

# **COLLECTIVE BARGAINING UPDATES**

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**RENEE CAMPION  
FIRST DEPUTY COMMISSIONER  
OFFICE OF LABOR RELATIONS**



# Collective Bargaining

## Fall Update

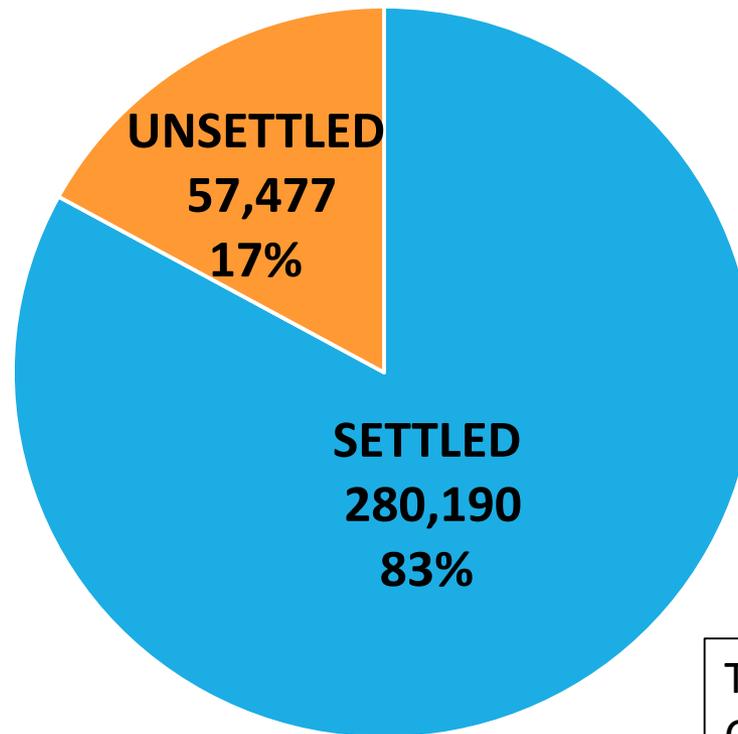
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1. Settlement Breakdown
2. Timeline
3. Settled Unions
4. Unsettled Unions
5. What's Next in Collective Bargaining



# As of September 18, 2015 Percentage of Represented City Employees Settled for the 2010 - 2017 Round

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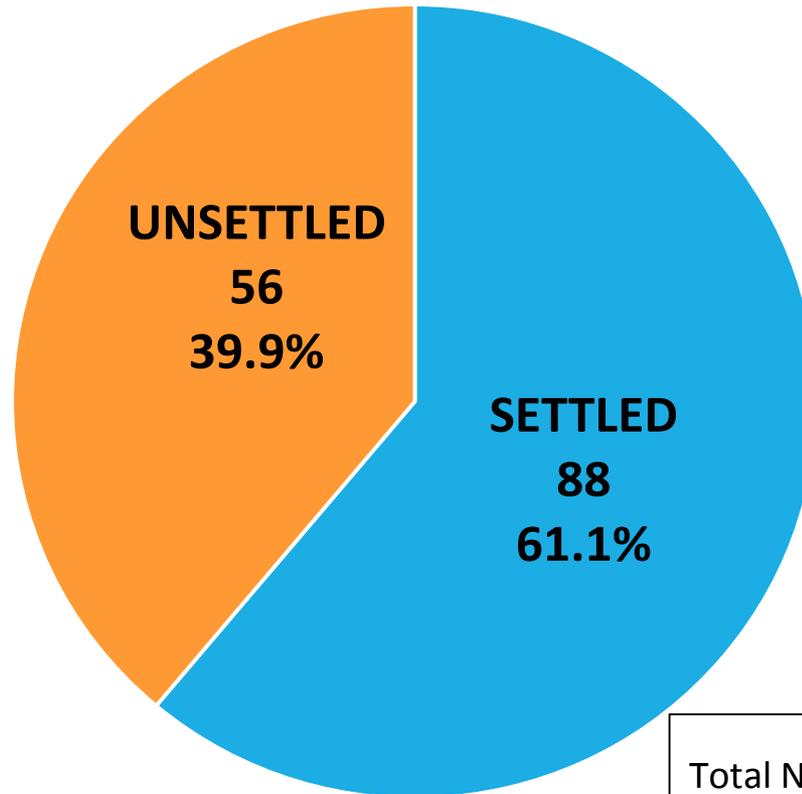


