

# UCATS *Momentum*

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

Volume 40 2019 Issue 1

## Whose running UCATS?



**ANSWER:**

**The members YOU elect to serve on  
YOUR Executive Council.**

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LEADERS

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FOR SHOP STEWARD

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## Help wanted – Fearless members!

■ *Stephen Rechner, Law School*

**F**or this issue I asked members of the current UCATS leadership team, a.k.a. the Executive Council, to share their perspectives on what motivates them to lead, what they have accomplished as a member of your Executive Council, and how an expanded Council will benefit all of our members. I did this because the terms of office for everyone on the Council expire on April 30, 2019, and in February, we will begin the process of electing the UCATS members who will serve a new two-year term that will commence on May 1, 2019.

For 38 years, NYU clerical and technical staff workers have been represented by UCATS. In that time we have achieved the following:

- Wages quadrupled
- Pension calculation more than doubled
- Long Term Disability benefit sextupled
- Longevity increases established
- Longevity increases improved 3 times
- Marital benefits for same-sex couples
- Vision Plan
- Employee Assistance Plan
- Commutation Expense Reimbursement Accounts
- Sick Leave for family care established
- Sick Leave for family care expanded
- Dental Plan improvements
- Transfer rights improved



Joan Randolph, Shop Steward at Courant, and I leafleted outside NYU's October 24 benefits fair to inform UCATS members about NYU changing our health plans.

- More vacation time earned sooner
- Improved language for vacation approvals
- Improved language for leave approvals
- Staff training

### UPx30

UPx30 = Union Power x 30. Thirty is the number of shop stewards we could have on the Executive Council if you elect them. Thirty UCATS members getting up from their desks at 4 p.m. once a month leaving their work site to attend an Executive Council meeting would be a tremendous display of union power. Thirty new stewards learning more about how we use the collective bargaining agreement to serve and protect our members' interests will reverberate throughout the university when they bring that knowl-

edge back to the UCATS members in their work sites.

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## UCATS Momentum

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# NextGen UCATS

■ *Caleb Savage, Tisch*

**Y**oung people like me represent a significant portion of our bargaining unit. Many of us are recent college graduates saddled with tremendous student debt. Many of us are current and former NYU students. But even when the going is tough, we're lucky to have important protections provided to us as unionized workers.

## **Make your voice heard!**

Being part of a union comes with significant benefits. We're protected under a fantastic contract which guarantees us affordable healthcare, annual pay raises, job security, and a host of other protections and benefits that should not be taken for granted. Non-union employees don't enjoy these same advantages – just ask your boss. Administrators and faculty are “at-will” employees, which means they can be fired for any reason (or for no reason) – with no recourse even if it's unfair.



**Caleb Savage**

These protections and benefits don't come for free – our colleagues have fought tooth and nail to incrementally improve worker protections at NYU since UCATS was formed nearly 40 years ago. Like all benefits, there's an accompanying responsibility to help expand, protect, and defend these rights.

Now it's our turn to step up. Young people are under-represented on the UCATS leadership team. As the lone “90's kid” on the Executive

Council, I've had an extremely rewarding experience serving as Shop Steward for Tisch and the Office of the Chief of Staff – helping members resolve issues in the workplace, providing input on the future direction of our union and our University, and being on the bargaining team that negotiated a new Collective Bargaining Agreement last year that runs through 2023.

You too can join in on the fun! Make your voice heard and run for a shop steward position on the Executive Council this spring. The election procedure is quick and easy – there's typically a seat at the table available for anyone who wants to join the leadership team. It's not too much of a time commitment – usually just one meeting each month (with pizza!) – and you're doing a real public service by helping to diversify the governing body of our bargaining unit and providing representation to your union colleagues. You have a chance to have a real impact here. Don't waste it!

