

UCATS Momentum

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

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Turn protest into action

■ *Stephen Rechner, Law School on Twitter @ucatspres*

Millions of Americans are marching and rallying to protest the actions of the new administration. The size of these events has been breathtaking and uplifting. These are important actions in the face of dangerous times, but at the end of the day, we all go home; and then what?

“Then what” is more important than a big rally. “Then what” is what we do to hold the feet of our Senators and Representatives to the proverbial fire to prevent a rogue POTUS from doing his worst, and we can all do a lot. And we can do a lot with a lot less effort than you might think.

Three simple steps

Here are three easy things you can do to turn protest into meaningful action RIGHT NOW from the comfort of your home, no day trip to D.C. required:

1. As a member of UCATS, you are also a member of New York State United Teachers (NYSUT), the American Federation of Teachers (AFT), the National Education Association (NEA) and the AFL-CIO. All four of these organizations have sophisticated political action platforms in place to make it easy for members to contact your Senators and Representatives about issues important to working Americans and educators. Just go to nysut.org, aft.org, nea.org and alf-cio.org and follow the link to ‘Take Action’ to get started. You will not be directed to a fundraising page after taking actions.



2. Find out who your Senators and Representatives are and go to their websites to contact them directly about how you feel about certain issues. Do you want President Trump to release his tax returns? Send your Senators and Representatives an email. Do you want women to have access to safe, legal, abortions and birth control? Do you want the government to respect and protect the rights of women, minorities, immigrants and LGBTQ people? Do you want officers of the law to be better trained as to when and how to use their firearms? Send your Senators and Representatives an email.

3. Go to www.ucats3882.org and sign up to receive UCATS email. **YOU ARE NOT GETTING A RAISE this year until we renegotiate the Collective Bargaining Agreement (CBA).** Sign up for email so you have the latest information on the status of bargaining and when your leadership team needs help. It takes **LESS THAN 5 MINUTES!**

You have the power

As a member of UCATS you have a union contract that provides

a full-time job, living wages, affordable health insurance, a defined benefit pension plan and 50 pages of rights and benefits that are now officially under attack by the United States Government. On October 31, 2017, the CBA between UCATS and NYU expires. You will not be receiving a raise in 2017 until a new CBA is negotiated.

Yak, yak, yak at the bargaining table isn't going to get you the contract you deserve. The only way you will get the contract you deserve is by supporting your union, your leadership team and our efforts at the bargaining table.

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UCATS Momentum

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Bobst victories

■ *Christopher Crowe, Bobst Library*

Since 2013, UCATS has been engaged in a struggle with NYU on behalf of our members in Bobst Library, which we have reported on extensively in the pages of *Momentum*. Our struggle was blessed by many union victories over the last three years, and is now nearing a conclusion.

The library's Access, Delivery, and Resource Sharing Services Department (ADRSS) is made up of several units—Circulation, Interlibrary Loan, Course Reserve, Stacks, and several others. Historically, staff has only worked in one unit, so a Circulation Assistant would only work in Circulation, a Reserve Assistant would only work in Reserve. This is because the duties and responsibilities of the various departments are quite different one from the other.

What happened

In November of 2013 all that changed. Right before Thanksgiving, management announced a major reorganization. There would be no more Circulation or Reserve or Stacks Assistants, only ADRSS Assistants—a new job title with a new, very generic, job description. Everyone would be required to work in another unit—not of their choosing—for several hours a day, several days a week (amounting to about a day a week). Performance evaluations would now also be based on how well staff performed their primary job *and* on how well they executed their new assignments. Of course, no additional compensation was offered for taking on the additional responsibilities. The staff,



Sat., Jan. 28, Christopher Crowe at JFK airport protesting Trump's executive order to ban Muslim's entry to the U.S.

with union backing, immediately objected.