Total No. of Represented  
City Employees – 337,667



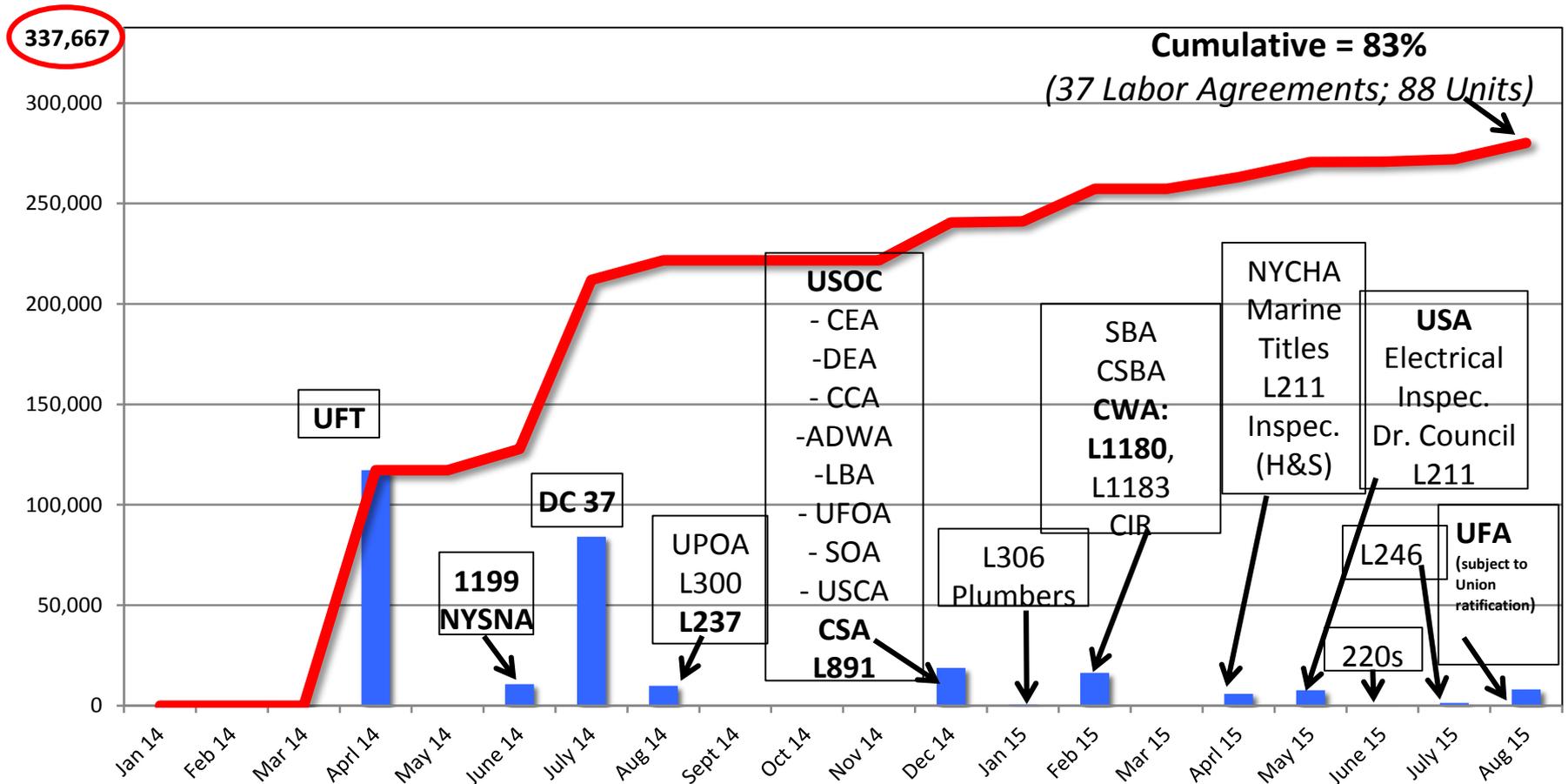
# As of September 18, 2015 Percentage of Bargaining Units Settled for the 2010 - 2017 Round

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Total No. of Bargaining Units – 144

