

THE ORGANIZATION OF STAFF ANALYSTS

40th

Anniversary Celebration



THURSDAY • DECEMBER 9, 2010

GRAND PROSPECT HALL
BROOKLYN, NEW YORK

THE ORGANIZATION OF STAFF ANALYSTS AN ILLUSTRATED HISTORICAL TIMELINE

1985. 1970. 1956. Each of those years could be said to mark the inception of the Organization of Staff Analysts (OSA). As we celebrate our 40th Anniversary, we might be equally justified in celebrating our 25th anniversary or our 55th anniversary.

In 1985, OSA became a fully-fledged union when it gained collective bargaining rights for 38 Analysts in what was then the New York City Board of Education.

In 1970, the Council of Personnel Examiners (COPE) was formed by twelve New York City Department of Personnel employees. COPE would become OSA in 1977 after Personnel Examiners at all levels, along with dozens of other titles, were broadbanded by the City into the newly-created Staff Analysis Occupational Group.

And, if we look back far enough, in 1956, some of the same Department of Personnel employees who would form COPE in 1970 were busy trying to gain recognition as a distinct collective bargaining unit within District Council 37 of the American Federation of State, County and Municipal Employees (AFSCME), a phenomenon that was repeated at least once more before the formation of COPE.

Just to confuse matters a little, the union held what it called a 10th Anniversary Conference on Saturday, June 13, 1987 in a large conference room in the Human Resources Administration's 109 East 16th Street facility, evidently marking OSA's birth with the name change from COPE to OSA in 1977.

Throughout the history of our union, a consistent theme has been the desire for due process, collective bargaining and grievance representation by previously unrepresented City employees and the City's counter-claim that those same employees are managerial and/or confidential or otherwise ineligible to be unionized.

Over those 25, 40 or 55 years, however, enough of us believed in our right to organize and bargain collectively. Although union recognition was delayed for quite a while, it was not, ultimately denied.

Tonight, we honor those who fought the good fight that enabled us to celebrate our 25th, 40th and 55th anniversaries all on the same night, as we also celebrate our growth from 12 personnel examiners in 1970 or 38 analysts at the Board of Education in 1985 to the nearly 5,000 active and 1,600 retired City employees we represent in 2010.

Below, and on the following pages, we take you through some of the highlights of that history.

1940's

1950's

• **1947** New York State passes the Condon-Wadlin Act which prohibits public employee strikes. The penalties for violation include fining, firing, and jailing strikers.

• **1949** Jerry Wurf becomes the head of District Council 37 of the American Federation of State, County and Municipal Employees (AFSCME). At the time, the District Council is five years old and has a few thousand members.

• **1953** In November, Robert F. Wagner, Jr. is elected mayor on a progressive platform that includes promises for municipal labor reform and wage increases for city workers.


• **1954** Mayor Wagner establishes a city-wide "Career and Salary Plan" that attempts to rationalize municipal workers' salary and promotional steps. It reclassifies job titles, adjusts salaries, and reviews out-of-title assignments. The Plan sets up a Salary and Appeals Board to consider wage rate protests. Workers or their organizations may appeal to the Board. The process is viewed unfavorably by unions who would like to see the City engage in collective bargaining over wages, and they frequently refer to it as "collective begging."

In July, Mayor Wagner issues an "Interim Order" declaring "full freedom of association" for city workers to "negotiate the terms and conditions of employment," and instructs municipal departments to set up a grievance procedure. Up to this point, City employees have no legal right to join a union or to collectively bargain their salary with their employer. In practice, the effect of the order is modest as agencies refuse to bargain or, in some cases, even to recognize employee organizations and unions as legitimate. Only the Transport Workers Union, with a history of bargaining wages that dates back to the era when the subways were owned privately, is able to engage in collective bargaining during this period.

• **1956** In the first representation election in City government, AFSCME DC37 Local 924 wins the right to represent laborers in the City Parks Department by a vote of 4,097 to 173. Within two years, 80% of eligible workers in the laborer title are members of the local.

Throughout this period, District Council 37 organizes employees in various City departments. The City's Department of Personnel is no exception. Many of the same Personnel Examiners who will later go on to form

THE TEAMSTERS UNION IS FOR BOB WAGNER



BECAUSE... BOB WAGNER has the program for city employees.

BECAUSE... BOB WAGNER has a record that proves he'll deliver his program.

With no boasting around the bush, Bob Wagner has come out four-square to increase our take home pay by reducing our pension contribution. Here are his own words:

"I favor the extension to the other City services of the 25% employee and 75% City contributions which have been given to the employees of the Police and Fire Departments".

This has been the primary demand of the Sanitation Workers and all members of the powerful Teamsters Union

THE TEAMSTERS UNION IS FOR BOB WAGNER

BECAUSE he is for "new pay schedules in line with rising living costs." And as Teamsters Union spokesmen pointed out at last Thursday's

Board of Estimate meeting, we City workers require a 54% wage increase simply to restore the 1939 living standards!

BECAUSE Bob Wagner's program calls for:

- * Automatic annual increments.
- * A proper classification plan that accords with the support of organized city employees.
- * Elimination of abuses in Administration of Section 226 of the State Labor Law - which provides for paying rates of wages.
- * Extension of the 80% clock-out.

BECAUSE HIS PROGRAM IS IN FULL ACCORD WITH THE BASIC ASPIRATIONS OF ALL CITY WORKERS, AND BECAUSE IT IS IN ACCORD WITH THE PROGRAM OF THE TEAMSTERS UNION,

WE OF THE TEAMSTERS UNION RECOMMEND THAT OUR MEMBERS AND ALL CITY WORKERS VOTE FOR

ROBERT F. WAGNER, Jr.
FOR MAYOR

on TUESDAY, NOVEMBER 3, 1953

JOHN J. DALRY, President
INTERNATIONAL ASSOCIATION OF SANITATION WORKERS, LOCAL 419
127 GRAND STREET, NEW YORK CITY

HERBY FEINSTEIN, President
276 FIFTH AVENUE, ROOM 2207
INTERNATIONAL PROFESSIONAL OF TEAMSTERS, AFL
119 NASSAU STREET, NEW YORK CITY

1953. Robert F. Wagner, Jr. runs for the first of his three terms as mayor with the backing of city labor as demonstrated in this ad in the *Civil Service Leader* placed by Teamsters Locals 831 and 237. [Note: Wagner's photo was unviewable in the microfilm, so we have substituted a different photo of Wagner taken about the same time.]

1954. Wagner's Interim Order seemed to promise contract negotiations. In practice, it would take Executive Order 49 four years later, and union pressure, to spur the City to begin collective bargaining in earnest.

Civil Service LEADER

America's Largest Weekly for Public Employe
Member Audit Bureau of Circulations
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TUESDAY, JULY 27, 1954

Wagner Sets Landmark In Labor Relations

THE LABOR relations policy, to be applied as an interim measure, as provided in Mayor Robert F. Wagner's executive order, not only confirms the recognition of labor unions, which had already been won through the O'Dwyer memorandum, but provides the basis for collective bargaining, which is outstandingly significant.

While no processes are established for collective bargaining, the tone of the executive order is one of approval of such dealings. There is not a word in the executive order sounding the cardinal of the sovereignty of government rendering collective bargaining impossible. There is every reason why public employees can, and should, bargain collectively. It is the modern method, it works well it is a strong force for labor peace, a medium for attaining justice, and there is no law against it.

Under the Surface

What does not appear on the surface of the executive order, but is present implicitly, is the reason for the substitution of a basically uniform grievance procedure. The reason is to put a stop to political wire-pulling to get gains for one group, often at the expense of an even larger one, and to substitute a merit system of grievance settlement. Under the new plan none of the clinical problems of employees would wind up in the Mayor's office, as they often do now. Thus the Mayor is doing not only employees but himself a favor.

The general reaction to the Mayor's plan among employee groups has been good. While the new method omits some provisions employees desire, like dues check-off to determine union ascendancy, and even some Commissioners do not like what they consider encroachment on their authority, the Mayor is following the advice of his Department of Labor. That department has shown, in its short life so far, an enlightened viewpoint toward labor relations problems, and the courage to make recommendations on the merits, even if some unavoidable resentment ensues.

the Council of Personnel Examiners in December of 1969, form Local 154P, a unit of District Council 37's Amalgamated Professional Employees Local. The earliest document we have of this effort are the minutes of a meeting of the local on April 20, 1956. A full complement of officers, led by President Morris I. Naham, is already in place. Dues are \$2 per month.

• **1957** The City institutes voluntary dues check-off. Employees can have union or professional association dues automatically deducted from their pay checks and forwarded to their chosen organization.

After a dispute with District Council 37 over dues allocation, the Personnel Examiners exit AFSCME and join the Civil Service Forum as Personnel Examiners Council # 408. The Forum, the oldest City employee group, is a quasi-labor organization founded in September, 1914 which attempts to bring together civil servants and their associations from all City departments to promote the interests of City workers.

Morris Naham is elected president of the Personnel Examiners Council. The main issue confronting the Council is sorting out a fair and acceptable promotional line among the various personnel examiner titles.

AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES
 LOCAL 154 P
 MINUTES OF MEETING 20 April 1956

At 5:15 P. M. Brother Naham as President called the meeting to order. In attendance were Brothers Naham, White, Czukor, Fitzsimons, Maher, Setzer, Stern, Weissman, and Lebow.

The President reported on events to date. Jerry Wurf had seen Mr Schechter and had spoken with him on behalf of the Junior Examiners. Mr Schechter requested two days in which to inform himself of the facts before replying. Business will keep Jerry Wurf out of town for ten days. Nevertheless, because he would prefer to handle this matter himself, the response must await his return. Just about this time notice of a staff meeting was circulated in the Department, scheduled for April 26. One matter specifically listed on the agenda is the relationship of the Junior and Assistant Examiners. Whether this discussion with Mr Schechter is problematical any change in the nature of the assignments there is varied reaction. The general feeling change of policy.

The question was brought up whether it might the Bureau Chiefs and make him aware of our sympathetic to our cause, he might speak at

• **1958** On March 1, Mayor Wagner issues "Executive Order 49" which declares City workers have the right to organize independently and bargain collectively. It codifies grievance procedures, establishes joint labor relations committees, and authorizes the NYC Department of Labor to resolve representation issues, determine appropriate bargaining units, and intervene in bargaining impasses.

PERSONNEL EXAMINERS COUNCIL # 408
 of the
 CIVIL SERVICE FORUM of the City of New York

Hon. Joseph Schechter
 Personnel Director
 Department of Personnel
 299 Broadway
 New York City 7, N.Y.

Dear Sir:

We are pleased to inform you that the Personnel Examiners Council has affiliated with the Civil Service Forum as Council # 408, a new council.

The officers of this council are: Morris I. Naham, President; John Czukor, Vice-President; Edward Scheinkman, Secretary; Daniel Lebow, Treasurer; Arnold Rosen and John Sheehan, Grievance Representatives.

Very truly yours;

Edward Scheinkman
 Secretary

1956. In April, personnel examiners had already come together as local 154P within District Council 37 with the goal of representation and collective bargaining, a desire that would take more than 30 years and lots of organizing and re-organizing to bring to fruition.

1957. After withdrawing from AFSCME over a dues allocation dispute, the personnel examiners of Local 154P reconstitute themselves as Personnel Examiners Council #408 and affiliate with the Civil Service Forum.

Text of NYC Labor Relations Program

The following is the text of Mayor Robert F. Wagner's executive order establishing a permanent labor relations policy for the New York City Government and its employees:

EXECUTIVE ORDER NO. 49

To: Heads of all City Departments and Agencies
From: Hon. Robert F. Wagner, Mayor of the City of New York

Subject: Executive Order on the Conduct of Labor Relations Between the City of New York and Its Employees.

1. INTRODUCTION

Inquiry into the mutual needs of the City and its employees and experience developed in the establishment and maintenance of labor relations in the municipal

peaceful procedures designed to ascertain the wishes of the employees.

Accordingly, it is hereby declared, subject to the limitations of the Constitution and the Laws of the State of New York and of the Charter and applicable laws of the City of New York, to be the policy of the City of New York to promote the practice and procedure of collective bargaining for the City of New York and the duly chosen majority representatives of the employees. Within the limitations imposed by law upon the authority of city officials to represent and act for the City, and upon the nature of the subjects open to collective bargaining, the objective shall be to further and promote in so far as possible the practice and procedure of collective bargaining prevailing in private labor relations.

2. RIGHTS OF EMPLOYEES

Employees of the City of New York shall have the right to self-organization, to form, join or assist labor organizations for their mutual aid or protection, and to bargain collectively through representatives of their own choosing concerning the terms and conditions of their employment. They shall have the right also to refrain from any or all of such activities.

Representatives designated or selected for the purpose of collective bargaining by the majority of the employees in a grouping or unit appropriate for such purposes shall be the exclusive representatives for collective bargaining concerning the terms and conditions of employment of the employees in such grouping or unit: Provided, That nothing herein shall be construed to prevent any city official from meeting with any labor organization for the purpose of hearing the views and requests of its members in such grouping or unit so long as (a) the majority representative is informed of the meeting; (b) deliberations on such views are had solely with the majority representative; (c) any changes or modifications in terms and conditions are made only through negotiation with the majority representative; and (d) the minority representative is not permitted to present or process grievances.

Employees shall have the right at appropriate times to have the question of any labor organization resolved by appropriate and suitable methods, including a secret-ballot election.

Nothing herein shall be construed to deny to any individual employee his rights under Section 13 of the New York Civil Rights Law or under applicable civil service laws or regulations.

4. REPRESENTATION PROCEDURES

In order to insure the full exercise of the rights granted to the employees of the City of New York in this order, the Department of Labor shall have the authority to resolve questions concerning representation by conducting a secret-ballot election or utilizing any other appropriate and suitable method designed to ascertain the free choice of the employees.

The Commissioner of Labor shall decide in each instance which employee grouping or unit, i.e., one or more departments, or any subdivisions or classifications thereof, will assure to employees the fullest freedom in exercising the rights herein granted consistent with the efficient operation of the public service and to designate such grouping or unit as appropriate for the purpose of collective bargaining.

The Commissioner of Labor, with the approval of the Mayor, shall prescribe such rules and regulations as he deems necessary and administratively feasible to carry out and promote the basic policy herein declared and to achieve effective and stable relations between the City of New York and its employees. Such rules shall empower the Commissioner of Labor, among other things, (a) to render an official report of the results of the election or other method utilized and to verify the exclusive bargaining representative for an appropriate grouping or unit, such certificate normally to remain in effect for a period of

one year from its date, and thereafter until such time as it shall be made to appear that the certified representative does not represent a majority of the employees in the appropriate unit; (b) to determine, in the interest of effectuating the policies herein declared, when special circumstances require that a particular certification shall remain free from challenge or attack for a period either longer or shorter than one year.

5. INTERVENTION TO RESOLVE DISPUTES

In the event that the parties are unable to reach agreement to substantive terms and conditions of employment and exhaustive bargaining may seek the intervention of the Commissioner of Labor in the public interest to resolve differences between the parties.

6. JOINT LABOR COMMITTEES

Until a majority re-

has been selected for the purposes of bargaining collectively for a particular employee grouping or unit, any labor organization having members among the employees in such grouping or unit may represent such members for the purposes and in the manner and under the conditions set forth in section 8 of the Interim Order of July 31, 1954, as amended on March 14, 1955, dealing with the establishment of and participation in joint labor relations committees. The provisions of section 6 of the Interim Order, as amended

October 1, 1954 in each Department or Agency hereunder a joint labor relations committee, on the order of a labor-management committee, to consist of representatives of the employees in the Department or Agency and representatives of the Commissioner or Head of the Department or Agency.

The joint labor relations committee shall assist, through regular and periodical conferences and consultations, in formulating policies and suggesting changes which may be necessary in existing poli-



ROBERT F. WAGNER

pal service since issuance on July 21, 1954, of the Interim Order on the Conduct of Labor Relations Between the City of New York and Its Employees, and of the amendment thereto of March 14, 1955, have indicated the necessity for devising a new program of collective dealing between the City and its employees. Accordingly, this order



HAROLD A. FELIX

is hereby issued. It shall, in place and in stead of said Interim Order, constitute the present labor-relations policy and plan for the City of New York and its employees. Said Interim Order, to the extent not incorporated in this order, is hereby revoked and superseded. This order shall be referred to as the "Executive Order on City Employee Relations."

