsylvania, and their sisters and brothers left Lancaster with tools and knowledge that will empower them to continue growing their local unions.



WESTERN DISTRICT COUNCILS JOIN FORCES FOR EDUCATION CONFERENCE

Members of District Councils 83, 84, and 85, joined forces at Seven Springs Mountain Resort in Somerset County for the 2023 Western Education Conference on November 10-12.

The conference began with remarks from Council 13 Executive Director David Henderson, District Council 83 Director Sue McCormick, District Council 84 Director John Galuska, District Council 85 Director Shane Clark, AFSCME Retiree Jeanne Weaver, Council 13 Legislative Director Michael Maguire, and PA State Representative for the 58th District Eric Davanzo.

During the conference, which fell on Veterans Day weekend, those in attendance took the time to honor all who have served in our nation's armed forces.

Conference participants had the opportunity to take part in several workshops, including "Filling Out Financial Paperwork," "Officer & Executive Board Roles," "New Employee Orientation," "Internal Organizing," "Building Your Grievance Case," and "Recruiting Activists & Increasing Local Meeting Attendance."

Members in attendance also got to enjoy live music performed by AFSCME Local 1771 (Pleasant Ridge Manor) member Jack Campbell and Council 13 Director of IT, Data, and Communications Ryan Bowe.

District Councils 83, 84, and 85, represent more than 25,000+ combined workers in the western half of Pennsylvania. Following this event and the Eastern Education Conference, Council 13 sisters and brothers statewide are equipped with tools and knowledge that will empower them to continue growing their local unions.



**Local 2763 members
take a stand against
employee mistreatment**



A wave of green rolled into a Reading Area Water Authority meeting on October 24, 2023, as members of AFSCME Local 2763 are taking a stand against employee mistreatment by a RAWA official. Every worker deserves dignity and respect. Your union has your back!

**AFSCME member
receives Governor's
Award for Excellence**



Congratulations to AFSCME Local 2456 (State Professionals – District 8) member Amy Kreiger, who is an Administrative Assistant for the Pennsylvania State Police (PSP), for being part of a group of 54 Commonwealth employees recognized for outstanding achievements as part of the Governor's Awards for Excellence!



**WOMEN'S CONFERENCE
MARCH 15-17, 2024**

LEARN MORE HERE: WWW.AFSCME13.ORG/NEWS/WOMENS-CONFERENCE-SET-FOR-MARCH-15-17-2024/

AFSCME members take to State Capitol for Lobby Day

A group of AFSCME Council 13 members took to the State Capitol in Harrisburg on December 12, 2023, for meetings with various legislators about important policies that impact working people, including public sector OSHA.

As part of this Lobby Day, union members met with State Senators Comitta, Dillon, Schwank, Street, Tartaglione, Williams, Muth, Collett, Saval, Miller, Flynn, Kane, Coleman, and Gebhard. We thank each senator for their time and look forward to working with them on this and other policy initiatives.

The primary focus of the meetings was the issue of public sector OSHA, which has recently seen some progress with the passage of House Bill 299. With this Lobby Day and other efforts, Council 13 is putting pressure on the Senate to get this bill across the finish line so that public employees in Pennsylvania can finally enjoy the same workplace protections as their private sector counterparts.

You can find information on that bill and others on Council 13's online Bill Tracker at www.afscme13.org/political/bill-tracker.



**NEW
UPDATE**

House Bill 299 (Public Sector OSHA) and House Bill 1416 (State Retiree COLA) have both passed in the PA House of Representatives. Now is the time to put the pressure on the State Senate to get these vital, long overdue bills across the finish line!

Find your legislator(s) here:

www.legis.state.pa.us/cfdocs/legis/home/findyourlegislator

COUNCIL 13 SCHOLARSHIP

2023 WINNERS ANNOUNCED!

Congratulations to the 26 winners of the 2023 AFSCME Council 13 Scholarship Program! \$17,000 in scholarships were awarded to the children and grandchildren of Council 13 members and retirees. Each winner will receive \$500 with four top scorers each receiving \$1,500. Students submitted essays discussing how their experience with and understanding of labor unions have influenced their educational goals and career aspirations. Winners were chosen by a Selection Committee comprised of knowledgeable, exemplary individuals. Selections are final and binding and are not subject to appeal.

District Council 83

Cory Johnson (Eric Johnson – Local 211)*
Megan Dietz (Michael G. Dietz – Local 211)
Adam Mason (Vicki Mason – Local 691)
Joseph Succheralli II (Ryan Succheralli – Local 1983)
Madison Succheralli (Ryan Succheralli – Local 1983)

District Council 84

Julia Ammon (Cathy Ammon – Local 2622)*
Jaidyn Jiles (Anthony Jiles – Local 2266)
Emily Marchlewski (Stanley Marchlewski – Local 238)
Hailey Murray (Ronald Murray – Local 2249)
Savion Stroud (Tara Stroud – Local 2459)*
Adam Wolfe (Timothy Wolfe – Local 2249)

District Council 85

Kasey Kensill (Andrea Kensill – Local 2206)
Shannon Marquis (Jeffrey Marquis – Local 2666)

District Council 86

Luke Segraves (Keith Segraves – Local 2674)

District Council 87

Tiffany Ashton (Tiffany Ashton – Local 2333)
Kevin Caffrey (Edward Caffrey – Local 2453)

District Council 88

Makayla Collins (Keenan Collins – Local 2763)
Colin Kerdeman (Marshall Kerdeman – Local 2345)
Vincent Marchese (Karen Marchese – Local 2455)
Jacob Mohring (Andrew Mohring – Local 2455)*
Katrina Mulherin (Michelle Mulherin – Retirees Sub-Chapter 8809)
Jasmin Bickham (Helen Naftzinger – Local 3799)
Grace Piscitelli (John Piscitelli – Local 462)

District Council 89

Mason Sterner (Dorothy Sterner – Local 1981)

District Council 90

Daina Baker (Nickole Baker – Local 3149)
Delaney Concannon (Colleen Concannon – Local 972)

*Received \$1,500 reward



Congratulations to the winners and best of luck in your academic and professional journeys!