## **Joan Randolph – Shop Steward**



**HAVING A SEAT AT THE TABLE** has always been a very important issue for me. Having a voice when it comes to how much you can look forward to in terms of raises, benefits, time off and other important policies makes work life more equitable and adds to your mental and physical well-being. It is for these reasons I give my time as a shop steward and I am so thankful that we have a union to represent workers' interests. While we may not get all that we want when we bargain, we come pretty close. I don't even want to imagine what working at NYU would be like without UCATS.



# Aspire to lead

■ *Kate Conroy, Gallatin*

**F**or me, serving in the labor movement started as caring about my and other UCATS workers' health. In 2012, I was grappling with air quality issues in the NYU office where I worked. UCATS organizers helped me get to the bottom of those issues, so I decided to give back. In 2013, I ran for, and won, a seat on the UCATS Executive Council to help address administrative and union member issues.

## Leading is rewarding

In 2014, I expanded my stewardship by volunteering to be on the New York State United Teachers (NYSUT) Health & Safety committee, which largely serves New York State's K-12 and higher education public school teachers and professional staff. The experience has

been a fertile training ground in grassroots legislative organizing. Through NYSUT, UCATS and other NYSUT members propose legislative resolutions and bring them before the annual NYSUT Representative Assembly (RA). After the resolution passes the NYSUT RA, it moves into state review via New York's publicly elected legislators. As part of my committee work, I have co-authored legislative resolutions on topics such as taxation on imputed income, wireless radiation hazards, workplace bullying, and improved air quality guidelines. Through this work I have expanded both my knowledge and my collegial relationships with wonderful and dedicated union leaders across the entire state.

Locally, with UCATS, I have continued to serve for three terms on the Executive Council. Last fall I also

served on our bargaining committee, where together with a dozen or so other UCATS members, we negotiated a new Collective Bargaining Agreement with NYU that runs to 2023. The bargaining work was nothing short of exhausting; penning proposal rebuttals and presenting them to what felt like an immovable and hostile opponent. In the end, however, our long hours were rewarded with guaranteed pay raises for six more years, continued pension benefits and affordable health insurance, as well as other workplace accommodations.

As a long-time activist for social causes, this past national midterm election cycle was stressful, but the results have been exciting. Politicians with favorable social and labor views won in many areas

*(Continued on next page)*

## Ian Brown – Shop Steward

**BEING A PART OF UCATS IS REWARDING** because I am with individuals who are willing to look beyond themselves. The Executive Council is comprised of members who want to motivate, unite, and promote others for the collective purpose of having an informed and engaged membership. I cannot sit by collecting the benefits of union membership without doing my fair share. Yes, I pay union dues, but being an active participant in the process of keeping our union strong takes more than a monetary contribution – it takes being an advocate for workers' rights. I like making an impact and the best way to do it is collectively as part of the UCATS leadership team.



# Ben Beckett – Shop Steward

**I AM PROUD TO SERVE FELLOW** UCATS members on the Executive Council because the best way to ensure our rights, benefits, and welfare at work is to stick together. Unions are important now more than ever with employers' constant attacks on wages, benefits, and working conditions, even as our rents, commutes, and grocery bills keep going up. This year, from West Virginia to Oklahoma to Honolulu, we've seen that when workers get together and organize they can make big steps forward for themselves and their families. In my next term on the EC, I hope to help get even more members engaged and help them develop the skills to be effective advocates and organizers for our union. I'm union, we're worth it!



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that had been governed by aggressive conservatives and union busters. For instance, Scott Walker in Wisconsin lost this round because he had been so brutal against teachers that they stood up and voted him out. Our Alexandria Ocasio-Cortez from the Bronx is leading the charge with a fresh and direct approach to solving politicized problems. In all the excitement I was tempted to run for a local office myself because my union work has prepared me in many ways for political work, but, because I'm in my fifties I decided against it as I'm nearing a career slow-down. As part of that, I've stepped down from serving on the Pride at Work Steering Committee, which I was doing in addition to UCATS work, while also training to become a Feldenkrais practitioner.

