

UCATS Momentum

Union of Clerical, Administrative & Technical Staff at NYU, Local 3882, NYSUT, AFT, AFL-CIO

Volume 36 2015 Issue 4

Support our members in Bobst Library

SIGN this petition!

**NYU - Bargain with your
Employees, Restore Library
Staffing Levels**

Petition by Union of Clerical, Administrative & Technical Staff
To be delivered to Carol Mandel, Dean, Bobst Library

We stand in solidarity with Bobst Library workers and call upon New York University to enter into good faith bargaining with their union over the effects of the changes that it imposed on the Library ADRSS staff, as they have been directed to do so by the NLRB.

-pages 6-7

**UCATS NEW
ORGANIZER**

PAGE 4

SEXTON STATS

PAGE 5

**UNION ADVANTAGE
FOR WOMEN**

PAGE 8

**WORKPLACE
BULLYING**

PAGE 11

Health insurance on the rocks

■ *Stephen Rechner, Law School*

“A university should be a place of light, of liberty, and of learning.”

—Benjamin Disraeli

We read the headlines every day about the American middle class being crushed by student loan debt, credit card debt, health care costs, health insurance costs, housing costs, and then we turn the page to read a cheery statement from a government official that there is no inflation. Our society becomes more Orwellian every day.

NYU faculty and administrators got a strong dose of Orwellian inflation during NYU’s open enrollment for benefits this year when they learned that their health insurance choices had been whittled down to 3, there is no longer an HMO option for them, and monthly premiums, copays and deductibles all increased. Out of pocket annual maximums are as high as \$15,000.

NYU exploits Cadillac tax

Can you afford to pay \$15,000 out-of-pocket in a year? How about every year? Sadly, this is the current state of health insurance in America. What makes it so Orwellian is that in fiscal year 2013 (the most recent publicly available NYU tax filing), NYU had an operating surplus (a.k.a. as PROFIT) of \$420,000,000 MILLION. When we were bargaining our last contract in 2011, NYU ‘only’ had a profit of \$114,000,000 and they were able to provide better health insurance at lower cost to all of their employees.

My friends on the Administrative Management Council (AMC), have



Rechner at October 1, PSC rally, story page 10.

told me that NYU’s rationale for gutting their health benefits this year is that under the Affordable Care Act (ACA, a.k.a. as Obamacare), all of the health plans offered by NYU are considered Cadillac plans, which, as things stand now, will be partially taxed beginning in 2018, if the cost of the plan exceeds benchmarks set by the ACA. The tax is 40% on the amount that exceeds the benchmarks.

But NYU is self-insured, which means they pay the cost of the health care that employees actually use and only pay the health insurance provider a fee to administer the plan and process claims. This saves NYU buckets of money that would otherwise be profit for the health insurance company. Furthermore, NYU can tell the AMC anything they want about the cost of health insurance; the AMC has no proof that NYU’s plans are Cadillac plans under the ACA nor do they have any information on what the plans actually cost NYU. NYU has a record of being shameless liars about any numbers that don’t support the narrative they are putting forth to extract a concession from an adversary.

There are many forces in the U.S. Congress working to amend the ACA to eliminate the Cadillac tax, but, NYU’s strategy is to gut employee health insurance now, in anticipation of a tax that may never be implemented, and if the tax is repealed, NYU will pocket the savings.

Make no mistake that what NYU has done to faculty/administrators, they will want to do the same to your health insurance options when our contract expires in 2017. At the bargaining table in 2011, we made the argument that health insurance you can’t afford to use is like a car (Cadillac?) with no gas—you can get in it, but it won’t get you anywhere. This is now the reality of health insurance for NYU faculty/administrators, and what it has become for most Americans.

It’s actually more like extortion in that the health insurance compa-
(Continued on page 4)

UCATS Momentum

636 Broadway, Room 1219
New York, NY 10012

Momentum is published quarterly by and for the members of the Union of Clerical, Administrative, & Technical Staff (UCATS), at NYU, Local 3882, New York State United Teachers, AFT, AFL-CIO.

