



WORKERS, ACTING TOGETHER IN SOLIDARITY, HAVE MADE IMPORTANT GAINS THROUGH OUR UNIONS

- Overtime Pay
- Holiday Pay
- Regular Wage Increases
- Weekends
- 40-Hour Work Week
- 8-Hour Work Day
- Breaks, Including Lunch
- Paid Vacations
- Sick Leave
- Pensions
- Employer Provided Health Insurance
- Employer Provided Dental & Vision
- Sexual Harassment Laws
- The Americans With Disabilities Act
- Workplace Safety Standards
- Collective Bargaining Rights
- Family Medical Leave Act (FMLA)
- Social Security
- Minimum Wage
- Occupational Safety & Health Act
- Worker's Compensation
- Child Labor Laws
- Unemployment Insurance
- Wrongful Termination Laws
- Laws Barring Age Discrimination in Employment
- Whistleblower Protection Laws
- Pregnancy and Parental Leave
- Public Education for Children
- Equal Pay Laws requiring men and women be paid equally for the same amount of work
- Laws Ending U.S. Sweatshops

WHY SIGN AN OSA MEMBERSHIP CARD?

City workers in titles OSA now represents fought for years to obtain the benefits of a union. In the three decades since 1985, when OSA gained the right to represent 38 Board of Education workers, by sticking together in solidarity, we have grown to represent nearly 5,000 previously unrepresented employees in 50 City agencies, the Transit Authority, the Housing Authority and NYC Health + Hospitals. Our dues are very modest and our governance is democratic.

WHAT HAVE OSA MEMBERS ACHIEVED BY WORKING TOGETHER IN UNION

- Regular contractual raises
- Regular (and increasing) longevity payments
- Due process rights on the job
- Enforcing proper civil service procedure
- Successfully blocking member layoffs
- A compressed time pilot that permits some members to work a four day week (we hope to expand that soon)
- In 2007, the only small union to gain an extra 1% raise
- Forced the City to honor a 2-year probationary period for Staff Analyst Trainee rather than an illegal 3-year period
- Part of a successful effort to end basic 3% Tier 4 pension contributions after 10 years
- Large increases in salary for many members through successful out-of title grievances

Haven't signed an OSA membership card, yet? Do it today. If you aren't a member, you have no say in how the union negotiates your wages and benefits, the demands it makes at contract time, or whether or not to accept the terms and conditions negotiated. You have no say in who represents you in negotiations and you also have no say in electing officers. **By joining the union, you gain full democratic rights in how you are represented.** You also send a message to the City that you believe in a strong union movement in negotiations with your employer.



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Become an OSA member by signing a membership card. Go to the union website at www.osaunion.org and click on the button on the front page, then follow the directions.