

PATH TO THE FINISH LINE

1976



Administrative Managers Fight to Join the Union

During the fiscal crisis, NYC restructured its personnel management system and introduced broad banding and consolidation of our titles to reduce the number of exams Local 1180 members needed to take before becoming managers. The new title, Principle Administrative Associate, could now take the test for Administrative Manager. The City also created the new managerial pay plan. Local 1180 went to court to challenge the changes, but despite efforts by some Administrative Managers, lost the fight to be in a union. The Office of Collective Bargaining ruled that while some do not perform managerial functions and only implement policy, the Board would adhere to its policy of not breaking up a title. Therefore, Administrative Managers were ineligible for collective bargaining and union representation.

The Union supported court action opposing the use of broad banding and consolidation of civil service titles that gave discretion to agency operational and personnel officers. The Koch Administration's response was that the changes would give many more women of color access to the Administrative Manager title.

The reclassification also allowed the City to place the new PAA title, with the large minority female cohort, in its federal EEO report as administrators were leaving the impression that the Koch Administration was a good employer for women and minorities. We knew that was far from the truth.

1978



1980s



The Koch Administration moved slowly to offer exam for promotion to Administrative Manager title. The Union demanded that the City offer an exam or we would file court action, which we did.

1984

Union won court decision requiring the Koch Administration to hold promotional exams. The Union's leaders put together a comprehensive exam preparation program that proved to be very successful.



Largest group of women of color passed the exam and were certified as eligible to hold the Administrative Manager title.

1985

Union went to court to force the Koch Administration to remove those not certified as eligible to hold the Administrative Manager title, predominantly white males, and replaced them with those certified as eligible to hold the Administrative Manager title, predominately women of color.

1986

1988

The Koch Administration reclassified Administrative Manager positions predominately held by males and whites using a loophole that reclassified dozens of Administrative Manager positions to other titles, thus denying minorities and women who were qualified based on the civil service law from these jobs.



Dinkins Administration respects civil service rules and promoted the largest number of women of color in the City's history to managerial positions.

1989

1993



Rudy Giuliani defeats David Dinkins in NYC Mayoral race. During his eight years in office, Administrative Managers saw their wages frozen and pathways for movement up the managerial ranks obstructed. Many eligible to take the civil service test didn't bother because being in the Union meant better benefits and regular wage increases that managerial employees were not guaranteed.

1994

Union filed to represent Administrative Manager title after former members documented that they only implement policy, not make it.

2009

After interviewing nearly 400 Administrative Managers, Labor Board finds they were eligible for collective bargaining and certified Local 1180 as the bargaining unit.

2012

The Union raised the issue of gender and race discrimination and demanded a substantial wage increase since the minimum salary had been depressed for decades and was at the time of certification about \$53,000. The Bloomberg administration retaliated by filing charges of bad faith bargaining for raising the discrimination issue and the Union's commitment to pursue the matter in whatever forum was available under the law. The Union filed counter charges stating that the City's charges were only a delay tactic. The Union was upheld and the Labor Board found the Bloomberg administration engaged in bad faith bargaining. Again, the City resisted and Local 1180 forced them to arbitration, winning a minimum salary of nearly \$64,000 that took effect in 2016.



2013

The Union on behalf of its Administrative Managers filed an EEOC complaint in December 2013, alleging that New York City was discriminating against Administrative Managers based upon sex, gender, and race in violation of Title VII of the Civil Rights Act of 1964 and the Equal Pay Act of 1963.



On November 19, 2014, Local 1180 was forced to file another complaint based on the City's failure to properly maintain records necessary to investigate and prevent unlawful employment practices in compliance with federal law.

2014

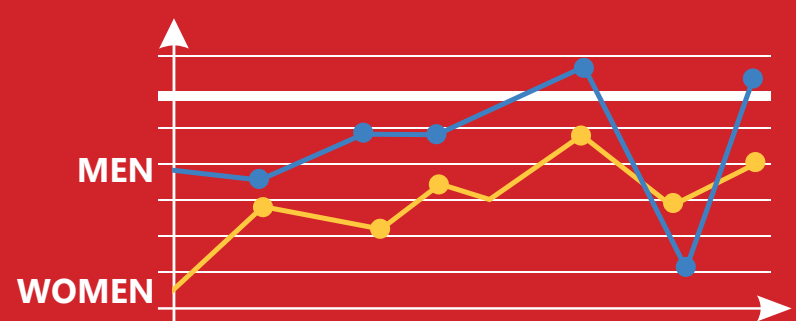
2015

EEOC ISSUES FINDINGS

The Commission's findings stated that "structural and historic problems" have resulted in the pay of minorities and women being suppressed, and that the "rate of pay [for women and minorities] is much less than their white male counterparts" in similarly situated jobs and titles." The Union filed a lawsuit against the City for refusing to turn over public data regarding race and gender to identify and remedy disparate pay practices.

2016

The City was unwilling to conciliate and the EEOC referred the case to U.S. Department of Justice Civil Rights Division. NYC Public Advocate Letitia James issued a policy report titled "Advancing Pay Equity in New York City," an analysis of the gender wage gap in New York City's workforce. She cited the work of Local 1180 in advocating for closing the gender gap through its powerful advocacy on behalf of members. The Union won its lawsuit against the City and the Court ordered the City to turn over pay data related to race, gender, and salary.



2018

Parties worked to negotiate terms of the class action settlement, while the City engaged in many delay tactics. For example, the Law Department, on behalf of the City, brought a motion to dismiss against some of the Administrative Managers, claiming the City was not responsible for any discriminatory pay practices against them. The City lost its motion and parties continued to negotiate a settlement that included both compensation for members and equitable changes to prevent discrimination for other City workers.



2017

The City and the Union entered into a Memorandum of Agreement that provided a path toward resolving pay disparity for Administrative Managers. A federal Magistrate Judge is assigned to help parties facilitate a settlement for the class action lawsuit.



2019

FINALLY

The parties in CWA Local 1180's class action lawsuit sign a stipulation of settlement agreeing to terms of the class settlement. The City Council passes a law that requires pay data be turned over to prevent discriminatory pay practices, inspired by the members of CWA Local 1180 and their journey to justice.

