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January 6, 2025

Sent via email:

Charging Party

Charles Carrington

Eric Desiderio

Carlos Carmona

Henry Nieves

Kim Athanasiadis

Shermeka Core

Accused Party

Greg Boulware

Antione Little

Joan Gallagher

Re: JUDICIAL PANEL CASE NO. 24-044

Carrington et al. v. Boulware et al.

GREETINGS:

Please find enclosed Judicial Panel member Nora Grambau's decision in the above-referenced case.

In Solidarity,

Carla Insinga
Judicial Panel Chairperson

CI:spp

cc: Lee Saunders, President
Elissa McBride, Secretary-Treasurer
Jim Howell, Regional Director O&FS
Maximus Weikel, AFSD
James Faul, Esq.
Jordan Konell, Esq.

JUDICIAL PANEL CASE NO. 24-044
Carrington et al. v. Boulware et al.

This case involves charges filed by Charles Carrington, Eric Desiderio, Carlos Carmona, Henry Nieves, Kim Athanasiadis, Shermeka Core and Dianna Rivera against Greg Boulware, Antione Little and Joan Gallagher. The parties are all Executive Board members and/or officers of District Council 33. Philadelphia-Eastern Pennsylvania Public Employees, District Council 33 of the American Federation of State County and Municipal Employees is affiliated with the Pennsylvania AFL-CIO and the Philadelphia Council of the AFL-CIO.

The charges were filed on July 11, 2024, and the Judicial Panel assumed original jurisdiction over this matter on August 23, 2024, pursuant to Article X and XI of the International Constitution. The case was assigned to Judicial Panel Member Nora Grambau after the parties were afforded an opportunity to strike names, pursuant to Article XI, Section 8 of the International Constitution. Following due notice to all interested parties, the hearing was held over two days on October 16, 2024, and November 20, 2024, via Zoom. All testimony was given under oath, and a complete transcript of the proceedings was made by a professional court reporter.

THE PARTIES

Charging Parties Charles Carrington, Eric Desiderio, Carlos Carmona, Henry Nieves, Kim Athanasiadis, and Shermeka Core were present for both days of the hearing and were represented by Mr. Jordan Konell, Esq.

Article X, Section 14 (B) of the AFSCME International Constitution states that the person bringing the charge shall be under the obligation to appear in person at the trial. Sister Dianna Rivera was not present at the hearing and therefore is removed as a charging party to the case.

Accused Parties Greg Boulware, Antione Little and Joan Gallagher were present for both days of the hearing and were represented by Mr. Jim Faul, Esq.

THE CHARGES

(See Attached)

EVIDENCE IN SUPPORT OF THE CHARGES

Counsel for the Charging Parties, Mr. Konell, began by calling Brenda McCoy to testify and placed into evidence a termination letter addressed to Ms. McCoy from Brother Boulware. (CP 8). Ms. McCoy testified that she worked for District Council 33 for fifty years, starting in the dietary department, working up to a clerk and then up to supervisor. (TR Vol I: 29). Ms. McCoy testified that on June 17, 2024, she received the termination letter (CP 8), stating she was immediately dismissed and would receive two weeks' severance pay. She stated that she was handed the letter by Brother Ernest Garrett, who advised her that a crew from the District Council's environmental service was there with boxes to make sure that she removed everything out of her office. (TR Vol I: 34). She testified that she did not know why she was terminated. (TR Vol I: 38). Ms. McCoy stated that Ernest Garrett was serving as the assistant to the President and was

distributing termination letters. (TR Vol I: 36). Ms. McCoy further testified that the termination letter instructed her that all District Council 33 property should be immediately returned to Ernest Garrett. (TR Vol I: 44).

Carol Champagne was then called to testify and a statement dated June 17, 2024, that she drafted was entered into evidence. (CP 2). She testified that she worked for District Council 33 over the course of twenty-five years, starting as a receptionist, then a clerk, moving to billing specialist and lastly the human resource director. (TR Vol I: 47).

Ms. Champagne stated that on June 17, 2024, Brother Garrett came to her office, inquired where the employee files were kept and stated that they would need to be moved. She stated that she asked Brother Garrett if the files were moving, where she was going. She was told by him that "You'll probably be leaving. You'll be let go." (TR Vol I: 49). Ms. Champagne stated she told Brother Garret that she was going to sue him because he was retaliating against her for decisions, she made that directly affected his people. She testified that Brother Garrett was the assistant to the president. (TR Vol I: 50).

Edith Hughes was then called to testify. She testified that she worked for District Council 33 as an administrative assistant for twenty-eight years. She stated that she was an administrative assistant for the past president as well as five previous secretary-treasurers. (TR Vol I: 66). Ms. Hughes testified she learned she was terminated when she was handed a letter by Brother Antione Little. (TR Vol I: 66). Her termination letter, which was purportedly received on June 21, 2024, states that Ms. Hughes' employment was terminated immediately, and she would receive two weeks' severance pay. Further that all District Council 33 property should be immediately returned to Ernest Garrett. (TR

Vol I: 67) (CP 9). Ms. Hughes stated she was not given any reason for her termination. (TR Vol I: 68).

Charging Party Charles Carrington testified that he is currently the Local 427 President, a member of the District Council 33 Executive Board, a member of the District Council 33 health and welfare board and the JFK medical facility. (TR Vol I: 79). Brother Carrington testified that he previously filed charges against former the District Council 33 president, Ernest Garrett, for a "slew of nepotism." (TR Vol I: 81). Brother Carrington indicated that what he learned from the Judicial Panel findings in that case is that Executive Board discussion and approval is required within District Council 33. Things have to be run by the Executive Board, and you cannot go out there and do things on your own. He further indicated that the Executive Board has the right to know who is being hired and what their salaries are. (TR Vol I: 83).

Brother Carrington continued, testifying that the election for the new District Council 33 chair officers was completed in June 2024. (TR Vol I: 84). The first Executive Board meeting held after the completed election occurred in June followed by additional Executive Board meetings in July, both of which centered on contract demands for collective bargaining. (TR Vol I: 84-86).

Brother Carrington testified that he became aware of new hires for District Council 33 after the election of the new chair officers by word of mouth and letters slid under his door. He testified that he heard that Brother Garrett was the assistant to the president and that Brother Leonard Brown was going to be assistant to Brother Garrett. Brother Carrington testified that these hires were not presented nor discussed at the Executive

Board meeting. He further testified that Brother Garrett was present at the June 2024 Executive Board meeting as well as Mr. Sam Spear, who is now counsel to District Council 33, and that he did not know why they were in attendance. (TR Vol I: 87-88).