Local 3882 Office: (646)602-1485
E-mail address: info@ucats3882.org
www.ucats3882.org

President	Stephen Rechner
Vice Presidents	Diana Corzen Christopher Crowe Shermaine Griffin
Treasurer	Rob Lesko
Secretary	
Organizers	Leo Sanchez, Linda Wambaugh
Newsletter	Denise Shavers



Monthly Premiums for Faculty/Administrators in 2016

Plan	Coverage Category	Tier 1 Base Salary under \$50,000	Tier 2 Base Salary \$50,000-\$74,999	Tier 3 Base Salary \$75,000-\$124,999	Tier 4 Salary \$125,000+
UnitedHealthcare HDHP with HSA Plan	•Employee	\$25	\$47	\$72	\$91
	•Employee +Spouse/Domestic partner	\$111	\$151	\$202	\$262
	•Employee +Child(ren)	\$101	\$136	\$182	\$238
	•Employee +spouse/Domestic partner + Child(ren)	\$158	\$216	\$287	\$374
UnitedHealthcare Choice Plus Value Plan	•Employee	\$14	\$54	\$94	\$127
	•Employee +Spouse/Domestic partner	\$128	\$194	\$277	\$380
	•Employee +Child(ren)	\$114	\$177	\$253	\$343
	•Employee +spouse/Domestic partner + Child(ren)	\$182	\$277	\$399	\$543
UnitedHealthcare Choice Plus Advantage Plan	•Employee	\$44	\$86	\$128	\$160
	•Employee +Spouse/Domestic partner	\$197	\$267	\$357	\$465
	•Employee +Child(ren)	\$179	\$242	\$325	\$421
	•Employee +spouse/Domestic partner + Child(ren)	\$280	\$383	\$510	\$663

Copays, deductibles and out-of-pocket maximums for faculty/administrators in 2016

	UHC Choice Plus Value Plan		UHC Choice Plus Advantage Plan		UHC HDHP w/HSA Plan	
	In-network	Out-of-network	In-network	Out-of-network	In-network	Out-of-network*
Deductible (The amount you pay for services before the plan begins paying benefits.)	<ul style="list-style-type: none"> Individual: \$500 Family: \$1,000 	<ul style="list-style-type: none"> Individual: \$2,600 Family: \$5,200 	<ul style="list-style-type: none"> Individual: \$400 Family: \$800 	<ul style="list-style-type: none"> Individual: \$2,600 Family: \$5,200 	<ul style="list-style-type: none"> Individual: \$1,600 Family: \$3,200 	<ul style="list-style-type: none"> Individual: \$1,600 Family: \$3,200
Primary Care Doctor's Office Visit (Other than routine physical.)	\$30 copay	50% after deductible	\$30 copay	40% after deductible	10% after annual deductible is met**	30% after annual deductible is met**
Specialist Office Visit	\$40 copay	50% after deductible	\$40 copay	40% after deductible	10% after annual deductible is met**	30% after annual deductible is met**
Coinsurance (Your portion after you meet the deductible Coinsurance does not apply to services with copays.)	20%	50%	10%	40%	10%	30%
Out-of-Pocket Maximum (The most you pay each calendar year for covered services includes deductible.)	<ul style="list-style-type: none"> Individual \$3,500 Family \$6,000 	<ul style="list-style-type: none"> Individual \$8,000 Family \$15,000 	<ul style="list-style-type: none"> Individual \$2,000 Family \$5,000 	<ul style="list-style-type: none"> Individual \$8,000 Family \$15,000 	<ul style="list-style-type: none"> Individual \$3,000 Family \$6,000 	<ul style="list-style-type: none"> Individual \$5,000 Family \$10,000
Emergency Room	\$75 copay	\$75 copay	\$75 copay	\$75 copay	10% after deductible	10% after deductible

UCATS welcomes new organizer – Leo Sanchez

■ *Christopher Crowe, Bobst Library*

In August our union welcomed Leo Sanchez into the UCATS fold when he became our newest professional organizer. He replaces former organizer Corey Edmonds who relocated to the West Coast for personal reasons after only about ten months with us. Luckily for us, though, Leo had been a very strong candidate in the search that had produced Corey, he was still interested in the job, and he was, if anything, even stronger the second time around. It was our good fortune to get him.