Rather than run for a fourth UCATS Executive Council term, I am opening up a spot for a new person to lead at Gallatin – I encourage you to seriously consider running! If you are reading this newsletter, you are the kind of person who would find this type of experience to be valuable and

rewarding. The minimum time commitment is attendance at the monthly Executive Council meeting; meetings run about two hours and some of that is paid time off. It is a very manageable commitment. Additional committee work is taken on at the discretion of the member/steward. There is no obligation to take on more than you find reasonable, although, the opportunity is there to develop and flourish as a political organizer and cherished union steward.

In my six years on the Executive Council I've served and represented UCATS in these ways:

- wrote seven articles for *Momentum*
- attended six NYCOSH awards dinners
- provided tech support and troubleshooting with UCATS database and web site
- attended a NYSUT Representative Assembly in Buffalo, New York
- represented UCATS in AFT Higher Education/Public School-Related Professionals Conference
- served on the 2017 contract bargaining committee
- worked on visibility campaign that came up with: "I'm Union. We're Worth It!"
- wrote and presented nine bargaining proposal justifications and counter-proposals
- faced-off with NYU in dozens of hours of contract bargaining meetings
- distributed copies of the contract to membership
- initiated campaign of NYU supervisor awareness and adherence to time sheet modification laws
- served on the hiring committee for our new organizer
- served on the NYSUT Health & Safety committee since 2014
- two in-person meetings in Albany, NY and two telephone meetings per year
- conference planning and on-site service 2015, 2017, and 2019

While serving on the Executive Council, I learned that nine out of ten times what you want is what most other members want; it is a worthy cause when one's efforts serve many and it is easy to fight harder when you know it is for more than just yourself.

A big thanks to my fellow UCATS Council members for the camaraderie and enthusiasm for labor justice, which we have shared and worked for over the years.

# Why I'm running for UCATS VP – Again!

■ Christopher Crowe, Bobst Library

**T**he time has come for UCATS members to choose your stewards as officers to lead our local for the next two years, May 1, 2018-April 30, 2021. I have served on the UCATS Executive Council for over 10 years, first as a steward and currently as one of your two Vice Presidents. I am but one person – there are 30 steward positions to fill on the team – which means it's time for more of you, many more, to step up. You'll find arguments throughout these pages for why you should but if you're still somehow not convinced, here are a few more:

## Look at your paycheck

All of us got a raise in September. It was the second raise we've gotten under the contract we bargained with NYU last year. And for many of us – for those of us who have been here a few years – it was actually the third since, in addition to negotiating new longevity increases for everybody, we even managed to get a one-time bump up in pay for those who had already passed certain



Christopher Crowe

longevity milestones. All this was not out of the goodness of NYU's corporate heart. It took a lot of work from the whole bargaining team which, aside from the two professional organizers who work for our local, consisted entirely of officers and stewards. So when you see your paycheck increase each September, as it has every year for the last 38 years, that's a result of the work of your leadership team.

## Talk to your doctor.

Because you can. Because we bargained for quite excellent health insurance at a price that most working people in this country would

envy. Go ahead: ask your friends and families – the ones lucky enough to even get health coverage at all – how much they pay and how much (less) they get for what they pay. Chances are, we have their plan beat. Again, this wasn't because NYU suddenly decided to become a worker's utopia; it was the product of lots of hours of tough bargaining.

Of course, with NYU you can't just win, you have to defend what you've won. Just a week or so before open enrollment was set to begin this year NYU announced changes to all three of the health care plans that we had agreed on last year. We immediately objected and the University backed off in regards to the UHC Choice Plus plan – the best plan.

We're still contesting the changes on the other plans through the grievance process but the officers and stewards have been absolutely central in pushing back on the ground. We've leafleted, we've joined in demonstrations with our brothers and sisters in GSOC, who have had their health plans similarly tampered with, and, most importantly, we've educated our members and given you the information needed to make the best choice for yourselves as to your health coverage. By the end of open enrollment all but about two dozen of our nearly fourteen hundred members chose the UHC Choice Plus plan. So when you see your doctor and it doesn't drive you into bankruptcy that's also thanks to the hard work of your leadership team.

