

# OSA's LABOR HEROES OF 2016:

UNITED FEDERATION OF TEACHERS/ORGANIZATION OF STAFF ANALYSTS  
JOINT EDUCATION ANALYST ORGANIZING TEAM

The job description for Education Analyst barely differs from that of Staff Analyst. The exam for the two jobs is the same. The two titles are, however, separate and they are represented by two different unions. Staff Analysts are represented by OSA and Education Analysts by the United Federation of Teachers.

OSA first became familiar with the Education Analysts during our campaign to organize Staff Analysts at the Board of Education in the mid-1980's.

The Analyst title series had been "broadbanded" into existence by combining more than 80 predecessor specialized titles.

Soon after, at the request of the Board of Education, the Department of Personnel agreed to "narrowband" the newly-created title series as it applied to BOE employees. Some, but not all, BOE Staff Analysts were transferred into the new title of Education Analyst.

The newly created Education Analyst title was often filled by former members of the United Federation of Teachers, and, as a result, the UFT was able to establish quickly that Education Analysts should belong to their union.



Even before OSA became a union by winning the right to represent 38 BOE Staff and Associate Staff Analysts in 1985, Education Analysts were already represented by the UFT. This greatly assisted OSA by setting a legal precedent on the title's right to union representation.

Over the years, as OSA grew, we maintained a close relationship with the

UFT's Education Analyst chapter. Through that connection we learned that the renamed Department of Education was excluding scores or even hundreds of Education Analysts from unionization, claiming they were managerial or confidential. OSA is very familiar with such arguments and has a long history of successfully fighting the City to gain union representation for

those improperly classified by the City in this fashion.

By the mid-2000's, on the initiative of UFT leader Randi Weingarten, OSA and the UFT began a joint campaign to bring more Education Analysts and Officers under the UFT umbrella. That joint work resulted in 112 more Education Analysts/Officers receiving due process, proper raises and leave time.

A further effort was made and, after a three year fight, 470 Administrative Education Analysts Levels I through IV have now been given union representation by the UFT.

OSA takes note of our heroes of labor who made up the joint organizing team that carried out this multi-year effort.

Working together, OSA and the UFT added union protection for nearly 600 men and women.

We therefore name the UFT's Howard Shore, Emma Mendez, and Eileen Weinerman and OSA founding members Michael Daflos, Michael Falzarano, and John Harper as our Labor Heroes of 2016.

Their joint efforts demonstrate that much can be gained for working people through inter-union cooperation.



## ORGANIZATION OF STAFF ANALYSTS

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2011 OSA's Michael Collins, Marvin Lutenberg, Hank and Libby Mandel

