

Council 13 CONNECTION

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

COUNCIL 13 SETS VISION FOR FUTURE IN FIRST-EVER VIRTUAL CONVENTION



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Executive Directors' Messages



Thank you. That is my main message to my AFSCME sisters and brothers as I enter retirement. Thank you for what you are doing to get us all through this awful pandemic, and thank you for your trust and support that have allowed me the honor of serving as Executive Director of AFSCME Council 13 for the last 18 years.

I have spent my entire adult life around this organization, and by giving my life to AFSCME, AFSCME has given me a great life. Some of my best memories are sharing a beer and a laugh with you all at conferences and conventions. I was lucky to get to know so many of the interesting and insightful public service workers who make up AFSCME ranks.

I was also lucky to have some of the most remarkable staff members behind me during my tenure. I'm talking about the maintenance workers who keep our facilities immaculate, the staff representatives who directly defend our members day-in and day-out, the executive team and their staff who are the lifeblood of Council 13, the District Council Directors who offer bold leadership throughout the commonwealth, and the clerical staff who keep this whole thing on the rails. Thank you all so much.

I know this union will continue to do everything in its power to protect members during the COVID-19 pandemic and long after it is over under the direction of Dave Henderson. His deep-rooted family history with AFSCME and strong labor leadership ensure Dave has what it takes to lead us into a brighter future.

I look forward to joining my local RPEP chapter and continuing to stand in solidarity with my AFSCME family for a better standard of living and quality of retirement. I also look forward to dropping in on the next in-person AFSCME event so we can all share more of those beers and laughs together.

Be healthy, stay safe and keep kicking ass for the working class. And again: thank you.

In Solidarity,
David R. Fillman



As we enter a new year, I want to thank each of you for your efforts during these most trying times. Once again, you have proven that YOU make Pennsylvania happen and that YOU are the true heroes in our Commonwealth, every day!

I am humbled by your confidence in AFSCME to continue the privilege of representing you. Many of you know that David Fillman is retiring after dedicating 42+ years to the AFSCME membership and all working women and men across Pennsylvania and beyond. I would like to take this opportunity to thank him for his dedication, commitment, and passion for the labor movement and to all of us over these many years.

I am honored to begin serving as your Executive Director and look forward to standing side by side with each of you as we face the many challenges ahead of us. 2020 was a difficult year for many and 2021 promises to begin just as challenging. I believe that we will come out of this year a stronger union, better equipped to deal with any issue before us. With our expanded technological capabilities and the commitment of our District Councils and their excellent staff, along with the services provided by our Member Resource Center, our potential is unlimited.

However, nothing replaces your involvement. Your participation in any way makes us a stronger union, one that makes our enemies uncomfortable. Communicate with your local leaders, contact your staff, check our website, call the MRC, encourage folks to join, participate in your local meetings – get educated and motivated! I am confident that together, we will face each hurdle placed before us head on and that together we will continue to make AFSCME the best damn union there is, and that Council 13 will remain at the top!

Once again, I am humbled and honored to have the privilege of serving as your Executive Director. I look forward to seeing you in the coming months and wish each of you a healthy, safe and Happy New Year!

In Solidarity,
J. David Henderson

AFSCME Council 13 Executive Director David Fillman announces retirement



David Fillman addresses delegates of the 44th Annual Council 13 Convention in Hershey, PA in April 2016.

After 18 years of service as Executive Director of AFSCME Council 13, David Fillman has announced his retirement, effective February 1, 2021.

"It has been the honor of a lifetime to serve as Executive Director of this great organization. In giving my life to AFSCME, AFSCME gave me a great life," Fillman said.

"This is not a goodbye. I will continue standing shoulder to shoulder with my Council 13 family in the ongoing fight to organize and advocate for Pennsylvania's public employees."

Fillman joined AFSCME in 1971 while working for the Pennsylvania Department of Transportation. He became President of Local 2159 before joining the staff of District Council 88 in 1978. In 1993, he became Director of District Council 88. He went on to be elected Executive Director of Council 13 in 2002. Fillman will continue to serve as a Vice President of AFSCME International.

