

OSA v. City, Related Public Employers, 50 OCB 3 (BOC 1992) [3-92
(Cert.)]

OFFICE OF COLLECTIVE BARGAINING
BOARD OF CERTIFICATION

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In the Matter of

ORGANIZATION OF STAFF ANALYSTS

DECISION NO. 3-92

-and-

DOCKET NO. RU-1105-92

THE CITY OF NEW YORK and
RELATED PUBLIC EMPLOYERS

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DECISION AND ORDER

On January 21, 1992, the Organization of Staff Analysts filed its Motion herein, pursuant to 2.19 of the Revised Consolidated Rules of the Office of Collective Bargaining, seeking to amend Certification No. 3-88 (as amended), covering Staff Analysts, Associate Staff Analysts and related titles, by adding the following new titles created by the Department of Personnel pursuant to Resolution No. 92-1: Assistant Analyst, Budget Analyst, Associate Budget Analyst, Organizational Research Analyst, Associate Organizational Research Analyst, Personnel Analyst, and Associate Personnel Analyst. OSA submits that these new titles are successors to the ones included in Certification No. 3-88 (as amended).

The City's Office of Labor Relations, in a letter dated January 30, 1992, states that it takes no position concerning OSA's Motion.

The City states, however, that the title Assistant Analyst in Paragraph 2 of OSA's Affirmation should not be declared a successor title because it is not a narrow-banded title, but a new entry-level position that promotes to the narrow-banded titles; and that no employees currently in OSA's unit will be transferred to that title. Our investigation confirms these assertions. Accordingly we will not include the title Assistant Analyst in our decision. This finding, however, is without prejudice to OSA's right to file a petition seeking to represent this title, if it wishes to do so.

Our investigation also shows that Resolution 92-1 provides that the titles of Staff Analyst and Associate Staff Analyst are to be earmarked for present permanent incumbents only. Accordingly, in order not to deprive these employees of union representation, we shall not delete the titles from the Certification until they become vacant.

Lastly, we hold that any employee previously designated as managerial/confidential by the this Board will retain that designation in the successor title, unless and until that employee's duties change in such a way as to warrant a change of status.

NOW, THEREFORE, pursuant to the powers vested in the Board of Certification by the New York City Collective Bargaining Law, it is hereby

ORDERED that Certification No. 3-88 (as previously amended) be, and the same hereby is, further amended to include the titles of Budget Analyst, Associate Budget Analyst, Organizational Research Analyst, Associate Organizational Research Analyst, Personnel Analyst, and Associate Personnel Analyst, subject to existing contracts, if any:

ORDERED that the titles of Staff Analyst and Associate Staff Analyst be deleted from the cited Certification when they become vacant.

DATED: New York, N.Y.
February 19, 1992

MALCOLM D. MacDONALD
CHAIRMAN

GEORGE NICOLAU
MEMBER

DANIEL G. COLLINS
MEMBER

The titles and title code numbers of the employees affected by this decision are as follows:

ADDED TITLES

BUDGET ANALYST	40102
ASSOCIATE BUDGET ANALYST	40103
ORGANIZATIONAL RESEARCH ANALYST	13107
ASSOC ORGANIZATIONAL RESEARCH ANALYST	13108
PERSONNEL ANALYST	12708
ASSOCIATE PERSONNEL ANALYST	12709

TITLES TO BE DELETED WHEN VACANT

STAFF ANALYST	12626
ASSOCIATE STAFF ANALYST	12627

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12626

12627