# Timeline of Settlements - 83% of All Represented NYC Employees Reached Voluntary Settlements Between January 2014 and September 2015





# Settled Unions – 83% (88 Units)

	<u>UNION</u>	<u>HEAD COUNT</u>	<u>% OF TOTAL REP</u>	<u>BARG UNITS</u>
1	UNITED FEDERATION OF TEACHERS	117,269	34.7%	10
2	DISTRICT COUNCIL 37	84,081	24.9%	25
3	USOC (CEA, LBA, DEA, UFOA, CCA, ADWA, SOA, USCA)*	11,894	3.5%	8
4	LOCAL 237	8,338	2.5%	7
5	CWA L1180 - PRINCIPAL ADMINISTRATIVE ASSOCIATES	8,209	2.4%	1
6	UNIFORMED FIREFIGHTERS ASSOCIATION**	8,045	2.4%	3
7	NEW YORK STATE NURSES ASSOCIATION	8,001	2.4%	1
8	UNIFORMED SANITATIONMEN'S ASSOCIATION	6,040	1.8%	1
9	COUNCIL OF SUPERVISORS AND ADMINISTRATORS (CSA)	6,003	1.8%	2
10	HOUSING AUTHORITY - IBT UNIQUES	5,505	1.6%	1
11	SERGEANTS BENEVOLENT ASSOCIATION	4,602	1.4%	1
12	1199	2,596	0.8%	3
13	COMMITTEE OF INTERNS & RESIDENTS	2,039	0.6%	1
14	L246 - AUTO MECHANICS	1,107	0.3%	1

\*POLICE CAPTAINS, POLICE LIEUTENANTS, DETECTIVES, FIRE OFFICERS, CORRECTION CAPTAINS, ASSISTANT DEPUTY WARDENS, SANITATION OFFICERS AND SANITATION CHIEFS

\*\*Subject to Union ratification



# Settled Unions Continued...

	<u>UNION</u>	<u>HEAD COUNT</u>	<u>% OF TOTAL REP</u>	<u>BARG UNITS</u>
15	LOCAL 891 (SCHOOL CUSTODIANS)	880	0.3%	1
16	CSBA - ATTORNEYS	845	0.3%	1
17	LOCAL 300 - BUYERS	775	0.2%	1
18	UNITED PROBATION OFFICERS ASSOCIATION	691	0.2%	1
19	DOCTORS COUNCIL	689	0.2%	1
20	L211 - BUILD. AND CONSTR INSPECTORS	648	0.2%	1
21	PLUMBERS	556	0.2%	2
22	CWA L1183 - BOARD OF ELECTIONS	532	0.2%	1
23	MARINE TITLES, LOCAL 333	280	0.1%	1
24	INSPECTORS (HIGHWAYS AND SEWERS)	198	0.1%	1
25	L246 - AUTO SERVICE WORKERS	117	0.0%	1
26	L3 - SUPERVISOR OF MECHANICS	53	0.0%	1
27	L3 - ELECTRICAL INSPECTORS	48	0.0%	1
28	L246 - SHEET METAL WORKERS	47	0.0%	1
29	LOCAL 306 Audio visual Aide Techs	39	0.0%	1
30	PRESS OPERATOR (CYLINDER PRESS)	26	0.0%	1
31	L246 - RUBBER TIRE REPAIRERS	22	0.0%	1
32	L246 - SIGN PAINTERS	10	0.0%	1
33	COMPOSITORS (JOB)	3	0.0%	1
34	FURNITURE MAINTAINERS	2	0.0%	1
35	L246 - CARRIAGE UPHOLSTERERS	1	0.0%	1
36	L246 - DOOR STOP MAINTAINERS	0	0.0%	0
37	CLOCK REPAIRERS	0	0.0%	1
	<b>Total Settled</b>	<b>280,190</b>	<b>83.0%</b>	<b>88</b>



# Unsettled Groups – Uniformed

<u>UNION</u>	<u>HEAD COUNT</u>	<u>% OF TOTAL REP</u>	<u>BARG UNITS</u>
PATROLMEN'S BENEVOLENT ASSOCIATION (PBA)	22,199	6.6%	1
CORRECTION OFFICERS BENEVOLENT ASSOCIATION (COBA)	7,230	2.1%	1
<b>Total Unsettled Uniformed Groups</b>	<b>29,429</b>	<b>8.7%</b>	<b>2</b>
<b>When we settle with these two unions, the Total Settled will be....</b>	<b>309,619</b>	<b>91.7%</b>	<b>90</b>