Next, Brother Carrington identified CP-3 as a memorandum, dated July 17, 2024, that identifies the names of new employees joining District Council 33 as well as welcoming back several former employees. (TR Vol I: 88). Brother Carrington testified that he had no idea who Sonja Young was, nor did he know what the political action coordinator did. He further indicated that there has not been a District Council 33 political action coordinator before. He stated he had no idea what Ms. Young was being paid. Further, prior to receiving the memorandum he was unaware that Ms. Young was hired. He testified that the hiring of this position was not discussed at any Executive Board meetings. (TR Vol I: 91-92). Brother Carrington next testified that Ms. Evon Sutton is the former business agent of Local 488 and that she was the former political director, and she was rehired as the political director. He testified that she replaced Ms. Jada Matthews. Brother Carrington testified that Ms. Matthews hire was approved by the Executive Board and Ms. Sutton's rehire was not discussed in any board he is on, nor was it discussed at the District Council 33 Delegates Assembly. (TR Vol I: 92-95).

Brother Carrington then testified that Ms. Vanessa Flemings had been rehired as the controller for District Council 33 by President Boulware. (TR Vol I: 96). Carrington testified that her rehire was not discussed at any board that he serves on, nor was it discussed at the delegate assembly. (TR Vol I: 95). He also indicated that he did not know what salary she was receiving (TR Vol I: 96).

Brother Carrington then testified that Dwayne Fair was rehired as the building manager on July 17, 2024. Brother Carrington stated he had seen him in the building before that. He stated he did not know what he was being paid. (TR Vol I: 96-97).

Brother Carrington testified that Brother Brett Coles was rehired as the “communications guy.” Brother Carrington indicated that his rehire was not discussed at any Executive Board meetings or delegate assembly meetings. Additionally, he is neither aware of what Brother Coles’ salary is nor has he ever seen a job description. (TR Vol I: 97-98).

Brother Carrington testified that Brother Coles continues to work full time for the City of Philadelphia. He also testified that the communications director is a full-time job. (TR Vol I: 99-100)

Brother Carrington testified that the Executive Board did not set wages when the individuals were hired in July. (TR Vol I: 109-110)

Brother Carrington provided testimony on the February 28, 2024, special Executive Board meeting minutes. (CP 13). Brother Carrington read portions of the meeting minutes related to discussions on expenditures and salaries. The February 28, 2024, minutes reflect that there was discussion regarding employees who have not received raises for decades and discussions regarding possible solutions. In the minutes, Brother Boulware stated that if you follow the constitution that is in place, it is the obligation of the Executive Board to set the wage salary for the staff, which is maybe something that we have not done in the past. (TR Vol I: 109).

Additionally, there was discussion of four individuals who had worked for over forty years who do not have a pension. A motion was made that District Council 33 staff be brought into the same progression in conjunction with the City of Philadelphia regarding wages, pension and longevity. The motion was adopted. (TR Vol I: 108-109).

Brother Carrington testified that these four individuals were employees of the JFK Medical Center. (TR Vol I: 110). Brother Carrington stated that it was the will of the Executive Board to ensure security for those employees. (TR Vol I: 111).

Brother Carrington was then asked to read portions of the March 5, 2024, Executive Board meeting. The minutes indicate that there was Executive Board approval for the political director to be hired. Additionally, the minutes noted that being consistent with Executive Board approval, the president at that time, asked for Executive Board approval to hire the specific individual to fill the vacated position. (TR Vol I: 112-113; CP 14).

Brother Carrington also provided testimony on CP 11. Brother Carrington stated that the exhibit was a screen shot sent from one of his members. He identified that the picture was of Brother Garrett. (TR Vol I: 120-121). Above the picture of an individual holding a "book bag" is the caption "O For President" "Attention All Members: Ain't this bouta Bithch! Ernest designed and purchased these book bags for the Member of DC33 and Omar Saliar only giving them out as Swag for Votes. Go down the Union Hall and get y'all damn bags." (CP 11). Brother Carrington testified that this was showing some sarcasm, and it was telling members through District Council 33 to come down and get your book bags. Brother Carrington stated he assumed that the bags were being given out because the Boulware slate thought that they won. (TR Vol I: 122).

Brother Carrington testified that he filed charges against all of the current chair officers because they were all present at the table when Brother Garrett was removed from office and within a short period of time, they were doing the same thing. (TR Vol I: 125). Further, that they knew right from wrong and, in his opinion, chose to do wrong. (TR Vol I: 167).

Charging Party Kim Athanasiadis testified that she is the president of Local 488 and has been a Local officer within District Council 33 for fifteen years. She currently serves as an Executive Board member, a member of the District Council 33 health and welfare board, and the JFK Medical Center. (TR Vol I: 171). She testified that she learned that Brother Garrett had been hired because she saw him in the building, coming out of his previous office and later saw the termination letters that were given to employees. She reports that she also saw Brother Garrett in attendance at the June Executive Board meeting. (TR Vol I: 174).

Sister Athanasiadis indicated that she learned that Brother Brown was hired about a week after the election was over as the assistant to Brother Garrett. She further testified that his hiring was not discussed at an Executive Board meeting. (TR Vol I: 176).

Sister Athanasiadis testified that CP 5 is a letter terminating the services of the Willig, Williams and Davidson law firm and further reporting that Spear Wilderman P.C. will be the firm providing counsel to District Council 33. Sister Athanasiadis stated that this action was not voted on. (TR Vol I: 177). She further testified that a representative from the Spear Wilderman firm was present at both the June and July 2024 union

meetings. Sister Athanasiadis testified that she was told at the June meeting that the law firm was present at the meeting to represent District Council 33. (TR Vol I: 178).

Charging Party Shermeka Core testified that she has held the position of business agent for Local 488 since 2022. (TR Vol I: 203). She testified that the approval of the law firm to represent District Council 33 was done at a delegate meeting in September. (TR Vol I: 203). Sister Core indicated that she had served as a delegate for about ten years. (TR Vol I: 208). She testified that she has never seen a motion taken at delegate assembly before being taken to the Executive Board. (TR Vol I: 209). She stated that the Executive Board usually goes first and then it is presented to the delegate meeting for approval. (TR Vol I: 204).

Charging Party Eric Desiderio testified that he has served as the president of District Council 33 Local 159 since March 2024. He testified that he served as the interim vice-president from March until the election and has been with the Union for thirty-seven years. As part of his role as the interim vice-president he was part of the committee for the legal counsel. (TR Vol I: 211-212).

