

# CWA Local 1180 And CSBA Among Unions To Reach Contracts

By DAN ROSENBLUM | Posted: Monday, February 23, 2015 4:45 pm

Communications Workers of America Local 1180 Feb. 19 agreed to contract terms conforming to the basic city pattern covering a seven-year period, as did the much-smaller International Alliance of Theatrical Stage Employees Local 306, the de Blasio administration announced, while also providing details of a tentative bargain struck earlier this month with the Civil Service Bar Association.

If their rank and files approve, the three unions' members would receive 10-percent raises over seven years and a \$1,000 ratification bonus, consistent with the pattern set last July with District Council 37.



Cheliotis\_Arthur

ARTHUR CHELIOTES: Got deal without concession.

## Ballots Due March 6

The deal with Local 1180—which represents more than 8,200 administrative workers in mayoral agencies, the Health and Hospitals Corporation, the Housing Authority, School Construction Authority and other agencies—is the largest of the three. There will be a mail-in ratification vote by the local's members, with ballots to be counted March 6 by the American Arbitration Association.

Under the contract, which stretches retroactively from Oct. 6, 2010 to May 5, 2018, members would also see 0.91 percent of salary devoted to an additional-compensation fund in its final seven months to pay for other benefits. Upon ratification, members would immediately receive 3-percent retroactive raises, followed by a 1.5-percent wage hike on April 6, a 2.5-percent raise next April and a 3-percent increase the following year.

In a bargaining update sent to members in mid-January, the local's president, Arthur Cheliotis, said the city asked for a more-than-\$1-million concession in case an arbitrator ruled in favor of Local 1180 in a case concerning salary ranges for Administrative Managers. That issue has since been worked out, he said.

## Pattern Was Key

“The Mayor was held to making sure that we had a pattern forming,” Mr. Cheliotis said. “He agreed, so that was really the issue for us.”

A clause in the contract would establish a career roadmap to help workers understand how to advance to other titles or levels.

Members of the CSBA, an affiliate of Teamsters Local 237 that represents 845 employees who serve as attorneys in city agencies, have worked under an expired contract since February 2010.

Their deal would extend retroactively from Feb. 18, 2010 to Aug. 17, 2017. The final six months of the contract include an additional 0.78-percent increase.

If ratified, CSBA members would immediately earn a 4.5-percent retroactive raise, followed by a 2.5-percent pay increase Aug. 18 and a 3-percent raise the following year. The CSBA’s mail-in vote is expected to be counted by AAA on Feb. 24, the day this issue arrives on newsstands.

The union’s president, Saul Fishman, said he was appreciative of the agreement, but looked forward to reaching some parity with nonunion Law Department employees in the next bargaining round. He cited strict residency rules that bar his members from living outside of the city and five contiguous counties in the state, as well as a retention crisis because of relatively low salaries and rules that bar them from taking outside legal work.

### **Restriction Rankles**

“Our members are entitled to have a raise following five years of trying to get by,” he said. “It’s long overdue and we look forward to the next round of negotiations in 2017, where we hope and expect to achieve more of the important demands which we have been seeking. We see no reason why the city won’t give our members the same opportunities [as Law Department attorneys] to reside where they can afford to live.”

The tentative pact includes increases in longevity differentials and recurring increment payments and would allow CSBA members to take continuing-education legal classes on city time, if they relate to the attorneys’ work. The union would have a role in developing those classes.

The bargain with IATSE Local 306 has already been ratified and covers 37 employees who work in media services and as audio-visual technicians in the NYPD or District Attorney’s offices. The contract, which extends retroactively from Oct. 15, 2010 to Feb. 14, 2018, forgoes a wage increase scheduled for April 2012 in favor of a larger longevity increment, providing a 9-percent raise over the first seven years and 0.52 percent of salary to a compensation fund over the following four months. The deal also would create a labor-management committee to look into new technology training for its members.

## Offsetting Savings

The three agreements are estimated to cost the city \$310 million after being partially offset by \$146.3 million in health-care savings from the unions approved by the Municipal Labor Committee, as well as money from the joint Health Stabilization Fund.

The accords also open the door for gainsharing. In the case of Local 1180, the contract would give the administration and the local two years to come up with ideas to find cost savings by relying on city workers.

When he took office 13 months ago, Mayor de Blasio inherited a labor force whose contracts had all expired. At present 74 percent of city employees are covered by an agreement.

“We’ve made it a priority to restore the productive, respectful dynamic between the city and its employees, securing agreements that provide workers with the fair wages they deserve—while protecting New York City taxpayers and our city’s long-term fiscal health,” Mr. de Blasio said in a statement.