

1. Local 2627
2. District Council 37
3. AFSCME AFL-CIO
4. Virtual General Membership Meeting
5. Local 2627
6. January 16th, 2024

7. **AGENDA**

8. Minutes
9. Treasurer's Report
10. President's Report
11. Old/New Business

12. This RingCentral meeting was called to order at 6:12 PM by President Laura  
13. Morand. Laura wished all the members a happy new year , welcomed all to  
14. the meeting and as always thanked them for taking the time to attend the  
15. meeting. We were at maximum capacity with 100 attendees for the ring  
16. central meeting.

17. **MINUTES**

18. **MOTION 1**

19. **Laura** requested a motion to accept the minutes of meeting for  
20. November 21st, 2023 with corrections.
21. Laura stated corrections-
22. Line 49- we are negotiating with Transit, they are offering one day but it has  
23. not been finalized yet.
24. Line 155- 60 of the CSM came from NYCHA, we got an agreement for DOE,  
25. we are in the midst of signing that agreement, we don't have a date for them  
26. to come in yet.
27. Line 164 - We got RIP for IT titles , it got in effect from May/April 2023. We  
28. still want to get them RIP that is equal to the longevity differential or the

29.longevity differential. IT titles don't have the RIP yet.

30.Marie stated correction-

31. Line 123 - so many ways

32.Line 52 - Name correction - Steven Malewski - is CUNY

33.Rigoberto Diaz (MTA) made the motion and Wendy Leonardo (DSS)

34.seconded the motion to accept the minutes with corrections.

35.Ring central poll was taken manually, all members present manually voted yes

36.and the motion was approved.

### **37.TREASURER'S REPORT**

38.Laura announced the new treasurer, Sree Dudi.

39.The interim treasurer was on boarded last month in December 2023.

40.We hope by May 2024, we will make him permanent. We hope to get

41.financial reports by our next general membership meeting. We still need to

42.catch up with central labor council and need to catch up with tuition

43.reimbursement checks.

### **44.PRESIDENT'S REPORT**

**45.We had some changes lately, we had a contract signed with**

**46.CUNY.** E-alert was sent out to CUNY only. The percentages were a blended  
47.rate for CUNY.

48.Blended between the City rates and the state rates. The blended rates are

49.2.5%(2021), 2.5%(2022) , 3%(2023), 3%(2024), 3.125%(2025).

50.0.5% for additions to growth. It is a 67 month agreement, June 2021 to

51.January 2027. There will be a \$3000 ratification. We anticipate the agreement

52.to be approved at next week's meeting. We anticipate few months

53.delay before CUNY members get paid , there is a process that needs to be

54.completed.

55.Questions and comments :

56.Mathew Ganz (CUNY):

57. June 1st 2021 - June 1st 2022 , will be year one?

58. Looks like the contract extends into Jan 2027, but there is nothing for the extra 59.6 months.

60. Laura: We have few benefits added for members ,we had to forgo

61. a raise for a few months. There are locals that make less than \$18 an hour, it

62. will help them. There are prescription plans that keep going up, we are

63. looking to keep the benefits for the members by forgoing the raise.

64. College assistants who are currently at \$18 an hour and IT associate hourly

65. personnel , are they eligible for retro pay?

66. Laura: I can only speak for the local members as I do not know how much the

67. other titles get paid. I am still waiting for the contract.

68. Ratification bonus, it was prorated last time as you had to be working full time,

69. will that be the provision this time?

70. Laura : Yes the ratification bonus will be prorated for those who are not

71. working full-time.

## **72. Further questions on CUNY contract:**

73. Is the back pay pensionable?

74. Laura : Yes

75. For CUNY , is there a new spreadsheet for the pay orders?

76. Laura: Once we get a new spreadsheet. we will put it on the website.

## **77. Mitchell Goldberg was asked to do a report for NYCHA remote work.**

78. We left off NYCHA to send us an email, with a list of members who are

79. eligible, not eligible and any members who were disciplined.

80. NYCHA started to call back the laptops that were given during COVID to the

81. members.

82. They started asking justification to members, I and some others from Local

83.2627 were asked.

84.The terms that we agreed upon were: NYCHA wanted anyone who was found  
85.guilty on any disciplinary hearing , they will not be eligible to telecommute.