# Other Unsettled Unions

<u>UNION</u>	<u>HEAD COUNT</u>	<u>% OF TOTAL REP</u>	<u>BARG UNITS</u>
220's - PREVAILING WAGE RATE TITLES	7,702	2.3%	37
OSA STAFF ANALYSTS	4,024	1.2%	1
L2507/L3621 - EMERGENCY MEDICAL SERVICES	3,410	1.0%	1
CWA L1182 - TRAFFIC ENFORCEMENT AGENT	2,308	0.7%	1
<b>Subtotal of Unsettled</b>	<b>17,444</b>	<b>5.2%</b>	<b>40</b>

## CUNY – Unsettled

DC37 - CUNY	2,010	0.6%	0
PROFESSIONAL STAFF CONGRESS - CUNY	3,836	1.1%	1
<b>Total CUNY</b>	<b>5,846</b>	<b>1.7%</b>	<b>1</b>



# Other Unsettled Unions Continued...

<b>UNION</b>	<b>HEAD COUNT</b>	<b>% OF TOTAL REP</b>	<b>BARG UNITS</b>
UCE OF FASHION INST OF TECHNOLOGY	945	0.28%	1
IBT L237 SPECIAL OFFICERS - LL56	830	0.25%	0
DC37 LL56	811	0.24%	0
CWA L1181 - ASSOC. TRAFFIC ENFORCEMENT	454	0.13%	1
DETECTIVE INVESTIGATORS	264	0.08%	1
IBT L237 SPECIAL OFFICERS - CUNY	257	0.08%	0
FIRE ALARM DISPATCHERS BENEVOLENT ASSOCIATION	200	0.06%	1
LEEBA - ENVIRONMENTAL POLICE OFFICERS	196	0.06%	1
L621 - SUPERVISOR OF MECHANICS (MECHANICAL EQUIPMENTS)	196	0.06%	1
CWA DOE DISTRICT BUSINESS MANAGERS	146	0.04%	1
LICENSED FERRY BOAT TITLES - MEBA	140	0.04%	1
NYC DEPUTY SHERIFF'S ASSOCIATION	106	0.03%	1
OSA - ADMIN - SCHOOL SAFETY & TRAFFIC	55	0.02%	1
DOE UNIQUE TITLES	52	0.02%	1
L5 - METAL WORK MECHANICS	40	0.01%	1
EMS CHIEFS	29	0.01%	1
L300 - BUYERS - CUNY	20	0.01%	0
STAFF NURSE - CUNY	9	0.00%	0
L306 - AUDIOVISUAL AIDE TECHNICIANS - CUNY	7	0.00%	0
<b>Subtotal of Unsettled</b>	<b>4,757</b>	<b>1.41%</b>	<b>13</b>



# Total Unsettled

<b><u>UNIONS</u></b>	<b><u>HEAD COUNT</u></b>	<b><u>% OF TOTAL REP</u></b>	<b><u>BARG UNITS</u></b>
Unsettled Uniformed Unions	29,429	8.7%	2
+ Other Unsettled Groups (OSA, 220s, etc.)	<u>17,444</u>	<u>6.6%</u>	<u>53</u>
<b>Subtotal</b>	<b>51,630</b>	<b>15.3%</b>	<b>55</b>
+ <u>Total CUNY</u>	<u>5,846</u>	<u>1.7%</u>	<u>1</u>
<b>Total Unsettled w/ CUNY</b>	<b>57,477</b>	<b>17.0%</b>	<b>56</b>



# Continuing the Bargaining Process for “Settled” Units

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## 1. Additional Compensation Funds

- The DC37 agreement includes an Additional Compensation Fund of 0.52%, effective 3/3/17, to be addressed in individual unit bargaining.
- Some DC37 locals have begun to request that OLR analyze certain union proposals to expend this funding.

## 2. Gainsharing

- The DC37 economic agreement and several subsequent agreements contain language allowing the parties to bargain savings initiatives; resulting savings would be shared between union and management based on the result of negotiations.
- Thus far, discussions are underway at the Police Department and Parks Department to implement potential gainsharing programs.