



ORGANIZATION OF STAFF ANALYSTS

October 10, 2018

Dear Sisters and Brothers:

OSA's efforts to bring union protections to Patient Representatives are moving along nicely.

There is an election underway and both OSA and DC37 are now sending out organizers to meet with you. (*Of course, OSA has been meeting with you, learning of your concerns and fighting to gain union representation for you for the past several years.*)

If we have not yet had a chance to share a cup of coffee with you personally, we look forward to doing so soon.

Some issues have arisen that should be mentioned.

The opposing union's organizers have indicated that they do not know to which union you will be assigned by DC 37 if they win the election. That is odd.

How could they not know?

There is a vast difference between some locals of DC 37 and others. Some consist of members who do work similar to your own work; some do not.

The argument made by DC 37 before the Office of Collective Bargaining (OCB) to allow them to intervene in this election equated your work with 3,500 clerical/administrative workers plus a small number of Patient Navigators. There are similarities to be found, to a very limited extent, with the Navigators, but we do not agree that either your work or that of the Navigators is primarily clerical.

We will assume, for now, that, based on their submission to OCB, DC37 plans to place you into their Local 1549. *We do not think that is a good "fit."* Your title series is much more similar to the Analysts represented by OSA.

Another issue is one we *did anticipate*. Your current benefit plan, the Management Benefits Fund (MBF), gives you your current (and excellent) dental, vision and hearing coverage, plus Superimposed Major Medical, Long Term Disability coverage and Life Insurance.

OSA members liked these benefits so much that we chose them to be our own benefits once we were allowed to become a union. As a result, *if you choose OSA as your union, your benefits will remain mostly the same.*

There are small differences with the MBF. OSA does not reimburse for gym membership, mostly because the I.R.S. has chosen to tax that benefit. Instead, we offer a lower deductible on dental visits. MBF has a \$100 deductible for non-provider dentists; we have \$50. MBF charges \$50 for a plan dentist; we charge nothing.

Our opposition, as expected, is arguing that you will be better off with their plan because it provides “free” drugs.

We wish that was true.

The DC37 Plan has similar co-pays and mandatory generic/step therapy rules as does our own GHI/HIP or Aetna drug riders. They do absorb what we now pay out as premiums biweekly, but to do so, *they take away money from all of their other benefits.*

OSA’s Life Insurance benefit was \$15,000 in 1988. That year, DC37 offered \$10,000... which was close. Of course, our insurance has increased over the past thirty years. Our current award to help your family out if you were to pass away is now \$50,000, while DC37’s benefit is still at \$10,000.

We like the possibility of “no out-of-pocket cost” dental visits convenient to our home or office, of high quality hearing aids if we need them and “no out-of-pocket cost” yearly eyeglasses, with an extra “VDT” pair every other year. Please note, that the “no out-of-pocket” covers thousands of Davis Vision providers, including the annual eye exam and yearly contact lenses or regular, bifocal, trifocal, progressive and/or transition lenses (the lens turning dark in the sunlight), as well as “no scratch coatings”, etc.

We also like our more generous Long Term Disability payment (up to \$60,000) rather than a Short Term Disability (up to \$5,200) that only starts after we exhaust our sick, annual and comp time balances.

Most of all, we like our Superimposed Major Medical benefit. That benefit insures us against devastating medical bills. The SMMP is our least commonly used benefit, but if any member of your family is in serious health trouble, needing out-of-network doctors or to cover huge drug co-pays; it is a wonder. After a \$500 annual deductible, the benefit pays 90% of all other medical related costs up to \$20,000. It pays 100% thereafter.

We did expect DC37 to argue its benefits are somehow better. They aren't, just different. The benefits are not free. Benefits are paid for out of contract monies and we have preferred, for all of our years as a union, to retain the Management Benefits Fund benefits.

Meanwhile, you are being asked to choose a union, not a benefit plan. All of the city unions have about the same amount of money coming in (about \$2000 per member annually by next year) and all spend that money on benefits for their members.

One reason you might prefer OSA is because we cared enough to start the effort to gain you union protections over a year ago.

Or, you might prefer us because we not only sent in our lawyers to fight for you, but we also came out to meet you in person to learn about your job and working circumstances.

You might even favor us because we sought, and won, in our last contract, a pilot project for an Alternate Work Schedule. As a result, a few dozen of our members are now working a four day week in the Hospitals. A few hundred others, in HRA, were allowed a nine-day biweekly work schedule and hundreds more will get that same offer by the end of the year.

We plan on getting you the voluntary option of a four day week as well. We are doing well so far.

There is more, of course. Our next mailing will discuss our efforts to gain you promotional opportunities and will also discuss our union's history and organizational structure. We want you to be informed and knowledgeable members. Those are the best kind.

If you have questions, 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

P.S. A few years ago OSA produced several short videos during a representation election for the title of Senior Consultant (MIS) featuring OSA Chair Bob Croghan explaining the value of OSA's benefits as compared to those offered by DC37. We encourage you to watch them. We think they are informative. You can reach them on the page from OSA's website at the link below:

<http://www.osaunion.org/member/29delegates.html>

Scroll down past the information on delegate training to find the four videos: the first covers

the union's vision and hearing benefits, the second explores the union's disability, death and survivors' benefits, the third examines the union's dental benefit and the fourth and final video talks about the union's superimposed major medical benefit.