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No Word From Klein

Education Analysts: Where's Our Hike?

By GINA SALAMONE

About 250 Education Analysts and Associate Education Analysts who work for the Department of Education have not yet received the salary increases paid to their counterparts working for other city agencies.

Since most of the Education Analysts are considered confidential employees, and therefore are not eligible for union representation, they did not automatically receive the raises other Analysts did after the Organization of Staff Analysts ratified a contract with the city in July.

Informal Parity

One Associate Education Analyst, who spoke on the condition of anonymity, said that in prior years, once the OSA settled a contract, the Schools Chancellor would immediately approve the same wage increases for Education Analysts.

"This year, unfortunately, the Chancellor has not approved this yet," he said. "And there are rumors going around that he does not intend to give anything."

The Associate Ed. Analyst said that employees with the title are referred to as "O.J.s" by the DOE, which stands for "original jurisdiction."

"We're not managers," he said. "At the same time, they're saying nobody represents you and any collective-bargaining [raise] any other groups receive, by the approval of the Chancellor, you get the same thing. For the past 15 years that I've been working here, that was the case. I don't know why this year the Chancellor doesn't approve it."

According to Keith Kalb, a spokesman for Schools Chancellor Joel I. Klein, there are 264 Education and Associate Education Analysts currently employed by the department, 16 of whom are represented by the United Federation of Teachers.

'No Decision Yet'

"The Chancellor decides on raises for all managerial and confidential employees, and no increases have yet been decided upon for these employees," Mr. Kalb said.

He added that in the past, the Chancellor would submit a resolution to the DOE after the Mayor makes a decision



JOEL I. KLEIN: Waiting on UFT deal?

on raises for managerial staff in his office and other city agencies.

Labor Relations Commissioner James F. Hanley did not return calls for comment.

Mr. Kalb said that Dec. 12, 2001 was the last time the DOE approved wage increases for Education Analysts, and that it was effective for 2000 to 2002. Earlier this year, OSA approved a three-year contract granting members a \$1,000 bonus and 5-percent raises.

The Associate Ed. Analyst said that in 2001, OSA accepted the same wage increase percentages that District Council 37—the city's largest public-employee union—agreed to, and that Ed. Analysts received their raises at the same time other Staff Analysts did.

'Treat Us the Same'

"We are not managers," he said. "We are the civil servant employees. Why should there not be any organizations or any agency or union representing us? Someone I believe should take responsibility—UFT or OSA. We should be treated exactly the same way as our peers in other city agencies which are the Staff Analysts."

Robert J. Croghan, chair of the OSA, which represents most of the Staff Analysts, said that most of his members were given their raises in September and October.

He said that Education Analysts take the same test as Staff Analysts and that the OSA allowed Education

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DOE Analysts Wait on Raise

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Analysts to take its training course for the exam, even though they are not members of the union.

He added that Education Officers in the DOE perform the same duties as Education Analysts, and that most of them also do not have union representation.

UFT Deal the Trigger?

"The Education Analysts and the Education Officers are both titles represented by the United Federation of Teachers," Mr. Croghan said. "There are, however, a number of individuals within those titles who are currently considered to be managerial and/or confidential and therefore not part of the UFT. It is expected that when the UFT contract is finally signed, both the represented Analysts and Officers and the un-represented Analysts will receive the package negotiated by the UFT."

According to Mr. Kalb, the DOE employs 40 Education Officers. "The salary structure is based upon the designation of the UFT member or an employee covered by the O.J. wage increases," he said.

UFT spokesman Dick Riley said that the union currently represents about 50 Education Analysts and Education Officers.

Just like the Teachers who belong to the union, they are working under the terms of a contract that expired May 31, 2003.

May Pursue Titles

According to Mr. Riley, the UFT is currently looking into the reclassification of the confidential employee positions for possible representation.

Education Analysts work at DOE headquarters and regional offices where they prepare budgets, payroll, supervise staff, and perform human resources and administrative duties.

Another Associate Education Analyst, who also asked to remain anonymous, said she needs a raise.

"The bus, my transportation, all expenses are going up except our salaries," she said. "And almost everybody's getting collective bargaining except us. We don't have anybody to talk to. No one really wanted to take charge about it. Everybody's afraid."