Brother Desiderio identified CP 6 as the declaration of trust for the legal fund. He testified that as a vice-president of the District Council he was a trustee on the fund. He further testified that the counsel for the fund has to be approved by the trustees. (TR Vol I: 213).

Charging Party Henry Nieves reported that he is currently the business agent for Local 427 and has been working with the Union since 2013. Brother Nieves testified that

he joined as a charging party because he disagreed with some of the things that were being done and that it needed to be corrected. (TR Vol I: 225).

Charging Party Carlos Carmona reported he has been the business agent for Local 159 since March and a Union delegate for about six to seven years. He testified that he filed charges because he was voted in based on truth and transparency. He stated that what is going on right now is not what is supposed to be going on. (TR Vol I: 228).

EVIDENCE IN REFUTATION OF THE CHARGES

Frank Wallace testified that he currently is serving as a financial consultant to District Council 33. He previously held the position of controller for District Council 33 for approximately thirty years and served as an AFSCME International Union field auditor for sixteen years prior. (TR Vol II: 19-20).

Mr. Wallace testified that he was instrumental in preparing the annual budget for District Council 33, including for the past couple of years. (TR Vol II: 22). He further testified that based on the District Council 33 Constitution it is required that a budget be prepared annually and presented to the Executive Board for their consideration and acceptance or rejection. (TR Vol II: 23). Mr. Wallace testified that AP B, was the final product of a budget prepared by him for fiscal year 2025, which began in July of 2024 and runs through June of 2025. The budget contains a manpower chart which shows the number of people in each position and that the positions are budgeted for. Mr. Wallace confirmed that the manpower chart listed the position of District Council controller/CFO and that position was filled by Venessa Flemings, the position of communications

director was listed and was filled by Brett Coles, the position of building manager was listed and filled by Dwayne Fair, and the position of political action director was listed and was filled by Evon Sutton. He further testified that these positions have existed in District Council 33 for many years. Mr. Wallace identified that the salary of everyone on the payroll reflected an anticipated salary increase of five percent for the fiscal year. There were no other changes to the pay for the position of director of communications, building manager, political action director and controller from the 2024 budget. Mr. Wallace testified that the Accused Parties have not created any positions that did not appear on the manpower sheet, without Executive Board approval. He stated that the budget contains some vacant positions that are unfilled at this time; the special assistant to the president is unfilled and the position of chief of staff, which was created under the immediate past administration, a newly proposed position of certified electrician, the good will officer and a couple of additional security guards for the building. (TR Vol II: 26-31).

Mr. Wallace also testified that he is familiar with the Health and Welfare Fund, the JFK Center and the Legal Services Plan. Each is an individual separate entity under District Council 33 with its own trust documents and their own governing documents outside of the District Council 33 Constitution. Mr. Wallace testified that both Brenda McCoy and Carol Champagnie were employees of the JFK Medical Center. (TR Vol II: 32-34) On cross-examination, Mr. Wallace testified that Ms. Champagnie was also an employee of the JFK Medical Center and acted as the human resources director for all of

the entities, with the cost of her position shared proportionally amongst the entities. (TR Vol II: 60).

Mr. Wallace confirmed that in his position he has access to when vendors are paid. He testified that since the Accused Parties were elected, the law firm of Spear Wilderman did not receive any payment prior to being retained by the union to provide legal services. He testified there was no payment from the Health and Welfare Plan or the Legal Services Plan. He also testified to his knowledge there was no payment from the JFK Medical Center. (TR Vol II: 36-38). On cross-examination, Mr. Wallace confirmed that District Council 33 did not receive a legal services invoice during the months before the budget was passed, and he believes that since the budget was approved that District Council 33 has received invoices from Spear Wilderman. (TR Vol II: 54).

Mr. Wallace also confirmed that in his position he would have knowledge of whether or not an employee position of assistant to the chief of staff or assistant to the president's assistant exists. He testified that no such position exists. He further testified that Brother Brown has not at any time served as assistant to Brother Garrett. Mr. Wallace also testified that after the Accused Parties were elected, Brother Garrett was not paid by District 33 or any of the entities. (TR Vol II: 40-42).

Accused Party Sister Joan Gallagher testified that she is the secretary-treasurer for District Council 33. As the secretary-treasurer she transcribes the minutes of the Executive Board meeting on paper and presents these to the Executive Board for their approval. (TR Vol II: 70). Sister Gallagher testified that after her election in June of 2024, she was not involved in the decision to hire Brother Brown as Brother Garrett's assistant.

Further, Brother Brown was never hired, served as, or received pay as Brother Garrett's assistant under the current administration. (TR Vol II: 83). Sister Gallagher also testified that the Union did not pay Brother Garrett for any services provided after the June 2024 election.

Sister Gallagher testified that person responsible for hiring people into any position, in this administration, is President Boulware. (TR Vol II: 86).

Sister Gallagher further testified that as the secretary-treasurer she does not have any authority or power to terminate Edith Hughes, Brenda McCoy, Carol Champagne or anyone else. Further that ultimately, the final decision would come from the president. (TR Vol II: 87-88).

Sister Gallagher also stated that she was not aware of any objections from any Executive Board or from the JFK Medical Center board regarding the terminations. (TR Vol II: 88).

Next, Brother Greg Boulware testified that he became the president of District 33 on June 11, 2024. Brother Boulware testified that Brother Ernest Garrett was removed from office following a Judicial Panel ruling. Brother Boulware stated that he read the Judicial Panel ruling in that case. (TR Vol II: 99).

Brother Boulware testified that the president has the authority to hire and fire. He reports that the District Council 33 Constitution and the Judicial Panel ruling, in the Ernest Garrett case, are the basis for that understanding. (TR Vol II: 102). Brother Boulware testified that Brother Garrett served as his assistant for one week. (TR Vol II: 99). He testified he did not realize that the ruling prohibited Brother Garrett from

working for the District Council. He stated that he thought that Brother Garrett was allowed to be an employee of the District Council, stating that the decision did not outline specific clauses inside the ruling that prohibited Brother Garrett from working. (TR Vol II: 104). Brother Boulware reports that it was not until he received the June 18, 2024, communication from the Judicial Panel (AP E) that he became aware that Brother Garrett was prohibited from being employed by District Council 33 or any other AFSCME subordinate body. Brother Boulware testified that immediately after he received this information, Brother Garrett's appointment was terminated, and he notified the Judicial Panel that the ruling was being followed. (TR Vol II: 105-107).

