

# Labor Relations – Glossary of Terms

Compiled by PHILLIP W. WEISS

**Collective Bargaining** – is a process in which the representatives of employees meet with an employer, or the representatives of the employer, to negotiate a contract.

In New York City, the Office of Labor Relations represents the Mayor in the conduct of all labor relations between the City of New York and labor organizations representing employees of the city.

**Contract** – is an agreement reached through collective bargaining that establishes wages, hours, and terms and conditions of employment.

Social workers, senior social workers and supervisor social workers employed in HHC are covered by two contracts: a “city-wide” contract which covers all members represented by District Council 37, and a “unit-bargaining” contract which covers those titles specifically represented by Local 371.

**Bargaining Unit** – is a labor organization that represents a certain group of employees.

Social workers, senior social workers and supervisor social workers employed in the Health and Hospitals Corporation (HHC) are represented by two bargaining units: District Council 37 and Social Service Employees Union Local 371.

**Social Services Employees Union Local 371** – is a local labor organization that represents New York City workers employed in the social services titles.

Although not members of Local 371, HHC social workers, senior social workers, and supervisor social workers are part of the Local 371 social services bargaining unit, which represents approximately 166 titles.

**Health Services Employees Union Local 768** – is a local labor organization that represents New York City workers employed in approximately 100 health services titles, including HHC employees in the social worker, senior social worker, and supervisor social worker titles.

**District Council 37** – is a federation of 56 affiliated local unions that represents approximately 124,000 city workers employed in approximately 1,360 titles citywide.

SOURCES: Michael D. Yates, *Why Unions Matter* (Monthly Review Press, New York), 1998, pages 30 –31. AFSCME, *Judicial Panel*, 2000, page 150. *Office of Labor Relations’ Mission*, <http://www.ci.nyc.ny.us/html/olr/html/olr/mission.html>.

