

UCATS Momentum

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

Volume 41 2020 Issue 1

Celebrating Black History Month *and* Women's Herstory Month



HISTORY THEN

HISTORY NOW



The 2017 UCATS Contract Bargaining Team

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AT NYU BOOKSTORE**

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Ordinary people

"You have to know the past to understand the present"
—Carl Sagen

■ *Stephen Rechner, School of Law*

February is Black History month and March is Women's History month. In this issue of *Momentum* three of our writers discuss these commemorations and some of the historical figures who made them happen. An encyclopedia could be written about the rich histories of the many women, people of color, and women of color in particular, who were the driving force for the establishment of these recognition months, and we can barely touch on them in the few pages of our newsletter.

The articles presented in this issue did, however, cause me to reflect on the importance of women and African-Americans in UCATS history and how much of that history has been lost. Our union came to be in 1979 when 12 women of color working in the basement of the main building approached New York State United Teachers organizing staff who were on campus trying to unionize our adjunct faculty and said, "what about us?" The names of those 12 women of color have been lost but what they did was truly courageous. NYU was virulently anti-union then and those women risked their jobs when they spoke to NYSUT organizers.

Risky (union) business

I know about the risk they took because I started working at NYU in 1986 and I remember one Friday



Rechner at NYSUT School Related Professionals Conference October 5

afternoon when my supervisor announced that NYU security would be searching our desks over the weekend for union flyers/buttons, etc., and if any were found we would be terminated. In retrospect, even at that time I doubt NYU would have terminated anyone, but the threat was made and it had its intended effect, which was to discourage union participation.

UCATS and Al Shanker

NYU workers voted to form a union in 1979 and our original members called themselves the United Staff Association. They applied to affiliate with the American Federation of Teachers (AFT) and that's who designated us "Local 3882". Then they negotiated and signed our first collective bargaining agreement in 1980. We have a copy of our AFT charter and our first contract, but I can't find anyone who knows who the signatories were for Local 3882. I present the signers of the AFT Charter here for remembrance just the same. The cover letter to our AFT Charter was

signed by Al Shanker, founder of the United Federation of Teachers!

Last year at this time NYU was celebrating the 50th anniversary of the Stonewall riots and I was asked to recount the history of how NYU employees convinced NYU to provide marital benefits to same-sex domestic partners in 1993. I certainly had no expectation that 26 years later I would be speaking at an NYU event as one of the historical figures for my participation in that collective effort. I can tell you that it was lesbian women who got the ball rolling on domestic partner benefits and who pushed it over the finish line. They were, Carol Alpert, a faculty librarian at the Law School, Trudy Rudnick, Local 3882 President, and Chris Straayer, a pro-

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UCATS Momentum

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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

Rob Lesko

Treasurer

Secretary

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Anthony Pellino

Linda Wambaugh

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Newsletter



Outsourcing on the rocks

■ Ben Carr, Bookstore

About two years ago NYU outsourced the management of the NYU Bookstore to Follett Corporation. UCATS raised concerns about outsourcing union jobs and secured an assurance from senior HR officers that the jobs of UCATS members in the bookstore would be preserved. Bookstore managers were given the option of a severance package or to become employees of Follett.

For the most part, NYU and Follett held to their word as no UCATS members have been terminated as a consequence of the management change. This summer, however, it became apparent that Follett was replacing UCATS members who left the bookstore through natural attrition with a small army of low-paid, part-time contingent workers.

More surprises

We, the bookstore employees, reported our observation to UCATS who again raised concerns and reminded a new NYU management team in HR of the assurances that had been made to us two years ago. Two years may seem like a long time to notice what was happening, but turnover among staff at the bookstore is extremely low because it is so unusual for retail workers to have jobs with union wages and benefits of the magnitude provided in our collective bargaining agreement. How many retail workers do you know who have full-time employment with a base wage of \$54,000/year and benefits?



Ben Carr

The new team in HR agreed to look into the matter and found that Follett was not living up to the terms of their agreement with NYU and they reasserted to Follett that non-management positions at the bookstore had to be filled either by UCATS members, by NYU student employees, or, during peak periods, by temps employed for less than 90 days. That was the practice before Follett assumed management of the bookstore.

Of course, it took a lot more than a phone call from UCATS to get NYU and Follett to agree to a reset. It took several meetings between July and October, an investigation, and some delicate bargaining.

Then in October, NYU notified UCATS of changes to the job descriptions, titles, and position grades, that they, along with Follett, were planning to implement based on decisions involving what they were calling changes to operational needs. UCATS questioned many of the changes based on feedback from affected UCATS members working in the bookstore and my knowledge as the shop steward for that district.

The union did NOT agree to any of the changes to schedules, job titles, roles, or pay grades, but our talks with NYU did achieve a positive outcome for our members at the bookstore.

