Local 768 Bargaining: Structure and context

In preparation for training with Bargaining for the Common Good

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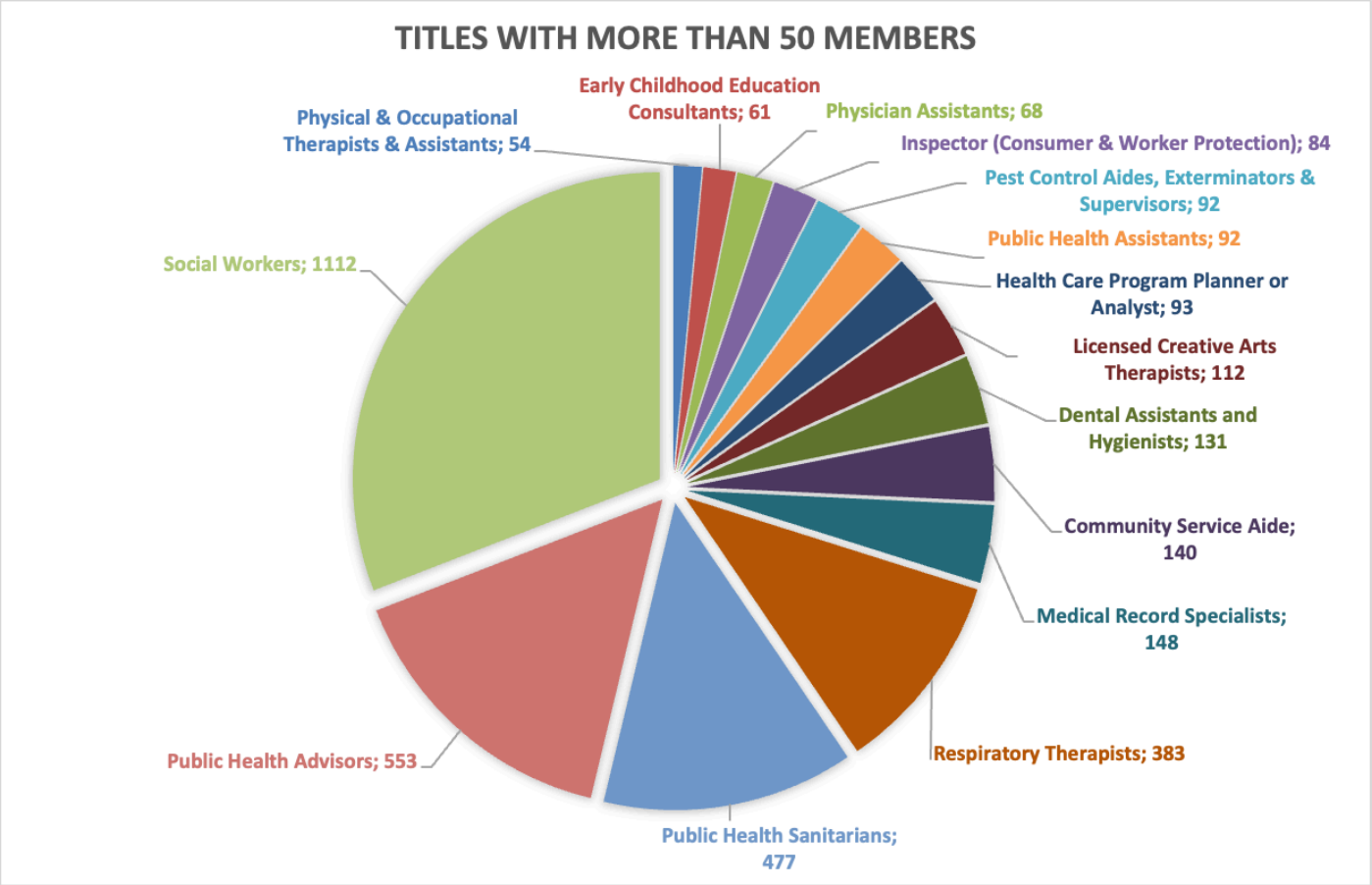
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Structure of Local 768

Membership

Local 768 represents nearly 3,800 workers, all in NYC's municipal Departments and Authorities. While approximately 90% of us work in NYC Health+Hospitals and NYC Department of Health, we represent hundreds of workers in a variety of City agencies.

Our members work in over 50 different title groups, though nearly 2/3 of our members are in our largest 4 titles:



Local Officers

- All elected in a single, Local-wide election (no positions specifically allocated to members in any given title, agency or work location)

- Executive Board

  (Highest governing body of the Local, besides General Membership meetings)

  - President
  - Executive Vice President (general support to President)
  - 1st Vice President (responsible for coordination of bargaining)
  - 2nd Vice President (responsible for coordination of internal organizing)
  - Secretary
  - Treasurer
  - 3 Executive Board members without specified duties

- Representation in DC37

  - DC37's Executive Board (Highest governing body of Council, besides Delegate's Assembly when convened)
    - 4 top officers (including Garrido as Exec Director) are joined by 25 Vice Presidents, representing approx 40% of Locals within DC37
    - Carmen De León is a Vice President
  - DC37's Delegate's Assembly
    - Over 300 Delegates, each elected directly by the membership of their respective locals, in their respective Local elections
    - Local Delegate strength is proportional to the membership size of the Local (Local 768 has 8, including President De León)