2. DECLARATION OF POLICY

Experience has indicated that labor disputes between the City and its employees will be minimized, and that effective operation of the City's affairs in the public interest will be safeguarded, by permitting employees to participate, to the extent allowed by law, through their freely chosen representatives in the determination of the terms and conditions of their employment.

Experience has further indicated that such joint participation can most effectively be achieved by negotiating and bargaining with the representatives shown to be the free choice of a majority of the employees and that such free choice can best be assured through the utilization of orderly and



1958. Workers and their families picket the Metropolitan Museum of Art. (Photo: AFSCME, District Council 37 Photographs Collection, Robert F. Wagner Archives, New York University)



1959. AFSCME DC37 members greet Mayor Robert F. Wagner on his return from a vacation in Bermuda with a protest seeking contract negotiations and fair wages. (Photo: AFSCME, District Council 37 Photographs Collection, Robert F. Wagner Archives, New York University)

1958. Mayor Robert F. Wagner issues Executive Order 49, the so-called "Little Wagner Act," which permits New York City employees to bargain collectively for the first time.

Exclusive bargaining rights are granted to employee organizations that can demonstrate they represent the majority of employees in an appropriate bargaining unit.

In November, Republican Nelson A. Rockefeller is elected governor of New York.

Cultural institutions funded by the City refuse to collectively bargain and a series of strikes for union recognition ensue.

Personnel Examiners Council #408 pushes to have the sub-categories removed from the personnel examiner titles – examining, classifications, training and research. This change would allow one title to handle all of these tasks.

• **1959** The leadership team of Personnel Examiners Council #408 is reelected: Chairman Morris I. Naham, Vice Chairman Daniel B. Lebow, Secretary Leonard Y. Rosenberg, and Treasurer Jack Stern.

The Council opposes a move by AFSCME Local 375, the Civil Service Technical Guild, to exclusively represent personnel examiner titles in engineering, railroad and other specialties. The Council argues that all personnel examiners should be represented by one group. The Council loses this fight.

In March of 1959, District Council 37 stages a “Bermuda Day” demonstration outside City Hall, welcoming Mayor Wagner back from a trip to Bermuda with the demand that he put some muscle behind Executive Order 49 and come to the table to negotiate fair contracts with City workers.

• **1961** Zookeepers in AFSCME DC 37 Local 1501 strike for two months, winning overtime pay, Blue Cross coverage, dues check off, and the right to bargain over working conditions.

The Personnel Examiners Council is informed that its appeal to the Salary and Appeals Board has secured a salary increase for its 175 members.

Meetings are held to consider the merger of the various professional organizations representing personnel examiners within the Department of Personnel.

The Council makes formal application to the New York City Department of Labor for a Certificate of Representation authorizing it to bargain collectively for all 39 employees in the titles Assistant Personnel Examiner and Personnel Examiner. The Council claims to represent 30 of the 39 employees in the two titles. The application is opposed by the Department of Personnel, which recommends denial of all applications for small groups and argues that employees of the City’s central personnel agency are privy to confidential information.

The Council requests salary grade increases to match increases given to engineering and railroad personnel examiners.

City of New York
Department of Labor
93 Worth Street
New York 13, N.Y.

Your request for a certificate filed on 3/14/61, pursuant to the provisions of the Mayor's Executive Order No. 49 and the accompanying Rules and Regulations issued by the Commissioner of Labor has been assigned the following name and number:

Personnel Examiners Council, #408 Civil Service Forum and Dept. of Personnel (Personnel Examiner Group)

Any correspondence relative to your request should be identified by this name and number, R-12-61.

The person to be assigned to this case will communicate with you in the near future.

Date 3/21/61.

HAROLD A. FELIX
Commissioner

1961. The Personnel Examiners Council applies to the City Department of Labor for certification as the collective bargaining agent for the Personnel Examining Occupational Group.

• **1962** AFSCME DC37 Local 983 Motor Vehicle Operators stage a 10 day strike, winning a wage and fringe benefit package that more than doubles the City's last offer. DC37 also wins the first welfare fund for non-uniformed city employees.

The Personnel Examiners Council increases its dues to \$5 per year. Discussions get under way to merge the Council with the Professional Personnel Association. The Council is turned down on its request for a collective bargaining certificate.


• **1963** In January, the City Department of Labor advises the Council that it will only accept a collective bargaining certificate from a group that can claim to represent the entire Personnel Examining Occupational Group – all titles from Assistant Personnel Examiner to Principal Personnel Examiner. The Council votes to make this application.

In August, the Council is again turned down on its request for a collective bargaining certificate by the New York City DOL, because its members are involved with confidential labor relations information and matters. While the Department of Labor excludes the employees from collective bargaining, it reaffirms their right as individuals to protection against agency discriminatory conduct and to file grievances. The Council responds that a bargaining certificate has been granted to personnel examiners with engineering and railroad specialization, that high level managerial employees in the Fire Department and the Mayor's Office have been granted collective bargaining unit status and that the decision was made without a hearing. The City denies the appeal and points out that the Personnel Examiners Council can always represent members before the Salary and Appeals Board to seek wage increases.

The Personnel Examiners Council votes to disaffiliate from the Civil Service Forum.

• **1965** In January, welfare workers who belong to the independent and militant Social Service Employees Union and supervisors and clerical staff who belong to AFSCME DC 37 Local 371 strike for 28 days. Facing mass firings under the Condin-Wadlin Act, 8,000 workers picket Welfare Department sites in freezing winter winds. The City jails 19 union leaders. In a historic victory, strikers win the right to collective bargaining on a wide range of issues for all City workers.

In response to the strike, the City establishes a tripartite labor-management-public panel to study City labor relations and draft a new bargaining law. This panel evolves into the impartial Office of Collective Bargaining (OCB) in 1967.



**DEPARTMENT OF LABOR
CITY OF NEW YORK**
93 WORTH STREET
NEW YORK 13, N. Y.

PHONE NO.
WALKER 5-1900

October 1, 1963

Mr. Leonard Y. Rosenberg,
Vice-President,
Personnel Examiners Council
c/o Morris Naham,
2315 - 65th Street,
Brooklyn 4, New York.

Re: Case No. R-19-63
Personnel Examiners Council
-and-
Department of Personnel

Dear Mr. Rosenberg:

The request for a hearing, contained in your letter of September 3, 1963, as well as the points set forth in your letter, have been carefully reviewed and considered.

Upon such review and consideration it is the further decision of this department to adhere to its original decision. The request for a hearing is, therefore, denied.

The duties and tasks of Personnel Examiners, including all the levels of the several specialities, sought to be included in a unit, persuade us that such employees not only gather, acquire and have access to confidential information and matters concerning labor relations affecting city employees but, in addition, carry out and participate in devising policies which, on a comparable basis in private industry, may be described as managerial.

In either event, such employees, under traditional precedents established in the area of labor relations, are excludable from a bargaining unit.

We have adopted such a policy as a matter of administrative discretion because it is our view that the aims and purposes of the Executive Order are better served by excluding confidential and managerial employees from a unit for bargaining purposes.

1963. The City Department of Labor issues its second and final rejection of the Personnel Examiners Council's request for collective bargaining certification, asserting personnel examiners are managerial and privy to confidential information.

The contract settlement includes a 9% salary increase, a workload cap, and, in a remarkable show of solidarity with Welfare Department clients, an automatic clothing fund for welfare recipients.

Republican/Liberal fusion candidate John V. Lindsay is elected mayor.

The Personnel Examiners Council launches an appeal before the Salary and Appeals Board to bring personnel examiner salaries in line with other jurisdictions.

• **1966** Welcoming Mayor Lindsay to office, the Transport Workers Union (TWU) strikes on New Year's Day. TWU head Michael J. "Mike" Quill and eight other TWU leaders, are arrested. On January 13, the sides reach a tentative agreement worth over \$60 million, including wage increases from \$3.18 to \$4.14 an hour, an additional paid holiday, increased pension benefits, and other gains. Wage gains for TWU members average 9% for the next eight years, but Quill doesn't live to see it, dying on January 28, 1966.

The Personnel Examiners Council and the Professional Personnel Association merge and become the Association of Personnel Examiners. President of the new organization is Nelson Dworkin.

The Association discusses affiliation with a larger labor organization. Among the perceived benefits: the support of a larger organization in securing a bargaining certificate and organizational goals, administration of welfare fund benefits, reduced legal representation costs, and assistance dur-

ing bargaining sessions. The advantages of remaining independent: lower association dues, the independence to pursue Association goals, and control over personnel examiners' "professional image." Potential disadvantages of affiliation: possible conflicts between the Association's goals and those of another chapter or local, the imposition of a formal structure, the imposition of policies that Association members might not agree with, and increased dues.

In July, the Association's executive board unanimously supports seeking affiliation with a larger labor group in order to gain a collective bargaining certificate. Among the labor organizations to be approached are the Communications Workers of America, the Civil Service Forum (since 1964 an affiliate of the Service Employees International Union), Teamsters Local 237, the Civil Service Technical Guild (DC 37 Local 375), and District Council 37 itself.

The Association first approaches the Civil Service Technical Guild which turns them down because they are not engineers.

NOTICE

Two existing organizations of personnel examiners--the Personnel Examiners Council and the professional Personnel Association are merging into a single new organization--The Association of Personnel Examiners. All persons in the Personnel Examining Occupational Group up to and including the rank of Principal Personnel Examiner, or in equivalent Rule X titles, are invited to join at the inception of this organization and to participate in the initial election of officers.

Nominations and elections of officers will be conducted in accordance with the following procedures:

- I. A roster shall be established of all those who are eligible to vote in this election. The roster shall include the names of all members in good standing of both organizations and also those who have requested membership in the merged organization. There shall be no duplications of names on the roster.
- II. At a meeting to be held on Wednesday, May 11, 1966 in the Board Room on the fourth floor nominations for the offices of President, Vice-President, Treasurer, Secretary, and Chairman of the Grievance Committee will be made. At this time, or as soon as possible thereafter, a ballot listing the names of the nominees will be distributed in a blank unsealed envelope to each person included on the roster.
- III. One week, or as soon thereafter as possible, a meeting will be held at which elections will take place. The election committee will receive ballots inside sealed envelopes. The envelopes will have been signed by those eligible voters who are casting a ballot directly or who are having it delivered by proxy.

1966. *The Personnel Examiners Council and Professional Personnel Association merge to form the Association of Personnel Examiners.*

The Association agrees to pursue affiliation with District Council 37 as a separate local. Additional costs per member for this affiliation are estimated at \$4 per member per month.

In October, the Association writes to Mayor Lindsay expressing its grave displeasure over the Mayor's decision, upon taking office, to permit agencies to use the one-in-three rule in moving civil service lists in mayoral agencies. They argue that mayors from Gaynor in the early 1910's to Lindsay's predecessor had prohibited agencies from using the one-in-three rule to bypass candidates.

• **1967** Governor Rockefeller successfully pushes for passage of the Taylor Law as a replacement for the punitive, but effectively toothless Condin-Wadlin Act. In the significant strikes of the 1960's, the City discovers that it has the equivalent of capital punishment in the Condin-Wadlin Act's penalty of permanent dismissal, but once that threat is implemented, the City has no workforce and the workers have every reason to remain on strike.

The recommendations of a tripartite committee composed of union, City and public representatives set up after the 1965 welfare workers strike leads to the creation of the Office of Collective Bargaining (OCB) to regulate the conduct of labor relations between the City and its employees.

On May 23, 1967, more than 25,000 City workers fill Madison Square Garden to protest the Taylor Law in a rally supported by DC37, the UFT and the Transport Workers Union.

The Association of Personnel Examiners continues discussions with District Council 37 over affiliation as a local union. On February 1, a formal application for a local union charter is submitted to AFSCME, listing Nelson Dworkin as President and Morris Naham as Vice President. The charter application lists the potential size of the local at 150 members.

On April 3, Jerry Wurf, having moved up to the AFSCME presidency, welcomes the New York City Municipal Examiners and Analysts Guild into AFSCME

as Local 188 within District Council 37. A constitution is drafted and adopted by the local and a request for dues checkoff submitted to the City. Dues are set at \$2 bi-weekly. The new local's jurisdiction will cover all New York City personnel examiners, civil service examiners, classification analysts and related professional employees.

District Council 37 makes several attempts to gain a meeting with the Department of Personnel to discuss a variety of issues affecting the bargaining unit through the end of December 1967. DOP informs DC37 it "does not have to deal with the union because personnel examiners are managerial." Subsequently, Local 188 appears to have dissolved.

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NEW YORK STATE
PUBLIC EMPLOYMENT RELATIONS BOARD

1967. *The Taylor Law replaces the Condin-Wadlin Act. Public workers are granted the right to organize and bargain, but strikes remain illegal.*



1967. Mayor John V. Lindsay (bottom, center) is joined by City Comptroller Mario Procaccino (bottom, right), AFSCME International President Jerry Wurf (top, second from left), NYC Central Labor Council President Harry Van Arsdale Jr. (top, center) and AFSCME DC37 Executive Director Victor Gotbaum (top, second from right) at the signing of the law authorizing the Office of Collective Bargaining. (Photo: AFSCME, District Council 37 Photographs Collection, Robert F. Wagner Archives, New York University)



1967. Over 25,000 City employees pack Madison Square Garden to denounce the Taylor Law. (Photo: AFSCME, District Council 37 Photographs Collection, Robert F. Wagner Archives, New York University)

Forward to
**AMERICAN FEDERATION OF STATE, COUNTY,
 AND MUNICIPAL EMPLOYEES**
 AFL-CIO
 Madison Building 1155 - 15th Street, N.W.
 Washington, D. C. 20005

**LOCAL 188, MUNICIPAL
 PERSONNEL EXAMINERS
 AND ANALYSTS**

(DO NOT FILL IN THIS SPACE)
 Local Union Name and No. _____
 Date Charter Issued _____
 Jurisdiction _____

**CHARTER APPLICATION
 INFORMATION (All items must be answered)**

- Date of application: Feb 1967
- The members work for the State County Municipal Special District
- The potential membership of this group is 150
- Classification of workers now organized in local: Personnel Examining O.G. and Ser
- Additional classifications to be organized: or to be determined
- Council affiliation: DC 37
- Charter application submitted by: DC 37
- Send Charter to: DC 37
- Send Supplies to: DC 37
- Suggested jurisdiction of location: EXAMINERS, ANALYSTS & Related MUNICIPAL EMPLOY dealing with MUNICIPAL staff
- Suggested name of local: Assoc of Municipal Personnel Examiners & ANALYSTS (A.M.E.A.) OR MUNICIPAL EXAMINERS AND ANALYSTS GUILD (M.E.A.)
- Charter Fee: \$15.00
- Initiation fees for _____ members (1/2 of fee charged by local)
- International per capita tax for month of _____ on _____ at \$ _____
- Council per capita tax for month of _____ on _____ at \$ _____
- Monthly payment of \$1.00 to the International Relations Fund: \$1.00
- Total included with charter application: _____

Form No. 00-14-Revised Aug. 1, 1965

(Please Turn

1967. For the second time in a little over a decade, personnel examiners form a local within AFSCME District Council 37.

03 April 1967

Mr. Peter Allan, Secretary
 New York City Municipal Examiners
 and Analysts Guild, Local 188
 639 W. 173rd Street
 New York, New York 10032

Dear Brother Allan:

We take this opportunity to welcome New York City Municipal Examiners and Analysts Guild, Local 188 into the American Federation of State, County, and Municipal Employees. A charter is being prepared for your local union and will be mailed to District Council 37.

Officers of your local union are automatically covered by a \$2500 blanket surety bond. The premium rate is \$15 for three years coverage and you will receive a bill for the prorated charge to the end of the current period which is December 31, 1967. At that time, you will be billed for the next three year period.

Study the material in the charter outfit of supplies mailed to your local. We are enclosing a copy of our "Instructions to Local Unions."

We hope that you will keep us advised about the development of your organization so that we may be in the best possible position to assist you should problems arise. The officers and members of your local should strive to build a strong organization. Membership strength counts most when a local union is working on its program to improve the wages and working conditions on behalf of its members. Majority membership in the local union is of the utmost importance to provide proper representation.

Fraternally yours,

Jerry Wurf
 International President

Joseph L. Ames
 International Secretary-Treasurer

Enclosures

cc: Nelson L. Dworkin, President
 Local 188

TEMPORARY OFFICERS (Please Print)

Name	Street and No.	City	State	Zip
President Nelson L. Dworkin	14 ASELIN DRIVE	Spring Valley NY		
Vice President Morris I. Neham	2840 Ocean Parkway	Brooklyn NY		
Secretary Peter Allan	639 W. 173 Street	New York, N.Y.		10032
Treasurer Stanley Edelman	300 E. 23 Street	New York, N.Y.		