Brother Boulware stated that during the time between his election to office until the time he was removed as his assistant, Brother Garrett did not receive any compensation from District Council 33. Rather, Brother Boulware personally paid Brother Garrett for the time he served as his assistant. Additionally, Brother Boulware stated that during this period of the appointment, Brother Garrett did not have any independent power or authority over District Council 33 or finances. He was entitled to do only what Brother Boulware instructed him to do. (TR Vol II: 107).

Brother Boulware testified that during his time as District Council 33's president, he has created one new position. He testified that as granted and by the authority of the Constitution, any new positions that are created must be presented to the Executive Board for approval and with the outline of the salary. He reports that the new position of electrician was presented and approved by the Executive Board in September 2024. (TR Vol II: 108).

He further testified that there have been no changes in the duties of pre-existing positions within District Council 33. The only salary change was an increase in the starting wage of security officers, which was approved by the Executive Board. Further indicating that no other salary has been changed since he became President. (TR Vol II: 109). On cross-examination, Brother Boulware testified that if he was seeking any changes in salaries, upwards or downwards, they would be taken to the Executive Board. (TR Vol II: 172).

Brother Boulware testified that Brother Brown did not receive payment for any services provided during his administration. The only payment he received was amassed vacation and sick time that was paid out at the time of his termination. Brother Boulware testified that Brother Brown was terminated the day Brother Boulware was elected and that Brother Brown was never hired to serve in any role during his administration. (TR Vol II: 110-111).

Brother Boulware testified that the communication director position has existed under the last two administrations. When Brother Bret Coles was rehired, he received the same budgeted salary he had previously been making. Brother Boulware testified that when Brother Dwayne Fair was rehired, he received the same salary he had received under a previous administration. Brother Boulware also testified that Sister Evon Sutton was hired into a position that had existed for many years. Sister Sutton is paid the same salary that was in place for that position. Brother Boulware continued that Sister Vanessa Flemings was hired into a long-standing position in District Council 33, and that she is paid the exact salary that was already allocated for the position. (TR Vol II: 113-116).

Brother Boulware testified that he put out memos when each of the individuals were brought back to District Council 33. (TR Vol II: 116).

Brother Boulware confirmed that Brother Coles continues to work for the City of Philadelphia as well as District Council 33. However, Brother Coles works for District Council 33 during the day and at night for the city. (TR Vol II: 118). Brother Boulware stated that his expectation was that employees inside District Council 33 work the hours they are being paid to work. He further stated that if they are not, then they will no longer be employed by the District Council. (TR Vol II: 119). Brother Boulware testified that he is not aware of any prohibition of working multiple jobs. (TR Vol II: 120).

Brother Boulware denied that the law firm of Spear Wilderman had been paid for being the union's lawyer. He stated that there were no invoices submitted until the end of September, after they had been confirmed by each of the entities for legal representation. (TR Vol II: 123).

Brother Boulware testified that he has been affiliated with District Council 33 for almost twenty-four years. He believes that it is common for personnel changes to occur after and during elections. Brother Boulware stated that there were administrative changes that happened in the last three administrations. (TR Vol II: 128-129).

Brother Boulware testified that Ms. Edith Huges worked for many years as the secretary for the secretary-treasurer and most recently the secretary for the president. She was an employee of District Council 33. Brother Boulware testified that he fired her because he did not feel comfortable with her as his secretary, and he wanted a change. He also stated that Ms. Brenda McCoy was a JFK Medical Center employee in the role of

admissions supervisor. He testified she was fired from that role because he is looking to establish a new culture and did not feel comfortable moving forward with her in that position. Brother Boulware that Ms. Carol Champagne was also employed by the JFK Medical Center as the human resources person. He stated that he did not feel comfortable moving forward with her. Stating that there were situations that caused him great alarm. (TR Vol II: 131-133). Brother Boulware also testified that neither Sister Gallagher nor Brother Little had the authority to terminate these individuals. (TR Vol II: 139-140).

Brother Boulware testified that he was not aware of any Executive Board policies or procedures adopted, since the February 28, 2024, Executive Board meeting which moved people into the same progression with the city regarding wages, pension and longevity. (TR Vol II: 141).

Lastly, Brother Boulware stated he did not direct Dwayne Fair to distribute merchandise. He indicated that he would not have the authority to do so, stating that no officer has the authority to ask office staff to retrieve or give out anything, that comes from the office of the president. (TR Vol II: 146).

Brother Antione Little testified that in his position as the vice-president he did not have the authority to hire Brother Brown. He further stated that Lenard Brown was not hired to serve in any District Council 33 role after he was elected. He also testified that he did not have the authority to hire Vanessa Flemings, Brett Coles, Dwayne Fair or Evon Sutton. He stated that the person who had the authority and made the decisions to hire those individuals was President Boulware. (TR Vol II: 174-175).

Brother Little also testified that the law firm of Spear Wilderman P.C. was not paid any money prior to being properly approved to be hired as District Council 33's attorneys. (TR Vol II: 176).

Brother Little testified that he did not have any authority to terminate Ms. Hughes, Ms. McCoy or Ms. Champagnie.

Brother Little also testified that he did not direct or ask Brother Fair to open the headquarter facilities to distribute union merchandise. He stated that the decision to do so comes from the president's office and he does not have the authority to do that. (TR Vol II: 178).

Brother Dwayne Fair testified that whenever there was a "give-away" it was his duty to supply merchandise to whoever is giving it away. He indicated that the president gives him the approval to do this. He further indicated that there is an inventory kept and that he has a person who is assigned to keep count. He also testified that no one has access to the storage room without his permission. He also stated that he has distributed merchandise when the president has authorized this. (TR Vol II: 186-187). Brother Fair testified that he was not directed by Brother Little or Brother Boulware to distribute merchandise. He stated he was distributing them under the authority of the president at that time. Further, Brother Fair indicated that he would not have distributed any merchandise under the direction of Brother Little, Brother Boulware or Brother Garrett because they were not the president. (TR Vol II: 192-194).

Brother Fair also testified that he was rehired by Brother Boulware and that his job duties and pay were unchanged from when he previously held his position.

FINDINGS OF FACT AND CONCLUSIONS OF LAW

Both sides supplied exhibits and testimony on issues outside of the charges before this trial officer. These exhibits and testimony were not considered or utilized in rendering the decision.

