



LOCAL 22 UNION GRAM

Local 22, IAFF Philadelphia Firefighters' & Paramedics' Union

President Mike Bresnan, **Vice President** Tommy McKiernan, **Vice President** Chuck McQuilkin, **Recording Secretary** Jack Eltman, **Treasurer** Brian Coughlin, **Trustees** Raymond Vozzelli, Walt Faber, Tom Kane, **Sgt at Arms** Eddie Mulholland, and Mike Conroy

20-05

May 14, 2020

- 5.1 **Unfair Labor Practice (ULP)**- On May 11, 2020 we instructed our law firm to file an Unfair Labor Practice against the City of Philadelphia. In recognition of the essential services we provide to the citizens of this City during the Covid-19 Pandemic, the City had initially determined that we would receive a pay increase, equaling 1.5 times of our current wage, for the duration of the city emergency. The City then unilaterally determined that our sacrifices were not actually worth that much, and decided to return our members to their original base wage, but with a bonus system based upon attendance...which, to date, the City has not actually paid us. Issues such as pay are mandatory subjects of bargaining; as the City decided to unilaterally devalue our efforts during this crisis, and never once sought to bargain the matter with Local 22, we were compelled to file a ULP with the Pennsylvania Labor Relations Board. If we are successful with our claim, we have the potential to secure time and half pay for all members who worked shifts in the month of April. Please be patient as this plays out and we will keep everyone posted as the case moves forward.
- 5.2 **Grievances**- We recently filed two grievances regarding Chief Officers. The first one involved a Chief Officer who lost compensatory hours at the end of the year due to inaccurate data on the city's part. The second one also regarding Chief's being paid the wrong amount when they cashed in their vacation time.
- 5.3 **Injured/Sick Members** -Be aware that the City is using investigators to do surveillance on members who are injured, and possibly off sick. These investigators are submitting evidence of pictures, videos, and reports on our members so the city can fight their claims. These investigations include off duty hours and weekends. If you are injured or sick, please make sure that your actions are within the limitations of your doctor's orders. Members who are off sick must be at home during their regularly scheduled work shift. Members off injured must be at home unless they have permission pursuant to the regulations within Directive 18.

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