
IN THE MATTER OF THE IMPASSE

BETWEEN

THE PODIATRY SOCIETY OF THE
STATE OF NEW YORK

AND

THE CITY OF NEW YORK

Case No. I-54-70

REPORT
AND
RECOMMENDATIONS
OF
FACT-FINDING PANEL

Before:

GEORGE MOSKOWITZ

Impasse Panel

This is a Fact Finding Proceeding between the Podiatry Society of the State of New York, hereinafter referred to as the "Society" and the Department of Hospitals of the City of New York, hereinafter referred to as the "City", and involves the inability of the City and the Society to arrive at a mutually satisfactory settlement through collective bargaining negotiations of the question concerning (1) The hourly rate to be paid employees in the title of "Podiatrists, part-time, (2) longevity increase; (3) the question of a welfare friend payment by the City; and (4) the duration of the contract term of the renewal agreement.

The undersigned was designated by the Office of Collective Bargaining of the City of New York as a one-man Impasse Panel to hear and make a Report and Recommendations in such dispute. Thereafter, and pursuant to such appointment, the undersigned scheduled and held a hearing at which time and place the parties appeared by their representatives and submitted testimony. Subsequently, and on June 18, 1970, the Society submitted copies of Exhibits offered and accepted during the course of the hearing.

The crux of the position of the Podiatry Association is that since the last fact-finding rendered on April 4, 1968, the professional requirements and utilization of podiatrists in performance of their professions in City hospitals has changed in such degree as to justify a parity with clinicians and dentists.

Thus as in the prior fact-finding, the fact-finder is faced with two questions: first whether or not the rate for podiatrist (part time) should equal or exceed that of clinician or dentist and, second what should be the rate for podiatrist in dollars and cents.

Though the Podiatry Association has shown a professional development and acceptance by the medical profession practiced in the City hospital system, as well as a change in the New York State Education Law, increasing the scope of the podiatry profession, I am not convinced that a parity with clinician and dentist is appropriate. A similar wage package to that granted the clinicians and dentists will continue a differential yet will give the podiatrist a higher percentage gain and constitute recognition of their professional development.

RECOMMENDATIONS

The fact-finder recommends:

- (1) That the term of this agreement be for a period of 2 ½ years from January 1, 1969 to June 30, 1971.
- (2) That the following wage rates be established as of the dates indicated;

Effective January 1, 1969	\$10.60 per hour
April 1, 1970	\$11.40 per hour
April 1, 1971	\$11.90 per hour
- (3) Effective 1/1/69 podiatrists who have worked in their title five years or more of 1,000 sessions whichever occurs first shall receive a \$.50 per hour increment on top of the wages recommended above. The increment shall become effective on January 1 or July 1 following the time when each individual podiatrist becomes eligible.
- (4) That a welfare fund payment be made for podiatrist who complete 150 sessions per year as follows:

July 1, 1969	\$45.00
July 1, 1970	\$55.00

Dated: New York, New York
October 19, 1970

Respectfully submitted,

George Moskowitz