The Charging Parties allege that the Accused Parties, Greg Boulware, Antione Little and Joan Gallagher, violated the AFSCME International Constitution Article X, Section 2A which makes it a chargeable offense to "[violate] any provision of this Constitution or of any officially adopted and approved constitution of a subordinate body to which the member being accused is subject;" specifically, committing violations of the District Council 33 Constitution Article IX, Section 5(l), which states that "Expenditures of funds of the council shall be authorized or approved by the Executive Board, subject to the approval of the delegates." and Article IX, Section 5(k), which states "The council Executive Board shall establish annual salaries and expenses for the President and the secretary-treasurer, and all full-time staff employees of the council, which salaries shall be not less than the salaries and expenses as of April 1, 1973." Additionally, they cite as being violated the following provisions of the International Constitution: Article X, Section 2B which makes it a chargeable offense to engage in the "misappropriation, embezzlement, or improper or illegal use of union funds," and Appendix B, Obligations of an Officer. The individual charges are addressed separately below.

Charge 1

Relating to President Boulware hiring Ernest Garrett as the chief of staff for District Council 33. The Charging Parties allege that Brother Garret was hired without the approval of the Executive Board. The Charging Parties as members of the District Council's Executive Board assert that Brother Garrett was unilaterally hired, there was no consultation with the Executive Board, therefore, they were unaware he had been hired, did not approve his salary and were unaware of his job responsibilities. They further allege that Brother Garrett effectively acted as the president for District Council 33. The Charging Parties also assert that President Boulware's action to hire Brother Garrett is a clear and blatant violation of the International Constitution and a previous ruling of the Judicial Panel in JPC 23-053.

The parties are at odds regarding the president's authority to hire employees. The Accused Parties believe that the hiring of individuals must have the approval of the Executive Board. Brother Boulware believes that the District Council 33's Constitution grants him the authority to hire individuals into existing positions with established salaries. Article IX, Section 1 of the District Council 33 Constitution states in relevant part that "The President is the chief executive officer and administrative officer of this council. He must give his full time to the council. He shall conduct the affairs of the council in accordance with this constitution and in accordance with policy decisions of the delegate meetings and the council Executive Board." Article IX, Section 5(i) of the District Council 33 Constitution states that "Expenditures of funds of the council shall be authorized or approved by the Executive Board, subject to the approval of the delegates." Article IX,

Section 5(k) states that “The council Executive Board shall establish annual salaries and expenses for the President and the secretary-treasurer, and all full-time staff employees of the council, which salaries shall be not less than the salaries and expenses as of April 1, 1973.” Reviewing these constitutional provisions together, it is clear that the Executive Board has the authority to establish staff employee salaries, and that Executive Board approval is required when an employee’s salary is modified, or a new position has been created. The District Council 33 Constitution does not contain any provision which requires the president to seek Executive Board approval when hiring individuals into an existing position with no change in the salary of the position.

The hiring of individuals in these circumstances falls within the duties of the president as the chief executive officer and administrative officer of the District Council.

There is some dispute as to what position Brother Garrett was hired into prior to his termination. The Charging Parties assert in their charges that he served as chief of staff while the Accused Parties testimony indicates he served as Brother Boulware’s assistant. The testimony of Mr. Frank Wallace, District Council 33 controller, indicates that the position of chief of staff is an unfilled position and has been unfilled since the Accused Parties were elected, this suggests Brother Garrett served as an assistant. It was not proven at the hearing that either the chief of staff position or assistant to the president position were created by the Accused Parties.

Mr. Wallace confirmed that no District Council 33 funds or other District Council 33 entities funds were paid to Brother Garrett since the election of the Accused Parties to chair officer positions in District Council 33. Brother Boulware testified that while Brother

Garrett was in this position his pay came directly from Brother Boulware. There was no expenditure of District Council 33 funds for services provided by Brother Garrett.

The Charging Parties also allege that Brother Garrett was effectively acting as the District Council 33 president when he handed out termination letters and moved personnel records. But there was no evidence that Brother Garrett acted in any decision-making role to terminate individuals or to move the personnel records. Brother Boulware testified that Brother Garrett only acted on the direction that he provided to him. Brother Garrett had no authority to act or make decisions independently.

The Judicial Panel decision in Case Number 23-053 removed Brother Garrett from office and suspended the right to hold any elected position at any level of the Union for a period of four years. Brother Boulware testified that he did not understand that ruling prohibited Brother Garrett from holding a position as an employee of the District Council. Brother Boulware also testified that Brother Garrett did not draw a salary through District Council 33, rather, he was paid for the six days that he worked by Brother Boulware.

Under cross-examination, Brother Boulware testified that once he became aware that Brother Garrett could not hold a position as an employee of District Council 33, he compensated Brother Garrett out of his pocket because he did not want to risk jeopardizing District Council 33.

This decision finds that Brother Boulware could not hire Brother Garrett due to a restriction imposed by the International Constitution. Brother Boulware would have the power to hire a chief of staff or assistant without Executive Board approval, assuming these positions existed within the District Council 33 organization, and he did not change

the positions' compensation. The Charging Parties failed to meet their burden in proving that either position was a new position and that District Council funds were expended to pay Brother Garrett for his brief service as a District Council employee. Since there was no expenditure of District Council 33's funds, there is no violation of the AFSCME Financial Standards Code or the International Constitution.

As it relates to Charge 1, Brother Boulware is found not guilty. Charge 1 against Brother Boulware is dismissed. The Charging Parties failed to present sufficient evidence or testimony against Sister Gallagher or Brother Little regarding the allegations contained in Charge 1. They are found not guilty.

Charge 2

The Charging Parties allege that the chair officers made a unilateral decision to hire Leonard Brown as the assistant to Brother Garrett without the approval of the Executive Board and without approval of his salary or job responsibilities.

Although Brother Carrington testified that he had heard that Brother Brown was going to be hired, the Charging Parties did not produce evidence that Brother Brown was in fact appointed or held this position after the Accused Parties were elected to office. The testimony of Mr. Wallace established the position of assistant to Brother Garrett was never a position contained in the operating budget nor were any District Council 33 or entities monies outside of his owed vacationing time, paid to Brother Brown after the Accused Parties were elected. Further, Brother Brown was not hired into any position after the election of the accused parties. This charge is dismissed in its entirety.

Charge 3

This charge again relates to hirings made by President Boulware. The Charging Parties allege that President Boulware made the unilateral decision to hire Bret Coles to manage public communications, Dwayne Fair to manage maintenance, Evon Sutton to manage political relations, and Vanessa Flemings to provide financial services without Executive Board approval. The testimony of Mr. Wallace and Brother Boulware establishes that these positions have existed at District Council 33 for a number of years. The above individuals were either hired or rehired to these positions while District Council 33 was operating under a previously approved budget. Brother Boulware and Mr. Wallace testified that there were no changes in the salary of these positions. As stated above, District Council 33 presidents must obtain Executive Board approval when an employee's salary is modified, or a new position has been created. The District Council 33 president has the authority to hire individuals into an existing position with no change in the salary of the position. Brother Boulware is found not guilty of this charge.