NAMES OF ADDITIONAL APPLICANTS

Name	Street and No.	City	State	Zip
Leonard Y. Rosenberg	640 W. 231 St.	Bronx, N.Y.		10463
Abraham Becker	305 W. 28 St.	N.Y., N.Y.		10001
Siemund Hoffmann	43-23 137rd St.	Flushing, N.Y.		11355
John J. Roche	2725 Marlon Ave.	Bronx, N.Y.		10458
Patrick T. Grauhan	69-01 35th Avenue	Woodside, N.Y.		11377
David Kramer	272 E. Gunhill Road	Bronx, N.Y.		10467

1967. AFSCME International President Jerry Wurf welcomes the personnel examiners into District Council 37 as Local 188.

• **1968 -1993** District Council 37, representing the majority of city employees, negotiates the first "citywide contract." The negotiations produce many improvements, including a complete overhaul of the pension system. After the "fractional pension plans" are replaced by "Tier 1," the average City retiree covered by the new pension gains 40% percent more retirement income than the average retiree enrolled in the old fractional plans.

In 1976, DC37 SSEU Local 371 activist Chuck Miller, helped by SSEU Local 371 organizer Bob Croghan, begins the struggle to achieve a pension reopener bill in Albany that would enable thousands of City workers to join Tier 1 who had missed the opportunity to transfer to the new plan in 1968. The campaign comes to a successful conclusion in 1993 as the bill is signed into law by then-Governor Mario Cuomo.

PENSION REOPENER VICTORY!

The waiting is over for 'fractional' plan members! On July 21, 1993, Governor Mario M. Cuomo signed the Pension Reopener Bill. Beginning October 1st, the fractionals are plan A members. It's a bit like getting a long drink of cool water after being out in the desert for years if you're a fractional. Instant relief to those feelings of frustration, anger, depression, and isolation.

It won't be a freebie. Everyone will have to make adjustments. Begin in October, unless retiring right away. Some will have to make a major restructuring of the way they handle their financial matters. But focus on the Big Picture—it will mean hundreds of thousands of extra dollars in retirement benefits for most fractionals who live an average number of years past retirement age. It will mean a feeling of security for one's self and family before retirement.

There is unfinished business. The problem of plan B and plan D inequity must be resolved. We have a big win, we have momentum. We will win more.

Praise especially to the Pension Reopener Committee that started the effort and persisted in the face of insurmountable odds. Praise to the union for delivering, especially to District Council 37.

Fractionals—time to shake and bake and rock and roll!!!

Chuck Miller

THE COPE YEARS (1970-1977)

In December 1969, a new employee organization, the Council of Personnel Examiners (COPE) holds its first meeting with the aim of promoting the interests of personnel examiners.

John Becker is elected to serve as the first chairperson of the new organization in 1970 and the organization adopts a constitution.

Joan (Moschides) Hall is elected chair of the organization in 1972. The chair of the Grievance Committee is Morris Naham, the same personnel examiner who helped form Local 154P of AFSCME DC 37 in 1956, the Personnel Examiners Council a couple of years later, the Association of Personnel Examiners in 1966 and Local 188 of AFSCME in 1967.

In 1973, Betty Fishman takes the reins as COPE chairperson, followed by Rosemarie Truland in 1974 and Richard Cooper in 1975. Among the issues COPE addresses are civil service examination appeals procedures, grievances, overtime problems and managerial welfare fund benefits.

In 1976, COPE retains attorney Frank Prial as COPE legal counsel and negotiator. Kaet Saks Birthwright becomes chairperson and serves until 1979.

MEETING ANNOUNCEMENT

A meeting will be held to form a new employee organization with the suggested title, "Council of Personnel Examiners." This is for all professional examining staff members from Personnel Examining Trainees to Administrative Personnel Examiner and including titles judged to be equivalent.

The initial meeting will be held to select interim officers to receive dues, conduct initial meeting, accept nominations for officers and executive board and to conduct the subsequent election.

TIME: 1:00 p.m.

DATE: Wednesday, December 10, 1969

LOCATION: Room M-9, 40 Worth Street Mezzanine

1970-1977. A flyer announces the initial meeting of the Council of Personnel Examiners (COPE)

1968. OSA and DC37 SSEU Local 371 activists play a major role in achieving a pension reopener that permits thousands of City workers to improve their pensions.

• **1977** In April of 1977, the City announces it is broadbanding or consolidating dozens of titles including personnel examiner, quantitative analyst, budget examiner and methods analyst into a new Staff Analysis Occupational Group which will have two levels, Staff and Associate Staff Analyst. At the same time, the City creates the Administrative Staff Analyst title as a managerial position. At the time, the City has 243 occupational groups and 3,900 titles.

In response to the broadbanding of personnel examiners, along with myriad other titles, into the titles of Staff and Associate Staff Analyst, COPE members vote to change the name of their association from COPE to the Organization of Staff Analysts.

Shinn Panel Urges Overhaul

Consolidation of City Titles Seen

"Broadbanding," the professional jargon for consolidation of titles, may be coming soon in the city's personnel structure if a recommendation of the Mayor's Management Advisory Board in the report on the city's personnel management system is approved.

Lost in the major controversy over the more drastic revisions affecting personnel and labor relations recommended by the Board is the proposal for simplification of the city's job-classification plan through a "top-to-bottom" consolidation of occupational groups and jobs.

In posing the problems, the report states:

"In the city, the job classification system is one of the most important tools of personnel management. Yet the current classification plan has so many occupational groups and titles and has become so rigid that it impedes rather than aids managers. Although the Department of Personnel has been revising the plan incrementally, a thorough overhaul is needed."

Would Broaden Duties

The goals of the simplification stated in the report would be to broaden the variety of

duties associated with a given title, increase the range of responsibilities and salaries within a given title, increase opportunities for career mobility by creating more promotional and lateral links among different titles, and rationalize personnel planning and control by establishing major classes of services.

The report contends there are "too many separate occupational groups (243) and too many titles (3,900)." It means the "multiplicity of titles and the resultant mass of exams" and states that "most titles are so specialized that they allow only a relatively narrow range of duties to be performed, thus cutting down on flexibility of assignment." It refers to the most recent modification "of any consequence" of the classification plan dating back to 1894 as having been made in 1954 during the first year of Mayor Robert F. Wagner's administration.

How does it propose to bring about the major overhaul? "At the broadest level," the report recommends, "the city should establish a small number of

(Continued on Page 5)

COUNCIL OF **personnel examiners**

April 1977

COPE ELECTION

The following officers were elected:

President - Naet Saks Birthwright	6-8775
Vice President - Barry Merchant	6-8780
(Membership Chairperson)	
Recording Secretary - Eli Gottlieb	6-8781
Corresponding Secretary - Vi Jaye Strong	6-8748
Treasurer - Sy Lazar	6-8750
Grievance Committee Chairperson-Larry Fishbein	6-8818
Delegates-At-Large:	
Anna Leah Leslie-Braudes (Police Dept.)	374-3807
Jerry Kraus (Housing & Dev. Admin.)	6-7825
John Becker (Department of Personnel)	6-0148
Roger Hannon (Department of Personnel)	6-6213

CONSTITUTIONAL REVISION

Two primary changes were approved by the membership:

- 1) an extension of the terms of officers from one to two years,
- 2) authorization for members in agencies other than the Dept. of Personnel to set up COPE chapters from which they may elect to send a representative to sit on COPE's Executive Board.

BROADBANDING

COPE is now studying the impact of the recent broadbanding. Please direct your suggestions, complaints, and/or questions to any one of the officers above. Your frank reaction will be kept confidential and will help us to decide upon action regarding those aspects of reorganization and broadbanding that are adversely affecting our members.

CHANGE OF NAME

COPE must now decide upon a new name. So far the following have been suggested:

Association of Staff Analysts
Council of Staff Analysts
Organization of Staff Analysts

Your suggestions are invited and the membership will be asked to vote for one at the next membership meeting.

TRANSFERS

After discussions with City Personnel Director Roche, and with the additional assistance of Frank Prial, Esq., COPE succeeded in getting approval of the transfer of three of its members who appealed for assistance after receiving either outright denials or no response to their transfer requests.

We further succeeded in eliciting a commitment from the Personnel Director that he would not block other transfer requests. Should any of our members run into difficulty in this regard, please contact Larry Fishbein, Grievance Committee Chairperson.

NEW MAILING ADDRESS

COPE now has a P.O. Box No.: P.O. Box 345
Church Street Station
New York, New York 10008

1977. As the City broadband 60 or more titles into the new Staff Analyst series, COPE members are given the opportunity to select a new name for their organization.

1977. This April 1 Chief article reports on the planned "broadbanding" of City job titles, the first major reorganization of the City's job classification plan since the 1954 Career and Salary Plan introduced by Mayor Wagner.

DEPARTMENT OF PERSONNEL

Amendment to Classification

THE CITY PERSONNEL DIRECTOR ADOPTED the following resolution (77-25) on April 20, 1977.

Resolved, That the classification of the Classified Service of The City of New York is hereby amended with respect to the Competitive Class, as follows:

1. By deleting under Rule XI, the following:
A. Under the heading BUDGET EXAMINING OCCUPATIONAL GROUP, the following:

Title Code No.	Class of Positions	Salary Grade No. Range or Rate
40101	Budget Examining Trainee (The provisions of paragraph 11.1.1 of these rules do not apply to this class of positions. The salary rate for this class of positions is \$9,200 per annum.)	
40105	Assistant Budget Examiner	\$14,500-\$19,050
40118	Associate Budget Examiner	\$19,350-\$25,355
40125	**Principal Budget Examiner	32
40127	**Senior Principal Budget Examiner	32
40128	**Supervising Principal Budget Examiner	32
40130	**Assistant Chief Budget Examiner	32
40135	**Chief Budget Examiner	32

B. The heading LABOR RELATIONS SPECIALIST OCCUPATIONAL GROUP and the titles listed thereunder:

Title Code No.	Class of Positions	Range or Rate
13370	Labor Relations Specialist Trainee (The salary rate for this class of positions is \$9,200 per annum. This title is subject to the provisions of Rule 5.2.)	
13371	Assistant Labor Relations Specialist	\$14,500-\$19,050
13372	Associate Labor Relations Specialist	\$19,350-\$25,355

C. Under the heading MANAGEMENT ANALYST OCCUPATIONAL GROUP, the following:

Title Code No.	Class of Positions	Salary Grade No. Range or Rate
12601	Management Analysis Trainee (The provisions of paragraph 11.1.1 of these rules do not apply to this class of positions. The salary rate for this class of positions is \$9,200 per annum.)	
12605	Assistant Management Analyst	\$14,500-\$19,050
12617	Associate Management Analyst	\$19,350-\$25,355
12623	**Senior Principal Management Analyst	32
12624	**Supervising Principal Management Analyst	32
12625	**Assistant Director of Management Analysis	32
12630	**Director of Management Analysis	32

D. Under the heading METHODS ANALYST OCCUPATIONAL GROUP, the following:

Title Code No.	Class of Positions	Salary Range
13106	Assistant Methods Analyst	\$14,500-\$19,050
13109	Associate Methods Analyst	\$19,350-\$25,355

E. Under the heading PERSONNEL EXAMINING OCCUPATIONAL GROUP, the following:

Title Code No.	Class of Positions	Salary Grade No. Range or Rate
12703	Personnel Examining Trainee (The provisions of paragraph 11.1.1 of these rules do not apply to this class of positions. The salary rate for this class of positions is \$9,200 per annum.)	
12710	Assistant Personnel Examiner	\$14,500-\$19,050
12716	**Personnel Examiner (Classification)	\$18,225-\$22,225
12717	**Personnel Examiner (Examining)	\$18,225-\$22,225
12718	**Personnel Examiner (Research)	\$18,225-\$22,225
12719	**Personnel Examiner (Training)	\$18,225-\$22,225
12721	**Personnel Examiner (Railroad)	\$18,225-\$22,225
12735	Associate Personnel Examiner	\$19,350-\$25,355
12740	**Supervising Personnel Examiner	32
12741	** (Classification)	
12742	** (Examining)	
12743	** (Personnel Relations)	
12744	** (Research)	
12747	** (Recruitment)	
12745	**Supervising Personnel Examiner (Engineering)	32
12746	**Supervising Personnel Examiner (Railroad)	32
12760	**Principal Personnel Examiner	32
12761	** (Classification)	
12762	** (Examining)	
12767	** (Personnel Relations)	
12763	** (Research)	
12765	**Principal Personnel Examiner (Engineering)	32
12766	**Principal Personnel Examiner (Railroad)	32
12776	**Assistant Director of Classification and Compensation	32
12775	**Assistant Director of Examinations	32
12777	**Director of Personnel Planning and Research	32
12778	**Director of Training and Compensation	32
12780	**Director of Classification and Compensation	32
12781	**Director of Examinations	32
12782	**Director of Personnel Relations	32

F. Under the heading QUANTITATIVE ANALYSIS OCCUPATIONAL GROUP, the following:

Title Code No.	Class of Positions	Salary Range
60952	Senior Quantitative Analyst	\$19,350-\$25,355

* For present incumbents only.
** For present permanent employees in this title, and for present permanent employees in Rule X who have reconversion rights to this title pursuant to Civil Service Commission Resolution dated December 30, 1963 (63-130).
*** Only for present permanent employees in this title or who may be appointed to this title from an existing eligible list, or for present permanent employees in Rule X who have reconversion rights to this title pursuant to Civil Service Commission Resolution dated December 30, 1963 (63-130).
* Complete title may include specialty listed below each title.

2. By deleting under Rule XI, and under the heading THE MANAGERIAL SERVICE, the following:

Title Code No.	Class of Positions	Salary Range
10061	Principal Budget Examiner	\$13,100 per annum and over
10022	Administrative Labor Relations Specialist	\$13,100 per annum and over
10063	Principal Management Analyst	\$13,100 per annum and over
10064	Principal Methods Analyst	\$13,100 per annum and over
10065	Principal Quantitative Analyst	\$13,100 per annum and over
10027	Administrative Personnel Examiner	\$13,100 per annum and over

These are management positions. Within these classes, there may be incumbents at different levels of responsibility.

3. By earmarking the following titles, under Rule XI, so that they shall be for present incumbents only, as follows:

A. Under the heading PROGRAM RESEARCH ANALYST OCCUPATIONAL GROUP, the following:

Title Code No.	Class of Positions	Salary Range
60945	**Program Research Analyst	\$16,875-\$21,850

B. Under the heading QUANTITATIVE ANALYSIS OCCUPATIONAL GROUP, the following:

Title Code No.	Class of Positions	Salary Range
60951	**Quantitative Analyst	\$16,875-\$21,850

C. Under the heading PERSONNEL EXAMINING OCCUPATIONAL GROUP, the following:

Title Code No.	Class of Positions	Salary Range
12736	**Associate Personnel Examiner (Engineering)	\$19,925-\$25,910
12737	**Associate Personnel Examiner (Railroad)	\$19,925-\$25,910

** Only for present employees in this title or who may be appointed to this title from an existing eligible list or any eligible list which may be established as a result of an examination which has been scheduled by the Civil Service Commission prior to the date of this resolution, or for present permanent employees in Rule X who have reconversion rights to this title pursuant to Civil Service Commission Resolution dated December 30, 1963 (63-130).