Why we filed charges

The union demanded—repeatedly—that NYU bargain over the reorganization and cease and desist implementation of it until such bargaining had concluded, but each time NYU chose to ignore us. Left with no other options, UCATS filed charges with the National Labor Relations Board (NLRB) in January 2014. Jasmin Smith, our Bobst shop steward at the time, and a member impacted by the reorganization, and UCATS Organizer Linda Wambaugh gave depositions to the NLRB, detailing what had transpired. An NLRB agent was assigned to investigate our case and in April, 2014, she concluded that, while NYU could make the changes it had made, it was obligated to bargain with us over the effects of the changes. Although NYU could easily have settled by agreeing to bargain over the effects of the reorganization, it refused and so a trial became inevitable.

The trial began in December, 2014, and continued in February, 2015, after a number of postponements requested by NYU. The highlight of the proceedings was Jasmin Smith's testimony on the second day of the trial when she focused on the effects that the reorganization had on her personally and on members of the ADRSS Department generally. She was poised, well spoken, and in complete command of the facts. Even when NYU's lawyer questioned her, and peppered her with occasional (almost certainly intentional) misstatements, she answered him calmly and fully, correcting him as necessary.

From the beginning of the reorganization we had advised our members to document in writing any problems resulting from the reorganization, and those documents formed an important part of the evidence upon which the judge based her decision. Given Smith's strong testimony, and the judge's willingness to admit most of the

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Bobst victories

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documents we sought to have placed in evidence, by the conclusion of the trial we were hopeful of a favorable ruling.

Judge rules against NYU

The decision came down in April, 2015, and the judge ruled in our favor on almost every particular. She found that NYU had violated the National Labor Relations Act (NLRA) and committed an unfair labor practice by refusing to bargain over the effects of the changes it had imposed. She ordered NYU to cease and desist from such refusal and, upon request by UCATS, to bargain with us in good faith. She also ordered NYU to “rescind all adverse consequences that were visited upon employees as a result of its refusal and failure to bargain over the effects of its decision...including the removal of any adverse comments related to such refusal and failure in the job evaluations of affected employees.” She further ordered NYU to put up posters in affected units and send out e-mails to affected employees admitting that it had violated the NLRA and promising to bargain with us and to otherwise amend its ways.

Instead of doing the right thing and bargaining, however, NYU appealed to the full panel of the NLRB in Washington, DC. That process took up most of the rest of 2015, but resulted in yet another win for our members—in early December of that year the NLRB affirmed the judge’s decision from April and denied NYU’s appeal. Once again, though, NYU refused to accept the verdict and appealed again, this time to the U.S. Court of Appeals for the District of Columbia Circuit, which

is generally considered to be second only to the Supreme Court in power and importance. In other words, NYU literally made a federal case out of it.

Almost all of 2016 was taken up with legal wranglings between the NLRB (who “owned” the case, since it had decided to prosecute all the way back in 2014) and NYU. Court dates were set and pushed back numerous times. Mediation was proposed and accepted, only to be cancelled at nearly the last minute.

NYU appealed to the DC Circuit knowing that it is notoriously anti-labor and has long refused to enforce the orders of the NLRB. The reason is because the NLRB and the Court have competing philosophies as to how contracts should be



PHOTO CREDIT: HEATHER OAKLEY

interpreted and when an employer is obligated to engage in effects bargaining after it has unilaterally changed terms of employment. Both UCATS and the NLRB contend that the obligation always arises when an employer makes such a unilateral change unless there is a clear waiver by the union of its right to such bargaining in its contract. The DC Circuit holds that there is no right to effects bargaining unless it is explicitly provided for in a contract.

So our day in court was always going to be a difficult one and matters got even worse for us in October when the Court decided a case called *Heartland-Plymouth v. NLRB* in which it ruled—in often harsh and

insulting terms—that a group of employees at a company in Michigan were not entitled to effects bargaining when their employer unilaterally changed their work hours. The Court even went so far as to order the NLRB to pay the employer hundreds of thousands of dollars in attorneys’ fees. In light of that ruling, and the Court’s attitude towards labor in general as expressed in other opinions, the NLRB concluded that it had no choice but to accept the Court’s refusal to enforce their (the NLRB’s) order.

Obviously, this is disappointing, but it should be kept in mind that while the legal approach is a tool we can sometimes use to protect our members’ rights, the better tool is sustained member engagement. We cannot always count on the law and the courts to vindicate our rights; we have to guard them ourselves.