Leo comes to us with a rich and varied history, both in life and in union work. He was born in Havana, Cuba, and raised here in New York. Both his parents were longtime union members so “I learned first-hand the importance of a union and all that it represents.” After graduating high school he got a job as a pension clerk with the Iron Workers Union, which allowed him to work his way through college.

A wealth of experience

At City College of New York he earned a B.A. *cum laude* in Liberal Studies, and he also learned plenty from the Iron Workers. “Working in the benefits department taught me

the importance of a pension at a very early age.”

He began his career in 1986 as an administrative assistant with Actors Equity Association, monitoring all theatrical contracts on the East Coast. After two years he moved on to the Screen Actors Guild (SAG), “where I represented performers who work in the medium of film.” Movie magic is not actually magic at all—it’s a lot of hard work. Even the glamorous actors and actresses we see up on the big screen frequently have to endure long hours, often in trying, even dangerous, environments, and sometimes in the employ of unscrupulous producers. Their only real protections are the contracts that SAG has negotiated over the years. SAG is famous for zealously enforcing its contracts and that was Leo’s job—in various positions of increasing responsibility—for eighteen years. The staff at SAG are themselves unionized and for many years Leo was a shop steward for the Teamsters Clerical and Administrative Union. In that role he helped negotiate contracts for himself and his fellow workers.

Eventually he decided to move on and after a few years working for Thirteen/WNET in New York, and managing a family owned business



Leo Sanchez

in Ohio. He went on to work for the Service Employees International Union (SEIU), Local 32BJ, where he oversaw the grievance and arbitration process. He also worked to build community support during SEIU strikes. It was at this job that he first came into professional contact with NYU. “I represented commercial cleaners, maintenance workers, doormen, security officers and building engineers. Many of whom work at NYU.”

And now he’s with UCATS, ready to put all his experience to work for us. “I’m thrilled to be working at UCATS. Although I only started in late August, I already know that this union really cares about its members and provides a great level of representation while involving the members in the process. I’m looking forward to meeting and serving the membership in all capacities.”

Insurance on the rocks

(Continued from page 2)

nies claim to provide protection for a fee, and they’re very efficient about collecting their fees, but when you need the protection, it’s not there. The New Times reported on this growing disaster in, *Many Say High Deductibles Make Their Health Law Insurance All but Useless*, by Robert

Pear, Nov. 14, 2015.

NYU clearly has plenty of money sloshing around. Unfortunately, under President John Sexton’s ‘leadership’ NYU’s financial priorities have also become Orwellian. As NYU profit has soared, employee compensation has declined. As NYU tuition has increased annually,

our students’ debt load at graduation has ballooned. But the NYU .01% parties on with sweetheart personal loans, free housing and a \$2.5 million dollar bonus for outgoing President Sexton. Let’s hope his replacement, Andrew Hamilton, has better priorities. I’m not holding my breath.