## The time is now

The UCATS Collective Bargaining Agreement runs until the end of October, 2023. While

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## Marty Correia – Shop Steward

**COMMUNITY IS IMPORTANT TO ME SO** I love meeting fellow union members all over the university. I never want our members to suffer alone when they hit a bump on the road. UCATS is always here for you.



# Members choose leadership team

■ *Alexa Spieler, FAS*

**F**or UCATS members, the next Executive Council election cycle is quickly approaching. Beginning in February 2019, UCATS members will receive an announcement regarding the election process for shop stewards and officers who serve for the May 1, 2019 – April 30, 2021 term.

Both the UCATS constitution and the Landrum-Griffin Law require UCATS to hold an election for the Executive Council every two years. Together, the shop stewards and officers comprise the Executive Council of UCATS. For the current Executive Council, all of their terms expire on April 30, 2019. Upon the announcement of the next election cycle in February 2019, UCATS members will also learn each council members' responsibilities and be invited to a meeting where members can nominate the people whom they wish to see represent them on the Executive Council. Shortly after this meeting, an election committee will follow up with each nominee to confirm that they would like to serve on the Executive Council for two years, should they be elected. Everything regarding voting in the next Executive Council election will conclude in mid-April 2019.

It is the primary responsibility of every UCATS member to choose who will represent them on the Executive Council. The members who are nominated for the Executive Council are not selected by the UCATS organizers or the current Executive Council. Rather, the Executive Council is always chosen by UCATS members, and will always only be chosen by the union's members. The power resides in the members – *you, reading this* – to se-



Alexa Spieler

lect the candidates and elect them to represent you. Under these terms, the election cycle never just begins with union members receiving a ballot and having no say in nominating the candidates. UCATS is a democracy, led by its members, discussing among themselves who of their colleagues they would like to see represent them on the Executive Council. Every UCATS member is a citizen of the union and should participate in the democratic election process to ensure that our best members are elected to represent all of us.

Last election, however, some members may recall never receiving

a ballot for the Executive Council elections. This occurred as a result of all of the nominees running unopposed. As stated in the by-laws of the UCATS constitution, the Secretary of the union casts a ballot for all nominees running unopposed, and then those nominees are elected to the Executive Council. Ballots will only be sent to UCATS members if there are multiple nominees for any of the positions. Members do not receive a ballot when people run unopposed due to the fact that there is no voting option for “none of the above” or “no leadership.”

In 2016 we saw what happened when too many citizens failed to vote in our national elections, but on November 6, 2018, we also saw what happened when they did vote. Which outcome do you prefer?

When you receive your election announcement, find out who your shop steward is and if they want to be nominated to serve another term. If your area is not represented by a shop steward call the union office and find out how you and your coworkers can identify and nomi-

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## Shermaine Griffin – Treasurer



**WHAT MOTIVATES ME TO BE** on the Executive Council is the ability to help my fellow NYU coworkers when they have no one to trust. It makes me feel really good when they come to me with an issue and I'm able to help solve the problem or give them good advice on what they should do to improve their situation.



# Why I want to become a UCATS Shop Steward

■ *Marlene Lillo-Smith, Student Affairs*

**S**ince the first worker

was hired to perform specific duties for a job, there has been this tension between employer and



Marlene Lillo-Smith

employee. The employer is in the business of making profit with the lowest overhead possible. The employee is concerned with making a living to support a life style. Unions are in the middle of this give and take relationship.

Over decades of working for the private, public and non-profit sectors, I have witnessed a wide range of abuses that one employee, alone, cannot resolve. When there is one of us, alone, confronting exploitation, the employer always has the upper hand. Our unions are still the strongest defense for our rights and benefits as workers. I want to be an active part of the union movement, starting by becoming a UCATS shop steward.