Even though our cause was just and our case well argued, the institutions of government failed us this time. But we never failed ourselves. This was an important fight for us to wage and we won many victories along the way.

What we won

It was our victory that we won every time a competent and fair authority examined our case and actually made a ruling. We won when the NLRB investigator found in our favor, we won when the NLRB judge found in our favor, and we won when the full panel of the NLRB found in our favor.

It was our victory that we cost NYU a great deal of time, effort, and money to NOT bargain with us. Perhaps NYU will act more rationally in the future.

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Bobst

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It was our victory that we were able to spread the word about NYU's unconscionable behavior far and wide. We conducted innumerable leafleting and petitioning events over the years. When Andrew Hamilton had a reception in the atrium of Bobst Library nearly every attendee had one of our neon green leaflets in their hand. On Student Move-In Days we were out leafleting students and their parents, and talking to them about NYU's actions. We collected almost a thousand signatures on an online petition demanding that NYU bargain with us. We brought our complaint to the 2016 New York State United Teachers (NYSUT) Representative Assembly (RA) where 2000+ delegates unanimously passed our resolution condemning NYU's actions and demanding that they bargain with us. We received statements of support from the Graduate Student Organizing Committee (GSOC), and from other student groups, and from other unions on campus. All of this was a blow to NYU's reputa-

tion, which they guard almost as fiercely as their money.

Members in action

It was our victory that the ADRSS workers were united and galvanized all through the struggle. Twice they petitioned NYU to demand bargaining and conducted ribbon and button campaigns. Jasmin Smith emerged as an effective leader and was honored as the 2016 NYSUT Higher Education Member of the Year for her work. After she left NYU to accept a teaching position at CUNY, her place as a steward was taken by Rob Platt, an affected ADRSS member. Other members have stepped up and become active in our union as a result of the struggle. This year nearly half our delegation to the NYSUT RA will be made up of members from Bobst, most of them ADRSS. In some ways, NYU made our organizing efforts easier than it might otherwise have been.

It was our victory that the reorganization was never fully implemented. When it was first announced in 2013 it was going

to be quite radical and disruptive. But slowly, predictably, the scheme largely fell apart, both because of its own weight and because of the pushback exerted by UCATS members. While some staff are doing different work than they were in 2013, the changes have generally been less radical than they were originally intended to be.

It was our victory that not one staff member lost their job because of an inability to perform their added duties. One of our main concerns when the reorganization was announced was that it would become a kind of backdoor layoff.

In all ways except for the way it ended, this entire fight was extraordinarily successful. NYU might have hoped that it was weakening us—it was certainly trying to take away our members' rights—but they clearly didn't count on our members standing together to protect their rights and demand that their voices be heard. Thanks to the fighting spirit of our members, our union has emerged from this battle stronger than ever.

Turn protest into action

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Millions of Americans voted for Donald Trump because they were angry about jobs, living wages, affordable health insurance, and retirement security. UCATS members have a measure of all of these things in the CBA, so we don't have to get them, but we do have to DEFEND our wages and benefits in bargaining and negotiate the necessary improvements that will prevent their value from eroding

over time. *Take the 3 simple actions listed above.*

Tragically, your government is now officially working against you and every working American. So if you won't stand up to defend your rights and benefits in collective bargaining, who will? *Take the 3 simple action listed above.*

This should scare you. This should scare you into taking action.

The antidote to fear is power, your power. You have the power to

defend your union contract. You have the power to support your leadership team at the bargaining table. You have the power to show NYU that it doesn't matter who the POTUS is, or who is in his cabinet, because NYU won't be negotiating your contract with them, they have to negotiate with your union.

And who is your union? UCATS! Who is UCATS! YOU ARE! *Take the 3 simple actions listed above.*

The Women's march: A global statement



■ *Angelyn Thornton, Tisch School of the Arts*

On Saturday, January 21st, in American cities and around the world, millions took to the streets to voice their concerns with our newly appointed administration. Here in New York, hundreds of thousands marched through midtown making their way to Trump Tower. Music, chanting and cheering roared across 42nd Street and up 5th Avenue. Signs ranging from humorous to poignant to angry were held high and proud, giving people a platform during a time when things can easily feel overwhelming.

