To commemorate our 40th anniversary, this book illustrates the daily operations and structure of Council 13 – with a respectful nod to our rich history.

40 years ago, Gerald W. McEntee was elected as Council 13’s first Executive Director. It was McEntee who started a statewide organizing campaign in 1969 that led the drive to organize more than 75,000 PA public service employees – the largest union mobilization in American history. After calling for a rally in 1970 to pass a collective bargaining law (Act 195) 5,000 people protested in the streets of Harrisburg and the bill was signed into law two months later. It was the nation’s first statewide strike against a state government. Employees were finally guaranteed a 40 hour work week, overtime, seniority, grievance procedures and health coverage – and they no longer had to fear being fired for belonging to the ‘wrong’ political party or for attending a union meeting.

In 1981 McEntee became president of our international union (a position he held for 30 years) and Ed Keller took over as Council 13’s Executive Director. Keller had helped McEntee in that extraordinary organizing drive many years before. Under Keller’s reign Sen. Bill 291 “Agency Shop” was passed in 1988 guaranteeing that all who benefit from union representation would pay a fair share fee. To this day anti-worker legislators introduce right-to-work-for-less bills every year in the hopes of crippling unions and the power they wield for worker friendly politicians.

(Continued on page 2)
Since Ed’s retirement in 2002, I’ve been honored to serve as your Executive Director. We took off into the 21st century with a new look and the latest technology. For the first time ever, Council 13 gained a presence on TV. Real-time member communication grew with ever-expanding social networking tools, GetActive alerts and statewide conference calls. We set up hotlines for members to easily contact legislators on important issues and we remain a constant presence at capitol hearings and lobbying efforts.

Seeing the need to grow our membership and assist members with internal organizing drives, I developed Council 13’s first Organizing Department in 2005. Organizing victories have prevailed and with those victories came the power in numbers necessary to battle corporate agendas. In 2009 we used that power to rally on the capitol steps, and throughout the state, after a 101-day budget impasse where state employees were forced to work without pay. That fight resulted in litigation that made payless paydays something to remember about our past, not something to fear as we move forward.

Under my leadership Council 13 developed an AFSCME Next Wave movement that spread across the country. We saw the need for young, innovative leadership as our seasoned activists inched closer to retirement. And now young activists everywhere are bouncing back from the self-indulgent hiatus of the 80’s and 90’s and getting involved in social, political and organizing movements.

In recent years members have taken part in historic elections,
government and policy recall battles and monumental health care reform. We’ve blocked union busting privatization efforts and faced adversity head-on to organize those who seek our help. Ours is a fight not just about labor, but about equality. Just give us a glass ceiling and we’ll be there to break it. Look around you. There’s no group like us - young, old; black, white; city, rural; male, female – all bound together in rock solid unity. Because for us, the message is inherently simple: Freedom and justice for all.

I would like to thank everyone within the pages of this book for their tireless efforts on behalf of our members. And I would like to thank all of you for the service you provide every day at your job, in your community and for this great union we call…AFSCME.

In unity,

DAVID R. FILLMAN

Executive Director
Members control Council 13 by electing their officers and delegates, and participating in Local Union meetings, District Council Delegate Assemblies, Council 13’s annual conventions, AFSCME’s biennial International conventions, and AFL-CIO meetings and conventions. Members elect Council 13’s Executive Board, which meets bi-monthly to establish and enforce policy for the union when the convention is not in session. Council 13’s Executive Board is comprised of a President; Secretary; Treasurer; Vice Presidents representing State, County, City, School District, Other Political Sub-Divisions and Health Care employees – elected by delegates at the annual convention; one Vice President elected by each of Council 13’s eight District Councils; and the Executive Director, also elected by the members assembled at the convention.
The Executive Director initiates and administers policies adopted by Council 13’s annual convention and Executive Board, and directs the union’s daily operations. The Executive Director serves as Council 13’s chief spokesperson, chair of all Council 13 committees, and Chief Negotiator of Council 13’s Statewide Negotiating Committee for collective bargaining agreements with the Commonwealth of Pennsylvania.

David Fillman has served as AFSCME Council 13’s Executive Director since 2002. He was re-elected to a third three-year term at Council 13’s 38th Annual Convention in April of 2010. Fillman has also been elected as an AFSCME International Vice-President representing Pennsylvania since 2000.