By increasing organizing capabilities, expanding member education, and embracing technological advances, along with decades of dedicated service, Fillman has assured he is leaving his union even stronger than he found it.

DC 85 Director

David Henderson named new Council 13 Executive Director



David Henderson (right) talks with then-President of Local 3530 (Millcreek Township) Steve Santucci ahead of a Township Supervisors meeting in 2017.

David Henderson, who is the current Director of AFSCME District Council 85, has been unanimously approved by Council 13's Executive Board to fulfill the rest of David Fillman's term, which expires in 2022.

Henderson is a proven labor leader in northwestern Pennsylvania, who is eager to keep Council 13 moving forward.

"It is difficult to overstate my gratitude for the opportunity to lead AFSCME Council 13 or my appreciation for the leadership David Fillman has provided for all these years," Henderson said.

I look forward to the exciting challenges that this new role will offer, and along with our membership, our district councils, and our team at Council 13, I will take them head-on to ensure our union continues to grow stronger."

Henderson is a third-generation, 41-year member of AFSCME since he joined the union in 1979 as an employee of the PA Department of Welfare. He went on to serve as Recording Secretary, Vice President, Chief Steward and President of Local 1955 while working as a corrections officer at Mayview State Hospital. Henderson began his career with AFSCME as a staff representative for DC 84 in 1998. He became the director of District Council 85, located in Franklin, Pennsylvania, in 2009.



Shane Clark named new DC 85 Director

AFSCME District Council 85 Staff Representative Shane Clark was named as the new Director of DC 85 by a unanimous vote of the district council's Executive Board.

Clark has been a Staff Representative for DC 85 since February 2011. Before that, he was an Organizer for AFSCME Council 13. From 1994 to 2010, Clark was a Correctional Officer at Crawford County Correctional Facility, where he served as President of AFSCME Local 2643.

"I want to thank both David Fillman and David Henderson for their support and encouragement that led me to take on this new role," Clark said.

"Mr. Fillman, thank you for your dedication to AFSCME, and I wish you well in retirement. Mr. Henderson, you have my gratitude for your mentorship, and I wish you the best of luck as Executive Director of Council 13. I am excited to continue to work with you to grow this union even stronger."

Council 13 sets vision for future at virtual convention



Executive Director David Fillman chairs the first-ever virtual Council 13 Convention.



Council 13 President Jane Gill calls to order her first Council 13 Convention.



Youth pastor at Calvary Church of God in Christ and President of AFSCME Local 1224 (PHEAA) Jamar Johnson delivers the invocation prayer for the 48th Annual Council 13 Convention.

In an unconventional 48th Annual AFSCME Council 13 Convention, delegates conducted the business of their union virtually.

Jane Gill opened her first convention as President of Council 13's Executive Board with a tribute to the military veterans within AFSCME ranks, which was followed by a performance of the National Anthem by Council 13 Assistant Director of Education and Resources Ryan Bowe, the Pledge of Allegiance, and an invocation prayer delivered by youth pastor at Calvary Church of God in Christ and President of AFSCME Local 1224 (PHEAA) Jamar Johnson.

"I never thought I would be in this role, and I certainly didn't think my first Convention as President would look like this, but here we are, and I'm ready to go. Let's get this party started," Gill said to open her remarks.

Gill then introduced Council 13 Executive Director David Fillman, who chaired the remainder of the Convention, telling delegates, "the theme that we originally had planned for this Convention was '2020 Vision,' but we never envisioned what was to come."

"Not only is the coronavirus pandemic a global health crisis; it quickly became a labor crisis," Fillman went on to say.

"And it was you, public service workers, who were right there on the front lines of this crisis. It was many of you and your fellow members who were deemed essential, and so you put on a mask and reported for duty."

Delegates also heard messages from AFSCME President Lee Saunders, PA Treasurer Joe Torsella, candidate for PA Auditor General Dr. Nina Ahmad, PA Attorney General Josh Shapiro, Senator Bob Casey, Jr., and then-Vice President Joe Biden.