Sexton's Stats – A legacy of personal aggrandizement at the expense of students



- ▶ 1 NYU ranks #1 for students who graduate with the highest total debt load of any university in the country
- ▶ 4 No confidence votes by NYU faculty
- ▶ 8 Year's denying graduate TA's union recognition
- ▶ 16 Years of tuition increases outpacing inflation
- ▶ 39 NYU departments and schools which passed resolutions opposing NYU 2031, the 25-year capital expansion program universally opposed by Greenwich Village residents, Community Board 2, NYU Faculty, Greenwich Village Society for Historic Preservation, New York State Assemblymember Deborah Glick, and UCATS.
- ▶ 6,000 Laborers exploited and abused to build NYU's Abu Dhabi campus (*Workers at N.Y.U.'s Abu Dhabi Site Faced Harsh Conditions*, New York Times, May 18, 2014)
- ▶ \$245,000 Approximate cost of a 4-year degree from NYU
- ▶ \$800,000 Sexton's annual pension when he retires in 2016
- ▶ \$1,000,000 Fire Island home for Sexton paid for by NYU
- ▶ \$1,100,000 Combined severance bonus/mortgage forgiveness to former NYU Executive VP Jacob J. Lew, now serving as US Secretary of the Treasury
- ▶ \$2,500,000 bonus paid to Sexton on January 15, 2015
- ▶ \$7,000,000+ In personal loans/mortgages outstanding from NYU to Sexton and highly placed faculty/administrators – that we know about.
- ▶ \$398,000,000 Net revenue in excess of expenses (a.k.a. PROFIT) reported on NYU 2012 IRS form 990, money which could provide financial aid to indebted students.
- ▶ \$420,000,000 Net revenue in excess of expenses (a.k.a. PROFIT) reported on NYU 2013 IRS form 990*, money that could be used to improve employee compensation and retention.
- ▶ \$6,000,000,000 projected cost of NYU 2031 plan

*NYU's most recent publicly available IRS form 990.

Support our members in Bobst Library – sign this petition!

NYU – Bargain with your Employees—Restore Library Staffing Levels.

PETITION BY:

Union of Clerical, Administrative & Technical Staff

TO BE DELIVERED TO:

Carol Mandel, Dean, Bobst Library

We stand in solidarity with Bobst Library workers and call upon New York

University to enter into good faith bargaining with their union over the effects of the changes that it imposed on the Library ADRSS staff, as they have been directed to do so by the NLRB.

Petition background

New York University's Bobst Library's Access, Delivery & Resource Sharing Services Department (ADRSS) comprises six separate units and provides a wide variety of services to library patrons, which requires an equal diversity of skills from library staff.

In November 2013, NYU unilaterally changed the titles and job descriptions of the ADRSS staff members, effectively merging the six units into one, and thereby changed the terms and conditions of their employment, without regard to the work they were originally hired to perform or their ability to perform



Bobst Library

the additional duties. The Union of Clerical, Administrative & Technical Staff at NYU (UCATS), which represents these workers, as well as 1400 workers across NYU, immediately demanded bargaining over the effects of these changes. The staff members themselves have twice petitioned library management directly to bargain with UCATS. NYU has consistently and repeatedly refused to enter into good faith bargaining, even after it was ordered to do so by an administrative judge, following a trial before the National Labor Relations Board, which was adjudicated in April 2015.

This case is vitally important not just to the thirty members of the Bobst ADRSS Department but to workers throughout the University who could see their jobs unilaterally transformed without an opportunity to bargain the effects of changes to their conditions of employment.

To sign this petition, go to ucats3882.org and click on the "Petition to Demand Bargaining" link under BULLETIN BOARD

Help spread the word –

Post a link to the petition on your Facebook page so your family and friends can sign.

Bobst members take action

■ *Jasmin Smith, Bobst Library*

Unfortunately, even after we had a major legal victory before the NLRB concerning NYU's refusal to bargain over the effects of changes they made to the jobs of 30 UCATS members in Bobst Library, management has decided to appeal the NLRB's decision and has continued in its efforts to get more work out of fewer people for the same pay.

Some of the steps that we have taken so far to build solidarity among the affected staff and increase awareness about our issue have been to wear bright red UCATS buttons on Thursdays which read "NYU Respect Our Rights", we posted an online petition outlining the details of the legal battle and our current demands, and we are meeting with other workers' rights groups on campus to get their support.



UCATS Steward Jasmin Smith with VP Christopher Crowe

What is happening in Bobst is a sign of what may be coming to an office near you, if it has not already begun happening. We also have plenty of red buttons in the Union

office for other UCATS members and allies to wear to show solidarity. Visit the Bulletin Board at ucats3882.org to sign the petition and learn more.