With a markedly more conservative cabinet in place, fears over already volatile issues became

heightened. At these marches, one central issue was chief among them: women's rights. As stated in the mission of the Women's March on Washington, "[We] will send a bold message to our new government on their first day in office, and to the world that women's rights are human rights. We stand together, recognizing that defending the most marginalized among us is defending all of us." These marches did just that. Women, men and children of all colors, beliefs and backgrounds came together to show that they will not sit back and remain silent while the new administration tries to undo the progress our country has made.

Naturally, with the far reach of the marches, many UCATS members

were present to show their support. UCATS Shop Steward Kate Conroy said, "I'm here to show that most of America does not stand behind racism and the bullying that has been plaguing our politics." UCATS President Stephen Rechner said he marched in hope that the election of Donald Trump will unleash a political awakening for those citizens who sat on the sidelines in this election and that they now realize how much their own well-being depends on their involvement in the political process now and in the future." On a personal point, I marched to support each woman's right to have the complete freedom to decide what she chooses to do with her life and with her health, and to have the options she needs to do so.



Busloads of New York State United Teachers (NYSUT) members from across New York State travelled to DC to swell the ranks of the American Federation of Teachers (AFT) marching there to 1200. AFT President Randi Weingarten was among the speakers in Washington—an impressive array of activists from every sector of American progressive politics and culture. “Your being here today shows the power of collective action—the same power that is at the core of labor unions,” she said. “Collective activism is the best check and balance against acts of xenophobia, Islamophobia, racism, homophobia, sexism and misogyny. It creates voice. It’s what drives us toward justice and opens up opportunity. It creates hope.”

The demands of our society have been made clear. As outlined in their guiding principles, the Women’s March on Washington states, “We must create a society in



which all women—including Black women, Indigenous women, poor women, immigrant women, disabled women, Muslim women, lesbian, queer and trans women—are free and able to care for and nurture themselves and their families, however they are formed, in safe and healthy environments free from structural impediments.”

Unity and equality—these are the themes that run through this movement. They are a reminder that we are all human beings deserving of equal treatment. Saturday, January 21st was just the beginning. The fight for a more diverse, inclusive and compassionate America continues on with hope for the future.

Announcing the NYU immigrant defense initiative

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NEW YORK UNIVERSITY has established the NYU Immigrant Defense Initiative, a project to provide free, confidential advice and legal representation to NYU students *and staff* throughout the University who are at risk of deportation.

Coordinated through the Law School's Immigrant Rights Clinic, in partnership with Wilmer Cutler Pickering Hale and Dorr LLP ("WilmerHale"), the NYU Immigrant Defense Initiative is available to NYU students and staff members who have Deferred Action for Childhood Arrivals (DACA), who are otherwise undocumented (with or without pending immigration applications or cases), or who have immigration status but are at risk of deportation based on possible immigration violations, contact with the criminal legal system, or other concerns.

NYU students or staff at risk of deportation and in need of free legal screenings should contact the Initiative at (212) 998-6640 (voice-mail) or immigrant.defense@law.nyu.edu to schedule an appointment.

NYU Immigrant Defense Initiative
A project to ensure free, confidential advice and representation to NYU students and staff at risk of deportation.

Who is providing these services?

The NYU Immigrant Defense Initiative is a project of NYU Law School's Immigrant Rights Clinic, under Washington Square Legal Services, Inc., in partnership with



Wilmer Cutler Pickering Hale and Dorr LLP ("WilmerHale").

Whom does this Initiative serve?

The NYU Immigrant Defense Initiative serves NYU students and staff in the U.S. (at any school or department) who have Deferred Action for Childhood Arrivals, who are otherwise undocumented (with or without pending immigration applications or cases), or who have immigration status but are at risk of deportation based on possible immigration violations, contact with the criminal legal system, or other concerns.

How does it work?

