

# Re-elect BCFPE President John Ripley to a 4<sup>th</sup> Term!

President Ripley has demonstrated Proven Leadership by being the Chief Negotiator for a decade of good labor contracts resulting in pay increase for everyone in the bargaining group, ranging from 21% to 41% including steps and longevities.

## PERSONAL BACKGROUND

John grew up in a union household. John's father retired from Bethlehem Steel in 1986 with 35 years of service. John's wife and 4 children all actively support union activities.

In 2002, John witnessed 1<sup>st</sup> hand the core union struggles as his father's Bethlehem Steel pension was cut in half and his parent's retirement health insurance coverage was being canceled, at the same time his mother was being diagnosed with terminal cancer. John became committed to protecting employee pension & healthcare system as a result of these 1<sup>st</sup> hand struggles.

In October 2008, John was elected as BCFPE Union President under heavy competition. John was re-elected for a 2<sup>nd</sup> and 3<sup>rd</sup> term as BCFPE President and is the longest serving president in BCFPE history. John also ran unopposed in his 2011 and 2014 elections. Under the Ripley Executive Board Leadership Team, BCFPE has almost tripled the average membership totals and John now manages approximately a half million dollars in annual union dues revenue.

In December 2008, John was elected to the AFT Maryland Executive Board as an At Large Vice President and has since been re-elected four times unopposed.

In May 2012, John was elected Chairman of the Baltimore County Healthcare Review Committee (HCRC) by his labor union peers. Under the Ripley leadership, employee healthcare costs have been held down, well below the national average of increases. ***For the 1<sup>st</sup> time in the HCRC history, the County's 2015 rate projection increases were actually lowered by 2% as a results of the HCRC watchdog efforts and data sharing. Then again for 2018, original county projects were lowered by 2.23% and we are still pushing for more cuts before 2018 Healthcare Rates are finalized.***

In January 2015, Elected as Sergeant-at-Arms to the Metropolitan Baltimore Council CLC Executive Board.

In January 2015, Elected to the AFL-CIO MD/DC COPE committee.

In January 2016, Appointed to the AFT Criminal Justice & Public Safety Task Force

## **MAJOR ACCOMPLISHMENTS**

Since being elected as BCFPE Union President in 2008, I have aggressively pursued union matters for all members! In 2011 and 2014 I was elected unopposed to my 2<sup>nd</sup> and 3<sup>rd</sup> term as BCFPE Union President. With an “Actions Are Louder Than Words” moto, below are just some of what we have done under the Team Ripley Leadership:

1. Highest Union Membership in our local’s history and growing. By 2018 BCFPE will be the 2<sup>nd</sup> largest union membership in Baltimore County Government.
2. BCFPE is fiscally responsible and strong!
3. Influential in local elections.
4. Initiated regular Proactive Labor Management meetings with County Leaders.
5. Held regular worksite visits at facilities all around the County.
6. Communicated information to members via Website, Emails, Facebook & Twitter.
7. \*Negotiated increases & Job Securities during the worst economic downturn in recent history. (July 1, 2009 thru June 30, 2019)

Negotiated a Decade of Labor Contracts:

- Raises: 2% COLA 2010, 3% BONUS 2014, 3% COLA 2015, 2% COLA 2016, 2% COLA 2017 & 2% COLA 2018
- MOU Guaranteed No Layoffs and No Furloughs 07/2009 to 06/2019
- MOU Guaranteed Scheduled Step and Longevity Increases 07/2009 to 06/2019 (Approx. 10% to 30% in raises)

***SINCE 2009 TO PRESENT, VITUALLY EVERY JURISDICTION AROUND US HAS EXPERIENCED SOME KIND OF LAYOFFS, FURLOUGHS AND/OR PAY FREEZES.***

- Keep Health Care increases to a minimum. (well below the national average)
8. Has received outstanding AFT and CPA Annual Financial Audit Scores.
  9. Aggressively pursued grievance matters and have been victorious at all levels.
    - Has been influential in development of several Departmental Policies through the Federation Grievance Process
    - Has WON Grievances at all levels
      - Numerous cases dismissed or reduced at departmental levels
      - ALL TIME HIGH now more than 3-dozen termination cases reinstated and one demotion reversed
      - Cases dismissed or reduced at the NEW Office of Administrative Hearings level
      - Cases dismissed or reduced at the P.S.A.B. level
      - Grievance / Unfair Labor Practices pursued and won in Arbitration

**As your Union President, I promise I will “DO” so we can “HAVE” all we deserve! I promise I will fight for all of us just like I have clearly demonstrated since being elected in October 2008. And I promise to fight to protect the pension and healthcare benefits that employees have worked so hard for, so no one ever has to endure the loss of benefits like my father did.**

**Thank you,  
President John E. Ripley**

