

# Re-elect BCFPE President John Ripley to a 6<sup>th</sup> Term!

President Ripley has demonstrated Proven Leadership by being the Chief Negotiator since 2008. As Chief Negotiator, we have reached good labor contracts, resulting in pay increase for everyone in the bargaining group, ranging from 32% to 57% including COLA's, & added longevities.

12/2008, John was elected to the AFT Maryland Executive Board as Area Vice President.

05/2012, John was elected Chairman of the Baltimore County Healthcare Review Committee by his labor union peers from the Police, Sheriffs & Nurses Unions. Under the Ripley leadership, employee healthcare costs have been held down, well below the national average. ***Ripley lead the charge on finally reaching an agreement to get rid of the disastrous two-tiered healthcare rate system begin CY25. This change will save Post-2007 employees over \$3000 a year for family coverage.***

01/2015, Elected as Sergeant-at-Arms to the Metropolitan Baltimore Council AFL-CIO Executive Board.

01/2016, Appointed to the AFT Criminal Justice & Public Safety Task Force

## **MAJOR ACCOMPLISHMENTS UNDER TEAM RIPLEY LEADERSHIP**

Highest Union Membership in our union's history & growing!

BCFPE is fiscally strong & able to take on county!

Has won appeals at all levels of the grievance process!

BCFPE is now influential in local elections!

Negotiated guaranteed increases & job securities during the worst economic downturn in recent history!

- Raises: 2% COLA 2010, 3% BONUS 2014, 3% COLA 2015, 2% COLA 2016, 2% COLA 2017, 2% COLA 2018, 2% COLA 2020, 2% COLA 2021, 3% COLA 2023, 2% COLA 2024, added 6, 7 and 13 year longevity. Numerous upgrade across Pay Schedule 1, 1C and 1E.
- Contract with Guaranteed No Layoffs & No Furloughs 07/2009 to 06/2021
- **Contract with Guaranteed Scheduled Step & Longevity Increases 07/2009 to 06/2025**



**MOVING COUNTY EMPLOYEES FORWARD AND NEVER BACK**