Initial screenings will be coordinated by NYU Law Professors Alina Das and Nancy Morawetz and other NYU faculty, and conducted on a rolling basis by faculty and volunteers whom they supervise. Following initial screenings, students and staff with cases suitable for pro bono representation will be referred to

WilmerHale for possible representation and advocacy.

I am a NYU student or staff member at risk of deportation. How can I contact NYU Immigrant Defense Initiative to set up a screening appointment?

Please contact us at (212) 998-6640 or email us at immigrant.defense@law.nyu.edu to set up a screening. Due to the winter break, some screening appointments may not be scheduled until January. If this is urgent, please indicate this in your voicemail or email.

Can I set up a clinic for screenings in my department or school within NYU?

Depending on availability, the NYU Immigrant Defense Initiative may be available for intakes or screenings at events organized by NYU-affiliated entities. Please contact immigrant.defense@law.nyu.edu for more details.

Calls for sanctuary campus escalate

■ *Stephen Rechner, Law School*

In response to NYU President Andrew Hamilton's January 29 email that did NOT declare NYU a Sanctuary Campus, over 30 NYU student groups, faculty departments and campus unions, including UCATS, have signed a letter urging President Hamilton to take a more principled stand on this issue and, once and for all, declare NYU a Sanctuary Campus. A student group now exists, NYU Students for Sanctuary Campus, whose letter to the editor was published in the *Washington Square News* on January 30.

President Hamilton's January 29 email was a typical university effort, crafted by the legal department, to 'strike a tone' of indignation while offering sympathy and practical help, but it stopped short of declaring NYU a Sanctuary Campus.

While terrorism, foreign and domestic, is an issue that cannot be ignored, a ban on travel from only those predominately Muslim countries in which Donald Trump isn't doing business does nothing to address that issue in any meaningful way. Indeed, it may even make the situation worse.

At the end of the day, the only thing that will end terrorism of all kinds is for nations to develop local economies that provide jobs, and affordable housing, health care and education, to all of their citizens. Banning the free movement of law-abiding people across borders—by any nation—will not bring the world, or the U.S., any closer to solving the crisis of terrorism.

While NYU may lack the courage to be on the right side of history on this issue, UCATS state and national affiliates—the American



Federation of Teachers (AFT) and New York State United Teachers (NYSUT)—both took strong positions denouncing President Donald Trump's executive order banning refugees and immigrants from seven predominantly Muslim countries from entering the U.S. as soon as he issued it.

AFT's position on the executive order

WASHINGTON, D.C., Jan. 29, 2017 —“These executive orders violate the moral and political direction established by AFT resolutions on immigration and refugees reaching back for several decades. In addition, many informed observers believe that these orders are counterproductive to the president's supposed rationale—to protect the country.

We oppose Trump's orders, the racist and xenophobic logic that underlies them, the havoc they have created in the lives of those affected, and the damage they have done to America's standing in the world and to our national security. Like many of you, over the last several days we have been actively involved in protesting the orders.

Many of you live and work in communities that have aided in the resettlement of refugees fleeing grave conflicts abroad. We are grateful for the work you have done, as individuals and as AFT affiliates, to make refugee students, parents, patients and

community members feel at home in this country. And we are appalled by these executive orders and the harm they will do to the trust you have built through this work.

Some reading this are visa holders or permanent legal residents of the United States from one of the countries targeted in Trump's orders. We are proud to have you as our brothers and sisters in this union, and we will stand with you shoulder to shoulder in the days ahead.”

NYSUT statement on President Trump's Muslim ban

ALBANY, N.Y. Jan. 29, 2017 — New York State United Teachers today released the following statement in reaction to President Trump's executive order banning refugees and immigrants from seven predominantly Muslim countries from entering the United States:

“As educators, our classrooms are sanctuaries and our students are family. Every day, across this state we teach and model lessons in tolerance, inclusion, respect and understanding to our students, who hail from more than 140 nations and practice many different faiths. New York State United Teachers completely rejects as antithetical to American ideals this executive order, which unconstitutionally singles out refugees based on their religion. We urge our members to continue to fight this and every other form of discrimination. This is not who we are as Americans.”