Local Chapters and Committees

- Chapters
  - Defined in Local Constitution as being an available structure for any title-group with at least 50 members. The Constitution only defines the officers of the Chapter (Chair, Vice-Chair and Secretary), but provides no other guidance on functioning, etc.
  - Chapters formed and in formation
    - Social Work: Formed in Apr 2022 [only formally established Chapter]
    - Respiratory Therapy: Election occuring June 2023
    - Inspectors (DCWP): in preparation

        - Public Health Sanitarians: in preparation
        - Public Health Assistants and Advisors: in preparation
        - Medical Record Specialists: in preparation
    - We have defined the role of chapters as:
        - **Monitoring the issues**: Particular attention should be paid to issues affecting groups of members and developing responses to them.
        - **Contract negotiations**: As negotiations are initiated for contracts or agreements involving their title, chapters will coordinate with the President and 1st Vice President regarding negotiation priorities and any opportunities to contribute to those negotiations.
        - **Frequency of meetings**: Chapter leaders are empowered to schedule and chair their meetings as often as needed, as long as they meet at least quarterly. Meetings may be fully online.
        - **Communications**: Requests for mass mailing, emailing or texting will go through the Local Secretary or President for sending to all appropriate members
- Committees
    - Committees open to full membership
        - Member Action Team (MAT) Committee: Sometimes called “MAT Leader Committee” or “Steward Committee”, this is open to anyone who volunteers to be a MAT Leader (no prerequisites required) or becomes a Steward (must complete some formal training)
        - Monthly meetings attempt to accomplish several purposes:
            - Review trends in complaints (grievable and non-grievable) as reported to Exec Board
            - Review selected grievances (i.e. high-priority, urgent, most-commonly submitted violations of contract / policy) and discuss best-practices for resolution
            - Ongoing training / educational topics
        - Steward training
            - DC37 courses: typically a 10 week course (1 evening a week) general to DC37 (not tailored to our Local)
            - Feb 2022: Local 768 hosted a 3-day in-person training with 3 dozen attendees (tailored to our Local)
- Local 768 Bargaining Committee: In formation (planning began Oct 2022)
    - Goal is to have approx 14 member committee
        - President
        - Vice Presidents (3)
        - Reps from each of the 3 unit contracts (Health Services, Social Services & Blue Collar)
            - Any officially formed Chapters are represented by an individual chosen by the Officers of the chapter
            - Representatives from other title groups are appointed by Executive Board

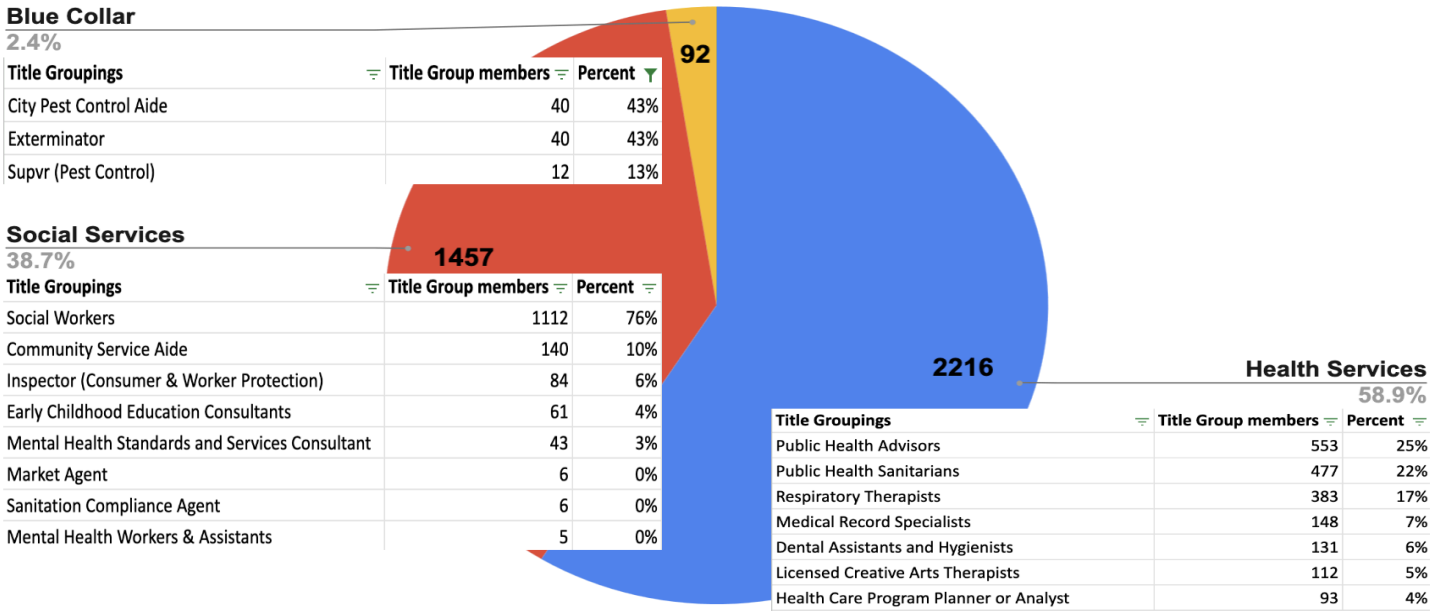
- At least two Zoom meetings will be held of the three bargaining units [Note: these are general plans, not yet fully developed]
    - First Meeting: to describe process and solicit priorities
        - Bargaining Committee will condense priorities and submit back to membership for ranking
    - Second Meeting: to report back on survey results and develop bargaining campaign plans