The Charging Parties failed to present sufficient evidence or testimony against Sister Gallagher or Brother Little regarding the allegations contained in Charge 3, this charge is dismissed against them too.

Charge 4

The Charging Parties allege that the chair officers made the unilateral decision to hire Spear Wilderman, P.C. "as counsel to the Union, Legal Health and Welfare Funds, and JFK Medical Center" without Executive Board approval or the Legal Services Fund

Board of Trustees approval, and that Brother Boulware did so in violation of the Obligation of an Officer oath, Appendix B of the AFSCME International Constitution.

In CP 5, on June 11, 2024, Brother Boulware notified the law firm of Willig, Williams & Davidson firm that "...District Council 33 and its affiliated entities will no longer be retaining your Law Firm as counsel to the Union, Legal and Health and Welfare Funds, and JFK Medical Center." The letter further identifies that "Our counsel will be the firm of Spear, Wilderman, PC."

Article IX, Duties of the Chair Officers Committees and the Executive Board, Section 1, states in relevant part, "The President is the chief executive officer and administrative officer of this council. He shall conduct the affairs of the council in accordance with this constitution and in accordance with policy decisions of the delegate meetings and the council Executive Board."

Brother Boulware's termination of the legal retainer with Willig, Williams & Davidson and retention of the Spear Wilderman P.C. was not brought before the Executive Board prior to his action. In the charging document, the Charging Parties assert that the Executive Board and the Health & Welfare Fund, under a previous administration, voted to fire the Spear Wilderman P.C. and seek a different law firm to serve as counsel to District Council 33 and the Health & Welfare Fund. President Boulware acted outside of the policy decision of the District Council's Executive Board and affiliated entities when he independently terminated the legal retainer. The AFSCME International Constitution, Appendix B, Obligation of an Office requires, among other things, that an officer "promise and pledge that I will perform faithfully and with honor

the duties of the office which I now assume in the American Federation of State, County and Municipal Employees.” Carrying out the policy decisions of the Executive Board is a duty of President Boulware. This aspect of the charge is upheld.

Brother Boulware is found guilty of charge 4. However, given that retaining the Spear Wilderman P.C. was subsequently approved by the Delegates Assembly and each of the District Council 33 entities as their legal counsel representative by the end of September 2024, and both Mr. Wallace and Brother Boulware testified that between June 11, 2024, and the end of September, no funds were paid to the Spear Wilderman firm, the penalty assessed in this matter is lessened.

Although named as Accused Parties in Charge 4, the Charging Parties failed to provide sufficient testimony or evidence to prove Sister Gallagher or Brother Little were guilty of the allegations contained in Charge 4. The letter terminating the legal retainer was sent solely under the signature of Brother Boulware.

Charge 5

This charge centers on the termination of three long term employees. The Charging Parties allege that the chair officers made a unilateral decision based on political retaliation and in a departure from the “will of the Executive Board.” Consistent with the charges above, the Charging Parties contend that the termination of employees should be discussed with the Executive Board, while Brother Boulware contends that the hiring and/or firing of employees is a duty of the president. As above, the District Council 33 Constitution, Article IX, Section 1, grants the president the authority to conduct the affairs of the District Council in accordance with the District Council 33

Constitution and in accordance with policy decisions of the delegate meetings and the District Council Executive Board. However, the District Council 33 Constitution is silent on the issue of employee termination and there was no policy presented or testified to at the hearing. It is clear from the testimony provided that previous presidents have exercised their authority to make administrative changes following an election.

The Charging Parties allege that the termination of these individuals went against the “will of the Executive Board.” It is noted by the undersigned that the Executive Board discussed this issue, and made and passed a motion in February of 2024 to “bring DC33’s Staff into the same progression in conjunction with the City of Philadelphia regarding Wages, Pension, and Longevity.” Brother Boulware did not assume office until June of 2024. The fact that no additional policy or provisions were made to move these employees into the same progression with the City regarding wages, pension and longevity, is not the sole responsibility of Brother Boulware. The Executive Board members also share the responsibility for the policies and aims of the District Council. Further, absent some policy preventing him from doing so, Brother Boulware has the power under the District Council 33 Constitution to terminate employees. In this instance, the undersigned was not presented with a policy which would have prevented his actions in terminating Ms. Hughes, Ms. McCoy, and Ms. Champagne. Charge 5 against Brother Boulware is dismissed.

The Charging Parties failed to present sufficient evidence or testimony against Sister Gallagher or Brother Little regarding the allegations contained in Charge 5, they are found not guilty of this charge.

Charge 6

This charge alleges that Brother Boulware, Brother Little and Brother Garrett directed Brother Dwayne Fair to open the storage and other facilities and distribute District Council 33 merchandise in anticipation of an election victory, which does not adhere to the AFSCME Financial Standards Code and violates Appendix B of the AFSCME International Constitution. In his testimony, Brother Carrington stated he assumed that the merchandise was being given out because the Boulware slate thought that they won. In his testimony, Brother Boulware stated he did not have the authority to direct anyone to disburse merchandise. Additionally, Brother Fair testified that he was not given any direction from any of the Accused Parties. Rather the direction to distribute the merchandise came directly from the office of the president. **This charge is dismissed.**

DECISION

Brother Antione Little and Sister Joan Gallagher are found not guilty of the charges filed against them; the charges are dismissed in their entirety. Brother Greg Boulware is found guilty of violating Appendix B of the International Constitution as it pertains to Charge 4. Pursuant to Article X, Section 15 of the International Constitution the penalty assessed is a formal reprimand, accompanied by a formal warning against any repetition of the act or acts of which he is found guilty. Brother Boulware is found not guilty of the remaining charges filed against him; these charges are dismissed.

January 6, 2025
Port Huron, Michigan

Nora L Grambau
Judicial Panel Member
AFSCME AFL-CIO

July 11, 2024

Via E-Mail

Carla Insinga, Chairperson
AFSCME Judicial Panel
1625 L Street, N.W.
Washington, DC 20036

Re: Judicial Panel Charges Against Greg Boulware, Antione Little, and Joan Gallagher, Chair Officers of AFSCME District Council 33, Pursuant to Article X of the International Constitution of The American Federation of State, County and Municipal Employees, AFL-CIO

Dear Chairperson Insinga:

We write to initiate formal charges against Greg Boulware, Antione Little, and Joan Gallagher, who currently serve as Chair Officers of AFSCME District Council 33 ("DC 33 Chair Officers")—the exclusive representative for collective bargaining purposes for certain City of Philadelphia and City of Easton employees.