Mitigating change

Our most important achievement was that all of our members in the bookstore were slotted into the new jobs without first being laid off and then having to reapply. Usually, when NYU undertakes a major reorganization or restructuring within a unit, and the job titles and job descriptions change substantially as a result, the whole unit is let go and impacted employees have to apply for the new jobs. While most of our members in those rare situations do get rehired, there is no guarantee. UCATS fought hard to get NYU to agree to not go that route at the bookstore.

Furthermore, while some of the newly configured jobs were a lower grade than the UCATS member assigned to it, UCATS was able to guarantee that no one's pay would be reduced.

Typically, employers decide what jobs are needed, what the duties are for each job, how many people are needed to do the work, when people are needed to work, etc., based on the needs of their operation. Even union job descriptions and duties evolve over time and "other related duties" can be assigned as is stated in each job description. UCATS does not establish the job titles or write the job descriptions

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Jan/Feb '20

Member Questions

Answered by Stephen Rechner

Q: Our department just implemented a telecommuting policy but only for administrators. Why are UCATS members excluded? Does the Collective Bargaining Agreement prohibit telecommuting?

A: There is not language in our contract that specifically prohibits telecommuting. Technically, the prohibition is a university policy, but it is rooted in Article 7 – Hours – on page 5, which specifies that the base work week is 35 hours and time worked over 35 hours is paid at time-and-a-half overtime pay (OT). If the university allowed union members to telecommute it would be impossible to monitor the hours worked. Sure, they could set up MyTime to enable workers to sign in/out remotely, but *from their perspective*, with no one at home overseeing you it's impossible to ascertain if you are really working 7 hours on the day(s) you telecommute and, if you were to report OT, if that was necessary. From our perspective, UCATS worked very hard to get the strong language we now have on OT. Here's a brief timeline:

1. Until 1988, we had to work 40 hours at straight time before being paid time-and-a-half, regardless of the fact that the base work week was 35 hours.
2. We also had to actually WORK 40 hours before OT kicked in, so if we worked OT during a week with a Monday holiday, we had to work an additional 12 hours at regular pay that week before being paid time-and-a-half OT (7 hours to make up for the holiday plus 5 hours to get from 35 to 40). This was also true if we took a vacation/personal day during the week.
3. Over several contracts that was reduced first to 37.5 hours and then to 35 hours. We also succeeded in whittling away the holiday/vacation/personal day exceptions in contract bargaining.
4. Prior to the implementation of MyTime, OT abuse *by managers* was rampant and very difficult to dispute or control. Some managers just erased OT off of our members time sheets, others bullied members into working off-the-clock, and still others brain-washed a few of our

members into thinking that working off the clock was a good thing (“allows you to catch up on your assignments”, or, “make up for chatting too long at the water cooler”, or “we have a departmental deadline to meet and we’re all in this together”). We even had members who were mad at UCATS when MyTime was implemented because it prevented them from working off the clock – we were forcing them to be paid time-and-a-half OT! (I can’t make this stuff up.)

These things are (technically) not issues for administrators because they are paid a salary to get a job done. By Law they are in a category called “Exempt Employees” and are supposed to work for as long as it takes to get their job done BUT if they have to work more than 35 hours some weeks during peak periods without additional compensation they are supposed to be allowed to work short days/weeks during non-peak periods without being docked – *as long as their work gets done*. Since their salary is predicated not on hours worked, but on getting a job done, where they get the job done doesn't really matter. Now, in reality, for most exempt employees the long weeks during peak periods are frequent, and good luck working a short week – they may not get docked, but they increase their chances of being scrutinized, getting a negative performance evaluation (and consequently, a raise lower than the Annual Merit Increase established by NYU each year, or even no raise at all), and being reprimanded or terminated for poor performance.

Finally, time-and-a-half pay for OT isn't just about compensation; it's about quality of life. It is intended to discourage your employer from demanding unlimited hours of your time so that you can leave work at the end of your normal schedule and go do the things that make life meaningful.

So, the bottom line is this: no one gets to have it all. If you want to telecommute, you'll have to apply for a job as an administrator, but when you do that, you lose the right to time-and-a-half pay after 35 hours, as well as all of the other rights and benefits you enjoy from the UCATS Collective Bargaining Agreement that administrators don't.



This is what solidarity looks like

■ Marty Correia, Faculty Arts & Science
■ Vanessa Sejourne, College of Dentistry

February is Black History Month, so we'll watch videos and read articles about the amazing feats Black people have achieved while battling racism. At UCATS, we experience first-hand the power of Black leadership. Two of our five union officers are Black women, vice president, Diana Corzen, and treasurer, Shermaine Griffin. On our executive council, several stewards are African-American, and during UCAT's last contract negotiations in 2017, Black leaders made up almost half of the relentless team that fought for our wages and benefits.

"Admit her at once!"

Who were the Dianas and Shermaines back when unions were first forming in late nineteenth-century United States? Black workers fought to join the unions, let alone have a voice. After more than forty years of mistreatment and exclusion from white-dominated unions, black labor activists formed the first African-American labor union in 1925. The Brotherhood of Sleeping Car Porters organized because the existing union did not admit blacks. A. Philip Randolph became the leader of the black service staff of the Pullman railroad cars. Later in 1941, Randolph was a prominent spokesperson for African-American civil rights. Along with Bayard Rustin and A. J. Muste, he proposed a march on Washington. Future civil rights leader Martin Luther King, Jr. and other younger activists were influenced by Randolph's peaceful methods and ideas.