Context of bargaining within DC37

Contract structure

- **Citywide Contract**: Addresses general working conditions and other non-wage matters such as holidays, time and leave accruals, eligibility for health insurance coverage and personnel practices. While it doesn't detail base wages, it does detail how you earn overtime, shift differentials and holiday pay.
- **Economic Contract**: Determines the overall general wage increases for the majority of DC 37 members. It also includes various other amendments to the Citywide.
- **Unit Contracts**: Wages, differentials and working conditions for designated groups of workers called “bargaining units”. Each unit contract defines items unique to the titles in the unit, including Grievance Procedures, work rules, assignment-specific pay rules, etc. Local 768’s members are covered by three Unit Contracts
    - Health Services (59%)
    - Social Services (39%)
    - Blue Collar (2%)

Local 768 Bargaining Unit Membership: By Title Group



Blue Collar — 2.4% — 92

Title Groupings	Title Group members	Percent
City Pest Control Aide	40	43%
Exterminator	40	43%
Supvr (Pest Control)	12	13%

Social Services — 38.7% — 1457

Title Groupings	Title Group members	Percent
Social Workers	1112	76%
Community Service Aide	140	10%
Inspector (Consumer & Worker Protection)	84	6%
Early Childhood Education Consultants	61	4%
Mental Health Standards and Services Consultant	43	3%
Market Agent	6	0%
Sanitation Compliance Agent	6	0%
Mental Health Workers & Assistants	5	0%

Health Services — 58.9% — 2216

Title Groupings	Title Group members	Percent
Public Health Advisors	553	25%
Public Health Sanitarians	477	22%
Respiratory Therapists	383	17%
Medical Record Specialists	148	7%
Dental Assistants and Hygienists	131	6%
Licensed Creative Arts Therapists	112	5%
Health Care Program Planner or Analyst	93	4%
Public Health Assistants	92	4%
Physician Assistants	68	3%
Physical & Occupational Therapists & Assistants	54	2%
Medicolegal Investigator (OCME)	36	2%
Nutritionists	26	1%
Rehabilitation Counselors	16	1%
Utilization Review Analysts & Coordinators	14	1%
Audiologists, Speech Pathologists & Clinicians	12	1%
Environmental Health Technicians	1	0%

Bargaining certificate

- DC37 holds the bargaining certificate for all contracts on behalf of Local 768's members
- While common, this is not universal throughout DC37: Several Locals jointly hold their bargaining certificates with DC37 (including Local 371/SSEU, which represents about 16,000 workers covered by Social Services Unit Contract – the vast majority in that Unit)

Bargaining process

- Economic contract bargaining
- These negotiations (covering approx 100k members of DC37) recently concluded (ratified Mar 31, 2023)
    - General wage pattern set (approx 3% annually)
    - Includes additional 0.5% of total payroll costs of each bargaining unit, allocated for each unit contact negotiations ("unit bargaining")
        - For example, if the average worker in the Social Services Unit Contract makes $70k annually, an average of $350 annually is available for each worker

        - Rather than dividing this money evenly for each worker they may instead allocate to types of compensation that only some workers earn (such as those with X years of service, or with multilingual certifications, additional professional credentials, etc)
        - "Non-economic" demands: Some things that we may want added or changed in our Unit contracts don't necessarily cost the employer money, and can also be part of our bargaining demands.
        - Unit bargaining is led by DC37, and coordinated among all the Locals with members covered by each unit contract
            - The DC37 Bargaining Committee membership will be determined by DC37; in the past, some bargaining committees were quite large, and some were likely restricted to only Local union Presidents
            - Despite the restrictions, this is the clearest situation in which the Local has a voice in bargaining
    - Includes additional 1% of total payroll allocated for "Equity Panel":
        - Language reads:
            - *The parties agree to form an equity panel consisting of one member appointed by the union, one member appointed by the city, and one neutral member selected by mutual agreement of the parties.*
            - *The panel shall address employees/titles where there is demonstrable evidence of significant recruitment or retention issues and/or compelling evidence of significant changes in job duties or qualifications.*
        - We may benefit from this process significantly (particularly in H+H, where the job market for healthcare workers has significantly surpassed our wage increases).
        - Nonetheless, it is a bargaining process led entirely by DC37 with Local union input only formally available when requested (i.e. submitting proposals for consideration)
            - Aside from submitting proposals to DC37, our primarily leverage may be convincing our employers to pre-emptively agree to some broad outlines