Because we, as members of the District Council's Executive Board as well as Local Officers, were directly involved in investigating and filing these charges, we are requesting that the Judicial Panel take original jurisdiction of this case.

Despite the clear notice that AFSCME International provided via its Judicial Panel decision in Case Number 23-053 regarding the responsibilities and obligations of District Council 33 Chair Officers and Executive Board members, DC33's current Chair Officers have repeated the conduct of Ernest Garrett, who was removed from office. Since their election, these Chair Officers have engaged in financial malpractice and corruption, as well as conducted the affairs of the District Council in such a manner as to deprive members of the District Council the rights guaranteed in the Bill of Rights for Union Members contained in this Constitution. In their short time in

Carla Insinga, Chairperson Carla Insinga

July 11, 2024

Page 2

office, they have violated their Oaths of Office and have done so without any regard for or compliance with the AFSCME Financial Standards Code. Therefore, we, the undersigned individuals, charge AFSCME DC 33 President Greg Boulware, Vice President Antione Little, and Secretary-Treasurer Joan Gallagher with violations of the District Council and International Constitutions. These charges are as follows:

During their brief term as Chair Officers of AFSCME District Council 33, the DC 33 Chair Officers have made personnel decisions and taken other actions without the approval of the AFSCME District Council 33 Executive Board. As a result, members of the Executive Board have been denied the opportunity to approve the hiring and salaries of several individuals who now work for District Council 33. They also have improperly terminated employees, including several who have spent decades working for District Council 33. These actions are violations of Article IX, Section 5(i) (“Expenditures of funds of the Council shall be authorized or approved by the Executive Board, subject to the approval of the delegates”) and Article IX, Section 5(k) (“The Council Executive Board shall establish annual salaries and expenses for...all full time staff employees of the Council...”) of the District Council 33 Constitution. Through these actions, the DC 33 Chair Officers have violated their “Obligation of Officer Oath” set forth in Appendix B of the AFSCME Constitution and therefore are subject to charges under Article X, Section 2(A) (“Violation of any provision of this Constitution or of any officially adopted and approved constitution of a subordinate body to which

the member being accused is subject”), and Article X Section 2(B) (“Misappropriation, embezzlement, or improper or illegal use of union funds”) of the AFSCME International Constitution. They have also blatantly ignored Appendix F of the AFSCME Financial Standards Code. These charges are specifically as follows:

Charge 1: Upon being elected on June 11, 2024, President Boulware made the unilateral decision to hire Ernest Garrett as his Chief of Staff. In Case Number 23-053, Judicial Panel Member Frank Piccioli, in a February 20, 2024 decision, removed Brother Garrett from office as President of District Council 33, and suspended him from the right to hold any elected position for a period of four years. The full Judicial Panel unanimously sustained Member Piccioli’s decision on May 10, 2024. Nonetheless, President Boulware immediately hired Ernest Garrett as his Chief of Staff after he was elected. He hired Garrett without any consultation with the Executive Board, so the Board was not made aware of what Brother Garrett’s job responsibilities would entail or what his salary would be. Notably, the Executive Board never voted to approve his hiring or his salary, and did not know he was hired until he appeared at the Chair Officers’ first Executive Board meeting. This unilateral hiring and salary decision violates Article X, Sections 2(A) and 2(B) of the International Constitution, and Article IX, Sections 5(i) and 5(k) of the District Council 33 Constitution. It also represents a continued pattern of non-compliance with the AFSCME Financial Standards Code.

Furthermore, President Boulware’s decision to immediately hire Ernest

Garrett is in direct conflict with the Judicial Panel's decision in Case Number 23-053. As previously discussed, Ernest Garrett was removed from office and suspended from the right to hold any election position at any level of the union for a period of four years, under Article X, Section 15 (D) and Section (F) of the International Constitution. This Section of the Constitution is clear: "Any individual who has been suspended, expelled or removed as provided in paragraphs E, F, G, H, I, or J, above, may not, during the period of such penalty, be employed in any capacity by the International Union or any subordinate body." President Boulware's unilateral hiring of Ernest Garrett as a District Council 33 staff member is a clear and blatant violation of the International Constitution, and shows a complete and utter lack of knowledge of the Council's Constitution, and the International Constitution. It also shows a similar lack of deference and respect for AFSCME's International's rulings.

Even more, President Boulware has permitted Brother Garrett to effectively act as the President. For example, on June 17, 2024, Brother Garrett approached then-Human Resources Director Carol Champagnie and demanded access to all of District Council 33's personnel files. After insisting that, at the very least, the files be transported in a manner that would preserve the privacy and confidentiality of the District Council and its personnel, Brother Garrett told Ms. Champagnie that he would talk to the President about her termination, and said, "now you are going to get a [termination] letter."

Charge 2: Upon being elected on June 11, 2024, the DC 33 Chair Officers made the

unilateral decision to hire Brother Leonard Brown as Ernest Garrett's Assistant. The Executive Board was not consulted and not made aware of what Brother Brown's job responsibilities would be, or what his salary would be. Notably, the Executive Board never voted to approve his hiring or his salary. As the Judicial Panel held in Case Number 23-053, "[i]t is clear that Article IX, Section 5k requires Executive Board approval when an employee's salary is to be altered, or a new position is created or positions are combined." That is the case here, where there was no Assistant to the Chief of Staff prior to President Boulware's Administration. This unilateral hiring and salary decision violates Article X, Sections 2(A) and 2(B) of the International Constitution, and Article IX, Sections 5(i) and 5(k) of the District Council 33 Constitution. It also represents a continued pattern of non-adherence to the AFSCME Financial Standards Code.

Charge 3: Upon being elected on June 11, 2024, President Boulware made the unilateral decision to hire Bret Coles to manage public communications, Dwayne Fair to manage maintenance, Evon Sutton to manage political relations for District Council 33, and Vanessa Flemings to provide financial services. In Case Number 23-053, the Judicial Panel found Ernest Garrett guilty of violating Article X, Section 2(B) of the International Constitution because his hiring and salary decisions were "unauthorized and therefore an improper use of union funds." That finding was based off of then-President Garrett's hiring of Mr. Coles and Mr. Fair. Similarly, the Executive Board was not consulted and not made aware of what either Mr. Fair or Mr. Coles' job

responsibilities would be (although a June 11, 2024 *Philadelphia Inquirer* story, published after President Boulware was elected and sworn in, refers to Mr. Coles as President Boulware's "spokesperson"), or what their salaries are. Evon Sutton, who served as AFSCME District Council 33 Political Director under Ernest Garrett, was also rehired without Executive Board consultation or approval, and although her position and salary are unknown to the District Council 33 Executive Board, she has identified herself as a political liaison for District Council 33 to government and elected officials. Vanessa Flemings, who is a close family friend of Ernest Garrett and who served previously served as Chief Financial Officer in his Administration, was also rehired by the Chair Officers without consultation from the Executive Board. Her position and salary are also unknown.

