

# OSA's LABOR HERO OF 2008

OSA Treasurer

## RICHARD GUARINO

Earlier this year, the Organization of Staff Analysts lost a special and devoted friend and a committed union brother. Anyone who came in contact with Richie Guarino (1933-2008) could not fail to come away with a smile on their face. Richie was one of those rare human beings who never seemed to have a harsh word to say about anyone. He could disagree with you, but he was never disagreeable. His sense of humor could be outrageous.

Richie was a big man physically who had played high school basketball. But even bigger than Richie's physical size was his heart. Richie loved people, but he hated stupidity, unkindness and hurtful, insensitive bureaucracy. Those traits made him a great union activist and a dedicated civil servant.

Starting in the early 1960's, Richie spent three decades working for the City's Human Resources Administration and its predecessor agencies, moving from the Bay Ridge Welfare Center to training supervisor for the Office of Staff Development to director of a senior center to personnel and labor relations work for HRA's Family and Adult Services division.

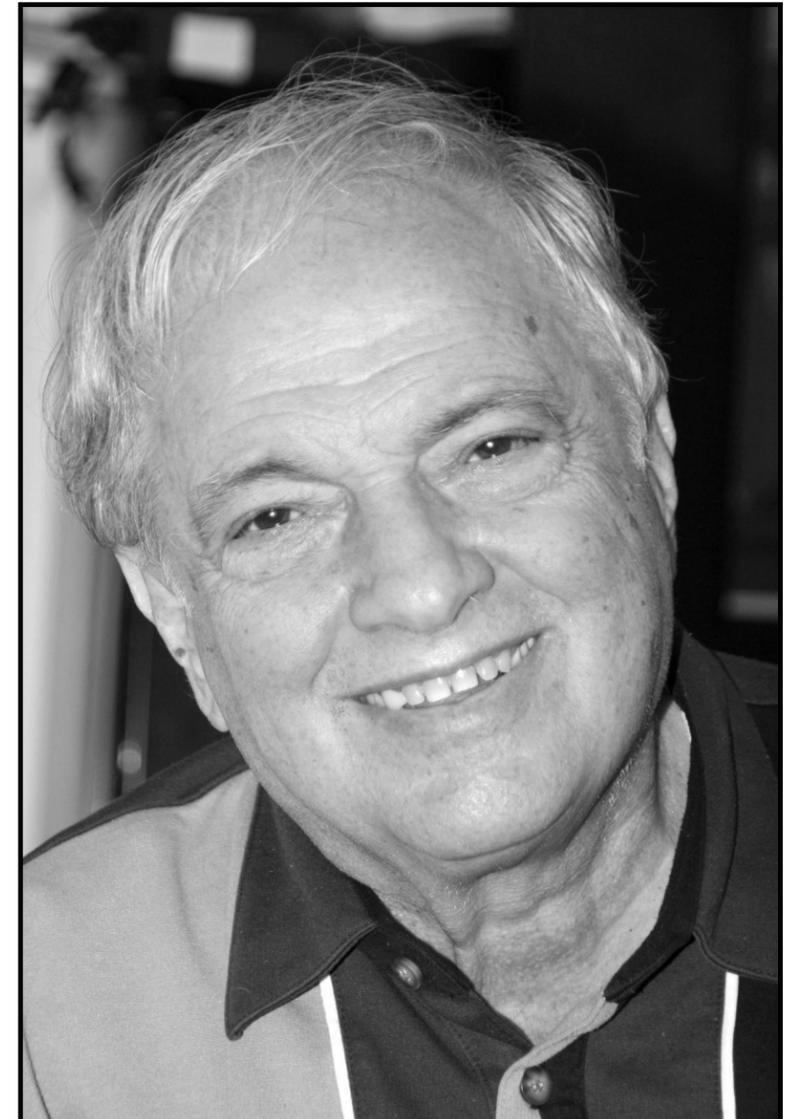
For much of that time, he was a union delegate and activist in Social Service Employees Union/Local 371 of DC37, AFSCME. But even when he worked the management side of the fence, you never doubted his basic decency and concern for working people.

And Richie actually had every reason to give up on public service. In mid-career, while serving as director of a senior center in East Harlem, he was shot five times by a disgruntled teen-aged assailant when he interrupted a game of dominoes that should not have been taking place inside the senior center. Richie bore one of those bullets, lodged near his spine, for the rest of his life.

Later in his career, he became an Associate Staff Analyst and served in several roles on the board of OSA's affiliated professional association, OSART, and still later, he became the union's treasurer.

When he retired from City service, he joined OSA's staff, first part-time and then, increasingly, full-time. Union members who knew Richie, for the most part, got to know him as an enormously capable and committed grievance representative and as OSA's resident pension counseling "guru." He could answer difficult pension questions at the drop of a hat and run complex pension calculations in his head with more accuracy than others could after struggling with pen and paper. That same facility with statistics and numbers came in handy when you had a question about the many sports he followed.

In his work as a grievance representative for OSA, he was particularly proud of winning the "tough ones" that everyone else thought there was no chance to win, especially those cases that righted particularly foolish



and arbitrary decisions imposed on civil servants by their municipal employer.

For all of these reasons, and for his lifetime of commitment to the union cause, the Organization of Staff Analysts is proud to name our friend and brother, the late Richie Guarino as our labor hero for 2008.



#### ORGANIZATION OF STAFF ANALYSTS

220 East 23<sup>rd</sup> Street • Suite 707  
New York, New York 10010  
(212) 686-1229 • [www.osaunion.org](http://www.osaunion.org)

#### OSA EXECUTIVE BOARD

Chairperson: Robert J. Croghan • Vice-Chairperson: Thomas Anderson • Treasurer: Wilfred St. Surin • Grievance Officer: Kimberly Vann • Corresponding Secretary: Jeanne O'Sullivan • Recording Secretary: Jay W. Warshofsky • Delegates-At-Large: Kathleen Gray, Ronald Lehman, Dolores Parson

#### RECENT OSA LABOR HERO AWARD WINNERS

2007 Former OSA General Counsel Joan Stern Kiok  
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