



ORGANIZATION OF STAFF ANALYSTS

September 19, 2018

Dear Sisters and Brothers,

We are delighted to inform you that the Office of Collective Bargaining (OCB) has ruled in your favor. The Organization of Staff Analysts filed a petition on your behalf over two years ago. The Hospital Corporation had misclassified your job title as Group 11. They had alleged that your work was either Managerial or Confidential or both. We knew from the start that HHC did not believe that claim, but rather was using Group 11 classification to deny you normal union job protections, grievance rights and regular raises, longevity awards, etc.

It took OSA over two years of arguing at hearings to win the case. But win we did.

You are now a Group 12 employee (a non-competitive civil servant) and, automatically, a lot more secure in your job rights. (Non-unionized, non-competitive civil servants have full due process rights after five years of service. Unionized employees obtain that right after only one year of service).

Put another way, two years ago Patient Representatives were "hire at will, fire at will" employees. As of now, Patient Representatives with five years of service cannot be fired without being guilty of wrong-doing and not until after a fair trial. Soon, once you are members of OSA, the probation period shrinks to a single year.

This is nice, but there is more. Our union provides a nice match to the Management Benefits Fund, has the right to grieve on location working conditions, is able to negotiate raises, longevity payments and even non-economic demands. For example, due to our last contract, we have obtained the right to an alternative work schedule, for some of our members. At present over half of our members at the Human Resources Administration have been offered a 9-day biweekly work schedule. Scores of our Hospital members have been offered a 4-day work week (8 $\frac{3}{4}$ hours per day). We will be spreading this practice further over the next two years.

We wish to thank our attorneys who fought for your rights to be protected, Len Shrier and Nora

Sullivan. Now comes the election. We began our legal efforts on your behalf before the summer of 2016. By 2017, we began to go out to Hospital locations to introduce ourselves and to get to know you.

In 2017, DC37 intervened in our case at the OCB but, to the best of our knowledge, they have never visited with you on location. Even so, they have decided to challenge us in a collective bargaining election.

So, as of October 9th, notices are to be posted in each Hospital announcing an election. On October 24th, you will receive mail notice of the election with the rules set out for voting. On October 29th, voting (by computer or telephone) will open and ten days later, at noon on November 9th, voting will close. By 1:00 PM on 11/9/18, the process will be complete. We are nearly done.

Before the New Year you will have the rights and protections wrongly denied you when you were originally hired. We want to thank each of you who signed a union designation card offered to you by one of our volunteer OSA field organizers. It was your support that reassured us that we were doing the right thing.

We will be reaching out to you personally to answer any questions you may have with regard to this process. If you need to call us before we get to you, OSA Chair Bob Croghan can be reached at (212) 686-1229 and Patient Rep lead organizer Iris Bailey can be reached at (646) 298-6335.

In Solidarity

Bob Croghan, Chair

Iris Bailey, Patient Rep Campaign Lead Organizer