86.We got that changed to , if they were found guilty at a general hearing they  
87. will not be able to telecommute for 1 year, if they were found guilty at a local  
88.they would wait for nine months to telecommute.

89.We are waiting for NYCHA to give us the lists and the write up on what we  
90.have agreed upon who is eligible or is deemed ineligible with reasons.

91. Amina was asked to add on to Mitch's report for NYCHA.

92.Amina added , some other questions sent before Christmas 2023, that were  
93.pending to be answered by NYCHA :

94.If a member had Mon/Wed remote and they get called in by their manager on  
95.those days , can the member take another remote day?

96.When will they roll it out?

97. Spreadsheets were sent out , maybe to the lawyers?

98.HR is waiting for the approval process, the CEO, the chair to approve. Then it  
99.will go to EVPs to approve.

100.Members would also like to know , is there any date they will finalize this?

101.Laura: We don't have a date yet, we are waiting for the contract language to  
102.be provided.

**103.We had a guest speaker from research and negotiations, Ben**

**104.Totushek.**

105.He has been involved with research and negotiations for the past 6 years.

106.**Ben** stated , he will focus mainly at the meeting on the bargaining

107.negotiations, he will give a broad update on remote work.

108.Remote work policies for the mayoral agencies are almost done. There are

109.only two agencies where we have not been able to complete the

110.implementation are NYPD and Department of Probation.These two are  
111.moving.

112.Next step would be with the non mayoral agencies, navigating the waters.

113.Also the authorities , that is where Ben will be the primary negotiator for

114.DC37, with SCA, MTA, NYCHA, the big contract , the 375 contract.

115.The authorities are in similar boat, they all follow the economic agreement but

116.they are much less in consensus to negotiate on the remote work policy.  
117.There has been a lot going on SCA to start with, but there was no one at the  
118.meeting.

119.**NYCHA**, it's all good news, Thursday 10:30 am to go over  
120.the last answered questions then basically , we will be in a process of  
121.aggressive implementation, to be done as a phased process sometime early  
122.March. First phase will cover the main/central offices. Then the additional  
123.worksites will be dealt with. Stand of niche is those sites are less likely to  
124.negotiate on remote policy but they want to negotiate more on flexible work  
125.schedule.

126.NYCHA is also giving us a list of members who are in central office or other  
127.field offices.

128.**MTA** : They made us an offer to do remote work 1 day a week. Non union  
129.staff and management were following the one day. Ben took over from their  
130.predecessor only 4 months ago on MTA. The current understanding of the  
131.negotiation seems to that DC37 have not been able to get MTA back to the  
132.table to have a discussion , meanwhile there is some concern  
133.amongst some members that 1 day is not enough.

134.In terms of contracts, authorities pass along all economic patterns  
135.automatically, signing bonus and such. NYCHA and MTA has paid off these  
136.raises.

137.Laura confirmed NYCHA paid it as well.

138.We will get to the table with MTA to discuss the remaining working conditions  
139.soon.

#### 140.**Questions :**

141.Rigoberto Diaz(MTA):

142.NYCHA negotiation should take priority over MTA to establish the pattern. Is  
143.there is a timeframe for MTA negotiations ?

144.Laura : MTA has been ignoring us, so we worked with NYCHA first to apply  
145.the pattern.

146.Ben : Negotiations are expected to resume in three weeks, its not a legal but  
147.a political pressure.

148.Steven Alvarez (DOE):

149.Curious about two agencies, Department of Human rights and Office of the

150.comptroller, what are their policies?

151.Ben : Office of comptroller is a non mayoral agency, it will be much further

152.in the process. I can find out more about the Department of Human Rights. It

153.does not guarantee yourself in terms of telework, it is a caveat.

154.Ben : 95% to 99% have been excluded from telework if they are in field work

155.or public facing jobs. The hope is at the finishing stages of negotiations there

156.will be some kind of flexible work schedule for them.

157.Steve Visovsky (DSS):

158.If you can speak to the indication of a telework roll out.

159.Ben :It is not my unit of assignment. They are expected to roll out a Phase 2.

160.Kalpesh : We expect middles of February for the roll out, we did not get the

161.official opt-in forms from HR yet.

162.Mitchell Goldberg (NYCHA):

163.Is there a standby time for the 24 hour coverage, has there been any

164.mention of it?

165.Ben : They have not come back with a proposal.