A number of resolutions and constitutional amendments were passed during the convention. Delegates reaffirmed their commitment to stopping the closure of Polk Center and White Haven Center, expanding virtual organizing and education, protecting public sector workers, honoring front-line heroes, and continuing Council 13's Planning For Our Future Committee.

Delegates also supported constitutional amendments to keep members informed by electronic or other means, temporarily reduce per capita payments to local unions, and transition to a biennial Council 13 Convention and make related adjustments to the terms of officers and executive board members.

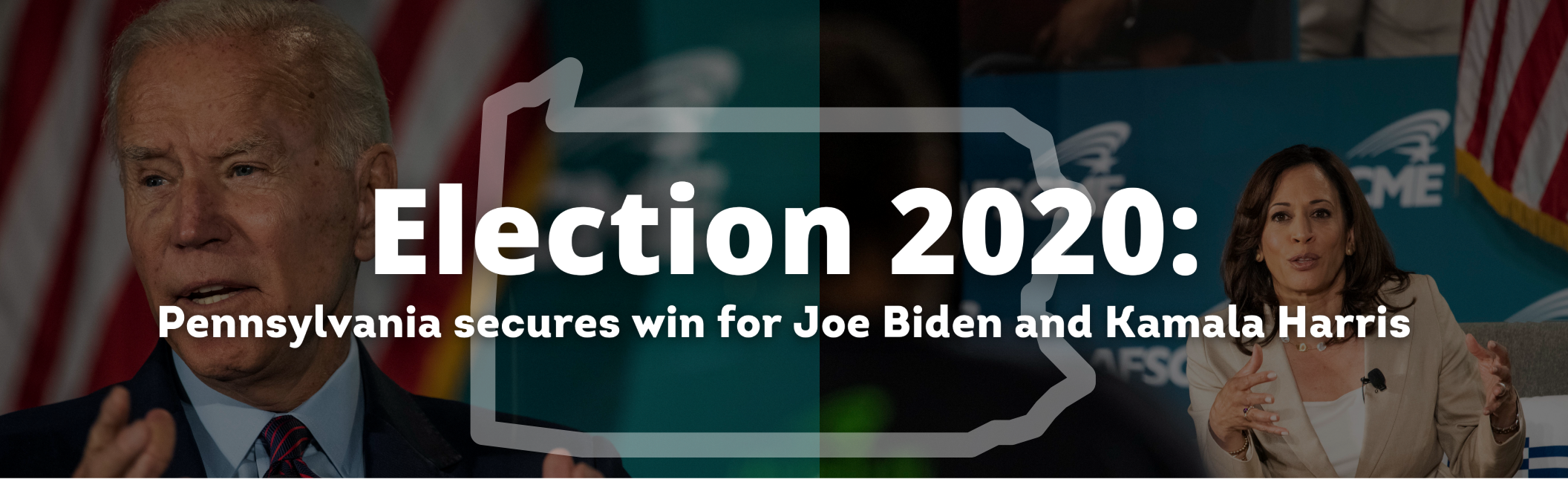
All of these measures were based on the recommendations of the Planning For Our Future Committee and done in the name of saving vital funds for Council 13 while maintaining the same level of service and representation that members deserve and expect.

Once the business was conducted, Executive Director Fillman began to conclude the convention by saying "everything went smooth," at which point the camera battery died, turning the screen black. Luckily, the Council 13 crew had a backup battery, and the convention adjourned with the union's vision for the future in clear focus.

Council 13 thanks all the delegates who took part in this first-ever virtual convention and everyone who made it possible.

Log in to
MemberLink
to view
Convention
speakers!





Election 2020:

Pennsylvania secures win for Joe Biden and Kamala Harris

Joe Biden was declared the winner of the 2020 presidential election on November 7, defeating Donald Trump. The victory came after Pennsylvania voters gave Biden the electoral votes he needed to win.