4. By including, under Rule X, and under heading THE MANAGERIAL SERVICE, the following:

Title Code No.	Class of Positions	Salary Range
10026	Administrative Staff Analyst This is a management class of positions. Within this class, there may be assignments at different levels of responsibility.	\$13,100 per annum and over

5. By including, under Rule XI, a new heading STAFF ANALYST OCCUPATIONAL GROUP, and the following thereunder:

Title Code No.	Class of Positions	Salary Range
12626	Staff Analyst	\$14,500-\$19,050
12627	Associate Staff Analyst	\$19,350-\$25,355

6. Table of Equivalencies: All persons permanently employed in the following classes of positions are hereby eligible for reclassification, without further examination, as indicated in the Table of Equivalencies set forth below:

Present Class	Reclassified Class
Assistant Management Analyst	Assistant Methods Analyst
Assistant Personnel Examiner	Staff Analyst
Assistant Labor Relations Specialist	Assistant Management Analyst
Assistant Budget Examiner	Associate Staff Analyst
Associate Management Analyst	Associate Staff Analyst
Associate Methods Analyst	Associate Staff Analyst
Associate Budget Examiner	Associate Staff Analyst
Associate Personnel Examiner	Associate Staff Analyst
Associate Labor Relations Specialist	Associate Staff Analyst
Senior Quantitative Analyst	Senior Quantitative Analyst
Administrative Labor Relations Specialist	Administrative Labor Relations Specialist
Principal Methods Analyst	Administrative Staff Analyst
Principal Quantitative Analyst	Principal Quantitative Analyst
Principal Budget Examiner	Principal Budget Examiner
Administrative Personnel Examiner	Administrative Personnel Examiner
Principal Management Analyst	Principal Management Analyst


7. Terms and Conditions:

(a) Any existing eligible list or any eligible list which may be established as a result of an examination which has been scheduled by the Civil Service Commission prior to the date of this resolution, or any preferred lists for any of the titles listed under "Present Class" are hereby determined to be appropriate for the respective title listed under "Reclassified Class" in the Table of Equivalencies noted above.
(b) Any permanent employee in Rule X who pursuant to Civil Service Commission Resolution dated December 30, 1963 (63-130) has a right to elect to be restored to a title listed under "Present Class" shall have the right to be restored to the

1977. This April Department of Personnel resolution combines more than 60 existing titles into the new Staff Analysis Occupational Group and adds Administrative Staff Analyst to the managerial service

• **1978** The first Staff Analyst and Associate Staff Analyst Exams are given. OSA develops training classes for its members.

For Civil Service Month, OSA places an advertisement in the Chief newspaper seeking new members. At the time, OSA has 300 members. The ad describes one of the achievements of the organization: workshop training for individuals taking the Staff and Associate Staff Analyst exams, something that will remain an important service of the union each time an exam in the title series is given.



Organization of staff analysts

WISHES TO ACKNOWLEDGE ALL CIVIL SERVICE ORGANIZATIONS AND THEIR CONTINUING SUPPORT FOR THE MERIT SYSTEM. WE ALSO RECOGNIZE "THE CHIEF" FOR ITS CONTRIBUTION TO CIVIL SERVICE EMPLOYEES THROUGH EXCELLENT AND RESPONSIBLE REPORTING OF MATTERS IMPORTANT TO ALL OF US.

KAET SAES BIRTHWRIGHT
President


HARRY MERCHANT
Vice President

VI JAYE STRONG
Corresponding Secretary

RICHARD CUNNINGHAM
Treasurer

ELY GOTTLIEB
Recording Secretary

FRANK J. PRIAL II
Counsel



OSA Offers
AN OPPORTUNITY FOR ALL IN THE
STAFF ANALYST OCCUPATIONAL GROUP
TO JOIN WITH US IN COMMON GOALS

OSA represents Staff Analysts who because of their confidential status are prohibited from participating in the collective bargaining process. OSA has been recognized as a professional organization and has been granted dues check off for its members.

OSA now offers you as a Staff Analyst a unique opportunity to participate in protecting and enhancing your professional dignity, improving promotional opportunities, and presenting your point of view to management regarding the conditions of employment. You may participate as an individual member and you are encouraged to set up a chapter in your agency to give you an even stronger voice in the activities of OSA.

WE HAVE:

- Conducted workshop training sessions for all members who are taking Staff Analyst and Associate Staff Analyst Exams.
- Lobbied for City-wide lists.
- Participated in labor/management COLA and wage talks.
- Lobbied to maintain equitable salary for professional performance.

MEMBERSHIP COSTS only \$1.50 per payday for those on dues checkoff, or if you prefer, a lump-sum payment of \$39 a year.

To: Organization of Staff Analysts
Box 315, Church Street Station, New York, New York 10008
Attn: Membership Committee

Please send me a checkoff card.

Here is my check or money order for \$39.

Name:


Work Address:

Title: Agency:

1978. In November, OSA advertises in the Chief seeking new members.

OSA leaders propose to the membership the establishment of a special task force to study the legal possibilities of OSA seeking full collective bargaining status as representative of all those currently employed in titles within the Staff Analysis Occupational group.

As of July 1, 1978, the Association of Methods Analysts merges with OSA and the first issue of the *OSA Newsletter* is published.



OSA NEWSLETTER

Published by ORGANIZATION OF STAFF ANALYSTS
P.O. Box 315, Church Street Station
New York, N.Y. 10008

VOL. 1, NO. 2
AUGUST/SEPTEMBER 1978

GENERAL MEMBERSHIP MEETING— Sept. 12 1 pm–2 pm Rm. M7

THREE LEVELS OF STAFF ANALYSTS EXAMS ORDERED —
OSA TO ORGANIZE STUDY GROUPS FOR MEMBERS WHO WISH TO FILE

Plans are being made by the OSA Executive Board to assist OSA members to form study groups, to help our members who plan to file applications for any one of the exams. However, until the notices of examination are published, there is very little in the way of preparation, or guidance, we can suggest. For the benefit of those who have called inquiring about our plans... please be assured, once the exam ads have been published, and we know the types of exam to be given, we will poll the membership for their requests as to subjects they would like to discuss. In the meantime, fill in and return the blank on page 4, if you wish to join a study group.

IN THE MEANTIME...

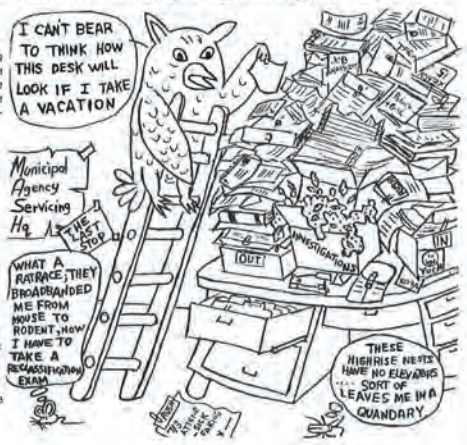
The following texts are popular among the MBA crowd... we are told by OSA people working toward advanced degrees:

PUBLIC PERSONNEL ADMINISTRATION
by O. Glenn Stahl
Harper Bros.

PERSONNEL
The Human Problems of Management
by Strauss & Sayles
Prentice-Hall

MANAGEMENT —
A Systems & Contingency Analysis of Managerial Functions
Koonz & O'Donnell
McGraw-Hill

Latest editions are the best.



I CAN'T BEAR TO THINK HOW THIS DESK WILL LOOK IF I TAKE A VACATION

Municipal Agency Servicing Hq. At This Stop

WHAT A RATEBACE; THEY BROADBANDDED ME FROM HOUSE TO ROBERT, NOW I HAVE TO TAKE A REASSIGNMENT EXAM

THESE HIGHRISE NETS HAVE NO ELEVATORS... SORT OF LEAVES ME IN A QUANDARY

1978. The second issue of the OSA Newsletter announces upcoming civil service exams for all three Staff Analyst titles.

• **1978-79** Shortly after the City broadbands the Analyst series in 1977, the City's Office of Labor Relations appeals to the Office of Collective Bargaining seeking confirmation that the new titles of Staff, Associate and Administrative Analyst are managerial and/or confidential and therefore not subject to unionization. They base this request on OCB's declaration, ten years earlier, that titles in the Methods Analyst, Personnel Examining and Budget Examining Occupational Groups – all of which are part of the broadbanding – are managerial and/or confidential. The petition draws strong opposition from Teamsters Local 237 and three District Council 37 affiliates – Local 375, Local 1407 and Local 371.


The City later withdraws the petition, but all of the unions file petitions of their own with OCB, asserting that Staff Analyst series employees are neither managerial nor confidential and are entitled to unionization.

OCB schedules hearings on the question of Staff Analysts' status. If the City's position wins, analysts will once again be denied union representation. If the unions' position carries, OCB will then have to schedule an election to determine which union will represent the analysts.

• **1979** Rochelle Brodsky becomes Chairperson of OSA and informs the members that the leadership is exploring the feasibility of affiliating with an existing organized labor group.

Several City workers' unions express interest in the analysts, among them three District Council 37 locals – Social Service Employees Union Local 371 under the leadership of Joseph Sperling, Accountants Local 1407 under Arthur Tibaldi, and Civil Service Technical Guild Local 375 under Rick Izzo and, later, Lou Albano. Also expressing interest are the Communications Workers of America, under Leonard Katz and, later, under Arthur Cheliotis and Teamsters Local 237 under Barry Feinstein.

Letters of interest are solicited from all of the unions and circulated to the entire membership.



Civil Service Technical Guild
LOCAL 375, AMERICAN FEDERATION OF STATE
COUNTY, MUNICIPAL EMPLOYEES, AFL-CIO
305 BROADWAY NEW YORK, N. Y. 10013 451-8530

OFFICERS

PRESIDENT
A SPECIAL REPRESENTATIVE
RICHARD C. IZZO

1ST VICE PRESIDENT
A REPRESENTATIVE
HAROLD L. HALDORSEN

2ND VICE PRESIDENT
WILLIAM JURMAN

SECRETARY
A GENERAL REPRESENTATIVE
HARVEY K. FRIEDLAND

TREASURER
PAUL F. CASLAND

FINANCIAL SECRETARY
LEON BOFFIN

RECORDING SECRETARY
FRED PENNACCHIO

MEMBERSHIP MANAGER
RICHARD SCHWARTZ

COMMITTEE CHAIRMAN

EXECUTIVE
LEWEL KAHN

LEGISLATIVE
DONALD S. VARRI

MEMBERSHIP
DEBBIE J. MAGGIO

RELATIONS
LOUIS BURKHA

CIVIL SERVICE
LOUIS G. ALBANO

PUBLIC RELATIONS
BRIEY LEVINTHAL

March 19, 1979

Dear Staff Analyst Occupation Group:

For over 42 years, the Civil Service Technical Guild has been the largest Professional, Scientific and Technical Union in these United States representing Engineers, Architects, Chemists, Research Scientists, and Technicians.

It is our feeling that the Staff Analyst Occupation Group is a professional unit which could play an essential role in our Collective Bargaining. There will be a relationship between your titles and those titles we represent.

Our Union is unique in that it does not rely on paid organizers and paid representatives as do other unions and administers its programs and services through member elected officials, without compensation, whose goal is the common good which includes their own. Our representatives are released time employees with a limited reimbursement for expenses as approved by the Union. Our set up provides opportunity for greater utilization of funding for our own realization.

Please note that our organization is divided into Chapters for self governing purposes. The Presidents of each chapter comprise our Executive Board. I have suggested to your newly elected President Ms. Rochelle Brodsky, that a new chapter will be established for the Department of Mental Health, and that if you join with our organization, she will be President of a new Chapter 40, automatically giving her a seat on our Executive Board and enabling her to continue her term in office.

As an Executive Board member, Ms. Brodsky will become part of our Collective Bargaining team and represent the Staff Analyst groups' interests.

The Guild is also governed by a Board of Delegates in lieu of regular unwieldy membership meetings, with one delegate for every 20 members elected in each chapter. The Department of Mental Health, in which your title comprises the majority, could elect a complete set of delegates from your titles.

◆ ◆ ◆ The largest AFL-CIO Professional Scientific and Technical Employee Union in the U.S.A.

Social Service Employees Union Local 371
AFSCME • AFL-CIO

817 BROADWAY • NEW YORK, N.Y. 10003 • 6


March, 1979

Dear Brothers and Sisters:

We of the Social Service Employees Union Local 371 appreciate your request for information about our Local. We feel there are many areas of mutual interest between workers in the Analyst series and a large number of our members. First and foremost is job security and salary protection. During the fiscal crisis not one worker represented by SSEN Local 371 was left without a job while others were being put on unemployment.

SSEN Local 371 is a 10,000 member local made up mainly of college grad and post graduates. One half of our members are in H.R.A.; the others scattered throughout twenty-two other agencies, including over a thousand in the Health and Hospitals Corporation. This is the largest organization of professional social workers in the United States.

This Local negotiated the first written labor contract from New York City in 1965 after what was then the longest public employee strike (23 days). This success



Ms. Rochelle Brodsky, President
Organization of Staff Analysts
P.O. Box 315 Church Street Station
New York, N.Y. 10007

Dear Sister Brodsky:

The following sets forth the understanding reached in my discussion with yourself and your Board members.

If the Office of Collective Bargaining determines that the title of Staff Analyst should be accreted to Local 1407, District Council 37, AFSCME, AFL-CIO this title would:

1. Be a part of the Local 1407 accounting and statistical unit and would participate as a whole in their unit's contract negotiations;
2. constitute their own chapter within Local 1407.

If you require any other clarification as to our meeting, please feel free to call me.

Fraternally,

Arthur Tibaldi
President

AT:bs

1979. Various unions send letters of interest to OSA describing the benefits of affiliation.



CITY EMPLOYEES UNION LOCAL 237

International Brotherhood of Teamsters

216 WEST 14TH STREET NEW YORK, N. Y. 10011
924-2000-1-2-3-4

175



President
BARRY FEINSTEIN

Vice-President
EDWARD CERVO

Secretary-Treasurer
FRANK SCARFINATO

Recording Secretary
PAULINE DYER

Trustees
FRED KENNEDY
MELANIO CUEBAS
CARL HAYNES

March 12, 1979

Ms. Rochelle Brodsky, President
Organization of Staff Analysts
Department of Mental Health
93 Worth Street
New York, NY 10013

Dear Ms. Brodsky:

In the course of my recent conversations with you and your Board, we talked about the feasibility of O.S.A. affiliating with Local 237, Teamsters, and how both organizations would benefit by such a move. I have made some statements outlining what would occur if affiliation were to take place. At your request I am now reducing them to writing.

The following are generally the conditions of affiliation as I have out lined them:

1. Your organization remains intact. You would keep the same officers. You would keep your treasury. You would continue to function as an independent unit. Your constitution and by-laws would have to be changed to conform to the Constitution of the International Brotherhood of Teamsters.
2. Your minimum dues would be raised to \$13.00 a month. If O.S.A. wanted to, you could charge more, and any amount over the prescribed dues would be rebated to O.S.A.
3. O.S.A. would continue to elect its own officers, choose its own negotiating committee, draw up its own demands and approve or disapprove all of its contracts with the City.
4. Local 237, Teamsters would provide to O.S.A., and all its members a full spectrum of union services ranging from representation on grievances, and disciplinaries to legal services in any job related problem. We would also provide supportive or technical services in the areas of negotiations and legislation. At no time would there be any its members, for these services with meeting rooms, mailings, In other words we would pay for would need to function as a u

237-NY-7

1979. Various unions send letters of interest to OSA describing the benefits of affiliation.

Ms. Brodsky, President
March 12, 1979
Page 2

5. O.S.A. would get the full benefits of Local 237, Teamsters' Welfare Fund. I have distributed several brochures that include these benefits to you and your board, I can make more available if you request them.

Generally this is what I recall having spoken of, however there is a possibility that I have forgotten something, or there may be some items that you wish to add, I am ready to discuss any part of all of this at your convenience.

Last, the agreement would be formalized and approved by O.S.A. and Local 237, Teamsters. Please contact me if you have any questions on this agreement.

Yours truly,

Bert Rose
BERT ROSE
Director of Organization

BR:re

P.S. Local 237 Transfers will not collect Dues nor raise them to \$13 until certification has been taken

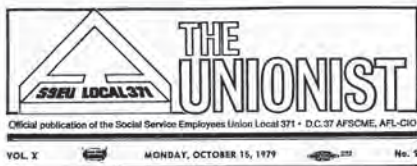
In April, OSA affiliates with Local 237 of the Teamsters, which provides OSA with office staff and the services of a full-time organizer. The decision to affiliate with Local 237 is based largely on their promise to OSA leadership of autonomy and that any costs will be borne by Local 237.

Six months later, SSEU Local 371 launches its own full-scale drive for the Analyst titles under the leadership of Bob Croghan.

• **1980** An interim ruling from OCB places the burden on the City of proving that slightly more than 1,000 Analysts are managerial or confidential and therefore do not have the right to union protection.

In late 1980, the New York City Board of Education files a petition with the state Public Employment Relations Board (PERB) seeking to designate as confidential or managerial its employees in the Staff Analyst series. A week later, Communications Workers of America Local 1180 files a petition with OCB seeking to represent Associate and Staff Analysts at the Board of Education. In April of 1981, the Organization of Staff Analysts-Teamsters Local 237 intervenes and, in June, SSEU Local 371 intervenes as well.

• **1981** Guy Palumbo is elected as OSA chairperson. OSA, along with Teamsters Local 237, develops an educational program in cooperation with Brooklyn College that provides course credit to analysts leading to the Master's Degree in Public Administration. At the end of the year, Guy Palumbo resigns. The battle between Teamsters Local 237 and SSEU Local 371 over the "hearts and minds" of analysts continues.



