

----- x
In the Matter of the Collective Bargaining Impasse

Between

NEW YORK CITY HOUSING AUTHORITY

And

Recommendations
of Impasse Panel

LOCAL 237, INTERNATIONAL BROTHERHOOD OF TEAMSTERS
----- x

The panel is hereby submitting its recommendations so that the promised deadline date of February 15, 1971, is adhered to. Findings and opinion will be submitted to the parties within a reasonable time subsequent to February 15.

The panel has carefully reviewed all of the testimony and evidence submitted by both sides and is of the opinion that the recommendations outlined hereinafter are equitable and should be incorporated in the formal Agreement between the parties.

Further, the panel has been advised that the parties have negotiated and have directly resolved other items which were not placed in issue. These are also to be contained in the Agreement, although not discussed nor referred to herein.

The recommended salary schedule contains a three-step plan for salary adjustment, which would bring all employees on the payroll as of December 31, 1970 to the maximum 1970 salary for their respective titles, in three yearly steps. Such adjustment is an equity improvement and made part of the total package recommendation. The additional rates result from the desire to assure a reasonable minimum increase to each employee and to reduce the number of separate rates in each classification.

Therefore, the panel recommends as follows:

- I- (A) Increases to employees employed on December 31, 1970
(attached hereto)
- (B) For employees hired after January 1, 1971 (attached hereto)
- II- Fringe adjustments as follows:
 - (A) For Fireman
 - Effective January 1, 1972 for work performed on Sunday within the employee's regularly scheduled five (5) day work week and
 - Effective January 1, 1973 for work performed on Saturday and/or Sunday within the employee's regularly scheduled five (5) day work week, a premium amount of \$1.50 per hour shall be added to the regular hourly rate.
 - (B) Housing Guards
 - (1) The uniform allowance shall be increased to \$150.00.
 - (2) Saturday and Sunday premium allowance shall be as recommended for Fireman in II (A) above.
 - (C) Supper money for overtime work for blue collar workers starting January 1, 1971 shall be \$3.50 after 3 hours overtime.
 - (D) Welfare Fund
 - Effective January 1, 1971 - \$175.00
 - Effective January 1, 1972 - \$250.00
 - (E) Caretaker "X" - The differential shall be increased to \$400.00.

(F) Caretaker "T"

Those who perform full time driving shall be classified as Caretaker "X" and shall therefore become entitled to the \$400.00 differential.

The following was an inadvertent omission and should be included in the recommendations.

FOR FIREMEN

Shift differential - Shifts presently receiving a premium of \$1.50 per day shall receive \$2.00 per day premium.

MAINTENANCE MEN

36 Annual Leave days as per annum schedule in Housing Authority; effective 1/1/71 accrual will begin.

PROMOTIONS

Employees promoted during the life of this contract will go to the minimum of the promoted title or to the next higher step if he is earning a greater salary in the lower title than such men of the title promoted to.

This higher step referred to above is characterized by the 1973 salary scale outlined in impasse panel report schedule I (B).

- (G) Plasterer and Plasterer Foreman mileage allowance shall be increased to fourteen (.14) cents per mile.
- (H) Teller - A Joint Committee representing the Housing Authority and the Union shall review vacation period requests and movement of Tellers from project to project to fill manpower needs due to vacancies and other emergency needs. Review and recommendations by the joint committee shall be based on operational problems and other pertinent factors.
- (I) Teller promotion to Housing Assistant. it is recommended that the Housing Authority apply to Civil Service for approval to make such appointments on a promotional basis rather than from the results of a city-wide exam.

No other changes proposed are recommended.

DATED: February 11, 1971

Respectfully submitted

Impasse Panel

Harry Silverman, Esq. Chairman

Mr. Daniel House, Member

Hon. Francis E. Rivera, Member

SCHEDULE I (A)

Annual increases of employees employed on 12/31/70 are to be calculated by taking 1/3 of the difference between the December 31, 1970 annual salary and the 1973 salary level shown in the second column. The increases are to be effective on January 1, 1971, January 1, 1972 and January 1, 1973.