"We want to thank the poll workers and volunteers who worked tirelessly to assure votes were counted accurately, as well as the AFSCME members and Pennsylvania voters who brought home this win to make Joe Biden the 46th President of the United States and Kamala Harris the first woman of color to be Vice President of the United States," AFSCME Council 13 Executive Director David Fillman said.

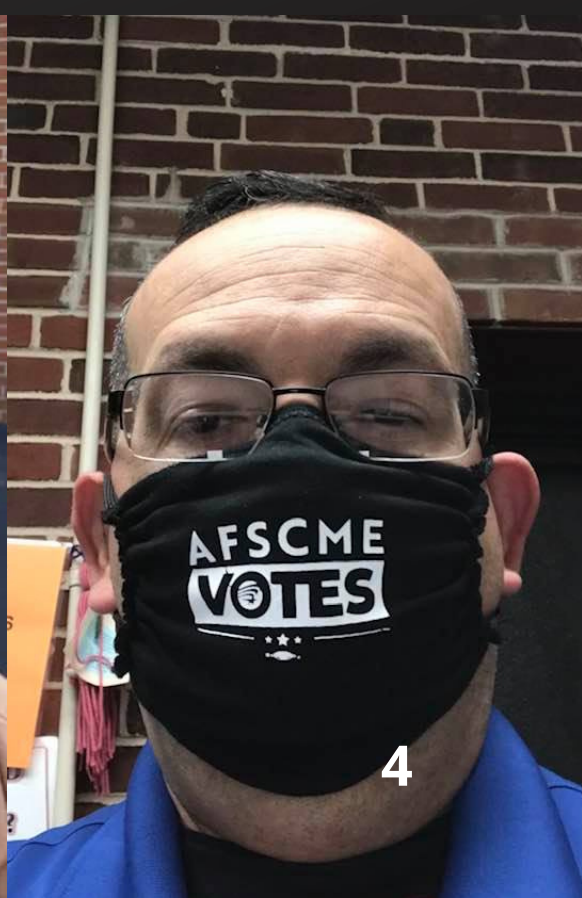
"We have a lot of work to do, but let us celebrate this win for Pennsylvania and all of America."

Biden's victory came after more than three days of uncertainty as election officials sorted through a surge of mail-in votes that delayed the processing of some ballots. Biden surpassed the needed 270 Electoral College votes with a win in Pennsylvania, where his lead has grown to more than 80,000 votes.

The voice of the people has been heard. Congratulations to President-elect Biden and Vice President-elect Harris!



Thank you to all the AFSCME members who voted, worked the polls, phone banked, registered voters and volunteered to make this election a win for union members and working families!



Council 13 members recognized for excellent service to Pennsylvanians

Like most things, the Governor's Awards for Excellence ceremony looked a little different this year, but the accomplishments of the 49 award recipients were as remarkable as ever.

"They have demonstrated innovation, work ethic, self-sacrifice, and compassion for others at the highest levels. The positive impacts of their efforts will be felt for many years to come," Governor Tom Wolf said.

Multiple AFSCME Council 13 members were recognized, including Tyler Banas, member of AFSCME Local 2587 (Philadelphia County Clericals) and Food Distribution Representative for the Pennsylvania Department of Agriculture, for his work securing food access to 1.3 million low-income Pennsylvanians through the department's Bureau of Food Assistance.

Clayton Lutz, member of AFSCME Local 1976 (Inspectors Non-Professional - District 2 & State Professional - District 2) and Wildlife Biologist for the Pennsylvania Game Commission, was part of a team of eight Game Commission employees who worked to give the state bird, the ruffed grouse, a better chance to recover from dramatic population declines caused by West Nile virus.

Christopher Inman, member of AFSCME Local 2249 (State Supervisory Employees - District 12) and Purchasing Agent Supervisor for the Pennsylvania Department of Transportation, and Timothy Mankey, member of AFSCME Local 2459 (State Professional Employees - District 11) and Traffic Control Specialist for the Pennsylvania Department of Transportation, are among a group of employees being recognized for their resilience following PennDOT's Greene County maintenance office being destroyed in a fire last year. Despite having no building to operate from, staff continued operations in Greene County with no interruption in services to the public. They also worked quickly to secure both a temporary office space and a garage space.