Launch Organizing Drive for Analyst Titles

By BOB CROGHAN and BARBARA BRINZE
SSEU Local 371 is organizing the Staff Analyst title series as this group of workers win certain collective bargaining rights and

Calendar
The Delegate Assembly meets Wednesday, October 17, 6:30 a.m., at the Casa Galilei, 119 E. 11th Street, Manhattan.
The DC 37 Delegation Council meets Tuesday, October 23, 8:30 p.m., at 114 Park Place, Manhattan.
The PAC Conference is Saturday, October 27, at the Hotel Roosevelt, Madison Ave. and 48th Street, Manhattan.
The annual Health Plan Report meets October 18. Obtain form DP 1980 four year parental section to change plan, add or drop optional benefits or to enroll for the first time. There is no cost to the worker for basic coverage.

Local 371 is one of the largest local unions of professional workers in the country. The Analyst series is an appropriate extension of Local 371's considerable experience fighting for the rights of professional employees in many City agencies. Many Local 371 members have an educational background and a professional orientation similar to workers in the Analyst series and, in many cases, perform similar work.

These 17 are major differences: the City is attempting to deprive Analysts of union protection and bargaining rights. The first step of this organizing drive is to win a ruling from the "Board of Collective Bargaining" (BCB) that Analysts are entitled to the same rights as Local 371's professional title series.

Analysts play a key role in the functioning of City government. They perform highly sophisticated work which impacts on the managerial structure and policy of many City agencies. But the City is denying their important function to claim they are managerial employees. However, the City is not willing to pay Analysts as much.

This attempt by the City to maintain complete authority over the working lives of the Analysts is being challenged by the Union throughout the BCB hearing process. Analysts who are concerned with obtaining collective bargain-



BARBARA BRINZE



BOB CROGHAN

ing rights and union protection are asked to call Barbara Brinze, 304 Lathrop St. or Bob Croghan at the Union office (677-3900). Interested Analysts will be asked to help gather information for the BCB hearings or to actively testify at the hearings. All contacts will be kept confidential.

Also helpful is information from Union members who are not Analysts but who perform this same or similar work.

Election May Be Held
Announcing BCB rules the Analysts have collective bargaining rights, the next step is to determine who will represent the title series. Local 371 expects an election will be held because of the size of the group involved and because several organizations are competing for representation rights.

In an election, the choice available to the Analysts at this time appears to be as follows:

- SSEU Local 371. If the Analysts choose this Local, they will benefit from the following:
 - Analysts will be represented by the BCB.
 - BCB Local 371. If the Analysts choose this Local, they will benefit from the following:
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 - BCB Local 371. If the Analysts choose this Local, they will benefit from the following:
 - Analysts will be represented by the BCB.
 - BCB Local 371. If the Analysts choose this Local, they will benefit from the following:
 - Analysts will be represented by the BCB.

Local 1180: Also trying to represent the series are the Civil Service Technical Guild and Local 1180 of the Communications Workers

1979. Bob Croghan launches an organizing drive among analysts for SSEU Local 371.

1979. OSA affiliates with Teamsters Local 237.



Published by Local 237, City Employees Union, I.B.T. JUNE, 1979

237 And O.S.A. Sign Affiliation

The newest Teamster affiliates, the Staff Analysts, have officially been welcomed to the Union. On July 23rd, President Barry Feinstein and Rochelle Brodsky, Chairperson of the 600 member Organization of Staff Analysts, met at Local 237's headquarters to sign Articles of Affiliation formalizing their relationship. Saying he was "ready for a fight," Feinstein promised to continue present Teamster efforts to win collective bargaining rights for the Staff Analysts. Local 237, Teamsters is representing the O.S.A. before the Office of Collective Bargaining, which must certify the Staff Analyst Series as eligible for collective bargaining. The Union and the O.S.A. expect the decision to be favorable.

O.S.A. retains autonomy
Under the Articles of Affiliation, the Organization of Staff Analysts remains a separate chapter of Local 237. Teamsters. The O.S.A. will continue to elect its own officers, conduct its business, and retain its existing treasury and any assets it has. It will also choose its own negotiating committee, draw up its own demands, and ratify or reject collective bargaining agreements with the City of New York. Local 237, Teamsters will provide all Union services except Welfare Fund Benefits.



President Barry Feinstein and Rochelle Brodsky, Chairperson of the Organization of Staff Analysts, sign the Articles of Affiliation at Teamster Headquarters.



A participant in the Teamster Staff Analysts Training Course answers a question in a simulated oral examination. The Teamsters are running a preparatory course for the exam.

class and called before a simulated Board to expose them to the stress of answering questions on the spot before an examiner and audience. "We want you to experience the actual stress, what the test will be like," Cooper told the group.

"This will be a little like theater—there's just nothing like the real thing."
The test is expected to include problems from four areas: Personnel, Labor Relations, Budget and Management Analysis as well as an essay form question. Candidates for the Oral, which will count 20% of the grade, have already taken two written sections on technical competence and writing skills. The test will be tape-recorded to provide a record in case of appeal.

An invitation to join

ORGANIZATION OF STAFF ANALYSTS

"... The only organization in the City of New York which represents solely the Staff Analysts."

* * *



An affiliate of Local 237, Te
216 W. 14th St. NYC 1001

1981. Brochures from Teamsters Local 237 and SSEU Local 371 are tools in the battle between the two unions over the analysts.

Why Professionals Need A Union

Some basic facts
for Analysts about
SSEU Local 371
DC 37, AFSCME



• **1982** Susan Mullgrav is elected as the new chairperson of OSA. Bob Croghan, who is leading Local 371's organizing drive among analysts is accused of "dual unionism," violation of the Teamster loyalty oath and fostering secession. He is expelled from OSA after a closed trial without counsel. Subsequent to a leadership struggle within SSEU Local 371, the analyst organizing drive is ended.

The Koch Administration and the Board of Education reclassify dozens of analysts into alternate titles to avoid collective bargaining status. OSA brings an improper practice proceeding against the Board of Education. Three years later, PERB rules that the City can't transfer an employee to another title to avoid the worker being unionized.

Staff Analysts in Limbo

The Organization of Staff Analysts has voted to disaffiliate from Teamsters Local 237 because of the delay in getting collective bargaining rights for them. OSA feels that on its own it can expedite the process before the city Office of Collective Bargaining. Whether OSA will be successful remains to be seen.

The Staff Analyst case is perhaps the most complicated one in the 16-year history of OCB. It dates back several years when scores of titles were broadbanded into three Staff Analyst titles. The city has resisted their bid for collective bargaining rights, claiming the incumbents are managerial or confidential employees who are outside the bargaining program. That is one of the issues to be decided. Once it is, the question is the appropriate bargaining unit or units for them. Five unions are vying to represent them.

We urge OCB, which last issued an interim ruling in the case in June 1982, to get on with it. Cases are best settled by agreement among the parties. But if that proves impossible, as it seemingly has, OCB should decide it. Collective bargaining rights are too valuable to be left up in the air for so long.

1983. The Chief newspaper urges OCB to move forward quickly in determining whether analysts may unionize.

• **1983** OSA leadership determines that four years of affiliation with the Teamsters have not produced progress in the struggle for collective bargaining. Therefore, in October, OSA and Teamsters Local 237 amicably agree to part company.

OSA, now an independent association once again, files a petition with OCB and PERB to intervene in the Analyst representation hearings, along with the DC37 locals and CWA 1180. PERB rules that OSA must submit a 30% showing of interest and prove that OSA is a "bonafide labor organization," which it does in a six week campaign that secures 400 cards from analysts. Subsequently, both PERB and OCB grant OSA status as an appropriate interested party in the proceedings.

• **1984** The City, after dragging its feet and delaying the representation hearing process interminably, asserts that several hundred individuals in the Staff Analyst series are actually working "out-of-title" in union-covered titles. It proposes the transfer of those individuals to unionized status in those other titles. The rest of the analysts are to be considered managerial or confidential and without bargaining rights. The unions, finally, accept the deal.

OSA, itself, does not and appeals to OCB. OSA Chair Mullgrav charges that various unions have tried to accrete Staff Analyst titles for their own unions. She contends that analysts have a community of interest and splitting them into different bargaining units will be disruptive.

OSA members vote at a general membership meeting to reinstate Bob Croghan as an OSA member. A battle over the leadership of OSA ensues between the current administration, led by Mullgrav and a slate led by Croghan. The Croghan slate wins the December election by a vote of 248 to 161.

City, Unions Accused
Allege Collusion To Divide Analyst Unit

The Organization of Staff Analysts Jan. 13 filed an improper practice petition with the Office of Collective Bargaining alleging that the Koch administration and several municipal unions have engaged in a "sweet-heart deal" to deprive Staff Analysts of the right to select an organization to represent them in collective bargaining.

At stake are roughly 750 persons in the Staff Analyst series by city estimates and 1,100 according to OSA, which has fought the OCB Board of Certification's ruling declaring persons in that title at the Personnel Department and the Office of Management and Budget managerial/confi-

dential. That designation would make those employees ineligible for union representation; Deputy Labor Relations Director Harry Karetzky maintains all Staff Analyst jobs should fall in that category.

Nearly five years have elapsed since Teamsters Local 237 filed with OCB to bargain on behalf of the Staff Analysts, but a representation election has yet to be held. OSA severely criticizes OCB's attempt to expedite its own, and demands more time for an internal organization.

OSA Granted Status in Fight Over Analysts

The Organization of Staff Analysts has been acknowledged as an appropriate interested party in the controversy over representation rights and collective bargaining status for persons in the Staff Analyst series who are employed by the Board of Education.

A favorable decision on an OSA motion to that effect was issued by an officer of the Public Employment Relations Board virtually coincidental to a ruling by the city's Office of Collective Bargaining granting similar rights to OSA regarding representation of employees of mayoral agencies. The Board of Education is covered by PERB, the state arbitrator of collective bargaining and representation issues; virtually all other city agencies are within OCB's jurisdiction.

1984. OSA leadership charges that the City and several unions are working in tandem to move analysts into their own unions and divide analysts.

1983. PERB and OCB grant OSA standing in the ongoing representation proceedings.

THIS!

OR THIS!

IT'S YOUR CHOICE!

VOTE THE MULLGRAV TEAM

CHAIRPERSON
SUSAN MULLGRAV

VICE CHAIRPERSON **TREASURER** **RECORDING SECY.** **CORRESPONDING SECY.** **GRIEVANCE OFFICER**
LAURA DOTTIN **RICHARD CUNNINGHAM** **GEORGIA WEVER** **MICHAEL SPECTOR** **JOHN OST**

DELEGATES
LORRAINE GEWIRTZ NATALIE HANNON PETER OSTAPENKO

1984. The contested election for OSA leadership generates interesting campaign literature.

NINE REASONS TO VOTE For an experienced UNION slate

Bob Croghan

CHAIRPERSON

Bob Croghan has been active in Civil Service and Union fields for almost twenty years. He led Local 371's Analyst Campaign, and was having such success that the TEAMSTERS forced the OSA Board to throw Bob out. He has helped Analysts countless ways: he attended every hiring pool and assisted hundreds wrest jobs free from unwilling personnel reps. He sponsored courses for tests and taxes. He founded Committees to Move the Analysts lists. He produced and edited the Analyst Advance. He has been available to all of us and helpful to most. He is best!



Willie Bowman

VICE CHAIRPERSON

Willie has 20 years of service in the Juvenile Justice system. She is an Associate Staff Analyst with the Health Department and works as Program Administrator for Prison Mental Health. Prior to this assignment Willie was the Director of Operations at Spofford Juvenile Centre. Willie was active with the original Committee to Move the List with Bob. She received her BA from the College of New Rochelle and has a Masters degree in Human Resources and Manpower Development. Willie is NYS Membership Chair and Corresp. Secretary for the NYS Women's Political Caucus.



Tom Anderson

TREASURER

Tom has been Active in unions and labor management since 1973. Former Assistant to the Treasurer of Local 371 and later developed training courses for the Analysts titles as Director of Membership Services. Tom is an Associate Staff Analyst with the Department of Employment and is a member of OSA since 1981. Tom wants open administration of OSA. He pledges that no vote, trial of dissenters, or expense of OSA will be kept secret from OSA Membership. He thinks it will be easy to provide clearer and more complete financial information than any predecessor.



Mike Falzarano

CORRESPONDING SECRETARY

Presently an Associate Staff Analyst in HRA Personnel. Was part of the last successful Committee to Move the List. Mike has extensive experience in the NYCPD (15 years), not only in Headquarters Personnel, but actual field experience. He is familiar with the very real problems confronting civilians in the NYCPD. He has organized and been instrumental in formulating a youth sports program at the local community level. Mike has a BA from Bklyn College and an MPA from CW Post Grad School.



Maude Oliver

RECORDING SECRETARY

Maude has been a Civil Servant for many years and is currently an Associate Staff Analyst with the Agency for Child Development. She worked as a volunteer with the Committee to Move the List when it was part of Local 371. She became chief of research for the Independent Committee and paved the way for their complete victory. Maude likes working for her fellow Analysts and she is good at it.



GREIVANCE OFFICER

OSA board member, a founder and former Civil Service Merit Council, and the "Civil Servant of the Year (1978). Active to unionize City Personnel professionals Associate Staff Analyst with Department of Examinations. Has 22 years of Civil Personnel and Parks Departments. Bruce OSA become an effective Organization.



DELEGATE AT LARGE

Analyst with the Department of Juvenile and to the Personnel Division. He has held since 1979. Prior to this assignment Ed was Chief Officer at the NYC Youth Board and its Youth Services Agency. Ed has a BA in from Hunter College and has undertaken his administration at Baruch College. In his a prominent portrait photographer.



DELEGATE AT LARGE

HRA veteran. A recent appointee to Analyst as a result of the successful Move the List effort. Bill is currently in of Psychiatry as a field liaison and was education liaison to the Office of Training. He has an MSW from NYU, and has a work licence. Bill was active with Local 371 for three years. He worked in the campaign to appoint over 100 additional Analysts and helped recruit them for OSA.



DELEGATE AT LARGE

an Associate Staff Analyst and has been for about a dozen years. He was former Local 154, delegate to Central Labor Council, the DC 37 Negotiating Team for Local union for to City Service Paul was a reporter and worked in Public Relations for the American Museum of Natural History, N.W. Ayer & Co, CARE, National Council on Crime and Delinquency, and others. He is currently with Court Division of NYPD (and soon to be appearing with Community Affairs).



1984. The contested election for OSA leadership generates interesting campaign literature.

★ THE WINNING TEAM ★
Because They Work At It
O S A V O T E O S A

• **1985-1986** After five years of hearings, PERB rules that exactly 38 active Staff and Associate Staff Analysts at the Board of Education are eligible for collective bargaining. These analysts then vote 3 to 1 for unionization and for OSA unanimously as their collective bargaining agent.

The Chief civil service newspaper profiles OSA Chair Bob Croghan in an article titled, "Always Willing to Fight."

• **1987-1988** OSA holds a one-day conference for Analysts, at which Assemblyman Jerry Nadler, Councilwoman Mary Pinkett, VP Human Resources of HHC Lilliam Barrios-Paoli, and Bronx Borough President Fernando Ferrer are speakers.

The City proposes to settle the ongoing question of analyst unionization by limiting the number of eligible Analysts to 650, the number of OSA members at the time. OSA agrees. The City reneges on its deal and allows only half of the 650 OSA members to vote. Instead, they select 303 other analysts who were not OSA members, to be included in the pool of eligible voters. Nevertheless, the analysts voting choose OSA to represent them by a better than two to one margin.

For Union Representation

Staff Analyst Election Is Ordered at Board of Ed.

A state hearing officer last week ruled that roughly 46 positions in the Staff Analyst series at the Board of Education are eligible for collective bargaining and union representation. He ordered that a bargaining election be held, which will involve the Organization of Staff Analysts and the Communications Workers of America.

The ruling could have city-wide ramifications, since the Organization of Staff Analysts has also been seeking to represent municipal employees in the Staff Analyst series and is involved in litigation with the Koch administration. City attorneys have

contended that all positions in the series are managerial and/or confidential and therefore exempt from union representation.

PERB Rejects Argument

That same argument was advanced by the Board of Ed., but it was rejected by Robert J. Miller, the Public Employment Relations Board's Acting Director for Public Employment Practices and Representation.

