

AFSCME – Local 2186 – SUPERVISORY EMPLOYEES

District Council 47

American Federation of State, County and Municipal Employees, AFL/CIO

1606 Walnut Street, Philadelphia, PA 19103 • 215-893-3760 • Fax: 215-985-2720
www.afscme2186.org



May 28th, 2025

Good day Local 2186 Members,

In the interest of transparency, we are providing all members with a summary of our 2025 contract demands, along with the City's proposals.

As you all remember, our contract survey was distributed in July 2023, and many of you participated. Based on your feedback, we formed contract committees—many of which you served on—as well as research groups to help us craft these demands thoughtfully and strategically with member input at the forefront. \

Recently, the Local met with the City on May 22nd to exchange proposals. Unfortunately, the City's proposals were disappointing and raised serious concerns about whether any real thought or consideration was given to the needs of our membership.

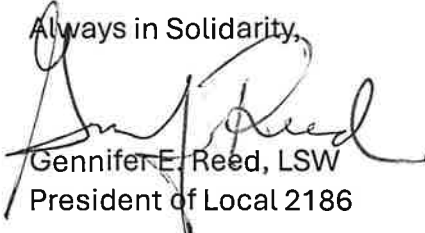
We fought for you, we are fighting for you, and we continue to negotiate aggressively in your best interests.

The next two contract negotiation sessions will be held on June 6th and 11th.

Please review the attached summary of the Union and City proposals. They are also available on our website: www.afscme2186.org.

We run this city, and we deserve to be treated accordingly.

Always in Solidarity,



Gennifer E. Reed, LSW
President of Local 2186

GENNIFER E. REED
President

BRETT BESSLER
Vice President/Business Agent

NICHOLAS J. HOFFMAN
Secretary-Treasurer

S. ELISE KING
Recording Secretary



AFSCME DC47 Local 2186 and City Contract Negotiations

Summary of Union and City Proposals May 2025

DC47 Local 2186 Contract Proposals Summary:

- **Term:** A 4 year contract.
- **Wages:** 8% raise each year of contract, addition of step 6 and 7 DC47 to pay plans, minimum starting salary of \$50,000 for all represented job titles, annual COLA to address inflation.
- **Health & Welfare:** City of Philadelphia shall pay 100% of the cost of health care benefits, increase post retirement medical coverage to 10 years for members with 20 years of service and 7 years for members with less than 20 years, reimbursement of Medicare part B for 5 year retirees.
- **Longevity:** Establish a percentage-based longevity pay rate for DC47 members based off members yearly base salary. (Parity with PPD)
- **Shift Differential:** Improvements to shift differential rates for to 5% for second shift and 7.5% for third shift. (Parity with DC33)
- **Overtime and Comp Time:** Overtime rate for all DC47 members will be based on their pay range and step level with no restrictions based on pay range and step level to elect for cash overtime, compensatory time accrual cap raised to 160 hours (20 days), sick time included in the calculation of time worked for overtime, ability to cash out compensatory time upon separation.
- **Credential Based Pay:** Requirement to receive Credential Based Pay will be a satisfactory performance evaluation, expand credential-based bonuses to \$1,500 for all advanced degrees above the minimum education listed in job specification.
- **Essential Employees:** Members who are considered essential shall be identified and paid 2 grades higher while working on-site during emergencies, expansion of MOA 2017 Article 20 to include members who work from home, inclusion of delayed openings in addition to full day closures.
- **Residency:** Members eligible to reside outside of the City of Philadelphia limits but within the Commonwealth of PA after 5 years of service. (Parity with PPD and PFD)
- **Working Out of Class:** Improvements to Out of Class procedure including more credited time for examinations and pay step upon promotion.

- **Grievance Procedure:** Failure to respond to a Step III or Step IV grievance will result in the grievance being granted in favor of the Union.
- **Arbitration Rights:** Grant Local 2186 the same rights to arbitration as Local 2187.
- **Discipline and Discharge:** Establish a uniform disciplinary policy, expungement of reprimands to include suspensions, ability to transfer until legal matter is resolved if arrested for F-1 or less, negotiate a new disciplinary policy for DC47 members in PPD.
- **Contracting Out:** Establish a committee to review all contracts, exempt, and grant funded positions to identify job titles should be a part of the Bargaining Units based on job specifications.
- **Redesigning Government Initiative:** Continue RGI which includes no-layoff clause.
- **Vacancies:** Vacancies in any budgeted position filled within 30 days, City must provide a list of all vacancies for DC47 titles on a monthly basis, announcement of exempt job offers will be made known to the Union no later than 5 business days from posting.
- **Grant Funded Positions:** Clarify and extend contract language to protect grant-funded work in all City departments.
- **Performance Reports:** Performance rating system shall be Satisfactory or Unsatisfactory only.
- **DEI Committees:** Inclusion of Union in any current Citywide and Departmental Diversity, Equity, and Inclusion Committees.
- **Bilingual/Bicultural:** Members who perform their duties in more than one language will be paid 2 grades higher while performing those duties.
- **Holidays:** Add primary and general election days, 3 floating holidays, birthday as a holiday.
- **Vacation:** Improve vacation buyback to include conversion of sick or comp to cash at the 1 for 1 rate up to 15 days per year, no minimum amount to be held after conversion, increase maximum vacation accrual to 80 days, in December of each year any member who has accrued more than the contractual limit shall be entitled to receive compensation for denied vacation days, improvements to the annual vacation accrual rates.

