

IMPASSE PANEL PROCEEDINGS

In the Matter of the Impasse Panel Proceeding
between

THE CITY OF NEW YORK

- and -

No. I-49-69

AMERICAN FEDERATION OF STATE, CITY AND
MUNICIPAL EMPLOYEES, DISTRICT COUNCIL 37,
LOCAL 375

The undersigned was designated as a one-man Impasse Panel by the Office of Collective Bargaining to assist the parties in negotiating their current agreement. The previous agreement expired June 30, 1968. The only issue open is that of salaries.

Hearings in this matter were held on Thursday, January 15, 1970, and Monday, January 26, 1970 at the Office of Labor Relations, New York.

Appearances

For the City of New York: Robert H. Pick, Assistant Director
Office of Labor Relations

For District Council 37,
Local 375: Mrs. Sally Parker
Associate Director of Research

Background and Position of Parties

The Union represents the Physicists, Geologists and Scientists titles in various departments. At the present time (and as of January 1, 1967), these titles are at four salary levels. The Jr. Physicists and Geologists are in grade 17 of the Career and Salary Plan, with a minimum of \$6,750 and a maximum of \$8,550. The Assistant Physicists and other titles at this level, have a minimum of \$7,800 and a maximum of \$9,600 in grade 20. The Physicists, et. al., are at grade 23 with a minimum of \$9,000 and a maximum of \$11,100, and the Senior Physicists, Geologists and Scientists are at grade 27 with a minimum of \$10,750 and a maximum of \$13,150.

The parties have been negotiating in terms of these four levels with the understanding that their discussion applies to all specialities within each of the levels.

The position of the Union can be summarized as follows:

1. The work of the persons in these titles, and particularly that of the Health Physicists, is vital to the well-being of the citizenry of the City of New York. Medical Physicists are required on the hospital staff to deal with such things as the proper application of methods of diagnosis with radioisotopes, the calibration of radiation sources, and the control of radiation hazards. Health Physicists are also necessary in the Office of Radiation Control to cope with ever-increasing new health hazards such as non-ionizing radiation.

2. The salary level now paid to Physicists, and those offered to them by the City, are inadequate to retain present Physicists and to recruit now persons in the numbers that are vitally needed.

3. The salaries now paid Physicists, and those offered by the City, are below those paid to persons with these skills by private industry, by the affiliated hospitals, the State of New York, the Atomic Energy Commission, and by other representative cities and states in the United States.

4. Ways and means have been found to supplement the salaries of Physicists currently in the employ of the City. This is a stark indication of the necessity for drastic adjustments in present salary schedules.

For these and other reasons, the Union requests that the fact-finder recommend salary levels which will permit realistic recruiting of persons in these titles.

The City points out that a committee of the Physicists, Scientists and Geologists, as represented by the Local Union, had agreed to the terms and conditions of the settlement achieved by the same Union for the Chemist occupational group, except for an adjustment in the welfare fund and a slight alteration in the longevity payment for the senior title. This agreement was subject to ratification and was subsequently rejected.

The City notes that with the exception of the Bacteriology occupation group, which also accepted the basic Chemist settlement, District Council 37 and its locals represent all of the scientific and engineering titles, composing units of over 3,500 City employees. There is a time-honored relationship between the scientific groups whose job specifications are basically the same. City Exhibit 8B shows the relationships between the Physicists, Geologists, Bacteriologists and Chemists at each of the four levels, from July 1954 to date. This shows a close correspondence in adjustments that have been made throughout the years, even for

those years which preceded the adoption of the Career and Salary Plan.

Discussion and Findings

If the fact-finder were to adhere strictly to historical precedents, there is no question but that a recommendation paralleling the Chemist settlement would be in order. Of, on the other hand, due weight is given to the retention and recruitment problems and comparative salary schedules, something more than the Chemist settlement is indicated. It is, of course, impossible to compare jobs in two different governmental units, or the job in Civil Service with the one in private industry. There are advantages and disadvantages in each of these occupations, and an individual must weigh all facets of the job before deciding to choose one position over the other. Nonetheless, the differences in salary between the Medical Physicists in the City service and those outside are too gross to be ignored. Even the adjustment that these employees would receive under the Chemists' settlement would hardly be sufficient to stem the outflow of persons from these jobs. Something must be done to improve the retention rate and the recruiting position. Other titles face similar problem. We are conscious, that these negotiations have been pending for some time and that the parties will once again find themselves in collective bargaining in July of 1970. But a beginning must now be made.

In light of all of the evidence and testimony presented in this case, the fact-finder will recommend a settlement which, although not up to the levels requested by the Union, will improve substantially the position of persons in these titles.

RECOMMENDATIONS

	July 1, 1968	July 1, 1969
Junior Physicist	Minimum - \$9,400	Minimum - \$9,800
Junior-Geologist (All Specialties)	An across-the-board increase of \$900 to be added to the salaries of all individuals as of July 1, 1968.	Across-the-board increase of \$900. Maximum - \$10,500
Assistant Physicist	Minimum - \$10,000	Minimum - \$10,800
Assistant Geologist	An across-the-board increase of \$900 to be added to the salaries of all individuals as of July 1, 1968.	Across-the-board increase of \$1,000. Maximum - \$12,000
Assistant Scientist (All Specialties)		
Physicist	Minimum - \$12,000	Maximum - \$12,450
Scientist	An across-the-board increase of \$1,100 to be added to the salaries of all individuals as of July 1, 1968.	Across-the board increase of \$1,100. Maximum - \$13,500
Geologist (All Specialties)		
Senior Physicist	Minimum - \$13,500	Maximum - \$14,300
Senior Scientist	An across-the-board increase of \$1,200 to be added to the salaries of all individuals as of July 1, 1968.	Across-the-board increase of \$1,200, plus additional \$400 for 15 years in any scientific title. Maximum - \$16,000
Senior Geologist (All Specialties)		

MONROE BERKOWITZ

Dated: April 2, 1970