Fillman has been instrumental in growing Council 13’s membership. One of his first courses of action as Executive Director was to implement the first Organizing Department in Council 13. During his leadership Council 13 has added more than 4,500 new members to its ranks. He has also brought our union into the 21st century taking part in television ads, numerous on-air battles with anti-worker politicians, and interacting on a personal basis with members through social networking mediums. Fillman serves as Chair of the Pennsylvania Employees Benefit Trust Fund (PEBTF) which administers benefits for more than 200,000 participants including Commonwealth employees, their dependents and retirees. He also sits on the Board of the State Employees Retirement System (SERS), which administers benefits for more than 100,000 retirees of the Commonwealth. Fillman also chairs AFSCME’s Health and Welfare Fund and was recently appointed Chair to AFSCME International’s Pension Committee.

He also Chairs the Coalition for Labor Engagement and Accountable Revenue (CLEAR). CLEAR is a coalition of labor organizations, including Council 13, representing more than 1.1 million Pennsylvanians. CLEAR advocates for a fair and stable state budget.
ASSISTANTS TO THE EXECUTIVE DIRECTOR

Assisting the Executive Director at top level negotiations on statewide issues and special projects are four experienced labor relations generalists who also respectively specialize in at least one particular issue affecting union members, and the special needs of a particular group of members.

CHARLIE BENN, a representative with Council 13 for 20 years, assists with the resolution of statewide issues for members in several Commonwealth agencies, including Labor and Industry, Revenue, and Environmental Protection. He served as a District Council 88 Staff Representative (1993-97). Benn is a past Local 2346 President, Executive Board Member and Steward. He is a member of CBTU.

WILLIAM BRENNER, assists with agencies including PennDOT, Education, and the Governor’s Office. He is also Council 13’s Personnel Director. The former Accelerated Grievance Procedure Manager for Council 13’s Grievance and Arbitration Department, Brenner served as a District Council 89 Staff Representative (1992-06) and is a past Officer and Steward for Local 2163.

KAREN MOMBERGER, a former District Council 84 Staff Representative (1992-2009), is responsible for the resolution of statewide issues in Commonwealth agencies including DPW, Office of Attorney General, Auditor General and Treasurer; as well as Layoff Coordination and Master Agreement negotiations. She is also responsible for negotiations with NHS, one of the largest Non-State contracts. Momberger is a past Steward and President of Local 2105.

JESSE NEWCOMER, IV, a former District Council 86 Staff Representative (1984-87), serves as liaison to the PEBTF. Newcomer also oversees the AFSCME Health and Welfare Fund where he has served as Operating Manager since 1987. He concentrates on developing and implementing Council 13’s policies to ensure that AFSCME members continue to receive quality health care for themselves and their families.
ASSISTANTS TO THE EXECUTIVE DIRECTOR

KAREN BLOOMINGDALE
Office Manager

KAREN BLOOMINGDALE, manages the executive services in Council 13’s headquarters. She directs administrative and clerical services for the Executive Director and Executive Assistants.

JENNIFER GEORGE
Meeting Planner and Convention Coordinator

JENNIFER GEORGE, coordinates meeting and travel arrangements for Council 13. She also produces audio/visual projects and directs production at the annual Council 13 convention.

Executive Office Clerical Staff (L-R): MARY ANN SAYTAR, SAMANTHA DANIELSON, JERI McEWEN AND LEAH SMIRLIS
Council 13’s Business Office conducts, accounts for, and reports all of the union’s financial transactions, including the collection of membership dues and agency fees; preparation of all budget forecasts and financial statements; maintenance of membership records; and payments of all union expenses. The Department also oversees the union’s Scholarship Program.

Through its Information Systems, the Department also maintains a statewide computer network linking all District Council offices with Council 13, as well as an interactive membership/fair share database. Council 13 can target information directly to members; provide updated information to AFSCME International; and update addresses for Council 13 publications. Information Systems also coordinates the sign-up process and establishment of websites for Local Unions who participate in the AFSCME/AFL-CIO LaborWeb program.
The Communications and Public Relations Department strives to communicate information of interest and importance to Council 13’s members; and to the public that they serve.

Regular publications include the quarterly membership newspaper, “Council 13 Connection” (formerly “Public Employee Press”) and President’s Packets.