- **Sick Leave Transfer:** Allow for the donation of any form of leave to the sick leave bank and have the ability to donate to another employee of member's choosing.
- **Sick Leave:** Civil Service Regulation 21.051 regarding advanced sick leave shall apply to DC47 members. (Parity with non-reps)
- **Annual Leave Days:** AL days increased from 5 to 7 days per year, Unused AL days can be converted to any other form of leave at the end of the fiscal year, AL days can be used in any increment of time (same as vacation, comp, sick, etc).
- **Alternative Work Schedules:** The Union retains the right to amend its demands regarding Alternative Work Schedules after the decision of the pending arbitration.
- **Health & Safety:** Union will be included in any City negotiations, discussions, or plans to address Public Health Emergencies and or Mass Casualty Events, all complaints of discrimination, bullying, or violence will be sent to the Union, the City will provide members with clean and sanitary bathroom facilities at all locations.
- **Traumatic Event Leave:** Leave time for members personally involved in or observe a traumatic event while on duty.
- **FMLA:** City shall not deduct from FMLA bank without first determining that the absence is FMLA-qualifying, ability to use paid leave before FMLA leave balance is reduced.
- **Life Insurance:** Improve benefits for current and retired employees.
- **Pension:** Become vested after 5 years, raise cap on hybrid pension to \$100,000 per year, dollar for dollar contribution match up to 3%, COLA for retirees.
- **Family Sick Leave:** Members may be granted leave for 1 year without pay to care for a dependent family member.
- **Bereavement Leave:** Increase bereavement leave to 5 days for immediate family member, bereavement leave may be granted intermittently within 30 days of the loss.
- **Parental Leave:** Increase to 12 weeks paid parental leave, expand to include family health emergencies or events, including adoption and foster placement, parental leave will not run concurrently with FMLA time, medical coverage for members who return to work on a part-time basis following parental leave.
- **Legal Services Fund:** Increased city contributions to \$20 per month.

- **Training & Certification:** Tuition reimbursement for any DC47 member who is furthering their education for promotional opportunities within the City of Philadelphia, reestablish joint training committee to include Union and OHR.
- **Career Advancement Committee:** Establish committee to evaluate DC47 jobs lacking career ladders.

City of Philadelphia Contract Proposals Summary:

- **Term:** A 4-year contract.
- **Compensation:** Wage increases consistent with City's ability to pay and 5-year plan.
- **Health and Welfare:** Changes in co-pays and deductibles, increased contributions to reduce cost to City.
- **Work Schedules:** Ability to change schedules beyond one time per year, allow for multiple start times, rotating days off, split shifts, and less than five day work schedules along with flexibility to impose compressed work schedules and 12-hour shifts.
- **Overtime:** Assign based on skill and performance, not seniority.
- **Part-time/Temp Employees:** Unlimited use.
- **Sick Leave:** Modifications to sick leave and sick abuse policies including inability to work voluntary overtime for 30 days if employee has an uncertified sick day.
- **Leave Benefits:** Restrictions on unpaid leave, ability to restrict or cancel leave for a period of national security or large scale events, pro-rated AL days during first year of employment.
- **Performance Management:** City may implement an incentive and/or bonus pay system subject to annual renewal, bonuses may be based upon individual or group performance.
- **Discipline and Discharge:** Revisions to immediate suspension procedures, previous discipline can be considered for up to 5 years in determining progressive discipline, discipline for certain serious offenses remain on an employee's record permanently, lateness, AWOL and dress code policies, limitation on Union rights.

- **Grievance Procedure:** Limits on arbitration rights, backpay limitations, grievance procedure restrictions, utilize ERU for all discrimination, harassment, or retaliation claims.
- **Working Out of Class:** Revise appeals process, addition of Librarian 1s in the “Library Side Letter.”
- **Appointments, Promotions, and Transfers:** 6-month probation for transfers, no grievance right if rejected, ability to assign work to non-union personnel, revisions to non-selection on second certification language, elimination of past practices that impede City’s selection and direction of personnel.
- **Probationary Period:** Any paid or unpaid leave longer than 7 days extends probationary period.
- **Redesigning Government Initiative:** Extend through contract term.
- **Drug and Alcohol Policy:** Random drug testing for “safety sensitive” positions.
- **Furloughs:** Allow for lack of work/funds, continue health benefits, not subject to layoff procedure.
- **Separability:** City can offset wage/benefit increases by adjusting other terms.