
ALAA/1199 UPDATE

JANUARY 12, 1995

**ASSOCIATION OF LEGAL AID ATTORNEYS/LEGAL AID CHAPTER OF 1199
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**FAX OPERATOR: PLEASE DELIVER IMMEDIATELY/UNION REPS: PLEASE GIVE TO ALAA & 1199 MEMBERS
FACING JANUARY 25 CITY CONTRACT EXPIRATION, ALAA BARGAINING ACCELERATES**

Faced with the need to agree on revised collective bargaining agreements by January 25, when Legal Aid's City current criminal contracts expire, ALAA contract negotiations have resumed with intensity. Yesterday, ALAA proposed the following:

FISCAL YEAR 95. The Union would round out its \$2.6 million contribution to FY95 budget cuts with additional cost savings, none of which would further impact Staff Attorney compensation (e.g. salary, pension, health, etc.) beyond those previously offered.

The previous offer had included: 1) a 5-day furlough in CDD/CAB; 2) rescision of the 2% bonus in CDD/CAB; and 3) a 5-day reduction in the number of comp days which CDD attorneys could cash in during this year or upon leaving the Society (these 5 comp days could still be taken as days off and carried forward from year-to-year for that purpose).

As previously stated, Union contributions listed above are conditioned on a job guarantee for all attorneys through the end of the first contract year (September 30, 1995) and on the principle that any furlough must apply equally to Management personnel.

NON-CRIMINAL DIVISION CONTRIBUTIONS. At this time, furloughs and Bonus rescision would not apply to divisions other than CDD and CAB, since 1) the funds saved could not be used to address the City's criminal contract budget cuts, and 2) the other divisions are soon likely to face budget cuts from the City and/or other funding sources which may well require comparable contributions there.

SUPERVISOR SALARIES. In order to equitably share in financial sacrifice, and to narrow the gap between supervisors and Staff Attorneys, line supervisors would earn no more than \$6,500 more than Step 13 attorneys.

OPEN BOOKS. Full annual joint examination by ALAA and 1199 of LAS finances, financed by the Society at the cap of \$30,000/yr.

CONTRACT LENGTH. The collective bargaining agreement term would be lengthened from its current 2 years to a term of approximately 38 months ending in late November 1997.

SECOND YEAR BONUS. The 2% second year bonus would be rescinded (under the October settlement, an arbitrator would be able to offset this bonus against health premium costs to the Society).

COMPARABILITY ARBITRATIONS. Salary increases in the second and third contract years would be subject to arbitration on the basis of a broader definition of comparability that takes into account ADA bonuses and that looks behind illusory ADA job titles, particularly above the tenth year (the current comparability formula ends after the first ten years).

HEALTH BENEFITS. A joint Union/Management administration of health benefits, which existed until the 1992 contract, would be reestablished, and ways sought to reduce health costs without impacting benefits.

OUTSIDE PRACTICE. To help compensate for lost income, attorneys would be permitted to conduct outside practice which did not 1) take place during work hours; 2) involve litigation; or 3) present a legal conflict with Legal Aid cases.

NEXT MEETING. Negotiations will resume on Tuesday.

SUPPORT STAFF NEGOTIATIONS

1199 support staff contract negotiations were held today and are scheduled to continue next week. Under discussion are salary and training issues. Details to follow.

ATTORNEY BUYOUTS IN NON-CRIMINAL DIVISIONS

Yesterday, ALAA requested that the list of buyout applicants be reopened for attorneys outside of CDD and CAB, some of whom were uncertain about their eligibility for buyouts under the original offer.

THURS. ALAA EC MTG. CANCELLED TENTATIVELY RESCHEDULED FOR WEDS., JANUARY 18