Diving in, deep into the essence of who I am, pondering about my intention(s) to pursue this position with our union, I have another question for me: What is the root of my interest in contributing to the greater good of society? What makes me “socially conscious”? Why, like millions of “heroes,” do I want to give from my personal time? What propels me to help others, no matter who they are? What/who planted the seeds that “made” me the individual I am today?

## **In my father's footsteps**

These are important questions to ponder, especially, when one wants to embrace a position of responsibility for the greater good. I admire the heroes that made, large and small, positive contributions to their communities. Ordinary people who imagined a future with and without their contributions for a better world.

My father, Enrique Lillo Flores, was like that. He had such strong values that he would do the right thing even if it hurt him financially. I remember him saying: “all I have is my word, that is my wealth and

the legacy to my children.” He had a strong sense of right and wrong, for himself, for his family and for the rest of the world. He taught me how to analyze everything, how to see beyond the superficial, how to find the inner truth, and identify the intentions in my actions.

In my religion, Islam, everything starts with our intentions, this is the key to the outcome of our lives. If my intentions are good, then the journey will be guided by those parameters. In Islam, God tests us with difficulties: health, financial and other issues in our lives. We must decide what to do, how to act or react, that decision should be based on our original good intention. If there is no good intention, there is no Islam.

## **I will do my best**

I want to make a positive contribution as a steward in our union. I want to earn my place next to the brave, resilient, and relentless brothers and sisters that everyday perform heroic acts to keep our union alive for the betterment of our members and the improvement of our terms and conditions of employment. Those who with their actions, big and small, inspire people like you and I, to get involved, to be generous with our time, our knowledge and skills.

By the grace of God, I want to do as many good deeds as I can while on this earth. I choose to live up to the legacy of my hero, my father: I give you my word that I will do whatever is in my power to defend our union, to support our members and to be an honorable member of our union's Executive Council. I promise that I will do my best to fulfill my duties.

## Johanna Tyson – Shop Steward



**JUST KNOWING THAT I CAN** make a difference helping our coworkers, improving our working conditions, and making sure management follows out contract agreement that our team worked so hard for last year – that's why I'll be running for reelection!



## Rob Lesko – Secretary



**CURRENTLY, WE ARE WITNESSING**, nationally and internationally, widening gaps in wealth and resurgences of far-right demagoguery. In the past, worker participation in trade unions has proven to be effective resistance against such forces. UCATS' own 40-year history is a testament to what a union with a democratic structure and a progressive social vision can achieve. I encourage all members to join the leadership team as we fight for a brighter future.

## Help wanted

*(Continued from page 2)*

Unfortunately, we currently have only eight shop stewards. We had twelve when we elected the current Executive Council but over the two year term three stewards left NYU and one retired. Every steward position that goes unfilled represents lost potential.

It is a well-established fact that the only way to have an effective union of committed leaders is for effective committed union members to be elected to the leadership team. That's what our election is about and the choice is yours. Read Alexa Spieler's article in this issue about the important role every UCATS member plays in the election process – even if you are not seeking a position on the Executive Council.

Also in this issue, Marlene Lillo-Smith has written an article about why she has decided she would like to be one of our shop stewards; one of our Vice Presidents, Christopher Crowe, explains why he will be running for reelection; Kate Conroy shares her experiences and accomplishments during her tenure as a shop steward since first being elected in 2013, as she prepares to move on from serving

on the Council when her term expires on April 30; and Caleb Savage writes on the importance of having more younger members serve on the Council.

At a time when democracies are threatened by autocratic strong men, when corporations are manipulating local and national policy to destroy unions, when wage theft and wage suppression and out of control health care costs impoverish millions of workers, a strong union movement is the last institution standing against a tide of malevolence that threatens the economic future of every working person.

