



# ORGANIZATION OF STAFF ANALYSTS

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## OSA Mourns The Loss Of Longtime Grievance Department Head

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### Tim Collins, 54, Was Also The Union's Chief Negotiator

New York, New York - July 1, 2015 - Tim Collins, the longtime head of the Organization of Staff Analysts' grievance department, passed away unexpectedly on June 26<sup>th</sup> at the age of 54. Collins also served for more than a decade as the union's chief contract negotiator, working alongside OSA Chairperson Bob Croghan, Executive Director Sheila Gorsky and consecutive General Counsels Joan Stern Kiok and Len Shrier.

Collins began working for OSA in 1994, providing general office support to the union. He quickly found his niche in the union's grievance department, first as a grievance representative, by 1999 as associate grievance department director and later as director of the department. During his tenure at OSA, the grievance department grew to include a wide range of staff and volunteer grievance reps and a number of union attorneys

Collins became a negotiator for OSA in the early 2000's, during negotiations with the City for the 2000-2002 contract and chief negotiator several years later. Over the following decade and a half, he took part in many rounds of negotiations with the City, the NYC Housing Authority, the Health and Hospitals Corporation and the NYC Transit Authority. At the time of his death, he was involved in negotiations for contracts covering all of the union's members.

Prior to his service with OSA, Collins worked in management for the Barnes & Noble bookstore chain in the textbook division and as a custodial engineer for Triple A Maintenance/Dunn and Sons, contractors at the Port Authority of New York.

OSA Chair Bob Croghan observed that, "Tim's skill and knowledge, plus his intense devotion to our membership was of great value to the union and we are all diminished by his loss."

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OSA Executive Director Sheila Gorsky praised Collins as “someone I depended on for his ability to understand city labor relations and the ins and outs of OSA’s contracts for the benefit of OSA members.”

John Mazarella, a former OSA board member and longtime grievance staffer, said “Tim was the indispensable man. Everyone in grievances went to him for guidance, even the staff attorneys.”

Mazarella noted that Collins’ knowledge of the union contract was comprehensive and that his style as head of OSA’s grievance department was cooperative. “He never told you what to do but was there to guide you on how best to do it.”

OSA General Counsel Len Shrier, who worked closely with Collins since taking the legal reins at OSA in 2007, expressed shock at his sudden passing, observing that they had been discussing outstanding improper practices just the previous day.

Shrier said: “It was incredible how hard he worked for the union. He lived and breathed it to his last breath.” Shrier added that: “Collins’ judgment as a negotiator was keen. He knew which issues to push and on which issues to yield. His sincerity and forcefulness as a negotiator was something his adversaries admired and respected. That was a key to his success.”

Renee Campion, First Deputy Commissioner of the NYC Office of Labor Relations, said: “Tim will be missed by the entire staff at Labor Relations. He was a staunch advocate of the OSA bargaining units. He always gave a strong voice to the members he represented. Regardless of the differences at the bargaining table, he worked hard to find collaborative solutions to the many challenges that all negotiators face in the collective bargaining process.”

Pat Slesarchik, Assistant Vice President of Labor Relations for HHC, said: “I was really shocked and heartbroken by his loss. I worked very closely with him for a very long time when I was at the NYC Office of Labor Relations. We had an excellent working relationship and he will be greatly missed.”

Meaghan Murphy, Assistant General Counsel for DC37, AFSCME said: “OSA gave me my first job as a labor lawyer. On arrival, I knew very little about how municipal collective bargaining actually happened. I was lucky to walk in the door and meet Tim. He had an incredible grasp of every OSA title specification, contract, and city agency. He also had a keen view of larger issues impacting municipal labor. Tim generously shared all of this with me.”

Murphy added, “Make no mistake. He was no pushover. He could be a tenacious adversary. He conveyed the union’s point with conviction, yet always managed to keep his composure and sense of humor. When bargaining sessions became tense, I think it was his reputation as a person of integrity and rationality that led both sides to come together once more to work out a deal that both sides could live with. Labor has lost a great advocate. I will miss his friendship.”

Collins is survived by his partner Diana Carroll, his mother Rose Collins and his sisters Rosanne, Terri, and Abby Collins.

A funeral mass will be held at Most Holy Redeemer Church, 173 East Third Street in Manhattan on Thursday, July 9<sup>th</sup> at 10:30 AM. The church is located between Avenues A and B.

The union will also be holding a memorial meeting in late August. Details are still being finalized.