In slotting employees into the brackets in the first column, the true longevity pay (achieved at 10 and 15 years) shall not be counted, although it shall be maintained as part of such employee's actual rate; i.e. it shall be re-added after the annual increase provided here is added to his base rate in order to arrive at that employee's actual rate of pay for each year.

<u>Classification</u>	<u>Salary at 12/31/70</u>	<u>Salary at 1/1/73</u>
Housing Caretakers	\$5,500 - 5,565	\$7,320
	5,566 - 6,150	7,900
	6,151 - 6,735	8,450
	6,736 - 7,320	9,000
Foreman of Housing Caretakers	\$6,310 - 7,154	\$9,410
	7,155 - 7,906	10,100
	7,907 - 8,658	10,850
	8,659 - 9,410	11,600
Housing Fireman	\$5,700 - 6,688	\$8,800
	6,689 - 7,392	9,500
	7,393 - 8,096	10,150
	8,097 - 8,800	10,850
Housing Assistants	\$7,700 - 7,921	\$10,420
	7,922 - 8,754	11,200
	8,755 - 9,587	12,050
	9,588 - 10,420	12,850
Housing Managers	\$11,000 - 12,236	\$16,100
	12,237 - 13,524	17,350
	13,525 - 14,812	18,600
	14,813 - 16,100	19,900

SCHEDULE I (A) - continued

<u>Classification</u>	<u>Salary at 12/31/70</u>	<u>Salary at 1/1/73</u>
Assistant Managers	\$10,100	\$13,180
	10,101 - 10,794	13,850
	10,795 - 11,822	14,900
	11,823 - 12,650	15,900
Asst. Res. Bldgs. Superintendents	\$9,750	\$12,770
	9,751 - 10,584	13,550
	10,585 - 11,592	14,550
	11,593 - 12,600	15,600
Hsg. Comm. Activities Coordinator	\$7,700 - 8,322	\$10,950
	8,323 - 9,198	11,800
	9,199 - 10,074	12,650
	10,075 - 10,950	13,500
Resident Bldgs. Superintendents	\$10,600 - 11,894	\$15,650
	11,895 - 13,146	16,850
	13,147 - 14,398	18,100
	14,399 - 15,650	19,400
Supervising Housing Groundsmen	\$8,000 - 8,180	\$10,760
	8,181 - 9,040	11,550
	9,041 - 9,900	12,450
	9,901 - 10,760	13,300
Supervising Housing Tellers	\$7,250 -	\$9,340
	7,251 - 7,239	9,420
	7,330 - 8,027	10,120
	8,028 - 8,725	10,820
Sr. Housing Tellers	\$6,650 -	\$8,480
	6,651 - 6,770	8,710
	6,771 - 7,415	9,350
	7,416 - 8,060	10,000
Housing Tellers	\$5,800 -	\$7,620
	5,801 - 6,394	8,220
	6,395 - 7,002	8,830
	7,003 - 7,610	9,430
Housing Supplymen	\$5,800 - 6,187	\$8,140
	6,188 - 6,838	8,750
	6,839 - 7,489	9,400
	7,490 - 8,140	10,000

SCHEDULE I(A) - continued

<u>Classification</u>	<u>Salary at 12/31/70</u>	<u>Salary at 1/1/73</u>
Foremen of Hsg. Exterminators	\$6,450 - 7,624	\$10,030
	7,625 - 8,426	10,800
	8,427 - 9,228	11,600
	9,229 - 10,030	12,400
Housing Exterminators	\$6,050 - 6,781	\$8,920
	6,782 - 7,494	9,600
	7,495 - 8,207	10,300
	8,208 - 8,920	11,000
Housing Guards	\$5,500 -	\$7,230
	5,501 - 6,074	7,800
	6,075 - 6,652	8,350
	6,653 - 7,230	8,900
Sr. Frmn. of Hsg. Exterminators	\$10,610	\$13,100
Act. Chief Hsg. Community Activities	\$13,650	\$16,900