The Department designs all print resources; coordinates media alerts, op-eds and interviews; creates outdoor marketing campaigns; manages Council 13’s License Plate program; maintains the Council 13 website www.afscme13.org, as well as Facebook and Twitter social networking accounts; coordinates the annual Council 13 convention and all television, radio, photography and video productions.

**Member Benefits**

Member-only benefits, temporary union cards for new members and member database updates are also coordinated through this Department. Member-only money-saving programs include cell phone savings, health club discounts, legal services, pet insurance, scholarships, mortgage programs, entertainment and travel, financial planning and more.
Pursuant to the union’s commitment to prepare its members, leaders, and staff to prevail over growing and more complex threats to their dignity and livelihoods, Council 13’s Education Department: conducts biennially the Council 13 Leadership Institute; assists Council 13’s eight District Councils in developing and conducting their biennial education seminars; and, through its Local Union Training Instructor Program, trains the trainers of Local Union officers and stewards.

In order to meet the specific needs of particular groups of its members, the Education Department also: develops and provides specialized instruction and training, including the biennial Women’s Education Conference, the biennial Non-State Education Conference for members employed by counties, cities, other political sub-divisions, school districts, and private, non-profit health care institutions, and the biennial Next Wave Conference for members 35 and under.
The Grievance and Arbitration Department is a sophisticated unit with the most advanced research technology available. Council 13’s Grievance Retrieval and Information Tracking System enables staff to efficiently research the dispositions of grievances, develop logical similarities for case preparation, evaluate arbitrators, and research wages, hours and working conditions for use in justifying contract proposals at non-state negotiations.

AFSCME’s Grievance and Arbitration Department continues to advance in its efforts to timely resolve grievances through the Accelerated Grievance Process and Arbitration. Never accepting the status quo is why Council 13 consistently recovers thousands of dollars annually for its members through its grievance procedures. The Department also processes unfair labor practice charges for the state.

With the newly developed Subcontracting Unit of the Department, the Grievance and Arbitration Department works vigorously to enforce contractual bars to all forms of outsourcing AFSCME members’ jobs.

The Department also administers the union’s Internship Program.
In order to continue the growth and strength of our union, Executive Director Fillman integrated an Organizing Department at Council 13 in September of 2005. Since that time over 3,000 new members have been added to Council 13’s ranks. Some of the Department’s biggest external organizing victories are Centre Crest Nursing Home (252 employees), Montgomery County court related employees (245 employees), West Shore School District (221 employees) and Altoona School District (194 employees).

The Organizing Department trains and supervises field organizers, leads the Volunteer Member Organizer (VMO) program, works with District Council Directors and Staff Representatives to identify potential new organizing targets, supervises organizing campaigns and assists Local Unions with internal organizing campaigns.

Organizing Department Staff (L-R): (Seated) CHRISTINE BRANAM, JUAN CARTER (Standing) ROBIN CALABRIA, BRENDA WEBB, ANGELA FERRITTO
If it were not for political and legislative action Council 13 most likely would not have a history because that’s how public employees secured the right to organize and be recognized by their employers. That was in 1970, when Act 195 was enacted. Since then, Council 13’s Political and Legislative Affairs Department has vigilantly continued to make government work for AFSCME members, not only as private citizens but as public employees as well.

**Political Action**

AFSCME Council 13 has secured permanent political and legislative presence thanks in large part to member participation in the Political & Legislative Fund (PAL) which supports a wide range of candidates from the municipal level to statewide positions who vote for AFSCME on issues which are vital to public employees.

**Legislative Action**

The Legislative Department of AFSCME Council 13 continues to lead the fight against the repeal of Agency Shop laws for public employees in Pennsylvania; works to protect our collective bargaining rights; and continues to promote anti-privatization legislation, and pension and health care benefits.

The successful lobbying effort of AFSCME Council 13’s legislative staff over the years has secured in the Commonwealth’s budget the funding necessary to maintain the functions of state, local governments, education and private, non-profit organizations that employ our members.
Council 13 often relies on the expert legal counsel and representation of one of the state’s leading labor law firms, Willig, Williams & Davidson. They have been proven virtually invincible before the National and PA Labor Relations Boards and the Federal and State Court systems.