SUPPORT WORKERS' RIGHTS AT NYU **SUPPORT UNION RIGHTS AT NYU**

- NYU unilaterally changed the job titles of nearly 30 workers at Bobst Library represented by UCATS Local 3882.
- NYU unilaterally made major changes to the job duties of these workers. In some cases, the skills required are not the same as the requirements of the jobs people were hired to do.
- NYU unilaterally increased the workload for these workers without any additional compensation.
- NYU refused to bargain with UCATS Local 3882 over the effects of these changes when UCATS made multiple requests to bargain.
- NYU refused to obey a National Labor Relation's Board (NLRB) Order to bargain with UCATS Local 3882.
- NYU is saying that they do not have to bargain with the Union over the effects of these changes.

The union advantage for women

■ *Mary Catherine Ricker*
Executive Vice President,
American Federation of
Teachers

Ninety-five years ago today, women won the right to vote when the 19th Amendment was certified as law. It was a hard-fought victory, one that came with a price and a promise—a promise that women and men could equally participate in our democracy.

Fast forward to today and we know that is a promise unfulfilled. Not only are voting rights still being attacked, but women still make only 77 cents for every dollar a man earns. And for women of color, the promise is further out of reach. Black, Latina and Native American women make even less on the dollar.

But there are places where that pay gap narrows: in our union workplaces. Women who are covered by a union contract earn more across all races and all job categories—89 cents on the dollar.

Union = higher pay

Unions reduce the pay gap, plain and simple. That's according to a report published today by the Institute for Women's Policy Research.

A union contract makes an even bigger difference for women of color, accord-



Mary Catherine Ricker

ing to the report. While there's a 31 percent union advantage for all women—that is, women covered by a union contract earn 31 percent more than their nonunion peers—there is a 34 percent union advantage for African-American women and a 42 percent advantage for Latinas.

This difference matters. As longtime labor union leader Arlene Holt Baker has said, “These are collective issues of social and economic justice for all. When we include everybody, we’re going to be a much more powerful movement.”

When we intentionally organize as a multiracial labor movement, we strike directly at pernicious and enduring discrimination

that keeps women of color from earning the same as men and white women.

The union advantage for women isn't a happy accident. Just like women's right to vote, it is a hard-fought victory—one we're fighting to maintain and build on still today.

Changing the rules

Throughout our history, the labor movement has led the fights for many of the basic workplace protections we enjoy today, such as the minimum wage, the 40-hour workweek, overtime pay, and adequate workplace health and safety. We've also fought to advance policies that are especially important to women, such as paid sick leave and paid

Just like women's right to vote, it is a hard-fought victory—one we're fighting to maintain and build on still today.

family leave policies at the state and local levels.

Unions help close wage gaps related to sex and race in part by minimizing pay secrecy—a phenomenon that makes it difficult for workers to find out if they are paid fairly and that undermines attempts to reduce the gender wage gap. We continue to fight for professional recognition of work that is deemed less professional because the workers are overwhelmingly female. And, of course, the labor movement and the civil rights movement have worked hand in hand to ensure that people of color—men and women alike—are afforded equal opportunity at work and in our communities.

Of course, today, some are trying to take away the progress we've made. Big corporations and the
(Continued on page 9)

Advantage for women

(Continued from page 8)
wealthy few have rigged the rules in their favor. They see that people coming together in unions has been the only way we ensure an honest day's work gets you a fair day's pay—especially for women. And so they're trying to stop working people from coming together. They name call, threaten us with lawsuits and punches, malign our work and distort our working conditions. And, of course, these are the same people attacking women's reproductive health and the #BlackLivesMatter movement and comprehensive immigration reform.

If we're serious about closing the pay gap and rewriting the rules in favor of hardworking Americans—especially our sisters who have been most marginalized—then we need to get serious about supporting unions and helping more women become union members. Ten years ago, I got off the sidelines and began leading my union, inspired by the words of Dolores Huerta, co-founder of the United Farm Workers union, to “Walk the street with us into history. Get off the sidewalk.” Let's fill the streets with a gorgeous, multiracial women's labor movement that fulfills a promise for which our earliest sisters fought.



On average, a woman represented by a labor union earns \$212 more per week than a woman in a nonunion job.