166.If you think to come up with a contract language, it is very soon to start, you

167.can contribute to the working conditions contract. You will be part of that

168.process as you were vocal.

169.Christopher Perez (DSS):

170.How many passes there are for DSS?

171.Laura : There is a phase 3, ITS is part of phase 2 which will roll out soon.

172.Kalpesh: HRS and ODSM are part of phase 3, we don't have a date for

173.phase 3 yet.

174.Marie Lodescar (NYC Transit ):

175.Timeframe for negotiations for Transit ,is it the third week of February?

176.Ben : We are going to the table for agreement , if we can get them to do it.

177.We expect to start with telework discussion in the next week and a half or so.

178.Wendy Leonardo (DSS):

179.It is a comment. Members of Phase 3 are still waiting , while the non members

180.are getting their telework and such benefits.

181.Laura : We don't represent the non repressed, it is beyond our control, it is

182.controlled by the management. We are aware the members are frustrated  
183.over it but it is beyond our control.

184.NYPD- Was anything confirmed for pending changes?

185.Ben : It's not my assignment , there doesn't seem to be a glaring discussion,  
186.don't know about the roll out timeline. I can look into it.

187.Laura : Police Pension fund : Requested ben , please let the new director  
188.know about the need for an update as members are upset about it.

189.**Laura continued the President's report :**

**190.Paid family leave**

191.Maximum deduction information is on the Local's website. The deduction will  
192.now be less, if you were paying the maximum rate.

193.**The provisional reduction plan**, it was done in December , 2023.

194.Management has announced that they met their goals, so no more provisional  
195.reduction plan.

196.We are pushing for **more exams**, tomorrow we will be having an exam for  
197.Computer Associate Operations. Computer Systems Manager exam was  
198.postponed , we don't know the reason and we hope to get an answer shortly.

199.**Health** Care plan is still being worked on.

200.They are shooting to have the changes in effect by July 1st, that means they  
201.have to let members know 90 days ahead.

202.We will be having a pre bargaining session next week for the mayoral  
203.agencies for IT titles.

204.Our local is losing 1500 members on an average retiring every month.

205.Tuition reimbursement restriction could be applied.

206.Vanessa Caughman (OATH):

207.Cybersecurity titles , became available in 2021. What exactly was needed for  
208.the title ?

209.The title was less than 2 years at agencies to have the title, then what was the  
210.test prerequisite?

211.Laura : Local had this title in Jan 2021, but the title existed before that.

212.We don't want to continue QIE, as this seems to be a way management

213.uses it as a way to move there candidates skip ahead.

214.Mathew Ganz (CUNY):

215.I need to take IT associate , is it going to be open complete or promotional?

216.Laura: I don't know if they will do open competitive , they will be doing

217.promotional at the least.

218.DC37 has started meetings at the campuses.

219.David : Lele or myself can be reached on the meeting schedule.

220.Queensborough is tomorrow, Thursday is BMCC. At Baruch we were told lot

221.of members are working remotely until school returns.

222.Steven Alvarez (DOE):

223.Notice of restoration from DCAS.

224.Laura : I am trying to get a response on the issue, we will talk offline.

225.**Budget cuts** : We sued the city over particular programs that were

226.effected.Some of the budget cuts have been reversed. Budget cuts at FDNY

227.EMS , 911, NYPD, JTP Parks were reversed.

228.We also sued the city as per Article 78 for hiring consultants for agencies.

229.What is risk of going from permanent competitive title to non-competitive title

230.Laura : Downside :if there is a fall back competitive title, check on

231.longevity differentials , RIP on IT titles could be less, member needs to wait for

232.5 years to get the process rights.

233.Will there be an exam for IT titles?

234.Laura : They will not have an exam for those titles. Newest ones on

235.competitive titles are Telecom manager, Computer Systems operations

236.Manager , Cybersecurity Analyst and Computer systems manager titles

237.added for exams.

238.Alvin Knowles (DOE):

239.When you retire RIP and longevity differential is pensionable?



240.Laura : Yes they are. RIP after two years and Longevity differential after 1  
241.year.

**242.OLD/ NEW BUSINESS**

243. None

**244.MOTION 2**

245.Laura requested a motion to adjourn the meeting. Alvin Knowles(DOE) made  
246.the motion and Vanessa Coughman (OATH) seconded.Votes were  
247.taken manually and the motion was passed.  
248.Meeting was adjourned at 8:21 PM.