The firm has won numerous landmark decisions on behalf of Council 13 including forcing the reinstatement of 200 disabled PennDOT employees; drafting and defending the state agency shop law; defending arbitration awards against constant appeals; and securing the rights of citizens to vote on an initiative to prevent privatization. Recently, they won a major victory in the PA Supreme Court against the Commonwealth’s attempts to hold employee’s pay hostage during budget disputes and delays, thereby ending the practice of payless paydays.

The firm also represents members injured on the job. Our lawyers won fatal benefits for the widow of a PennDOT employee, and benefits for hearing loss suffered by municipal employees. They also regularly win and protect benefits for members receiving Heart and Lung and Act 534 benefits.

Kirschner & Gartrell, P.C.

The law firm of Kirschner & Gartrell, P.C. represent Council 13 in special legal matters. The firm also represents the AFSCME Health & Welfare Fund and the PA Employees Benefit Trust Fund in its legal matters, including cases involving COBRA, the Mental Health Parity Act, the Health Insurance Portability Act, and more.
Council 13’s Facilities Department maintains Council 13’s eight buildings: AFSCME Council 13, Pennsylvania Public Employees Health and Welfare Building and AFSCME Conference Center, and assists District Councils 83, 84, 85, 86, 87 and 88. The Department is responsible for every aspect of the facilities, including structure, HVAC, roofing, electricity, fire surveillance and prevention, water and sewer systems and environmental management and regulatory compliance; as well as custodial, landscaping and snow removal services.

**AFSCME Conference Center**

Council 13’s Conference Center located at 150 South 43rd Street, Harrisburg houses the PA Public Employees Health and Welfare Building and offices of: the PA Employees Benefit Trust Fund (PEBTF), which manages benefits for state employees; the AFSCME Health and Welfare Fund, which manages benefits for non-state employees; AFSCME District Council 89; the Retired Public Employees of Pennsylvania (R.P.E.P.); and a field office of U.F.C.W. 1776. The multi-purpose facility also offers 10,000 square feet of space for meetings, conferences, contract negotiations, and grievance and arbitration hearings by AFSCME, PA AFL-CIO, Harrisburg Regional Central Labor Council, and other labor organizations.

Maintenance Staff: (L-R) PAUL LESHER, AMANDA JOHNSON, COREY MENGES, BRENDA HAGENBERGER, JEFFREY BEAVER
The International Union chartered Council 13 February 3, 1973. The next day, it chartered the statewide union’s eight affiliated District Councils – numbers 83 thru 90 inclusive.

The District Councils were organized to enhance representation of members by allowing them more flexibility concerning local and regional matters while maintaining a statewide union’s strength of numbers. For instance, the District Councils’ P.E.O.P.L.E. Committees endorse candidates for local governments, and representatives from their areas for the PA General Assembly, and U.S. Congress.

Each of the District Councils convenes a Delegate Assembly as their top governing body. The District Councils’ authority is otherwise held by their Executive Boards.

The District Councils are fully funded by AFSCME per capita dues collected, and disbursed by Council 13.

A directory and profile of Council 13’s eight District Councils are featured on the following pages.
District Council 83

161 Patchway Road, Duncansville, PA 16635
Phone: (814) 696-0255
Fax: (814) 696-2815

Represents nearly 10,000 workers in the following counties:

Bedford       Huntingdon
Blair         Indiana
Cambria       Somerset
Centre        Westmoreland

DOMINIC SGRO
Director

District Council 83 Staff (L-R): (Seated) SUE MCCORMICK, JEANNETTE MOCK, AMANDA FARABAUGH, (Standing) TERRY SKULTETY, DON GRINER, BARRY PEARCE, TIM MILLER, TOM GIBBS
District Council 85

1276 Liberty Street
Franklin, PA 16323
Phone: (814) 437-7654
Fax: (814) 432-8393

Represents nearly 9,000 workers in the following counties:

Cameron  Jefferson
Clarion  Lawrence
Clearfield  McKean
Crawford  Mercer
Elk  Potter
Erie  Venango
Forest  Warren

J. DAVID HENDERSON
Director

District Council 85 Staff (L-R): (Seated) ROBERT CALVIN, DANA LARSON, ZOLLIE RAYNER, (Standing) SHANE CLARK, CRYSTAL RILEY, JOHN TWIFORD, DEBORAH CURRIE, DANIEL GROVE, LORI DONALDSON
250 Commerce Park Drive
New Columbia, PA 17856
Phone: (570) 568-1147
Fax: (570) 568-0330