UCATS members are fortunate to have had an Executive Council of dedicated coworkers leading our union for 38 years, but you should not take that for granted. Each elec-

tion cycle some members of the team decide they have done their fair share (and they have!) and move on. The only way we can continue our work is for other UCATS members to take their place. It doesn't take a lot of your time, but what we can achieve with a little bit of your time will be profound.

A member once asked me why I kept working at NYU if I hated it so much. I replied that, to the contrary, I didn't hate NYU at all, in fact, I thought NYU was a great place to work, but that I knew it was a better place to work for having UCATS, and that it would be better still as long as union members stuck together. While I am forever proud of all that we have accomplished to date, there is still more we can achieve – and now it's up to you.

## Members choose

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nate a member from your area who will serve on the leadership team.

The Executive Council elections are certainly not just for those who are running for one of the coveted leadership positions. Rather, the

election cycle emphasizes the important role that each individual member of UCATS plays in both the nomination process and the voting process. The Executive Council is your leadership team and you must decide who is elected to it.



## Shopping & travel benefits designed for NYSUT members

NYSUT members and their loved ones have access to dozens of endorsed shopping, travel & personal programs available through NYSUT Member Benefits. And unlike with purchasing products available to the general public, there's no need to go it alone when Member Benefits has your back.

Member Benefits acts as your advocate for any program you participate in, and we'll do our best to quickly resolve any issues or concerns you may have. Whether you are participating in one of our shopping/entertainment/travel offerings; auto, homeowners or life insurance plans; or financial or legal services, NYSUT members have the **"Power of the Union"** behind them.

### The following is just a small sampling of the endorsed programs available to the NYSUT membership.

#### **Purchasing Power Member Shopping Program**

Are you looking to purchase a new laptop computer, washer/dryer or refrigerator? The Purchasing Power Member Shopping Program allows NYSUT members to purchase products such as these and many more while paying for them through the ease of payroll deduction or ACH withdrawals. NYSUT members save 20% on their first order with Purchasing Power.

#### **Abenity Discounts**

Seeking exclusive member discounts on tickets to the latest blockbuster movies or theater events, the hottest concerts & sporting events, or the coolest theme parks & attractions? NYSUT members have access to thousands of nationwide and local discounts with the Abenity Discounts program. Abenity also offers an app for iPhone or Android smartphones available at no charge.

#### **Grand Circle Travel**

The Grand Circle Cruise Line & Grand Circle Travel program is committed to providing international travel, adventure and discovery opportunities that offer impactful and intercultural experiences. This program offers NYSUT members and their loved ones the opportunity to save \$100 per person on tours or receive a discounted rate on specific trips if acting as a group organizer.

#### **Cambridge Credit Counseling**

NYSUT members are eligible to receive free, no-obligation debt and student loan consultations with one of Cambridge's certified counselors. Cambridge also offers a unique web portal available at a reduced rate that can help explain the various options when paying down student debt, including student loan forgiveness programs, income-based repayment options and more.

# The Power of the Union

To learn more about Member Benefits-endorsed programs & services, visit **[memberbenefits.nysut.org](http://memberbenefits.nysut.org)** or call **800-626-8101**.



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits.

Nov./Dec. 2018

## Diana Corzen – Vice President



**I HAVE BEEN AT NYU FOR 20 YEARS** and find the people I work with to be the most dedicated energetic force of diversity. I became a Deputy Steward 2 years after starting, then ran for Shop Steward shortly thereafter. I believe in fairness and opportunity for everyone, not just favorites. I believe being a member of this union has shown me how to lead and be vocal about how our members experience the NYU workplace. I believe in our right to have a voice on the job. We enable our members to exercise your rights, and we fight for a contract that keeps us ahead of the curve. We strive to make NYU the kind of organization that people want to work for, but our success depends on a leadership team comprised of our members.