Both the OSA and the CWA did not contest the designation of the top title in the series, Administrative Staff Analyst, as managerial/confidential. Their representation petitions focused on the lower titles of Associate Staff Analyst and Staff Analyst.

1985. An election is ordered for Staff Analysts at the Board of Education.

People Profile

Always Willing To Fight



ROBERT J. CROGHAN

In 1919, Bob Croghan remarks, sitting at his desk in the Office of Family Services, his father was conscripted into the Irish Republican Army to fight the British. "They were marvelously willing to fight," he says of the Republican Army, "but they weren't very good at it."

Despite that, the elder Croghan, also named Bob, survived and emigrated to America. The son who bears his name, the middle of three children, inherited that love of a skirmish, but on somewhat tamer battlegrounds—taking on the welfare bureaucracy and City Hall, slugging it out in political and union feuds, and currently, as chairman of the Organization of Staff Analysts, attempting to gain the right to represent the city's eligible Staff Analyst titles in collective bargaining.

The organizing attempt has been a long and tortuous one. The Staff Analysts have been a source of contention among three different unions as well as the OSA, which lacks union status because it has no collective bargaining rights for any title.

The Koch administration has attempted to have all persons in the Staff Analyst series declared managerial/confidential and thus ineligible for collective bargaining. This has led to a painstaking study of every Staff Analyst job in the series by the Office of Collective Bargaining, which thus far has found about 285 eligible for bargaining, over 1,000 not eligible, and must still decide on another 900. Depending on a resolution among OSA and the contesting unions—Teamsters Local 237, District Council 37 and the Communications Workers of America—the final rulings could be made by next spring and a representation election held, Mr. Croghan says, or the process could drag on for another two or three years.

Focus on Moving Lists

In the meantime, his focus as chairman of OSA is on moving the lists for exams given over the past couple of years for Staff Analyst titles. The city is more than 1,000 names into the current Staff Analyst list, he says, the roster for Associate Staff Analyst which was established last May "is moving exceedingly well," and he expects promulgation of a list for Administrative Staff Analyst early next year.

Besides getting the lists moved, the organization has been vigilant about having agencies adhere closely to rank order in making selections. They have discretion to choose from among the top three available candidates under civil service law, but except where eligibles have been the subject of past disciplinary proceedings, Mr. Croghan has been contesting instances in which the top candidate was not picked for the job.

Lacking union status, he notes, "We don't have a grievance procedure, but we have experts who can use the departments' own procedures to get around that."

He had no opposition in his recent bid for re-election to a post he gained back in December 1984. He says the lack of a challenge was pleasant but less satisfying than having to go out and win an election, and from childhood it seems he has been most comfortable when he is mixing it up with somebody.

Now 44, he grew up in the Highbridge section of The Bronx.

His mother was a teacher and later a principal who had not expected to get married until the elder Bob Croghan came to stay at her father's house not long after arriving from Ireland. As Bob Jr. recalls it, he took his time about asking her to get married while they dated through most of the Depression, and when he finally popped the question, it was two years before she accepted.

Bob Croghan Sr. worked as a bus driver and later a trolley driver, and was mesmerized by another former recruit of the Republican Army, Michael J. Quill, the legendary head of the Transport Workers Union.

"My father believed in his union slightly after his religion—maybe—and probably ahead of his American nationality," the younger Croghan says. "It was his feeling that Mike Quill and his union had done two things for the men: guarantee them a living wage and a measure of obligatory respect from the employer."

After a not-untypical city childhood of the 1950s in which he alternated being a model student with "going to gang wars and being shot at because it was almost like a national requirement to protect your neighborhood," he was graduated from De LaSalle H.S. and enrolled at City College, from which he got his degree in 1965.

Caseworker Activist

He then became a Caseworker in the old Welfare Department and continued a political involvement which was spawned during college. In 1966, he left his job because he was elected to the Democratic State Committee as its youngest member, and paid the rent by teaching 5th grade at Immaculate Conception Elementary School in The Bronx.

He briefly returned to the Welfare Department in 1967 and was an activist during the strike that year; then came back for good in 1968 and was elected a delegate of the Social Service Employees Union. He led a battle that prevented the Lindsay administration from closing the Mott Haven welfare center in The Bronx, then, after the SSEU merged with DC 37 Local 371, he was elected Caseworker vice president of the union in 1970.

Three years later he lost an election for that post but was hired as an organizer for Local 371, and he was its point man when it attempted to organize the Staff Analysts. He continued his efforts even after the OSA affiliated for a while with Local 237.

Mr. Croghan, who is divorced and has a 13-year-old son, David, lives in the Chelsea section of Manhattan. His spare time is devoted to reading science fiction and a house in the country.

Richard Steier

1986. *The Chief* profiles OSA Chairperson Bob Croghan.

ABC The Chief

Civil Service **LEADER**
THE CIVIL EMPLOYEES' WEEKLY

Member Audit Bureau of Circulations
Registered in U.S. Patent Office

An Independent Civil Service Newspaper
Established 1897

Vol. XCII, No. 2 (70¢) April 22, 1988

Don't Be Crazy, Vote OSA

On April 21, some 650 Staff Analysts and Associate Staff Analysts will have the long-awaited opportunity to vote for a union. Their choices are to vote "yes" for the Organization of Staff Analysts or for "no union." Dare we say it? The analysts would have to be "crazy" not to vote for the union.

This representation election will culminate a decade-long struggle for unionization of staff analysts, who before broadbanding in 1977 served in over 50 civil service titles. Their ranks have since increased by about 50 percent, and the city has been successful in winning management/confidential status for two-thirds of the roughly 1,800 now serving in the analyst series. During the 10 years it took to determine their status, analysts have been in a kind of limbo: ineligible for collective bargaining rights, yet not quite part of management.

History has shown that no matter how well Mayor treats his managers—and Mayor Koch treated his fairly well—because they cannot belong to unions they receive less in salary increases and benefits than their unionized brethren. Their wages and benefits are set at the pleasure of the Mayor, and not as a result of strength at the bargaining table. A poor showing in the election will also adversely affect the bargaining clout of OSA. If the city sees that analysts are disinterested in the union, or worse, anti-union, it will be to the advantage of a weaker union.

Don't be crazy, vote for the OSA.

1988. After a successful union election, OSA gains its first members outside of the Board of Education.

OK Union, 318-146

Staff Analysts Vote For Representation

By MARC DESMOND

The Organization of Staff Analysts appeared to have concluded its years-long struggle for collective bargaining status April 21 as Staff Analysts and Associate Staff Analysts in mayoral agencies voted 318-146 to be represented by OSA, the Office of Collective Bargaining reported. The total turnout was 475, including 11 challenged ballots that were not counted.

An OCB spokesman said it was likely the formal certification of OSA as bargaining representative for more than 600 analysts would be on the agenda of the May meeting of the Board of Certification. The board is composed of the three neutral members of the seven-member Board of Collective Bargaining.

OSA: 76% Turnout

Labor Relations Director Robert W. Linn said April 22, "We have no plans to challenge the results at this time, although I have not yet seen the results."



ROBERT CROGHAN: Satisfied with turnout.

made three statements he considered misleading: that rejecting the union would not lead to any changes in the terms and conditions of analysts' employment, that OSA would have to raise its \$65-a-year dues to several hundred dollars if it became a union, and that under unionization analysts would lose the health and welfare benefits they en-

VOTE YES

ON

**THURSDAY APRIL 21, 1988
8 A.M. To 6 P.M.**

AT

**110 CHURCH STREET
(CORNER PARK PLACE)**


**VOTE FOR
O.S.A**

Analysts are eligible for two hours of released time in order to vote.

Please Post Appropriately

1987. OSA holds a 10th Anniversary conference for analysts.

NAME	Rel
ADDRESS	
AGENCY	
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SIGNATURE	

AN INVITATION TO JOIN
THE ORGANIZATION OF STAFF ANALYSTS

CONFERENCE

Saturday, June 13, 1987
 9:00 - 3:00

109 EAST 16th STREET
 11th Floor
 CONFERENCE ROOM

The only independent organization in the City of New York which represents solely the interests of Staff Analysts

PLENARY SESSION

Room 1126

- 9:00 - 9:30
COFFEE / CAKE
- 9:30 - 10:30
- OPENING REMARKS BY BOB CROGHAN
Chairperson, OSA
- INTRODUCTION OF OSA EXECUTIVE BOARD
- SPEAKERS:
- FERNANDO FERRER
Bronx Borough President
- JERRY NADLER
Assemblyman, Manhattan
- MARY PINKETT
Councilwoman, Brooklyn
- ARCHIE SPIGNER
Councilman, Queens
- LILLIAM BARRIOS-PAOLI
Vice Pres., Human Resources
HHC

WORKSHOPS
 10:30 - 11:30

- OCB HEARINGS:
JOAN KIOK
Attorney
Organization of Staff Analysts
Room 1102
- UNION AFFILIATION:
BOB CROGHAN
Chairperson
Organization of Staff Analysts
CWA, SEIU, TWU
Room 1126:
- HIRING POOLS:
MICHAEL SCHADY
Dep. Director Personnel
Medicaid, HRA
Room 1104
- MANAGEMENT BENEFIT FUNDS
ELIZABETH DONTO
MS, CSW
RICHARD DICHTER, HRA
MSW, CSW
Room 1103

WALK-IN WORKSHOPS
 1:00 - 3:00

- FREE LAWYER CONSULTATION
KEN BERMAN
Chief Attorney, OSA Legal Panel
Room 1102
- CHAPTER WORKSHOP
Ed Bireh, DJJ
Ner Bressler, NYPD
Joan Doheny, DOP
Sheila Gorsky, HRA
Sherman Gould, NYGHA
Ed Platt, BOE
Ed Price, DOT
Charles Reich, DOH
Room 1103
- DISABILITY INSURANCE SIGN-UP
JOSEPH GIURANO
Mutual of Omaha
Room 1104
- ADMINISTRATIVE ANALYST DIVISION, SIGN-UP
Room 1126
- GRIEVANCES/TRANSFER SIGN-UP
Room 1103
- MCU SIGN-UP
Room 1103
- MEMBER AND DUPLICATE
Room 1103

THE CHIEF-LEADER, FRIDAY, DECEMBER 27, 1991

OSA Gains 1,500

Union Wins Rights To Most Analysts

Concluding a series of cases before the city's Office of Collective Bargaining that stretches back 16 years, the Organization of Staff Analysts was awarded the right to represent all Staff Analysts, Associate Staff Analysts and Program Research Analysts who have not been ruled management/confidential employees.

The Dec. 17 decision by OCB's Board of Certification also upheld OSA's continuing majority status as the representative of the bargaining unit, notwithstanding the growth of the unit since a 1988 representation election.

Relations Board as the exclusive collective bargaining representative it is presumed to continue to represent the bargaining unit even though the unit has grown in size since it was certified," the board stated.

Saying he was "delighted" with the board's decision, Mr. Croghan said it had been a 21-year fight "to get unionized." He also noted that the decision meant that OSA would no longer have to sign up its members one at a time, which it had been forced to do.

S.J.

No More Hearings

The result of the decision is that newly appointed staff analysts will automatically become OSA members unless the city demonstrates that their duties place them in the management/confidential class, according to OSA Chairman Robert J. Croghan. Previously, hearings were held by the Board of Certification to determine the status of each analyst.

Between 1,500 and 2,000 employees will be added to OSA's membership rolls by

1991. After many years of hearings and petitions before OCB, OSA finally wins the right to represent most Analysts.

OSA gains the right to represent Associate Staff Analysts, Staff Analysts Levels I and II and Program Research Analysts. With the victory, OSA (the professional association) is forced to split into OSA (the union) and OSART (the professional association), since the remaining members of OSART who were excluded from the vote are considered managerial and confidential under the Taylor Law. The plan is to continue to recruit analysts into OSART with the aim of eventually securing for them union membership in OSA.

• **1990 - 1991** OSA gains the right to represent Training Development Specialists Levels I and II.

The OSA Executive Board votes to hire Sheila Gorsky as its first full time professional staff member from the Analyst ranks.

The City faces a fiscal crisis and newly-elected Mayor Dinkins proposes a system of involuntary furloughs in place of layoffs. OSA embraces the concept of furloughs



ORGANIZATION OF STAFF ANALYSTS

P.O. BOX 315 Church Street Station
NEW YORK, N.Y. 10008
(212) 686-1229

September 23, 1991

Dear Fellow OSA Members,

We who have been called back from a layoff thank you for your generosity. We would not be working right now if it weren't for the financial sacrifice you have all made.

Even though each one of us is aware that we may not be with the City long term, this display of union solidarity will always be remembered as a priceless gift.

In solidarity,

Pauling Borely *Jonathan J. Hatcher*
James L. W. Hopp *Lynn Salick*
Rochelle Kelly *Connie Harding*
Stephen A. Joseph
Barry Greene
Flora Lewis
James J. Jones
Lynne Stark Rooden
Michelle Triguera
Deborah
Bergette Rojas

1991. Fifteen OSA members express their gratitude for their fellow analysts' willingness to sacrifice pay to save their jobs.

as a means of reducing the City payroll, but insists that those furloughs be voluntary. The layoffs proceed and OSA canvasses members on their willingness to accept a brief voluntary furlough in order to save their fellow analysts' jobs. Members vote three to one in favor of accepting voluntary furloughs. In the end, members give up one day's work and one day's pay in order to save the City enough money to retain those of their brothers and sisters who wish to return to work.

OSART is successful in its plan to recruit new analysts. The professional association grows rapidly, while OSA, the union shrinks steadily. As those who voted for OSA are promoted, retire or die, there are fewer and fewer unionized analysts. The union then files to represent all analysts in all City agencies. The Office of Labor Relations instead decides to examine all analysts who have voluntarily signed a union card with OSA to determine their union eligibility on a case by case basis. By 1990, OSA has shrunk to 500 analysts, but by 1991, membership has rebounded to over 1000. And, by the end of 1991, OSA will get the right to represent all of the analysts.

After seven years operating out of Sheila's living room, the union moves into new quarters at 220 East 23rd Street in Manhattan. Over the next two decades, the

220 EAST 23rd STREET



Typical Full Floor

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- New Passenger Elevators
- New Common Hallways
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1991. The union gradually takes over more and more space on the 7th floor at 220 East 23rd Street as union membership grows.

union will add four times as much space, as its operations and membership expands.

• **1992** OSA finally gains the right to represent all Staff and Associate Staff Analysts, and Program Research Analysts who have not been ruled to be managerial and/or confidential, adding 1,500 new members to the union's ranks.

A small group of dedicated retirees form OSARC, the Organization of Staff Analysts' Retirees Club. The four people in attendance are Helen Blecher, Flora Jones, Elaine Schirmer and Ann Whiting. The group subsequently grows from 26 members in March of 1993 to 1,052 members in December of 2010.

OSA files to represent the Systems Analysts series in the Health and Hospitals Corporation. District Council 37 intervenes. and, to avoid a long fight, the title series is split between the unions, with 60% becoming OSA members and 40% becoming members of DC37.

OSA gains the right to represent Assistant Analysts who later become Staff Analyst Trainees.

By early 1992, the City reverses its 1977 broadbanding by splitting the Staff Analyst series into 27 separate





The Chief

Civil Service LEADER
THE CIVIL EMPLOYEES' WEEKLY

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Vol. XCV, No. 44

ESTABLISHED 1897

February 7, 1992

180-Degree Turn

In "narrowbanding" the existing Staff Analyst series into 27 separate titles, the city Personnel Department has, ironically, done a 180-degree turn. Some 15 years ago, Personnel had "broadbanded" the analyst series, consolidating many titles into several. Analysts, understandably, may not know whether they are coming or going.

Apparently, city agencies have come to realize that they did not want "generalists"—the argument in the 1970s for broadbanding—after all, and are better off with more specialized analysts, who perform critical work in the areas of labor relations, personnel and budget.

Although Personnel addressed certain key concerns of the Organization of Staff Analysts, including permitting current analysts without college degrees to qualify for the new jobs based on experience, the narrowbanding likely will do nothing to limit the amount of provisional appoint-

1992. This Chief editorial from February 7, 1992 points out the confusion generated by the City's decision to narrowband the Staff Analyst series.

titles, arguing it needs more specialized analysts to work in different fields of work. OSA strongly opposes the narrowbanding move, as it had when it was first proposed by the Koch Administration in 1989. In the meantime, OSA petitions OCB to include seven new analyst titles in the union: Assistant Analyst, Budget and Associate Budget Analyst, Organizational Research and Associate Organizational Research Analyst and Associate Personnel Analyst.