PHOTO CREDIT: HEATHER ONKLEY

Triangle Fire sparks worker safety movement

■ *Kate Conroy, Gallatin & Stephen Rechner, Law School*

Friday, March 24th, marks the 106th anniversary of the Triangle Shirtwaist Factory fire. The factory was located on the top three of ten floors of 23-29 Washington Place. Two years prior to the fire, garment workers of New York went on strike for better working conditions. Many factories responded to the organized pressure and instituted safety measures, but Triangle Shirtwaist Factory did not. As a result, the 1911 fire caused the deaths of 146 garment workers, which was one of the deadliest industrial disasters in the history of the city and one of the deadliest in U.S. history.

The building, then known as the Asch Building, was acquired by New York University Law School in 1929 and renamed the Brown Building. Today it houses various NYU science labs.

Many of the workers at the Triangle Shirtwaist factory were recent immigrants, the most vulnerable population of our work force then and now. The voice of those vulnerable workers is but a whisper, but their concerns are amplified and live on when joined with our voices today. A result of the fire was that workers, through their unions, demanded that the workplace be neither a health hazard nor life-threatening.

Since that tragic day in 1911 workers have secured federal, state, and local laws that make safety concerns known, identify solutions, and cause employers to be responsive to their workers. Most of that legislation was spearheaded by the labor movement. Collectively, many unions, including UCATS, have also secured contract language that addresses safety issues specific to our employers.

Press Release

AFT's Weingarten on National 'Right-to-Work' Proposal

For Release: Wednesday, February 1, 2017

WASHINGTON—American Federation of Teachers President Randi Weingarten on national “right-to-work” legislation introduced in the U.S. House of Representatives:

“So-called right-to-work legislation should really be called ‘right to work for less.’ It needs to be recog-



Without unions too many employers put profits before safety until a tragedy occurs. Even when laws exist, who informs the employees about those laws and how to enforce them? The union. And when an employer intentionally, or unintentionally, breaks the law and tragedy occurs, to whom does a worker turn for redress? The union. And when unsafe working conditions arise that may not be clearly addressed by existing law or contract language, who can intervene on behalf of workers to persuade the employer to address the issue? The union.

Unions, politicians and students from across the city will gather with UCATS on **Friday, March 24th, 2017, from 12-1 p.m. on Washington Place** to honor the 146 workers who lost their lives on that tragic day in 1911. The memory of their tragedy continues to save lives to this day. Please join us for this moving tribute.

nized for what it is—a full-frontal assault by corporate America and the U.S. Chamber of Commerce to strip working people of any voice at work, resulting in CEOs having more power and the working class having reduced wages.

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UCATS in ACTION

NOVEMBER 14— UCATS Executive Council meeting. In addition to routine business, the Council reviewed the election timeline for Council elections which will take place in the spring. Stewards reported out on what information they had received from HR in response to their requests for information regarding Temps.

NOVEMBER 30— NYC Labor History Reception, 330 West 42nd St. Christopher Crowe, Joan Randolph and Steve Rechner attended as guests of NYSUT.

DECEMBER 7— NYU Pride@Work Luncheon: How I Got Here-Queer People, Queer Paths. UCATS Steward Marty Corriea served as one of 4 panelists for a discussion on what brought her to NYU and how she experiences NYU employment as an out lesbian union member.

DECEMBER 12— UCATS Executive Council Meeting. In addition to routine business, a motion was passed to donate \$500 to Esperanza, the organization that generously lets us use their conference room for our monthly council meeting without charge. A motion was passed to renew our NYCOSH membership. The Council agreed to gather on Saturday, Feb. 11, for our first training session on bargaining.

DECEMBER 20— UCATS officers met with Auditor to review the final draft of our annual audit.

JANUARY 6-7— NYSUT Higher Education Policy Council meeting at FIT. Stephen Rechner is on the council and attended. The Council discussed Governor Cuomo's plan for free tuition at public colleges, the shortcomings of Betsy DeVos as a nominee of Secretary of Education, and other challenges to higher ed anticipated from the Trump administration.