Furthermore, in addition to his role with District Council 33, Bret Coles continues to work full-time for the City of Philadelphia as a Police Communication Dispatcher. As Judicial Panel member Frank Piccioli wrote in his decision in Case Number 23-053, "it is not proper for a staff member of an AFSCME affiliate to also be working a full-time position for an employer."

In all, these unilateral hiring and salary decisions violate Article X, Sections 2(A) and 2(B) of the International Constitution, and Article IX, Sections 5(i) and 5(k) of the District Council 33 Constitution. They also represent a continued pattern of non-adherence to the AFSCME Financial Standards Code, and President Boulware's pattern of doing exactly what his predecessor did, and how he did it.

Charge 4: Upon being elected on June 11, 2024, the Chair Officers made the unilateral decision to hire Spear Wilderman, PC "as counsel to the Union, Legal and Health and Welfare Funds, and JFK Medical Center." The Executive Board became aware of this decision when it noticed that Samuel Spear was in attendance at a June 13, 2024 meeting of the District Council Executive Board meeting, and the decision to retain his firm was only announced at the insistence of members of the Executive Board, who questioned why Mr. Spear was in attendance and what his role was. The scope of Spear Wilderman's representation was never presented to, or discussed by, the Executive Board. The decision also significantly departs from the decision of President Boulware's predecessor, who held a vote of the District Council 33 Executive Board to approve the firing of Spear Wilderman and the hiring of a different law firm to serve as counsel to the Union, and a vote of the District Council 33 Health & Welfare Fund Board of Trustees on the hiring of that law firm to serve as counsel to the Health & Welfare Fund. The unilateral decision to hire Mr. Spear's law firm violates Article X, Sections 2(A) and 2(B) of the International Constitution, and Article IX, Section 5(i) of the District Council 33 Constitution. Again, it also represents a continued pattern of non-compliance with the AFSCME Financial Standards Code.

Furthermore, as President Boulware's June 11, 2024 correspondence terminating the District Council's retainer with its prior law firm indicated, Spear Wilderman, PC now serves as counsel to the Legal Services Fund. This action violates

the Legal Services Fund Declaration of Trust, which requires a meeting and vote of the Legal Services Fund Board of Trustees, pursuant to the Declaration of Trust of the District Council 33 Legal Services Fund. This action therefore violates President Boulware's Obligation of an Officer Oath, Appendix B of the International Constitution.

Charge 5: Upon being elected, the DC 33 Chair Officers have made the unilateral decision to terminate employees who have served the Union for decades. Specifically, the DC 33 Chair Officers terminated Edith Hughes, who worked for DC 33 for 27 years and served as former President Omar Salaam's Executive Assistant; Brenda McCoy, who worked for DC 33 for over 50 years and who handled Managed Care and Billing for the JFK Medical Center; and Carol Champagnie, who worked for DC 33 for 15 years and served as the prior Director of Human Resources. These terminations were acts of political retaliation. They also are clear, unilateral departures from the will of the Executive Board. On February 28, 2024, the DC 33 Executive Board voted to bring these and other longtime staff members "into the same progression in conjunction with the City of Philadelphia regarding wages, pension, and longevity" in recognition of their dedication to the Union and their need for financial and retirement security. Therefore, these unilateral terminations are clear acts of non-adherence to the AFSCME Financial Standards Code, and they are also violations of the Chair Officers' Obligation of an Officer Oath, Appendix B of the International Constitution.


Charge 6: On May 14, 2023, in the midst of the DC 33 Chair Officers election ballot count, Greg Boulware, Antione Little, and Ernest Garrett directed the then head of

maintenance Dwayne Fair to open storage and other facilities within DC33 headquarters and distribute DC 33 merchandise in anticipation of an election victory. No inventory was taken as this merchandise was distributed. This action clearly does not adhere to the AFSCME Financial Standards Code, and the indiscriminate distribution of union merchandise for political celebration violates the Obligation of an Officer Oath, Appendix B of the International Constitution.

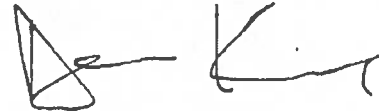
Based on the above, the DC 33 Chair Officers (Greg Boulware, Antione Little, and Joan Gallagher) are charged with violating Article IX, Sections 5(i) and 5(k) of the District Council 33 Constitution, and Article X, Sections 2(A) and (B) of the International Constitution. Pursuant to Article X of the International Constitution, we request that a trial body be convened to consider the charges. Pursuant to Article X, Section 15 of the International Constitution, we request that a trial officer be appointed to consider remedies for these blatant constitutional violations, including, but not limited to, whether AFSCME District Council 33 shall be placed in an immediate Administratorship, and whether the DC 33 Chair Officers should be permanently suspended from holding or seeking any elected position at any level of the Union in light of their willful disregard of the AFSCME Constitution, its governing documents, and the directives of its Judicial Panel.



Eric Desiderio
President, AFSCME Local 159



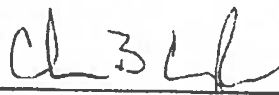
Carlos Carmona
Business Agent, AFSCME Local 159



Damon Kinsey
President, AFSCME Local 403



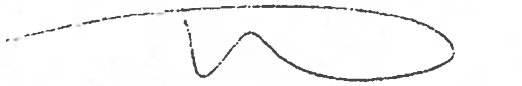
Patrick Russell
Business Agent, AFSCME Local 403



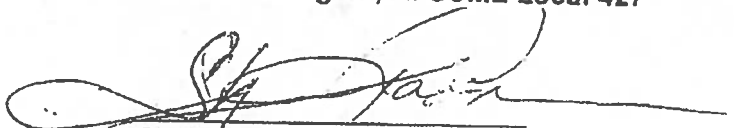
Charles Carrington
President, AFSCME Local 427



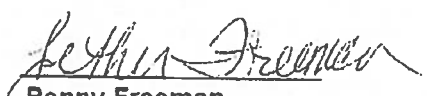
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