

Dear Brother and Sister,

In the last seven months, the Housing Authority has made a major effort to change your working schedule hours to require you to work every Saturday without overtime. We told them that they could not simply impose their will on our members—we insisted that they negotiate with the Union before making any changes. We had to make sure that you were protected, that you were not being forced to work on a weekend, that any schedule change be tested before being fully implemented, and that it contain elements that respects our members who do the day- to-day work.

We demanded that the Authority not act on its own and move you and our other members around like chess pieces.

WE PROVED THAT IF WE WORK TOGETHER, OUR COLLECTIVE STRENGTH WILL PREVAIL!!

Property Management Staff (Housing Manager, Assistant Housing Manager, Resident Building Superintendent, Housing Assistant) will NOT be forced to work on Saturdays as the Authority demanded. Instead, beginning on June 13th, 2016,

there will be one new regular shift on *one day per week* from 11:30 to 8:00 pm.

The Property Management staff at each development will decide among themselves who will work the new shift. You also can decide to alternate who works the shift each week.

Additionally, we demanded, and the Authority agreed, that the volunteers for the new shift will receive a shift differential of 10% for all hours worked after 4:30pm.

The first step in stopping the Housing Authority from mandating Saturday work was to go to the NYC Office of Collective Bargaining (“OCB”) and the New York State Supreme Court to stop the beginning of the program. After we won both at the OCB and in court, the Authority asked to meet with us and, at the suggestion of the OCB, to use a mediator to see if an agreement that protected our members could be reached.

Last week we reached an Agreement. The two most important aspects are:

- 1.No schedule changes can begin in a development until the Authority takes**

actions, described below, that provide as safe a work place environment as possible.

2. The changes will last approximately four months, after which time the Union will decide, after talking to our members, whether it agrees to continue the program.

The pilot program will involve 12 developments: Forest Consolidated, Marble Hill, Mott Haven, Pelham Parkway, Glenwood, Wyckoff Gardens Consolidated, Chelsea-Elliot, Dyckman, Isaac Consolidated, Murphy Consolidated, Hammell Consolidated and Ravenswood.

PRIOR to starting the new schedules, the Authority has to take the following steps in each development:

***make sure there are functioning indoor and outdoor lighting on all stairwells, roofs, walkways, parking lots and ramps to the basement.**

***All broken windows and other access points are repaired.**

***All access doors have functioning locks.**

***All existing security cameras and radios must be operational.**

Repairs to all of the above security-related equipment that arise during the four-month pilot project must be fixed within four days of Local 237 reporting the problem to NYCHA.

After the security efforts are in place, the Authority can then proceed to find out who you decided will work the new schedule. It is prohibited by court order from forcing and intimidating anyone to work a new schedule.

The Union is relying on you for two important steps:

- 1. To report to us if there are any threats or intimidations that take place;**
- 2. If one of the safety elements (locks, windows, doors, lighting, security cameras or radios) need repair;**

During this pilot project, we will assess the impact on our members and the services they provide. At the conclusion of the four months, the

program will end unless we agree to extend or change it. .

If there are any questions, please contact your (shop steward or business agent).

Fraternally,

**Greg Floyd
President, Local 237
International Brotherhood of
Teamsters**