Congratulations and thank you to these AFSCME Council 13 members, and to all the award recipients, for their outstanding service to our commonwealth.

Scan here to read more:



Congratulations!

NEW DISCOUNTS ON AXE THROWING AND ESCAPE ROOMS

for **Council 13 AFSCME** Members Only



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Gettysburg



Bensalem, Horsham,
KOP, Philadelphia



King of Prussia



Scranton, Bensalem, Selinsgrove



Erie



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to redeem!



LEGAL UPDATE

COVID-19 AND THE WORKPLACE

By Alidz Oshagan, Esquire



COVID-19 has upended how we think about workplace safety across the country. It has forced us to figure out new ways to keep each other safe while still getting the job done. As more AFSCME members across the Commonwealth experience the effects of the pandemic first-hand, it may be helpful to review what state and federal agencies have said regarding steps employers may take, within the bounds of the law, to protect against the spread of COVID-19 in the workplace.

Below are some of the most frequently asked questions that have arisen, with answers based on agency guidance as of the date of this writing. As experts learn more about the virus, this information is periodically updated, so you should check the websites of the U.S. Equal Employment Opportunity Commission (“EEOC”), the Centers for Disease Control and Prevention (“CDC”), and the Pennsylvania Department of Health (“PDH”) for the most up to date information.

Keep in mind that, regardless of what the agencies allow or recommend, employees must still follow the rules at their workplace, whether in the union contract, employee handbook, or in a separate agreement negotiated with the union and specifically related to the pandemic. Those rules might be different from or in addition to what the agencies recommend.

These FAQs address only the basics of how the pandemic has changed workplace protocols. If you have a question about these issues, or about something happening at your workplace, contact your Local Union and District Council representatives, or call the Member Resource Center at 1-800-5-AFSCME.

Is it legal for my employer ask me questions about COVID-19, take my temperature, and force me to wear a mask?

- Employers can ask employees if they are experiencing COVID-19 symptoms (e.g., fever, chills, cough, shortness of breath, sore throat) or have been tested for COVID-19. But employers can’t target specific employees about whether they’re experiencing COVID-19 symptoms unless the employer reasonably believes that the employee might have the virus based on objective evidence.
- Employers should not ask an employee if they have family members who have COVID-19 or virus symptoms (this would violate the Genetic Information Nondiscrimination Act, [“GINA”]). However, employers can ask more generally whether employees have had contact with anyone who has the virus or symptoms of the virus.
- Employers can measure body temperatures and take other screening steps to prevent COVID-19.
- Employers can generally require employees to wear personal protective equipment (e.g., a mask) and require infection control practices in the workplace (e.g., rules about washing hands, social distancing). Face shields may be acceptable alternatives to masks in some circumstances.
- Note that employers can require that employees wear a mask even if they are socially distanced from other employees.

Can my employer force me to stay home because of COVID-19? When can I return to work?

- If an employee refuses to respond to an employer’s questions about having COVID-19 symptoms or refuses to have their temperature taken, the employer can stop them from entering the workplace.
- Employers can send an employee home if they display symptoms of COVID-19 at work.
- Under PDH and CDC guidelines, an employee may be permitted to return to work after a suspected or confirmed COVID-19 case when: they’ve had 3 days (according to PDH) or 24 hours (according to CDC) with no fever without taking fever-reducing medication; and their symptoms have improved; and it’s been 10 days since they first showed symptoms or, for individuals who test positive but have no symptoms, it’s been 10 days since they tested positive.
- If an employee was exposed to someone with COVID-19 in the workplace, the employer can require that they stay home.

If someone at my workplace gets COVID-19, am I entitled to know who it is?

- Employees aren’t entitled to know the employee’s identity. But, they should be notified if they were in close contact with the employee so that they can potentially quarantine and monitor their symptoms.