SCHEDULE I (B)

<u>Classification</u>	<u>1971</u>	<u>1972</u>	<u>1973</u>
<u>Housing Caretaker</u>			
Starting Salary	\$6,000	\$6,000	\$6,000
1st year		6,450	6,450
2nd year			6,900
3rd year			7,320
4			7,900
5			8,450
6			9,000
<u>Housing Fireman</u>			
Starting Salary	\$6,300	\$6,300	\$6,300
1st year		6,800	6,800
2nd year			7,300
3rd year			8,800
4			9,500
5			10,150
6			10,850
<u>Housing Supplyman</u>			
Starting Salary	\$6,300	\$6,300	\$6,300
1st year		6,800	6,800
2nd year			7,300
3rd year			8,140
4			8,750
5			9,400
6			10,000
<u>Housing Exterminator</u>			
Starting Salary	\$6,500	\$6,500	\$6,500
1st year		7,000	7,000
2nd year			7,500
3rd year			8,920
4			9,600
5			10,300
6			11,000
<u>Housing Teller</u>			
Starting Salary	\$6,300	\$6,300	\$6,300
1st year		6,800	6,800
2nd year			7,300
3rd year			7,620
4			8,220
5			8,830
6			9,430

SCHEDULE I (B) - continued

<u>Classification</u>	<u>1971</u>	<u>1972</u>	<u>1973</u>
<u>Housing Assistant</u>			
Starting Salary	\$8,000	\$8,000	\$8,000
1st year			8,600
2nd year			9,200
3rd year			10,420
4			11,200
5			12,050
6			12,850
<u>Supervising Housing Groundsmen</u>			
Starting Salary	\$8,200	\$8,200	\$8,200
1st year		8,775	8,775
2nd year			9,350
3rd year			10,760
4			11,550
5			12,450
6			13,300

SCHEDULE I (B) - continued

<u>Classification</u>	<u>1971</u>	<u>1972</u>	<u>1973</u>
<u>Foreman Caretakers</u>			
Starting salary	\$6,800	\$6,800	\$6,800
1st year			7,670
2nd year			8,540
3rd year			9,410
4			10,100
5			10,850
6			11,600
<u>Foreman Exterminators</u>			
Starting salary	\$6,850	\$6,850	\$6,850
1st year			7,910
2nd year			8,970
3rd year			10,030
4			10,800
5			11,600
6			12,400
<u>Sr. Housing Teller</u>			
Starting salary	\$6,900	\$6,900	\$6,900
1st year			7,430
2nd year			7,950
3rd year			8,480
4			8,710
5			9,350
6			10,000
<u>Asst. Res. Bldg. Superintendent</u>			
Starting Salary	\$10,200	\$10,200	\$10,200
1st year			11,060
2nd year			11,910
3rd year			12,770
4			13,550
5			14,550
6			15,600
<u>Asst. Housing Manager</u>			
Starting salary	\$10,500	\$10,500	\$10,500
1st year			11,390
2nd year			12,280
3rd year			13,180
4			13,850
5			14,900
6			15,900

SCHEDULE I (B) - continued

<u>Classification</u>	<u>1971</u>	<u>1972</u>	<u>1973</u>
<u>Res. Bldg. Superintendent</u>			
Starting salary	\$11,600	\$11,600	\$11,600
1st year			12,920
2nd year			14,240
3rd year			15,650
4			16,850
5			18,100
6			19,400
<u>Housing Manager</u>			
Starting salary	\$12,000	\$12,000	\$12,000
1st year			13,370
2nd year			14,740
3rd year			16,100
4			17,350
5			18,600
6			19,900
<u>Supervising Housing Teller</u>			
Starting salary	\$7,600	\$7,600	\$7,600
1st year			8,180
2nd year			8,760
3rd year			9,340
4			9,420
5			10,120
6			10,820