WHAT COULD YOU BUY FOR \$212 A WEEK?



Enough groceries to feed a family of four

The national average cost for a week of groceries is \$202.



A Union of Professionals

For more information read the Union Advantage Report.
www.aft.to/unionadvantage

PSC turns up heat for new contract



The PSC represents over 25,000 tenured faculty, adjunct faculty and professional staff at CUNY.

PSC President Barbara Bowen speaks to demonstrators at October 1 rally.

■ *Stephen Rechner, Law School*

Members of the Professional Staff Congress (PSC) demonstrated in front of the City University of New York Chancellor's residence on 68th Street between 2nd & 3rd Avenues on October 1, from 7:30 a.m. to 9:00 a.m.

Despite the fact that it was the first cold blustery day of autumn over 500 PSC members turned out. They were joined by dozens of members from other unions throughout the city, including UCATS, United College Employees at the Fashion Institute of Technology and several municipal unions.

The PSC represents over 25,000 tenured faculty, adjunct faculty and professional staff at CUNY. They are affiliated with New York State United Teachers, as is UCATS. Since the October 1 rally, Bowen has announced that PSC will conduct a strike authorization vote. Technically, PSC is a public sector union and in New York State that means they are legally forbidden to strike. If they do, the union, and each striking member, may be subject to severe financial penalties and possibly jail.

On November 4, the PSC held a mass rally and sit-in which resulted in the arrest of President Bowen and other members of the PSC leadership team.

The two big bones of contention between PSC and the CUNY Chancellor are that PSC has not had a contract in five years or a raise in six years. Sadly, their predicament is only another example of the devaluation of workers globally, and of students nationally.

While the costs of health care, housing, transportation, living in NYC, and tuition, increase relentlessly, year after year, often at double digit rates, the inflation measures used by local, state and national government are rigged to make it appear that there is no inflation. There seems to be an expectation by the .01% who control the purse strings at major institutions like CUNY (and NYU) that the people who work for them, delivering the education to our students, can somehow live on air.

This should sound familiar to UCATS members. But as the October 1st demonstration proved, the sleeping giant of labor is rousing. Actually, it is the sleeping giant of labor union members who are rousing. For most of the past 30 years the erosion of wages and benefits has been a process of death by a thousand cuts, but in the last 5 years, the gloves have come off, and workers are seeing that the intentions of employers like CUNY and NYU are far more nefarious than anyone could imagine.

Health & Safety update: Workplace bullying

■ *Kate Conroy, Gallatin*

To serve UCATS Health and Safety I am part of the New York State United Teachers (NYSUT) Health and Safety Committee. Our October meeting, held in Albany, covered many important and interesting topics. This article will focus on workplace bullying.

For their public sector members NYSUT is creating a Workplace Bullying Tool kit. UCATS members (we are private sector) have some protections in our anti-harassment policy at NYU, which you can find here: <http://www.nyu.edu/about/policies-guidelines-compliance/policies-and-guidelines/anti-harassment-policy-and-complaint-procedures.html>

Although the NYU policy does not call it bullying, we can find protection in the policy related to harassment and hostile work environment:

“Examples of [harassment] include, but are not limited to:

- Offensive or degrading remarks, verbal abuse, or other hostile behavior such as insulting, teasing, mocking, degrading or ridiculing another person or group;
- Racial slurs, derogatory remarks about a person’s accent, or display of racially offensive symbols;
- Unwelcome or inappropriate physical contact, comments, questions, advances, jokes, epithets or demands;
- Physical assault or stalking;
- Displays or electronic transmission of derogatory, demeaning or hostile materials; and
- Unwillingness to train, evaluate, assist, or work with an employee.”

Among the clearly unacceptable behaviors like physical assault or stalking, there are behaviors (listed above) that are far subtler and often go unchecked. If unchecked they can result in a hostile work environment; defined as “...harassing conduct that has the purpose or effect of unreasonably interfering with an employee’s work performance, or creates an intimidating, hostile or offensive working environment.”