By October of 1992, the City has reversed itself again, cancelling the narrowbanding order and returning the Staff Analyst and Education Analyst series to six titles, while introducing a second level to the Staff Analyst title.

A lawsuit filed by OSA in 1987 over the marking of the 1985 Administrative Staff Analyst exam results in a victory for the union and the inclusion of 144 additional individuals on the promotional list. The suit had charged the City with using an improper scoring standard for the exam.

OSA Hails Action

Staff Analyst Series Back to Six Titles

City Personnel Director Herman L. Jenkins has approved a broadbanding classification plan that collapses 25 titles in the Staff Analyst and Education Analyst Series into six titles. In doing so, he reversed an action by his predecessor that had "narrowbanded" the series.

The prior Personnel Director, Douglas L. White, had approved the narrowbanding—which expanded the series to the 25 titles—shortly before leaving city service in January. Mr. Jenkins, who was appointed in February, said he opposed Mr. White's plan after conferring with agency and union officials.

Six New Titles

The new series includes the titles Staff Analyst, Associate Staff Analyst, Administrative Staff Analyst, Education Analyst, Associate Education Analyst and Administrative Education Analyst. Staff Analyst will be broken into two assignment levels.

According to Mr. Rosenberg's memo, the department will continue to use the titles Associate Staff Analyst (Budget), Associate Staff Analyst (Organizational Research) and Associate Staff Analyst (Personnel) for examination purposes, although no appointments will be made in those titles. In-

stead, the lists resulting from those tests will be used to fill appropriate Associate Staff Analyst vacancies.

The memo also stated that Associate Staff Analyst will continue to promote to Administrative Staff Analyst and that a parallel structure and examination scheme is being proposed for the Education Analyst titles.

1992. This October 16, 1992 Chief article reports the City's reversal of its decision to narrowband the Staff Analyst title.

OSA Hails Action

The switch was lauded by Robert J. Croghan, Organization of Staff Analysts chairman, whose organization had battled Mr. White over the narrowbanding scheme.

"We are pleased because if they had continued with narrowbanding, the union foresaw infrequent exams, many changes of titles to avoid promotion lists, increased difficulties in getting lateral transfers, excessive amounts of out-of-title grievances and a general overall lack of productivity in the titles involved," Mr. Croghan said.

He added that OSA was

1985 Test Rescored

Staff Analysts Gain Promotion Chance

A 1985 written test for Administrative Staff Analyst has been rescored and 144 persons, who were flunked now will receive passing grades and be permitted to take the oral portion of the exam.

The scoring change was provided under a court stipulation that ended a five-year legal battle between the city and the Organization of Staff Analysts. The union brought suit in 1987, contending the city deliberately set a low cut-off pass rate to limit the number of people who passed the exam in order to retain provisional analysts.

Revive, Extend List

Under the stipulation, rendered in Manhattan Supreme Court, the promotion list resulting from the exam, No. 7512, will be revived and extended to Aug. 14, 1993. It had expired last year. The stipulation also calls for 19 persons who had passed the exam but were considered for promotion fewer than three times to be placed on the revived roster.

List 7512 originally contained 268 eligibles. More than 600 people took the promotional.

Robert J. Croghan, chairman of the Organization of Staff Analysts, called the stipulation a "victory" for the union. He said the 144 people should have little difficulty passing the oral test.

However, he said despite the legal victory, additional

promotions will not put much of a dent in the provisional Administrative Staff Analyst ranks, as there are about 700 provisionals among the city's 900 analysts.

Some Have Retired

He also noted that of the 163 persons affected by the stipulation, some have retired and others will decline promotions because they do not want to lose their collective bargaining rights. Administrative Staff Analyst is a managerial title.

Mr. Croghan called the initial scoring system for the exam "savagely severe," which he said was "used to accomplish the evil goal of retaining provisionals." He noted that many Associate Staff Analysts holding Administrative Staff Analyst jobs provisionally had flunked the exam and not a single one was dismissed or flopped back.

The passmark was set at a 40-percent cut-off, he said, rather than at a percentage score based on an acceptable standard, which had the effect of limiting the pool of promotional candidates.

He noted the city had used a similar scoring method on a 1978 exam for Associate Staff Analyst, when only 28 percent of the candidates passed, which resulted in a smaller number of people being eligible to take the Administrative Staff Analyst promotional.

L.W.

1992. Seven years after an exam for Administrative Staff Analyst was given, OSA succeeds in getting 144 candidates added to the list and eligible for promotion.

• **1993** OSA gains the right to represent Management Analyst (DCAS/Personnel) - Levels I and II, Test and Measurement Specialist-Levels I, II and III, and Training Development Specialist Trainee-1 and 2.

• **1994** OSA begins what will prove to be a seven year effort to represent Administrative Staff Analysts in all City agencies and the Housing Authority. Work also begins on what will turn out to be a five year organizing drive in the Transit Authority, where OSA seeks to represent Staff and Associate Staff Analysts.

OSA gains the right to represent Systems Analysts, Assistant System Analysts, and Senior Systems Analysts in the Health and Hospitals Corporation. The fight to gain representation for Supervising Systems Analyst continues.

• **1995** OSA gains the right to represent the titles Analyst (Campaign Finance Board)-Levels II and III, Planner: Production Control and Scheduling (EMS Motor Transport), Training Development

Associate-Levels A and B, Senior Planning-Scheduling Analyst, and Senior Health Care Program Planner/Analyst-Levels A and B.

A grueling day-long Associate Staff Analyst exam leads to permanent status for more than 2,000 members. Where four-out-of-five analysts are provisional in 1992, more than 80% are permanent five years later. OSA provides an extensive training course for the exam, which is later repeatedly cablecast on Crosswalks, the municipal cable channel, then made available to members on videotape.

• **1996** OSA gains the right to represent the titles Insurance Advisor (Housing Authority) & Test and Measurement Intern-Levels I and II.

• **1997** OSA gains the right to represent Planning-Scheduling and Assistant Planning Scheduling Analysts.

Your Guide To
www.osaunion.org



Since 1997, the Organization of Staff Analysts has maintained a website for union members at <http://www.osaunion.org>. We take pride in the fact that OSA was one of the first City worker unions on the web. One of the earliest stated goals of OSA, even before it obtained collective bargaining rights for Analysts, was Analysts providing mutual support for other Analysts. But, we can only do that if we communicate effectively with one another. The union's website - www.osaunion.org - is simply one additional way we try to implement this goal.

1997. The union's website provides another source of information for OSA members.

workfare

WORKFARE
NO !!!

FAIR WORK
FAIR PAY
YES !!!

workfare
Fair Wages Equal Work
Fair Wages Equal Work
Fair Wages Equal Work
Fair Wages Equal Work

WE DEMAND:

- ✦ RECOGNITION OF THE WORKERS RIGHTS TO ORGANIZE
- ✦ RESPECT FOR BASIC RIGHTS OF ALL PARTICIPANTS
- ✦ SUPPORT FOR JOBS, TRAINING AND EDUCATION
- ✦ PROTECTION FOR CHILDREN
- ✦ DIGNITY FOR FAMILIES

MAKE YOUR VOICES HEARD !!!

Wep Vigil at Union Square September 9th, 10th, 11th, 12th

Organization of Staff Analysts
220 East 23rd Street, Suite 707, New York NY 10010
Phone (212) 686-1229 Fax (212) 686-1231
Contact: Sheila Gorisky

1997. Concerned with the failures of the City's WEP program, OSA leads a four day vigil at Union Square Park

OSA launches its website at www.osaunion.org, bringing information to OSA members through the internet for the first time.

OSA hosts a day-long conference at PS41 on all aspects of the City's Work Experience Program (WEP) in which welfare recipients are required to work for the City to earn their welfare grant. The labor movement contends that the program is a form of slavery and fails to provide meaningful training or real jobs. OSA organizes a vigil at Union Square Park in order to bring the public's attention to problems with the WEP program.

• **1999** In the successful conclusion to a multi-year organizing drive, OSA gains the right to represent Transit Authority Staff and Associate Staff Analysts. OSA has about 3,500 members.



Civil Service LEADER
THE CIVIL EMPLOYEES' WEEKLY

NEW YORK, FRIDAY, JANUARY 1, 1999

536 Analysts to Vote
OSA Out to Unionize 'Transit'

New York City Transit has been accused of misleading employees about the potential impact of unionization by the union seeking to become their bargaining agent.

The Organization of Staff Analysts obtained the necessary showing of interest to trigger an election to represent 536 NYC Transit employees in the titles of Staff Analyst and Associate Staff Analyst.

Ballots Due Feb. 3

The Public Employment Relations Board, which is conducting the election, sent ballots to those employees' homes Dec. 28; they must be returned by Feb. 3 and will be tallied two days later.

OSA Chairman Robert J. Croghan accused a top NYC Transit negotiator of trying to influence the vote by sending out a memo that professes neutrality but includes information that Mr. Croghan said is inaccurate, misleading and designed to raise concerns about the impact of voting for unionization.

The memo, from Steven Mayo, NYC Transit's Senior Director of Labor Research and Negotiations, advises managers on what questions employees are likely to ask about the election and offers suggestions on the answers they should give. It also provides information comparing



ROBERT J. CROGHAN:
NYC Transit 'misleading.'

the salaries and other benefits of staff analysts at NYC Transit with those in city agencies who are part of the OSA. This information was also included in brochures that accompanied employee paychecks last week.

Key Details Omitted?

Mr. Croghan took exception to several of the comparisons, saying they omitted key details. While a chart dealing with wage increases since 1990 accurately reflects that those received by staff analysts at NYC Transit matched the ones given to their unionized counterparts, Mr. Croghan noted that it left out the fact that

his union won for members additional money in longevity increments that amount to \$1,007 annually for those with 10 years' experience and as much as \$3,012 annually for 20-year veterans.

"They put out a misleading document deliberately on the payday before the ballots were received," Mr. Croghan asserted.

He also argued that NYC Transit had kept pace with the raises negotiated by the OSA in part to ward off unionization efforts.

Mr. Croghan cited a September 1993 memo to then-NYC Transit President Alan F. Kiepper in which his Vice President for Human Resources argued that he should grant the same raises given to municipal employees in similar titles, "especially in light of on-going attempts to organize an important segment of this employee population."

NYC Transit spokesman Bob Slovak defended the material it sent out as helpful to employees and to managers—who were cautioned to remain neutral or risk having an improper labor practice charge filed.

"We think it provides useful information, correct information," Mr. Slovak said. "If he has any complaints, he should talk with the labor-relations department."

R.S.

1999. Staff and Associate Staff Analysts at the Transit Authority go OSA's way.

HHC Analysts Opt for OSA Over DC 37

By DEIDRE McFADYEN

The Organization of Staff Analysts last week won the right to represent 109 Supervising Systems Analysts employed by the Health and Hospitals Corporation, defeating District Council 37 in a representation election overseen by the Office of Collective Bargaining.

With three-quarters of the eligible voters returning ballots, OSA defeated DC 37 by a vote of 57 to 20, according to an OCB spokesman.

A Long Battle

The election concluded a 22-year process of organizing the Systems Analyst title series and a four-year-old OCB case in which the two unions wrangled over which should represent the SSAs, the last Systems Analyst title to be organized.

OSA Chairman Robert J. Croghan speculated that the SSAs chose his 3,500-member union because of its dogged efforts over the years to organize them and since they were happy with the union's representation of the lower titles in the series.

Mr. Croghan said that both sides campaigned very intensely in the weeks before the election. Despite the fact that the SSAs are scattered across 11 municipal hospitals, their related off-site facilities, and HHC headquarters, OSA organizers managed to speak to 72 workers in person and another half dozen on the telephone, he said.

City unions first filed in 1978 to represent the Systems Analyst titles, which were created in the 1970s. Over the next decade, a half-

dozen different unions initially competed to represent these workers. In 1994, DC 37 and OSA agreed to divide up the workers in the titles of Assistant Systems Analyst, Systems Analyst and Senior Systems Analyst, with OSA receiving 60 percent and DC 37 locals, 40 percent. The highest title, SSA, was not organized because of HHC's objections at the time.

OSA petitioned OCB to represent the SSAs in December 1996. The following October, DC 37 intervened in the proceeding, arguing that the analysts belonged in its locals. HHC withdrew its opposition after the unions agreed to exclude a handful of employees who performed "managerial or confidential" work.

After holding a series of hearings in 1999, OCB concluded this April that either union would be appropriate for the title and ordered a representation election.



Civil Service LEADER
THE CIVIL EMPLOYEES' WEEKLY

NEW YORK, FRIDAY, JULY 7, 2000

2000. By a vote of 57 to 20, Supervising Systems Analysts in HHC opt for OSA's representation.

• **2000** OSA wins the right to represent Supervising Systems Analysts in the Health and Hospitals Corporation.

OSA holds the first of several Black History Month events, recognizing a number of prestigious African-American civil servants, union leaders, and public officials who had been active in the labor movement.

• **2001** After seven years of hearings, audits and testimony, OSA finally gains the right to represent Administrative Staff Analysts who were previously considered M1 level managers. They will now be officially labeled "non-managerial."

Join Us In Celebration!

The Organization of Staff Analysts Salutes

African-American & Women's History Months

Quilt: "Starburst" circa 1850, Virginia plantation, The

2000. OSA organizes the first of many Black History Month celebrations.

A stipulation is signed by the City and the New York City Housing Authority, agreeing that most M1 level Administrative Staff Analysts are eligible for representation by OSA. OSA now has 4000 members.

OSA provides a refuge for members unable to return home on 9/11 and provides space and use of the phone system for a number of groups displaced by the disaster in Lower Manhattan.

OSA gains the right to represent Administrative Traffic Enforcement Agents – Levels I, II, and III, as well as Administrative School Security Managers and Administrative Supervisors of School Security.

• 2002 Crain's New York Business names OSA as the third fastest growing union in New York City and its 18th largest union. (We were not, and are not NYC's 18th largest union, but there it was, in print.)

The Chief

Civil Service LEADER
THE CIVIL EMPLOYEES' WEEKLY

NEW YORK, FRIDAY, MAY 4, 2001

Union Offers Prep Course Analysts Ready For Tough Promotional

By MARK DALY
When you speak with someone who is studying for the promotional exam for Associate Staff Analyst, you sound like the mother of all civil service tests.
To survive it, candidates must know statistics. And budgeting. And how to supervise others and manage entire units of workers. Generally, they must know how to take complex problems in municipal administration and break them down into their simplest parts so that other people—administrators, Commissioners, Mayor—can decide how to solve them.

June 9 Exam
The main matters were the test has been significantly different each time it's been offered, which will reportedly be about once every 10 years.
This month, June 9, 2000, Staff Analysts from across all city agencies are preparing for the Associate Staff Analyst exam, which will be held June 9 along with similar examinations for Associate Education Analyst and Associate Transit Management Analyst.

Many of the city's analysts have been preparing since March in seminars held by their unions, the Organization of Staff Analysts.

The seminars have attracted a substantial segment. The union estimated that out of 1,500 applicants for the test in February, it had signed up in March to attend a seminar.

The applicant pool has since grown to 2,100, the Department of Citywide Administrative Services reported last week, because of late applications from Staff Analysts who were permanently appointed after the filing deadline. Applications from newly permanent Staff Analysts will be accepted up until the day before the test.

Management Seminar
Last week, 75 people attended an evening session of OSA's six-week course that focused on principles of management. The session took place in a wood-paneled auditorium of the Health Department at 120 West St. Another session, on statistics, was held the same night at OSA's headquarters in East 23rd St.

Early arrivals hustled themselves by reading through the packet of photographs on "Total Quality Management" and other business trends, which OSA staffers were handing out as a welcome table.
Rosemarie Moore, a Staff Analyst for the Police Department who was sitting in the aisle next, said she had a little overwhelmed. "Every night, it's a different topic," she said of the seminars. "The test is so broad. We don't work in the same field."
Management was one of the topics she was looking to learn up on, Ms. Moore said, along with writing classes on budgeting. Her own job in

(Continued on Page 4)

Analysts Preparing for Exam

(Continued from Page 1)
The NYPD's quality assurance unit is "statistical work," she said. "I don't know about budgets."
A few seats down the aisle sat August Abbotson, a Budget Officer for the Human Resources Administration. Coincidentally, the first prep session he was able to attend in March was about statistics.

