

**Communications  
Workers of America**  
AFL-CIO, DISTRICT 1  
**Local 1182**

55 West 39th Street, Suite # 11S  
New York, NY 10018  
Tel: 718-268-6353/54  
Fax: 718-793-9481  
www.cwalocal1182.org

**Syed Rahim**  
President



**Alexander Sadik**  
Vice President

November 7, 2023

**Syed Islam**  
Secretary/ Treasurer

Renee Campion  
Commissioner  
New York City Office of Labor Relations  
22 Cortlandt Street  
New York, New York 10007

Re: Step 3 Grievance

Dear Ms. Campion:

On behalf of Local 1182, Communications Workers of America ("Local 1182"), which represents Traffic Enforcement Agents in the New York City Police Department ("NYPD") and in accordance with Article Six of the Traffic Enforcement Agent contract and Article 15 of the Citywide Agreement, Local 1182 hereby files a step three grievance against the NYPD for a violation, misinterpretation or misapplication of the rules or regulations, written policy or orders of the Employer applicable to the agency which employs the grievant, affecting terms and conditions of employment and which affects a large number of employees.

Traffic Enforcement Agents ("TEA") Levels 1 and 2 have been promoted to other positions in the City of New York outside those TEA positions. Those persons have been subject to probationary periods in the positions to which they have been promoted. Under Personnel Services Bulletin ("PSB") 200-10 those persons who have been promoted have a right to return to their prior position in the NYPD if they do not pass their probationary periods in their new positions. However, as recently as late October 2023 the NYPD has refused to recognize this right of its employees to such reinstatement to their former position.

PSB 200-10 states in relevant part that "employees serving permanently...in a competitive, non-competitive, or labor class title who are covered by the Citywide Agreement and who work in an agency covered by the Personnel Rules and Regulations of the City of New York... ("PRR") ...who are appointed to another position in the competitive, non-competitive, or labor class that requires serving a new probationary period and in an agency covered by the PRR, shall have the right to return to their former title and agency if they do not satisfactorily complete the new probationary period."



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Despite the clear language of this PSB, the NYPD has refused to follow this clear directive. The NYPD's actions are therefore a violation of PSB 200-10, and the rules and regulations and written orders promulgated pursuant thereto as well as the Citywide Agreement and other written policies of the employer applicable to the NYPD.

Very truly yours,

A handwritten signature in black ink, appearing to read 'Syed Rahim', written over a horizontal line.

Syed Rahim  
President, Local 1182