

# OSA's LABOR HERO OF 2007

Former OSA General Counsel

## JOAN STERN KIOK

On the battlefield of City labor relations, a skilled and effective labor lawyer can mean the difference between victory and defeat, whether organizing new workers, negotiating a new contract, or making sure that the rights of those already organized are properly defended.

For more than 25 years, Joan Stern Kiok served as general counsel of the Organization of Staff Analysts. She remains of counsel to our union and continues to represent other clients, including the Fire Alarm Dispatchers and the Sanitation and EMS Chiefs. Joan helped OSA transform itself from a professional association into a union with full collective bargaining rights, and to grow from 38 members at the Board of Education in 1985 to the 4,600 members whom we represent today.

Joan was a pioneer. She became a labor lawyer when there were few women in the profession and she battled the stereotype that a woman was not fit for a career in the field. A graduate of Columbia Law School, she soon joined the law firm of Pressman & Scribner, founded by the former general counsels of the Congress of Industrial Organizations (CIO) and the United Electrical Workers.

There, she participated in a successful two-year struggle to regain the jobs of 16 Staten Island Ferry officers who had been fired for violating New York's draconian Condin-Wadlin Law in a 36-day strike in

1965. It was that achievement which brought her to the attention of Victor Gotbaum, executive director of AFSCME District Council 37. From 1968-1978, Joan was associate and, later, acting general counsel of DC 37.

The late 1960's was an exciting time in City labor relations as the Condin-Wadlin Law was replaced by the Taylor Law and the Office of Collective Bargaining was created. Joan played a role as a member of the tripartite group that wrote the rules of OCB.

During her quarter century with OSA, in addition to Staff and Associate Staff Analysts in every City agency and the Transit and Housing Authorities, Joan helped us to unionize more than 20 other titles covering more than 1000 additional previously unrepresented workers.

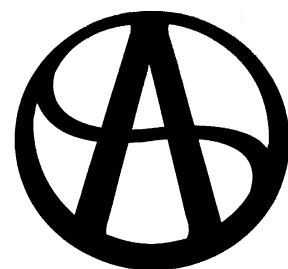
She helped the Sanitation and EMS Chiefs organize independent unions and join OSA's Welfare Fund.

In a case that took a decade to win, she secured millions of dollars in unpaid overtime for 635 City managers at a time when managers were still eligible for paid overtime.

And, after another marathon legal struggle, she helped OSA unionize Level 1 Administrative Staff Analysts. In some ways, you could say that she has specialized in challenging the City's claim that a great many of its workers are managerial and confidential and therefore ineligible for union representation.



Through her diligent work, not only has OSA achieved remarkable growth, but countless other City workers have achieved representation rights with other unions. For all of these reasons, and her lifetime of commitment to the union cause, the Organization of Staff Analysts is proud to name Joan Stern Kiok as our labor hero for 2007.



### ORGANIZATION OF STAFF ANALYSTS

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### PAST OSA LABOR HERO AWARD WINNERS

2006 OSA's Field Organizers  
2005 Lou Albano (AFSCME Local 375), Michael Collins (TSO), Joe Sperling (SSEU Local 371)  
2004 Joe Nazario, Sec'y-Treasurer, SSEU Local 371  
2003 Battalion Chief Tony Morelli, UFOA  
2002 Brand New Organizers  
2001 Civil Servants in Emergency Service  
2000 Randi Weingarten, President, UFT  
1999 Donald Singer, President, CSA

