



NEW YORK STATE SUPREME COURT OFFICERS ASSOCIATION

299 Broadway • New York, N.Y. 10007



I.L.A. - A.F.L. - C.I.O.

This past week has once again confirmed the dubious behavior that our employer has become accustomed to engaging in with regard to our union rights. Specifically, those rights concerning terms and conditions of employment as well as mutual aid and protection of you, the union members. I know these terms are foreign to OCA, but rest assured, those terms are a parlance that I swore to uphold when I was elected to represent you. This is evidenced by the union's notification that we did not recommend our members complete the OCA Job Survey.

This letter is a follow-up to enlighten you as to why the union took that stance. By virtue of background, I was informed by management at my first and only face to face meeting in July 2013, that the agency was formulating a job survey to collect data in an effort to construct a fair civil service entrance exam. I was not informed as to the context, the questions nor the format which would constitute the survey. I fully expected to have a continued dialogue with OCA in an effort to assist in the formulation of the survey, so that all of us could be confident that the questions were drafted to illicit answers regarding only work conditions and not data on manpower placement, minimum staffing levels or any other information that could be utilized against our members in future collective bargaining negotiations. Pursuant to that meeting, I had received two emails updating me on the status of the survey, but I was never offered an opportunity to review the questions until the Friday before the survey was sent to our members. Call it what you like, but I call it standard operating procedure from an agency that has clearly been devoid of understanding of its responsibility to a mutuality of respect between labor and management. Furthermore, our union specifically requested confirmation that no information derived from the survey would be used in future labor negotiations and OCA refused to assure us of that. Rather, they decided to do an end run around the union and directly deal with our members by writing a smear letter which alludes to the survey's purpose. Meanwhile, this union still waits for formal assurance that the information they seek to obtain from you will not be used for strategic analysis in formulating work rules changes or demands at the negotiating table.

Make no mistake, the mere fact that the survey directly asks where you are assigned is just the start of the problems with this survey, and until we receive proper notification from someone at OCA who understands the meaning of labor relations, I will continue to recommend that our members do not voluntarily fill out the survey as it is currently constituted.

Finally, you can rest assured that our members' best interest are the cornerstone by which this union shall conduct its business. If OCA's actions are not good for you, it is not good for us! We stand as one. Stay informed.

Fraternally,

A handwritten signature in black ink, appearing to read "Patrick Cullen", with a long horizontal flourish extending to the right.

Patrick Cullen