If I have a disability, can COVID-19 affect how I’m treated at work?

- The same protocols for disabilities apply during the pandemic as before. So, if an employee has a disability, they can request a reasonable accommodation. If their request is valid, then the employer must provide them with a reasonable accommodation unless it poses an undue hardship, or a direct threat to the employee or others.
- Note that an employer may find that a request poses an undue hardship now due to COVID-19, even if the request wouldn’t have posed an undue hardship before the pandemic.
- Employers don’t need to provide a reasonable accommodation to avoid exposing an employee’s family member who is at higher risk of severe illness from COVID-19.

BBS Benefit Solutions launches interactive guide for AFSCME Council 13 members



BBS Benefit Solutions has launched an interactive Voluntary Benefit guide about the protections available to AFSCME Council 13 members to help them meet their financial needs in the event of unexpected illness or injury.

This guide will help you learn about what is offered and the steps that you can take to enroll in the Voluntary Benefits available to you and your family.

Scan the QR code to view the guide!



AFSCME wants members to feel supported and educated when it comes to making benefit decisions, and we have partnered with benefit experts at BBS Benefit Solutions to offer personalized consultations.

When you're ready, you can speak with a BBS Benefit Counselor for your personal benefit consultation at 866-902-2561.



2021 CALENDAR OF EVENTS

Date	Event	Location
February 1-2	Pennsylvania AFL-CIO Legislative Conference	Hilton, Harrisburg, PA www.paafcio.org
April 23-25	*AFSCME Council 13 Convention	Hershey Lodge, Hershey, PA www.afscme13.org
TBD	Pennsylvania AFL-CIO Community Services Institute	www.paafcio.org
July 25-29	UALE Northeast Region Summer School for Union Women	Virtual
August 19-23	*Coalition of Black Trade Unionists (CBTU) Convention	Melia Nassau Beach, Bahamas www.cbtu.org
September 17-19	*AFSCME District Councils 86 & 87 Leadership Conference	Genetti Hotel & Suites, Williamsport, PA
TBD	*AFSCME District Councils 83 & 89 Leadership Conference	Virtual
October 1-3	*AFSCME District Councils 84 & 85 Leadership Conference	Bayfront Convention Center, Erie, PA
October 22-24	*AFSCME District Councils 88 & 90 Leadership Conference	Kalahari Resorts & Conventions, Pocono Manor, PA
October 24-25	AFSCME Chapter 13 RPEP Convention	Holiday Inn, Grantville, PA

Note: This list, including dates and locations, is subject to change. Additional events that have not yet been confirmed may be added at a later date.

***STATE EMPLOYEES:** Please request union business leave from the Education Department no less than 25 days before the date of the conference or convention in order for the request to be considered by the Commonwealth of Pennsylvania. More information and forms can be found on Council 13's website (www.afscme13.org).

SIGN UP NOW: MemberLink

memberlink.afscme13.org

- Union member resources
- Documents and forms
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FOLLOW THE (DARK) MONEY

WISH LIST FOR STATE EMPLOYEES

As recommended by the Freedom Foundation (Opt Out Today) in their "State Budget Reform Toolkit"

- 1 FREEZE ALL HIRING**
Adopt a state hiring freeze encompassing all departments, ensuring the overall size of government doesn't grow. (page 23)
- 2 LAY OFF EMPLOYEES**
An exception to the hiring freeze would be to lay off existing employees to be replaced by new hires that are less costly. (page 23)
- 3 CUT PENSIONS**
States should consider replacing pensions with defined-contribution (401(k) style) plans for new employees. (page 24)
- 4 RAISE RETIREMENT AGE**
Recommendations to reform state pensions include raising the retirement age for new employees. (page 24)
- 5 FREEZE HEALTH PLANS**
Freeze defined-benefit OPEB plans, and replace them with defined-contribution plans for new employees, such as an HSA. (page 25)
- 6 REDUCE BENEFITS**
Recommendations for state retiree health care reform include lowering health plan benefits. (page 25)
- 7 DELAY RAISES**
Policymakers should delay automatic pay increases for state employees until rising costs of government are brought under control. (page 26)
- 8 RAISE HEALTH COSTS**
Other recommendations for reform include increasing employee contributions to health care plans. (page 25)
- 9 PURGE DEPARTMENTS**
Review 20 percent of state programs each year and recommend the elimination or consolidation of certain programs. (page 27)
- 10 PRIVATIZE JOBS**
Increase the use of privatization and contracting to lower costs. (page 40)