**For more union scholarship opportunities,
visit afscme13.org/members/scholarships**

NEW REGULATIONS WILL HELP PREGNANT, POST-PARTUM WORKERS REMAIN IN THE WORKFORCE

by Amy L. Rosenberger

New federal regulations to implement the Pregnant Workers Fairness Act (PWFA) have been issued by the Equal Employment Opportunity Commission (EEOC) and are set to take effect at the end of December 2023. The PWFA provides that government employers and private employers with at least 15 employees must make “reasonable accommodations” for workers who need them due to pregnancy, recent childbirth, or related medical conditions.

While existing laws enforced by the EEOC already made it illegal to discriminate or retaliate against workers based on pregnancy, childbirth, or related medical conditions, the PWFA closes a gap in federal law that had left pregnant and post-partum workers with no remedy if they needed accommodations to continue working. Prior to the PWFA, pregnant and post-partum workers were entitled to accommodations only if they could identify other similarly situated people in their workplace who received accommodations or if they had a pregnancy-related condition that was covered by the disability discrimination laws. This left many pregnant and post-partum workers without the necessary legal protections to allow them to continue working during their pregnancy or post-pregnancy.

Covered employees are entitled to “reasonable accommodation” under the PWFA. Generally, that term means a change in the work environment or how things are usually done. The EEOC’s new rule lists examples of possible reasonable accommodations under the PWFA, including: Frequent breaks; Sitting/Standing; Schedule changes, part-time work, and paid and unpaid leave; Telework; Parking; Light duty; Making existing facilities accessible or modifying the work environment; Job restructuring; Temporarily suspending one or more essential function of the job; Acquiring or modifying equipment, uniforms, or devices; and Adjusting or modifying examinations or policies.

It is important to note that while the PWFA gives workers a right to reasonable accommodations for pregnancy, recent childbirth, and/or related conditions, as with the Americans with Disabilities Act (ADA), employers are not required to provide an accommodation that would be significantly difficult or expensive – that is, an accommodation that would cause an “undue hardship” for the employer. What constitutes an undue hardship will depend on many factors, including the employer’s financial resources and the costs involved in offering the accommodation. In addition to the factors that would ordinarily be considered under the ADA, the EEOC considers factors such as: How long the employee will be unable to perform the essential function(s) of their job; The nature and frequency of the essential function(s); Whether there is work for the employee to accomplish; Whether the employer has provided other employees in similar positions who are unable to perform essential function(s) of their positions with temporary suspensions of those functions and other duties; If necessary, whether there are others who can perform the essential function(s); and Whether the essential function(s) can be postponed or remain unperformed for a period of time.

However, the EEOC has identified certain simple measures that would almost always be considered reasonable accommodations that do not impose an undue hardship. These include allowing the employee to: Carry water and drink, as needed, in the employee’s work area; Take additional restroom breaks; Sit, or stand periodically, if needed; and To take breaks, as needed, to eat and drink.

In addition to requirements around providing accommodations, the PWFA also prohibits covered employers from: denying a employment opportunities to a qualified employee or applicant based on the person's need for a reasonable accommodation; requiring an employee to take leave if another reasonable accommodation can be provided that would let the employee keep working; retaliating against an individual for reporting or opposing unlawful discrimination under the PWFA or participating in a PWFA proceeding (such as an investigation); or interfere with any individual’s rights under the PWFA.

Charges for alleged violations of the PWFA can be filed with the EEOC and must relate to violations that occurred after the law took effect on June 27, 2023.

***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



AFSCME Local 763 (DC 83) members joined APSCUF in the IUP Homecoming Parade!



District Council 88 members completed their largest toy drive to date with a huge pile of toys to donate to the Norristown Salvation Army!



AFSCME Local 2355 (South Mountain Restoration Center/Secure Treatment Unit) members collected a great assortment of gifts for Toys For Tots in Franklin County!



AFSCME Local 1896 (Lancaster City) once again hosted "The Battle of the Unions" Softball Tournament. City workers stepped up to the plate against local police and firefighters to raise money for Lancaster County Homelessness Coalition.



AFSCME Local 2322 (California University) members honored Breast Cancer Awareness Month. Pictured left to right: Cathy Gwyer (Treasurer), Greg Stiger (Staff Representative), DeAnne Pavelko (Clerical Steward/Survivor), CJ DeJullis (President). Recognized but not present: Sheri Anderson (Member/Survivor).

Council 13 Connection
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website!



afscme13.org

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William Kauffman, Writer/Media Technician

AFSCME Council 13 Member Resource Center:
1-800-5-AFSCME

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MRC@afscme13.org



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