

Dear Brother and Sister,

In the last seven months, the Housing Authority has made a major effort to change your working schedule to require you to work shifts starting at 6:00 am and ending at 7:00 pm. 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 starting at 6 am or ending at 7 pm if you did not want to do so, that any schedule change be tested before being fully implemented, and that it contain elements that respect 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!!

Beginning June 13th, 2016, there will be three shifts for new hires and Caretakers who *volunteer* to work a new shift: a 6:00 am- 2:30 pm shift; an 8:00

am to 4:30 pm shift (the current shift); and a 10:30 am to 7:00 pm shift.

We demanded, and the Authority agreed, that new hires and Caretakers who volunteer to work one of the new shifts will receive a 10% shift differential for each new hour worked (6am-8:30am and 4:30 pm-7:00 pm).

The Authority also agreed to provide a \$250.00 bonus as an incentive for workers to agree to the 6:00am and 10:30am shifts. The workers must remain in one of the two new shifts for the four-month pilot project. If the member decides to return to the current 8:00 am-4:30pm schedule, he/she will receive only the part of the bonus earned during the time he/she worked the new shift.

One additional safety measure was negotiated: from 6:00am-8:00am and 4:30pm to 7:00pm, Caretakers *must* be assigned in teams; no one will be required to work any task alone during these new work hours.

Our first step in stopping the Housing Authority from mandating Caretakers to work new shifts 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 three most important aspects are:

- 1. No schedule changes can begin in a development until the Authority takes the actions, described below, that provide as safe a work place environment as possible.**
- 2. No current Caretaker will be forced to work the new shift.**
- 3. 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.**

Finally, 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 would like to work the new schedule. It is prohibited by court order

from forcing or 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 intimidation that take place;**
- 2. If one of the safety elements (locks, windows, doors, lighting, security cameras or radios) needs 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**