Produced by nwaccountabilityproject.com

From State Budget Reform Toolkit <https://bit.ly/2Dk9a5L>

The Commonwealth Foundation's Insidious Connection to the Commonwealth Leaders Fund

The Commonwealth Foundation desperately does not want to be associated with the Commonwealth Leaders Fund. In July, after the Commonwealth Leaders Fund was roundly criticized for a political mailer that took the words of an editorial from Emily Skopov in the Pennsylvania Capital-Star out of context to attack her, The Commonwealth Foundation responded to Skopov on Twitter, stating they were "not associated with" the fund.

Racist and misleading tactics are nothing new for the Commonwealth Leaders Fund, the Commonwealth Foundation, or whatever branded front group they choose to deliver their message with. They have previously darkened the skin of a Black woman running for Superior Court judge in an attack ad and supported fringe candidates who have pushed conspiracies around reopening. In fact, they've pushed conspiracies themselves with Matt Brouillette wondering if Governor Wolf was inflating the total amount of COVID-19 deaths. They were also called out for an additional deeply problematic mailer with anti-Semitic dog whistles in another mailer targeting Skopov. It's no wonder the Commonwealth Foundation doesn't want to be associated with them.

Spokesperson Gina Diorio could not keep it straight when asked why the Commonwealth Foundation's building was being used to underline a ReOpen rally earlier this year and later had to clarify she was speaking on behalf of the Commonwealth Partners Chamber of Entrepreneurs. But it's not just that these organizations share office space (which they do); they also share employees, funding, and Brouillette's incestuous connections.

Some of the first donations to the Commonwealth Leaders Fund came from Charles Mitchell, current CEO of the Commonwealth Foundation, and Brouillette, who previously ran the Commonwealth Foundation, now runs the Commonwealth Partners Chamber of Entrepreneurs, and is Treasurer for the Commonwealth Leaders Fund. Both Brouillette and Mitchell have given thousands to the PAC in personal contributions in its short existence. Jeremy Baker recently moved from working at the Commonwealth Foundation to the Commonwealth Partners Chamber of Entrepreneurs while also picking up consulting work at the Commonwealth Leaders Fund.

The Commonwealth Foundation can lie about its associations with the Commonwealth Leaders Fund all it wants. But it can't deny it shares previous employees, funding from Commonwealth Foundation employees, and that they work out of the same building. No one is buying it.

Courtesy of paspotlight.org

Council 13
AFSCME
 CommUNITY



AFSCME Local 2329 (Edinboro University) donates \$1,000 to the Edinboro Food Pantry, doubling their normal donation since they could not have their holiday lunch this year.



AFSCME Local 2333 members from Gino J. Merli Veterans Center volunteered by walking dogs at Griffin Pond Animal Shelter and donating toys, food, litter, treats, and blankets. They also made a donation for the adoption fee of a dog and cat who had been at the shelter for the longest. Fred, the dog, was adopted on May 7. (Photo taken before COVID restrictions)



Lynn Hanes (right), Treasurer for AFSCME Local 1598 (Bucks County) and John Anderson (left), Maintenance Supervisor for Ingersoll Rand in Ivyland, Pa., which provided 30 turkeys, present Thanksgiving dinners with side dishes prepared by Local 1598 members for area veterans homes.



AFSCME Local 2456 (State Professional - District 8) member Susan Bosco and PA AFL-CIO Director of Community Services David Masen volunteer with Love the Hill and Wildheart Ministries to remove solar panels for redistribution throughout Harrisburg, saving the city \$1 million.

Council 13 Connection
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