## Running for UCATS VP

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that's more than four and a half years away, any union worth its salt is always looking forward to its next contract. Anyway, it's good to start getting experience now, to learn the ins and outs of dealing with NYU. On our last bargaining team we had two first term stewards – who both made invaluable contributions – but all of the rest had at least a few terms under their belts and were more prepared for the rigors of bargaining because of it. Besides, as the recent health care fight showed, there's plenty to be done just defending our contract right now. We'll be plenty busy until 2023.

### Resist!

These are difficult and unusual days we're living in, ugly even. Our country is divided. Our economy is clearly arranged to benefit the lucky few and not the many. We want to resist, but what can we do?

We can vote – and all of us **MUST** vote. And we can march in the streets – and all of us should do that, too, when necessary. But what else? Well, the union is a great way to do good in bad times. The work of the union,

the work of bringing justice to the workplace, is a very practical form of resistance and our stewards are in the vanguard of that resistance.

### It feels good to win

For almost forty years our union has been steadily improving the terms and conditions of employment for all the working people at NYU. Better pay. Better health care. More vacation. Better benefits. More protections on the job. Etc. etc. We are the winning team. And while the work of

the stewards and officers who make this all happen can be long and hard it is interesting and rewarding.

There's no better feeling than when you win a grievance on behalf of a co-worker, or help to bargain a contract that will make a real difference in the lives of 1,400 people, most of whom you'll never even meet. For me, my work with the union is some of the most meaningful work I've ever done.

So how about it? Are you ready to do this? Your time is **NOW!**

## Robert Platt – Shop Steward



**MEMBERS AT BOBST LIBRARY HAVE** increasing amounts of work as student populations swell and demands for special services rise. As a shop steward I have learned strategies for coping that I share with my coworkers. We endeavor to provide good service to students but staffing levels must grow with increased workload.



# Bulletin Board

## UCATS MEMBERSHIP MEETING

Notice of Election for Executive Council – Term: **MAY 1, 2019 - APRIL 30, 2021**

**WHEN:** Thursday, March 14, 2019, 5:30-6:30 p.m.

**WHERE:** TBA

**ON APRIL 30, 2019**, the terms of all Shop Stewards and Officers of the UCATS Executive Council expire. Council elections ensure that your union is run democratically. Elections are required every 2 years by our constitution. This election is your opportunity to choose your leadership team for the next two years and, if you wish, to become a part of the team. At the meeting UCATS members will nominate candidates for Shop Stewards and Officers.

## ELECTION PROCESS

- ▶ **MARCH 14, 2019** – Nominations will be made by UCATS members attending the meeting.
- ▶ Members can self-nominate if they attend the meeting.
- ▶ If you wish to be nominated for Shop Steward but cannot attend the meeting, someone from your college or administrative unit can attend the meeting and nominate you.
- ▶ If you wish to be nominated for an Officer position but cannot attend the meeting, any UCATS member attending the meeting can nominate you.
- ▶ Nominations can only be made by UCATS members attending the **MARCH 14** meeting as per the bylaws of the UCATS constitution.
- ▶ **THE WEEK FOLLOWING MARCH 14** – an election committee, comprised of UCATS members not running for office, will contact each nominee to confirm the acceptance of their nomination, and, if there is any protest to someone's nomination, the election committee will investigate the protest and make a final determination about their eligibility to run.
- ▶ **MARCH 25 - APRIL 22** – election period for steward/officer positions where more than one UCATS member has been nominated for the position. For contested positions only ballots will be mailed to members on **MARCH 25** and must be returned by **APRIL 22**.
- ▶ **APRIL 23, 2019** – Ballots will be counted for any contested positions to determine the winner. For uncontested positions the current UCATS Secretary shall cast one vote for those nominees and they will be elected.

If you have questions and/or are interested in joining the Executive Council, please call UCATS at **646-602-1485**. We will schedule information/training sessions on the roles and responsibilities of Shop Stewards and Officers prior to the **March 14** meeting based on the expressed interest of members who let us know when they want to have them. The session(s) will not commit you to running for office but will rather, help you make that decision, one way or the other.