If you are suffering harassing behaviors from a supervisor or co-worker it is your responsibility to ask them to stop. If you need to ask someone to stop a behavior we are here to help and support you:

- We can help you clarify your thoughts and language to help you communicate your request clearly and professionally.



Wendy Horde (c), NYSUT Health & Safety Specialist.

- We can be there with you as support and witness when you ask for the behavior to stop. We can also document the interaction in case you need to make a formal report.

If the person does not stop or the situation escalates your next course of action is to report it. UCATS is here to help you with that too. To familiarize yourself with that process, the steps are covered here:

<http://www.nyu.edu/about/policies-guidelines-compliance/equal-opportunity/harassment-and-discrimination/submitcomplaint.html>

Finally, on the main page for NYU’s Non-Discrimination and Anti-Harassment there are links to the Policy and the Complaint procedures as well as information on Education and Awareness:

<http://www.nyu.edu/about/policies-guidelines-compliance/equal-opportunity/harassment-and-discrimination.html>

Our NYSUT Higher Education sub-committee will be meeting to prioritize issues affecting private sector members. We are looking at indoor environment problems including: facilities and maintenance disruptions, toxic cleaning chemicals, toxic molds, toxic fumes and unhealthy temperatures. Please contact me kate@conroy.com, or the UCATS office at 646-602-1485 to share your health and safety concerns.

Bulletin Board

Childcare Fund Allocated

MEMBERS WHO qualified to receive a union-negotiated childcare subsidy in 2016 will be receiving either \$1,700 for one child or \$2,300 for 2 or more children. This year's fund was \$145,000 plus \$3,973 of unclaimed funds from 2014 making a total of \$148,973 available for allocation. For 2016, 79 UCATS members qualified to receive a subsidy, an increase of 15 members over 2015, which means that even with a larger fund, each recipient is receiving slightly less in 2016 than recipients received in 2015.

Repeal the ACA Cadillac Tax!

AFT PRESIDENT Randi Weingarten is asking members to write their senators now to express your support for the repeal of the 40% excise tax that is expected to be levied again so-called Cadillac plans in 2018. **THIS ISSUE IS VITALLY IMPORTANT TO UCATS MEMBERS.** The looming excise tax is the excuse NYU used to gut the health insurance of admins/faculty this year, and you can bet NYU will use the same excuse at the bargaining table with us in 2017. Please write your senators now and encourage them to repeal the Cadillac tax. The AFT has drafted a letter, which you can edit at this link, through which you will also be able to send your letter to your senators:

https://actionnetwork.org/letters/improve-the-aca-by-repealing-the-cadillac-tax?source=direct_link&.

Legal Assistance for Student Loan Debt Issues

LEGAL SERVICES NYC is offering legal assistance to New York City residents with issues regarding their student loans. If you are struggling with student loan debt, your school failed to deliver promised education or placement services, or you need general legal advice about your loan or school, they may be able to help. Call their Legal Assistance Hotline at 917-661-4500 if you would like to discuss your situation with them. The hotline operates from 10:00 a.m. to 4:00 p.m., Monday through Friday.

Assemblymember Deborah J. Glick Demands List of NYU Real Estate Holdings

Reprinted from Assemblymember Glick's October 28, 2015 Community E-Update:

I RECENTLY wrote a letter to Attorney General Eric Schniederman asking him to release New York University's full IRS Form 990 in an effort to better understand the real estate holdings of NYU. As part of the NYU expansion plan, representatives of the university consistently indicated that a lack of academic space was a driving force behind their massive expansion plans. Additionally, NYU has frequently compared itself to "peer" institutions like Columbia or Yale, although these schools have lower student populations, lower acceptance rates, and a larger amount of space for enrolled students. A full list of NYU's real estate holdings will help to understand if NYU is actually lacking space for students.

Not surprisingly, NYU has continued to raise tuition for students to astronomical levels while continuing to make real estate purchases that drive up local real estate prices and force local tenants and business owners out. These actions alter our neighborhood and contribute to a City-wide problem of inflated real estate cost.

