



AFSCME DISTRICT COUNCIL 63 LOCAL 2278

November 1, 2023 @ 6:30pm

Pennsauken Library Community Room

Membership Meeting

Officers in attendance: R. Rivera L. Green E. Escalera
D. Chester (not in attendance)

Meeting to motion: 6:36 pm

Secretary Treasurer Reading

| | | | | |
|---------|------------------|----------------|-----------|----------|
| Balance | \$35,567.62 | no deposits | | |
| | Interest of .29 | no withdrawals | | |
| | Final balance of | \$35,568.11 | Sub acct: | \$145.51 |

Rey

- BA status, per phone call our BA who is Renee will be going out on Medical leave until January 17th we are getting our BA to negotiate Yolanda
- We are waiting on Steve Tully to give us that information
- We have all our information in line we just waiting for our BA status
- Will report information tomorrow

Gloria

- When will we see that red line contract

Rey

- Our BA has it once we get a copy we will all get a copy and have a meeting
- Our aim is to begin negotiations with management Nov 13th
- Contract negotiation can last a long time 2-6 months
- Everything will be done by the book
- Agree as a group
- Meetings will be pressed to start voting on topics for contract negotiations
- Any questions?
- 40 hour discussion

L. Green

- 40 hours is going to be a big topic
- We received a lot of feedback and kick back about this topic
- It's a 50/50 argument
- We need a solid number to push the argument
- We hope to have every union member will be available to vote upon this

D. McDevitt

- Where did the 40 hours come from

Rey

- The survey

D. McDevitt

- We would revisit the 37.5 to move to a 40 hour work week
- Where does it state that in the contract
- Were we moving from 37.5 back to 35 hours

L. Green

- Do you know where it came from
- 37.5 hours came from Marvin
- He was negotiating for 40 hours
- The township offered 37.5 hours
- Revisit in a year to see if it works we asked for 40 they said no they wanted to see if 37.5 would work

D. McDevitt

- 37.5 was a big thing with the DPW because it would up their pension is what I was told
- Where is that extra time going to come from
- We no longer get breaks
- 50 min lunch
- Was lunch paid or unpaid
- We only work 37.5 hours
- Will our schedule change
- You don't deal with the public
- There is no chance to walk away from the desk
- If were sitting at our desk they expect you to be serviced

L. Green

- We want to give the members the opportunity to work

- We don't want to have a battle between departments

Brett

- That should be management problem to fight what is done for break time

L. Green

- You should be getting a break

Rey

- Have you tried to take a break

D. McDevitt

- Not entitled to break per contract no 20 min break with a 50 min break

L. Green

- You get a 50 min lunch
- Is that a break?

D. McDevitt

- Its an unpaid lunch
- DPW gets a 20 min break

Rey

- The hour structure needs to be different
- We need to sit down from every department to figure out the hour structure

Juan

- It would be impossible

D. McDevitt

- The summer hour schedule?
- They tried it at the municipal building

Tomeka

- It wasn't successful will they try it again

S. Paul

- The vacation became an issue
- There was Fridays where we had 1 person

D. McDevitt

- We work 4 days a week and have off on Friday

K. Kilroy

- The building was closed but not to the public

Rey

- We will have a meeting to have the hours negotiated correctly per each department

M. Hurley

- Will it be in our contract if the summer hour will be effective

Jim

- It was a voluntary basis
- Nobody was forced

Matt

- It was an A or B schedule

Rey

- The meetings with each dept will make this work
- We will reach out to make each dept agree on a schedule
- Work from home hybrid program
- Get language in the contract
- Different positions can work from home
- Raise structure options
- Front heavy percentage
- Board of education was like 8.8% followed by lower percentage
- Offset cost of living
- 5 yr contract or 3 or 4 yr

Tomeka

- Stick to heavy at the front we need it now not later

Rey

- Our salaries compared to police and fire they are lower
- We need that money up front
- This needs to be agreed upon us as a group
- Reach out to us to incorporate all ideas that we may not have thought off

- Anyone have ideas?

Tomeka

- We should not settle for anything low 8% is doing an increase social security
- I want my 8 now all bills went up
- We do not want to wait till the end

Rey

- In the past certain ppl and certain things led to us folding early
- They used scare tactics
- Look at the budget they got 13 million from state of NJ
- The money is there it goes into certain people pocket
- We are not going to fold we have to be together no stabbing in the back
- We cannot split up the union
- I don't get any questions I will report all information you need answered
- Its not going to be a fun couple of months
- Our future is on the line

Gloria

- How long is the contract for

Rey

- We have to vote

Gloria

- Can we do a 3 year

Rey

- We all have to vote
- That 1.5 was terrible we do not want that
- We should go to whatever gives us the advantage
- the meetings will be huge moving forward coming to voting on what we want to argue for
- any questions

D. McDevitt

- We got the email about the healthcare
- Deductibles are going up
- How is it that they can just do it and its not part of negotiations

Rey

- We can't negotiate rates
- We can choose our insurance separately
- We won't have those numbers if we went to a third party
- I went through 3 births on this plan

Brett

- What tier are we on
- Are we on the lowest tier

Rey

- We can have an insurance specialist come in
- They can explain our coverage

Tomeka

- Is it per the IRS saying it's the new limits

L. Green

- When we took over the position we sat in with Tim and Marvin
- Everyone has to have the same insurance plan
- I don't like the insurance
- Everybody vs everybody we need to stop
- We need to all be on the same page

Rey

- We need to speak to a specialist
- We would have to pay for it if we voted for it

Gloria

- Why vote for it if we have to pay for it

Tomeka

- The deadline is Nov 10th

Rey

- Can we move forward?
- Holiday party budget and venue
- Rey to read for Erica
- 5 options

Brett

- If we go into arbitration how much is that

Jim

- If there is no holiday party no money

Rey

- We need to vote on this now
- We need to vote and agree as a group
- Contract year

Gloria

- If we are concerned about arbitration
- Why don't we go without a party can we use the party money later

Rey

- I don't think we are going to arbitration
- It is a possibility
- We wouldn't want to get to that point
- Motion for a holiday party

5 voted yes

- No holiday party this year **motion passed**

Juan

- We should focus on the contract

Tomeka

- Spring fling

Rey

- Any other questions or comments or concerns

Teresa

- Are we getting rid of the tier program

Patrick

- Summer hours would you like us to send it to you so you can have an understanding

Rey

- We will get it narrowed down

Matt

- How can you guys get records we can do the opera request
- If you are going to submit requests, please contact me

Brett

- During pandemic we had to use our own time
- If they are telling you to stay home we shouldn't have to use our time

Rey

- We should have language of the pandemics using your own time

Matt

- Sick time if you had covid
- You had to use it after a certain time

Brett

- It would stop people coming in from sick

M. Hurley

- I had to use my sick time

L. Green

- It was in the very beginning that you received your time back

Meeting adjourned : 7:20 pm