



Local 2278

September 21, 2023

6:30pm

Pennsauken Library Community Room

MEMBERSHIP MEETING

Officer roll call

R. Rivera

L. Green

E. Escalera

D. Chester

Meeting to order

- 6:35 pm

Donna

- No old business nothing outstanding
- 35,567.82 no credits no debits
- 145.51 sub acct (to change acct needs 2 ppl)
- No questions about bank acct

New business

Rey

- We will be engaging with Pennsauken Township
- We will be having meetings
- We will provide notice of the back and forth
- Everyone has a say in this, we will discuss
- Please send emails
- Final draft of contract membership will see and vote no surprises
- Majority will win
- This is not us, everyone submitted a survey and information was laid out for the proposal outline
- Main topics are mentioned via agenda
 - 40 hr work week
 - Mixed reviews only 3 in meeting agreed

D. McDevitt

- Break was given up and lunch for 37.5 hrs we need breaks we don't get them
- Where is this extra time coming from
- There is no break room
- We don't have anywhere to go

Brett

- We have no tables to sit or break room

Rey

- We would need to find out what makes it work
- Its not a great set up
- Restructure of the hours if we were to take the 40
- Its just an idea

L. Green

- Is a 50 min break not long enough

D. McDevitt

- Not long enough to do everything necessary
- There are no breaks in between
- If we did 40 what would be a good break

D. McDevitt

- Still a 50 min break would be good

Y. Monillo

- Who mentioned the 40 hrs
- This is new for me

L. Green

- They were pushing for 40 in the previous
- What the majority was (Public Works)
- Everyone was handed a survey and submitted what they wanted
- 40 hrs was a hot topic it was 50/50
- We have to come together whats the best thing for everyone

Rey

- The surveys

Tomeka

- They wanted the 40 they wanted the money and that's why ppl proposed it

Rey

- The 37.5 was supposed to be a year than turn to 40 but never followed through after the year was completed
- Anything on the survey we will be discussing

Kathie

- Before covid?

Brett

- Public works with breaks would we be able to come in early to stay to 2:30pm

Rey

- We can propose a time

Y. Monillo

- What about everyone in the township

Rey

- We have diff times than the township

Donna

- EMT doesn't even get lunch break we work 12 hrs
- Pager beeps and we run

Rey

- Negotiation team to get together to move forward
- Any questions on 40?

Topic: Juneteenth

Rey

- Federal holiday
- Not giving anything up to get it
- Floating holiday we could ask for

Gloria

- It benefits the township as well if we get it

Rey

- No need to swap out anything

Topic: Certification pay

Rey

- Certification pay ex: pesticide
- Key board clerk have certs

- Township approval of it you should get paid yearly for it
- It must be work related certification
- EMT as well

P. McCarthy

- Classes towards position

Rey

- Once you complete it you need it to do your job
- We need language in our contract

J. Venafro

- Whatever your position requires you to have
- What would they argue back

Rey

- Supervisor must approve the certification no fight would be needed

Topic: Investigation days

Rey

- Township has a right to investigate something you did wrong
- President and member receives notice
- 30 days from event date to write you up or let you go
- We want to shrink it to 15 days
- They are finding ways to not allow a member to do things while under investigation
- As a retaliation cause
- By moving to 15 days it would benefit us

G. Hannah

- Would it hurt the person being investigated

Topic: Pay grade change

L. Green

- some don't make sense
- key board clerk 1 grade 2
- key board clerk 2 grade 4
- more money for our membership
- pay has to match

Mike

- these grades were made when we were getting our benefits paid

- insurance changed

L. Green

- it makes sense to get rid of the step program and moving the grades

Mike

- get full percentage because of the insurance
- they want us to put more out of our pocket

L. Green

- does anyone want to propose against the grades?
- No guarantees but we can mention it

Rey

- We will talk about it and make sure this is transparent

N. Anthony

- Who made up the grades

Rey

- Through civil service
- If we didn't have civil service we would not be protected

L. Green

- we come in at grade 4 entry level labor
- 90 days period
- If we got rid of 4 you would have to take a test for the job

Rey

- Call or text us with a problem
- CDL you pass 1 yr from than you get the grade 5
- Removal of step program
- We have to fix the wrongs from the past

Tomeka

- If they approve the removal
- Would everyone move to straight where they need to be

Rey

- Yes

Topic: 25 years for retirement vs 30

Mike

- Lifetime benefits from the township
- Tier 1 you get out

Rey

- We can push to do 25

Y. Monillo

- some have to wait to 30
- I can't get my benefits because I didn't do my time through the township?

Rey

- You have to do the 30

Mike

- If you are tier 1 you are expected to be 60

Topic: EMT proposal steps & salaries

Rey

- We have received a change contract we will go over with EMS
- Literature will be handed up
- 18 steps program
- We have to bat and support our union brothers & sisters for EMS

Topic: Business agent

Rey

- Yolanda is no longer with us
- Renee is our new agent

Lorraine

- What happened to Yolanda

Rey

- She is dealing with a lot of work especially in Cape May

Tomeka & Gloria

- They took her away from us during our contract yr

Rey

- We have full access to Yolanda spoke with Tully any help we need we have access to her
- Renee is aware of our contract

Tomeka

- Yolanda had the skills we need to be aggressive

Rey

- Renee is not new

Gloria

- Can we do a petition

L. Green

- we were in the appeal process

Gloria

- we don't know the new person

Rey

- we have to move forward
- Renee was not able to make it tonight due to a meeting

L. Green

- we have been groomed by Yolanda we are not settling for less

Rey

- those who heard of the cape may issue
- nursing home
- 70 yrs
- Union run
- They want to privatize
- If any of our members can make the cape may meetings
- Petition has been sent out
- Any questions

Meeting adjourned

7:18 pm