Represents more than 5,000 workers in the following counties:

Clinton  Northumberland
Columbia  Snyder
Juniata  Sullivan
Lycoming  Tioga
Mifflin  Union
Montour

COREY LOCKARD
Director

District Council 86 Staff (L-R): (Seated) TAMMY SCHOLL, MICHELLE RIDER, JOCELYN JAMISON, (Standing) MATTHEW SANDERS, VON TREAS
McEntee-Keller Labor Center
1258 O’Neill Highway
Dunmore, PA 18512
Phone: (570) 961-5394
Fax: (570) 961-1706

Represents nearly 5,000 workers in the following counties:

Bradford   Pike
Carbon     Susquehanna
Lackawanna Wayne
Luzerne    Wyoming
Monroe
District Council 88

Robert T. Cooper Labor Center
3031 Walton Road
Building C - Suite 300
Plymouth Meeting, PA 19462
Phone: (610) 825-4944
Fax: (610) 825-5280

Represents more than 13,000 workers in the following counties:

Berks      Lehigh
Bucks      Montgomery
Chester    Northampton
Delaware   Philadelphia

TOM TOSTI
Director

District Council 88 Staff (L-R): (Seated) WALT FRANCIS, MICHELLE MULHERIN, DENISE LUNA, RAYDENE HARWICK, JACKLEEN WENGER, HARRY MOBLEY, (Standing) GEORGE SACHARIAN, MIKE SVEDA, BARBARA KREMP, JUSTUS JAMES, ANNA RADASZEWSKI, STEPHANIE LAWSON
District Council 89

150 South 43rd Street - Suite 2
Harrisburg, PA 17111
Phone: (717) 564-7998
Fax: (717) 561-4800

Represents over 10,000 workers in the following counties:

Adams                 Lebanon
Cumberland            Schuylkill
Franklin              Perry
Fulton                York
Lancaster

E. MICHAEL FOX
Director

District Council 89 Staff (L-R): (Seated) KRISTIN SMITH, TOM LIPKO, CASEY MANZI, (Standing) DAVE TESTER, JO WAUGH-DERK, TARA C. WILSON, NANCY HEMMERLY, STEVE MULLEN
4031 Executive Park Drive
Harrisburg, PA 17111
Phone: (717) 564-5123
Fax: (717) 564-4914

Represents nearly 9,000 workers in Dauphin County
The AFSCME Health and Welfare Fund was founded in 1974 to develop and administer supplemental benefits pursuant to collective bargaining agreements covering Council 13 members employed by counties, cities, and other political subdivisions, school districts, and private, non-profit health care institutions.

Benefit coverage is negotiated on an employer by employer basis. Presently, 78 employers are making contributions for more than 6,000 employees to have benefits administered by the fund. The AFSCME Health and Welfare Fund currently administers four benefit programs – Prescription Drug, Vision Care, Dental Care, and Disability Insurance; and continues coverage to former participants pursuant to COBRA.

The AFSCME Health and Welfare Fund is governed by an eight member Board of Trustees: four representing management and four representing the union.

The office of the AFSCME Health and Welfare Fund is located in the Pennsylvania Public Employees Health and Welfare Building and AFSCME Conference Center at: 150 South 43rd Street, Suite 4, Harrisburg, PA 17111-5708. Fund representatives can be reach at (717) 564-9338; or (toll free) 1-800-692-7332.
Since its 1979 charter convention, the number of members of the Retired Public Employees of Pennsylvania (R.P.E.P.) Chapter 13 has increased to more than 12,000.

The former public employees are organized into 35 Sub-Chapters statewide to protect and promote the rights and benefits of AFSCME members after they retire.

R.P.E.P. and AFSCME together have battled for state employees’ pension early retirement and the cost of living adjustment (C.O.L.A.). In addition, R.P.E.P. was instrumental in establishing a discount drug program for senior citizens.

Council 13 members are urged to continue their association with AFSCME after they retire by joining R.P.E.P.

R.P.E.P.’s office is located in the Pennsylvania Public Employees Health and Welfare Building and AFSCME Conference Center at: 150 South 43rd Street, Suite 4, Harrisburg, PA 17111-5708. Its telephone numbers are (717) 564-9797; and (toll-free) 1-800-558-7737.