Reminder of College
"My thing is spreadsheets. I monitor 200 or so contracts for Facilities Management. The last time I took a statistics class was in college—27 years ago," Mr. Abbotson said with a laugh. "But I sat down the other night to work through some of the questions and it all started to come back."
He was approaching his studying with the methodical planning of a medical student. "The brain can't retain information for very long. I figure I'll start now, about five weeks before the exam," Mr. Abbotson explained. "I want to put all the materials in a big binder and start underlining and highlighting."

Staff Analysts at the entry level receive a minimum salary of about \$49,500 a year. The Associate Staff Analyst title starts at \$47,011 and pays up to \$61,927 annually, which basically explained Mr. Abbotson's interest in the job, he said.
Money wasn't the main draw, however. Another participant, Marlene Pugh, said she was already making an administrator's salary as the Director for Human Resources in the Department of Juvenile Justice.

In civil service terms, however, she still held the title of Staff Analyst, and she was

taking the promotional exam to gain a higher toehold in the city's lower sphere.
The breadth of the Associate Staff Analyst test mirrors the variation in the duties of the Staff Analysts who take it, according to Robert Crotchan, president of the Organization of Staff Analysts. "We do everything," Mr. Crotchan said. "From contract proposals to quality control, to reports like the Mayor's Management Report, to designing new facilities and deciding how many people will be needed there. We're hard on technicians, as very knowledgeable people who know everything you must know to manage the city."

A Bit Too Flexible
The pliancy of the title has apparently perplexed even the city's test-makers. In 1999, the last time the test was held, there were three separate exams for budget, personnel and organizational analysis jobs. The test before that began in 1993, but this list was established many years later for reasons that are now hazy in the memory of OSA's administrators. "Some people here think there were multiple test sessions for different parts of the exam," the agency's spokesman said.

The curfew had been the city for this year's test was its announcement last month that applicants would receive a "reference booklet" by the mail by May 19 that they must bring to the exam. Sheila Gersky, the OSA's executive director, guessed the booklet would contain background information on a test taker's record for the past. "It would be used to make decisions for hiring the test."
In her view, looking to the

test really isn't the point. "We call them training sessions, because we are trying the city workers," Ms. Gersky said. "Even if they fail the test, they will be the best analysts in New York."

A Test For Restructuring
The scope of the test poses a challenge for the teachers hired by the OSA, said Lora Sacks, a retired administrator from the Administration for Children's Services who led the North St. session. She and the union "think general principles of supervision and management" and held them down. She said the group at the three-hour session began. "Let's hope we passed that."

The hardest part about the test, Ms. Sacks announced, is the need to discern all real-world knowledge. "I know people who fail the test because they answer based on their experience" of how their agency really operates, she said. "This has to go to the book, even if it's not your experience."

The session began with Ms. Sacks defining the difference between supervisors and management. She used a sketch of an agency staffing chart to give some pointers on how to distinguish a "line" employee from a "staff" one.
She got as far as her review of the NYPD 1514 chapter, Abraham Maslow's hierarchy of human needs before the real world intruded: an hour-long plan. Pointing to the bottom layer of Mr. Maslow's pyramid, Ms. Sacks asked the group of potential supervisors what they thought was every employee's underlying, fundamental need.

"Money," a voice piped up from the front of the crowd. A Budget Analyst, she spoke quickly.



2002. OSA Chair Bob Croghan and Executive Director Sheila Gorsky present plaques to HRA Commissioner Eggleston and staff members for implementing good civil service list movement practices in the agency.

OSA presents awards to HRA Commissioner Verna Eggleston and five agency personnel officials for honoring the spirit and the letter of civil service law. HRA had promoted virtually all of the candidates on the promotional list released in 2001 for Associate Staff Analyst.

OSA gains the right to represent Supervising Superintendents of Maintenance – Levels I and II.

OSA's Chairperson Bob Croghan is elected to serve on the Municipal Labor Committee's steering committee.

OSA welcomes the Uniformed Sanitation Chiefs and the Emergency Medical Services Chiefs into the OSA Welfare Fund.

• 2003 In the face of threatened Bloomberg administration layoffs, OSA once again proposes (as it has every time there has been a threat of layoffs since 1991) that the City consider a system of voluntary furloughs in order to save jobs. Although the concept is supported by many

other unions and members of the City Council, the Bloomberg administration, sadly, opts for layoffs instead.

OSA files suit against the Department of Sanitation for changing provisional Staff Analyst positions to "temporary" positions in order to avoid promoting people from a Civil Service list. In response to the suit, the Department of Sanitation reverses itself.

THE CHIEF-LEADER, FRIDAY, MAY 16, 2003

Use Furloughs, Not Layoffs

Give Leaves a Chance

By ROBERT J. CROGHAN

My union, the Organization of Staff Analysts, has now spent 12 years trying to get the city to agree to a system of voluntary leaves of absence. The idea, if adopted, would reduce or wipe out entirely any need for periodic waves of layoffs.

The idea started in response to Mayor Dinkins's request for unions to come up with ways to help alleviate the 1991 fiscal crisis.

As soon as 38 of our members were laid off, OSA told the city that we were sure that we had as many members seeking a year off as we had members being laid off. The Office of Labor Relations took us seriously enough that we were encouraged to do a survey to determine how many of our members were interested. It turned out, using the terms set by the city (a one-year, unpaid leave during which the member had to pay for his or her health benefits if they were to continue), OSA had more members seeking "furlough" than were due to be laid off.

A Deal Was Born

We asked that the laid-off members be brought back while the voluntary furloughs were implemented. Labor Relations agreed but subject to our agreeing that all OSA members take a voluntary, brief furlough to pay for the period between return of laid-off members and

onset of the voluntary furlough program.

The OSA membership voted 3-to-1 in favor. We ended up giving up one day's work and one day's pay. In turn, all of those laid-off members still interested returned to work and most of them are still with us. Those saved in 1991 are, by now, permanent in title and no longer at risk.

Subsequently, the city lost interest in establishing an ongoing program of voluntary furloughs once the fiscal crisis subsided.

Now, again, in 2003, OSA has made the city the same offer. This time we are being ignored.

Why would our program work?

Career civil servants, the bedrock of our government, do not get paid well, but they do get the opportunity to slowly advance. An Office Aide can rise by levels (at management's pleasure) or by competitive exam. More than one such person has achieved the title of Associate Staff Analyst after 15 to 20 years of service.

Agencies Not Flexible

The problem with advancement within the civil service is that once an employee has advanced, the city will generally not give him or her a leave of absence.

If, for example, you have passed six exams and six probation periods and unfortunately your parent is in need of you due to serious illness, too bad. Your agency will almost certainly refuse your request for extended

leave. If you take off six months or a year without approved leave, you lose your job and, on return, must start to climb the career ladder all over again.

OSA knows, at present, that we have a few more than one-half of one percent of our membership currently willing to volunteer for a year off without pay. We also have five times that many who would like to do so at some time in the near future.

As it turns out, the city is laying off 32 OSA members while 25 OSA members are being denied a voluntary leave of absence.

Meanwhile, if only the city would listen, as it did in 1991, most layoffs could be averted. The Mayor has demanded ways to "structurally" lower the cost of government; OSA has offered one.

The City of New York already allows agencies to grant unpaid leaves of absence. Such leaves, in practice, only go to a few favored individuals. Most civil servants are denied such leaves.

Each employee allowed to take a year off for personal reasons would save another employee from the absolute tragedy of being laid off into a job market with 8-percent unemployment.

There have been two objections raised to OSA's offer of voluntary furloughs.

First, Labor Relations Commissioner Jim Hanley told The Chief reporter Deidre McFadyen, "Voluntary furloughs would not necessarily save money..."

Actually, they would need

(Continued on Page 9)

2003. OSA Chair Bob Croghan makes the case for voluntary furloughs in an op-ed piece in the Chief

• **2004** In a City Council hearing, OSA urges passage of legislation that would automatically restore bypassed candidates on the list from the most recent Associate Staff Analyst promotional exam. OSA testifies that agencies have failed to promote candidates or even interview them, violating the spirit, if not the letter, of the civil service law.

OSA staff faces several months of major disruption as pipes in the union's headquarters building burst and the union's office must be temporarily relocated.

The 90 Church Street Labor Coalition brings together federal, state and city unions representing employees in a building directly across from the World Trade Center site. OSA plays a leading role in the Coalition which wins significant health and safety improvements in the building.

• **2005** Transport Workers Union Local 100 goes on strike over MTA demands that they accept a reduced pension for newly hired workers. OSA strongly supports the strike and more than 200 members contribute \$10,000 to the union's strike fund.

• **2006** OSA gains the right to represent Systems Project Leaders (EDP) and Senior Management Consultants (HMH) Levels I and II in the Health and Hospitals Corporation and Administrative Test and Measurement Specialists.

• **2007** OSA gains the right to represent NYCAPS Process Analysts, but the City disputes the union's right to representation for some of the members of this title, a dispute that has not been fully resolved in 2010.

• **2008** OSA and Transit Authority negotiating teams sign off on a new contract, for the first time obtaining longevity increases for Transit Authority members.

• **2009** OSA brings a lawsuit against the City for imposing an excessively long probationary period for Staff Analyst Trainees (SAT). OSA wins the lawsuit, shortening the probation period for current and future SAT's and granting them earlier tenure as permanent employees.

OSA welcomes members of the Marine Engineers Beneficial Association (MEBA) into our Welfare Fund. The members of MEBA work in the Fire Department on the fireboats and in the Department of Transportation on the ferries.

OSA gains the right to represent Managers, Scheduling and Control (EDP) in the Health and Hospitals Corporation.

A review of OSA grievance records determines that the union's successful out-of-title grievances have secured approximately \$1.93 million in extra and back wages for OSA members over the period 1990 to 2009.

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OSA Gains Earlier Tenure For Staff Analyst Trainees

By DAVID SIMS

The Organization of Staff Analysts has succeeded in shortening the probationary period for Staff Analyst Trainees by one year under the settlement of a lawsuit it brought against the city.

Until now, Staff Analyst Trainees served a three-year probation; one year as a Staff Analyst Trainee Level I, another at Level II, and then a one-year probationary period as a Staff Analyst. During these three years, employees could be fired without a hearing.


Exceeded Normal Probations

"The union victory will affect all of the 200 or so Staff Analyst Trainees now serving their probationary periods, as well as any trainees appointed in the future," said OSA Chairman Robert Croghan in a statement.

In a subsequent phone interview, he explained that the union's Executive Director Sheila Gorsky had first met with Department of Citywide Administrative Services staff in 2007, to argue that the long probationary period was illegal. "The response we got was, 'We can do what we want,'" he said. Most city jobs have two-year probationary periods.

Mr. Croghan said that OSA's position was backed up by legal and legislative precedent, including an amendment to the Civil Service Law passed in 1989 by the State Legislature that stated, "when a permanent appointment or promotion to a position in the Competitive Class is con-

(Continued on Page 11)



BOB CROGHAN: Mayor disdains civil service.

2009. An OSA lawsuit shortens the probationary period for Staff Analyst Trainees.

• **2010** OSA gains the right to represent the title Ombudsman (Juvenile Justice) and a single new union member – and we are as proud to represent that one individual as any of our more than 4,000 other active and 1,600 retired members.

OSA gains the right to represent Administrative Staff Analysts – Levels II and III in the mayoral agencies and the New York City Housing Authority. The City and the New York City Housing Authority sue the Office of Collective Bargaining over the decision, which will delay representation.

The struggle continues....

Rule They're Not Managers **OSA Granted Right to Rep Admin. Staff Analysts 2, 3**

By **DAVID SIMS**

The Organization of Staff Analysts has won the right to add the Administrative Staff Analyst, Levels II and III titles to its bargaining unit after a July 29 ruling by the Office of Collective Bargaining's Board of Certification dismissing the city's contention that the employees were too high up to be unionized, barring a few exceptions.

OSA first petitioned to add the ASA titles in February 2004. The position is a direct promotion from Associate Staff Analyst, which OSA represents.

'A Creation of Koch'

"We're extremely pleased; it's been a very long effort," said OSA President Robert J. Croghan in a phone interview. "The city had been resisting giving up the bargaining rights for these individuals very hard. The whole issue goes back as far back as [former Mayor] Ed Koch, who didn't like civil service or unions, and especially didn't like civil service managers."

He said that because Mr. Koch didn't grant raises to managerial employees as frequently as civil servants, their minimum wage dropped below that of civil servants in some circumstances.

"He hired people, calling them managers, but paying them less than entry-level Staff Analysts, which made the whole thing a joke," he said. "This has been going on since: the city has been creating managerial positions that they don't assign managerial duties to."

There are currently 827 ASA Levels II and III working in city agencies and for the Housing Authority, and both employers argued that the titles were managerial and confidential, and therefore excluded from collective bargaining.

The certification board conducted a



ROBERT J. CROGHAN:
Wins six-year battle.

survey of the workers with an 11-page questionnaire that asked them to describe their job duties and responsibilities as well as their labor relations responsibilities, supervisory functions and role in formulating policy. It then heard testimony from ASAs over 50 days of hearings.

Union Says Authority Limited

OSA argued in its petition that "providing high-level technical or expert advice," part of the ASA job, does not necessarily mean the employees are managers, especially if their expertise is limited to existing regulations and laws. ASAs lack the authority to implement policy and only provide analysis, the union said.

The city replied that including ASAs in a union "would create multiple

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2010.. The Office of Collective Bargaining grants OSA the right to represent Administrative Staff Analysts Levels II and III. The City sues OCB.

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OSARC newsletter

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On April 14th, OSARCers will have a chance to answer this “riddle” made famous by comedian Groucho Marx on his 1950's TV series *You Bet Your Life*. OSARC's annual trip offers members the opportunity to learn more about our 18th President, his military and political career, and the design of the monument itself.

In fact, both President Ulysses S. Grant and his wife, Julia Dent Grant, are entombed in the monument, which was dedicated in 1897. The General Grant National Memorial (more commonly Grant's Tomb) is administered by the National Park Service and located in upper Manhattan, on Riverside Drive at 122nd Street. According to the Park Service, it is the largest mausoleum in North America. It also features historical scenes of the Civil War depicted in mosaics.

Grant lived his last years in New York, where he died penniless in 1885 after the collapse of a Wall Street banking firm he co-founded a few years earlier.

As a group, OSARC will receive a private guided tour. Approximately an hour in length, the tour is also question-driven.

Admission is free. The tomb is accessible by the #1 subway train to 116th Street. Either walk six blocks north and two blocks west *[Continued on page 2]*

Next Organization of Staff Analysts' Retirees Club Event

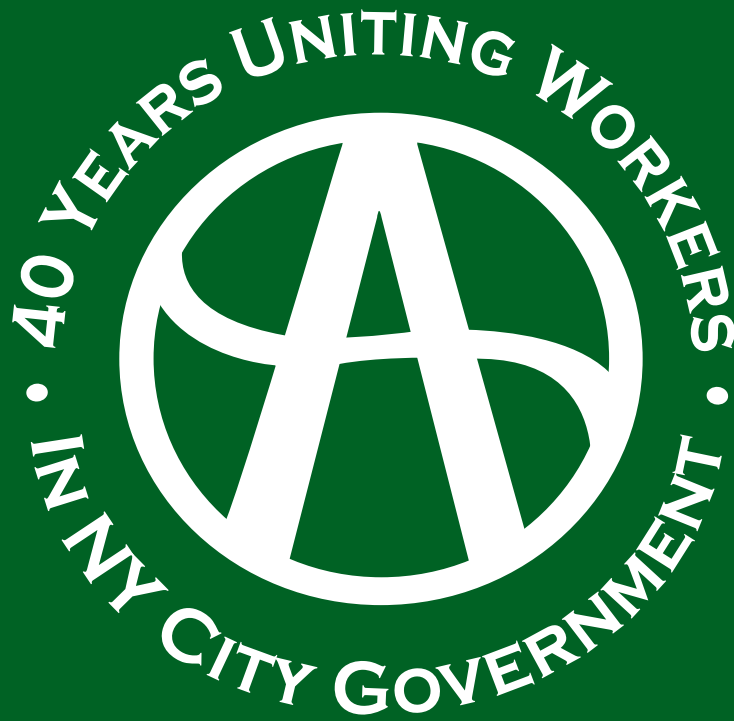
Wednesday • April 14, 2010 • 10:45am

OSARC Visits Grant's Tomb

Reminder: The Trip To The Tomb Is In Lieu of an April Meeting.

Meet at 10:45am at the Tomb at 122nd St & Riverside Drive

2010. A recent issue of the OSARC Newsletter developed and edited for many years by OSA Executive Director Sheila Gorsky and, since 2001, by OSA Director of Media Services Rob Spencer.



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