

# OSA's LABOR HERO OF 2015: TIM COLLINS

## ORGANIZATION OF STAFF ANALYSTS' GRIEVANCE DIRECTOR AND CHIEF NEGOTIATOR

What does it take to make a good labor negotiator? Myriad skills, including patience, attention to detail, forcefulness, and flexibility.

This year, the Organization of Staff Analysts honors the memory of Tim Collins, a long time staff member and advocate for the rights of city workers, who unexpectedly passed away earlier this year at the age of 54.

Collins was the Organization of Staff Analysts' chief contract negotiator and Grievance Department head. He worked closely with OSA Chairperson Bob Croghan, Executive Director Sheila Gorsky and consecutive General Counsels Joan Stern Kiok and Len Shrier.

Collins began working for OSA in 1994, providing general office support to the union. He quickly found his niche in the union's grievance department, first as a Grievance Representative, by 1999 as Associate Grievance Department Director and, later, as Director of the department.

During his tenure at OSA, the Grievance Department grew to include a wide range of staff and volunteer grievance representatives and a number of union attorneys.

Collins became a negotiator during bargaining with the City for the 2000-2002 contract and chief negotiator several years later.

Over the following decade and a half, he took part in many rounds of bargaining



with the City, the New York City Housing Authority, the Health and Hospitals Corporation and the New York City Transit Authority.

At the time of his death, he was heavily involved in negotiations for contracts covering all of the union's nearly 5,000 members.

Collins' skill and knowledge, plus his

intense devotion to the OSA membership was of great value to the union.

His ability to understand city labor relations and the ins and outs of OSA's contracts were relied upon by the union's leadership and his colleagues in the Grievance Department.

His style as OSA's Grievance Department Director was cooperative, guiding

grievance staffers along the road that would best accomplish their goals.

Those who worked with him in negotiations recognized that his judgment as a negotiator was keen. He knew which issues to push and when to yield.

His sincerity and forcefulness brought him the admiration and respect of those who sat across the table from him.

The City's labor relations staff recognized his strong advocacy on behalf of the members of OSA, but also acknowledged that, regardless of any differences at the bargaining table, he worked hard to find collaborative solutions to the many challenges that negotiators face in the collective bargaining process.

Shortly after his death, one of his former colleagues said about him – "Make no mistake. He was no pushover. He could be a tenacious adversary. He conveyed the union's point with conviction, yet always managed to keep his composure and sense of humor."

"When bargaining sessions became tense, I think it was his reputation as a person of integrity and rationality that led both sides to come together once more to work out a deal that both sides could live with."

He will be missed.

For those reasons and more, the Organization of Staff Analysts is proud to honor the late Tim Collins as our labor hero of 2015.



### 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)

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