JANUARY 9— UCATS Executive Council Meeting. In addition to routine business, the council reviewed and approved a resolution on the hazards of wireless radiation emission for submission to the 2017 NYSUT Representative Assembly. The audit of the Union's financial statements was reviewed and accepted for distribution to the membership. The Council reviewed NYU's responses to our 2nd-step grievances regarding the use of temporary employees and discussed next steps.

JANUARY 19— NYC Central Labor Council meeting. Stephen Rechner attended as UCATS delegate to the Council.

FEBRUARY 10-11— NYSUT School Related Professionals Advisory Committee meeting in Albany. UCATS VP Christopher Crowe attended as a member of the Committee.

FEBRUARY 11— The UCATS leadership team met in special session on Saturday for bargaining training.

Press Release

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“The evidence is clear: Right-to-work laws trigger a race to the bottom that shifts full-time jobs to part time, encourages offshoring, and guts health and safety laws. The average worker makes \$6,000 less in right-to-work states. Workplace deaths are 44 percent higher in those states. And of the 20 states with the lowest education spending per student, 19 are right-to-work. Unions help all workers get ahead, not just their members. They protect workers' safety and give them a voice in politics.

“If President Trump is serious about his promises to help those hurt by deindustrialization, globalization and

automation—if he actually wants to honor his rhetoric to raise wages and create jobs—then he needs to reject this poisonous bill and immediately commit to veto it if it ever reaches his desk. You can be on the side of working people or on the side of ‘right to work for less,’ but you can't be both.”

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The AFT represents 1.6 million pre-K through 12th-grade teachers; paraprofessionals and other school-related personnel; higher education faculty and professional staff; federal, state and local government employees; nurses and healthcare workers; and early childhood educators.

Bulletin Board

GET READY FOR CONTRACT NEGOTIATIONS

DO YOU WANT a raise in September? You're not getting one. The UCATS Collective Bargaining Agreement with NYU (a.k.a. The Contract) expires on October 31, 2017. Until the UCATS bargaining team and NYU reach a tentative agreement which is then ratified by the membership (you) there can be no raise. To get the contract you deserve, you need to be informed during the bargaining process, and you need to get out and support your bargaining team when we need you. To ensure that you get the raise and the contract you deserve here's what you can do RIGHT NOW:

Go to www.ucats3882.org and sign up to receive email from UCATS if you have not already done so. Normally, we don't send emails very often, but come September, we will need to be able to keep you informed quickly. If you sign up to receive email, and include your first and last name, you will stop receiving hard copies of our communications (unless you ask us to continue sending you hard copies).

Follow us on twitter, UCATS (@ucats3882) and Stephen Rechner (@ucatspres)

TRIANGLE SHIRTWAIST FACTORY FIRE COMMEMORATION

JOIN UCATS AND unions from throughout the tri-state area in commemorating the 106th anniversary of the Triangle Shirtwaist Factory fire on Friday, March 24th, from 12-1 p.m., at Washington Place and Greene Street.

THE WORKERS UNITE FILM FESTIVAL

6TH ANNUAL FESTIVAL, May 5th-25th, 2017. A celebration of global labor solidarity in New York City. For updates & film schedule go to www.workersunitefilmfestival.org

ADMINISTRATIVE PROFESSIONALS WEEK

ADMINISTRATIVE PROFESSIONALS WEEK, celebrated this year from April 24-28, is a time to say thanks for the work of dedicated school and college secretaries and clerical workers, along with a dazzling array of other office professionals. The gemstone set in the middle of the week is Administrative Professionals Day on Wednesday, April 26. The concept began in the early 1950s, the brainchild of Mary Barrett, president of the National Secretaries Association, now called IAAP (International Association of Administrative Professionals), along with the president of Dictaphone Corp., both of whom served on a council addressing a national shortage of skilled office workers.

MAKE THIS YOUR LAST PAPER ISSUE OF MOMENTUM!

OVER THE YEARS we have had many requests from members to receive *Momentum* and other UCATS communications by email instead of paper. Just go to our website, ucats3882.org, and sign up to receive email. You must sign up with a non-nyu email address and include your first and last name; UCATS will not send union communications to nyu email addresses.