Back around 1900 in Chicago, Local 183 of the Amalgamated Meat Cutters was formed by women workers. They were one of the first working women's organization in the U.S. whose records show black women initiated as full members. This was possible



because of leaders who set the tone at a meeting where a courageous young black woman came to the door during a crowded meeting of all white women. The doorkeeper cried out, "A [black] sister is at the door." The female union president, overlooked strict parliamentary procedure and called back, "I say admit her at once, and give her a hearty welcome." The new member was received with enthusiastic applause.

This Black History Month, UCATS looks back proudly at the African-American labor movement. To give these leaders their proper places in history, we acknowledge that there was a Black Labor Movement because the white-dominated Labor Movement did not typically include Black workers.

Again, we will watch the videos and read the articles this month, but what will we DO with these history lessons? Let's take time during Black History Month to envision a Black Future. How are/will you be a black leader in your workplace, union, community, or family? How are/will you make room for a black leader, support them, and fight against racial and economic inequalities? Just as it was up to our ancestors to pursue justice, it's our time to act now. "Solidarity forever!"

UCATS IN ACTION

Union women, today and yesterday

■ Anna Kreienberg, Faculty Arts & Science

NYSUT NextGen Advisory Board Meeting

I had the pleasure of attending NYSUT's Next Generation Advisory Board meeting on December 6th and 7th. Our president, Stephen Rechner, rec-

ommended me to NYSUT to serve on this board when it's formation was announced after the 2019 NYSUT Representative Assembly. Alongside members of other locals associated with NYSUT, many of them new public school teachers, I learned about member benefits

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Union women



Anne Trasciatti (l), President of the *Remember the Triangle Fire Coalition* Board of Directors, and Anna Kreienberg

(Continued from previous page)

(including a very helpful and intensive workshop on student loans), how to increase engagement within our union, and all of the social justice initiatives NYSUT is supporting. This event was especially impactful as we learned that currently, Rochester NYSUT members are struggling with a series of layoffs that will negatively impact the district. Hearing other folks discuss their relationships to their unions and the benefits of membership, especially as it relates to something as important as job protections, was truly inspiring.

Collectively, our group gave feedback on the kind of communications we would like to see from NYSUT and the kind of resources we would like to be provided. So many folks were unaware of the home, renter's, life, and even pet insurance available through NYSUT. Many were unaware about the travel discounts, and most importantly, so many struggled with receiving consultation on their difficult-to-manage student loans. For much of the conference, while other members listed a litany of issues and complaints about their locals, I was able to celebrate and remark upon how helpful and put-together UCATS is! It is worth celebrating how responsive and helpful Linda Wambaugh and Stephen are, and the fact that we have gained 15 new stewards (me included!) this year. Our member benefits can be easily found on the UCATS website, and *Momentum* always highlights benefits and NYSUT updates and news from month to month.

Involvement is vital

Other locals under NYSUT reported fallout from the JANUS ruling, which made paying union fees for public employees optional. This ruling weakens our union and

has already decreased union membership in NYSUT. Losing our labor protections through laws that encourage free-riding and non-participation is a struggle facing NYSUT, and our sustained involvement and awareness of the issues at hand, from across the state, is vital. I look forward to receiving information from NYSUT to disseminate to our local, and I truly value keeping UCATS connected across the state to build solidarity with other locals. I encourage anyone who would like to discuss getting more involved in our union or provide me with feedback to bring to the next NYSUT NextGen advisory meeting to reach out to me at a.kreienberg@gmail.com.

Triangle Shirtwaist Fire Commemoration

Every March, UCATS members gather on Washington Place with the labor community and local government officials to commemorate the Triangle Shirtwaist Factory Fire. Now the site of NYU's Brown building, this horrific fire on March 25, 1911 resulted in the deaths of 146 workers, mostly young Italian and Jewish immigrant women. Despite the fact that the building had been ruled by an inspector as a firetrap just three months before, Triangle packed the building to the brim with workers. Not only that, but Triangle was required to keep doors to the factory open during working hours. Instead, they locked the doors to the Washington Place stairway, ostensibly to reduce workers stealing goods – to leave the factory, you had to have your bag checked. When a fire erupted on the 8th floor, workers on the upper floors were unable to get out of the locked doors and incredibly narrow stairways. Women were forced to jump or burn to their deaths, and though the fire department arrived within minutes, their ladders did not reach above the 6th floor. In the wreckage, the fire department found that more than a dozen women died due to a collapsed fire escape, and 40 to 50 workers had perished collapsed against the locked doors of the building.

The public nature of the incident was a clarion call to the labor reform movement and to all working class people; never again should something so inhumane befall workers. Four days after the fire 350,000 people marched in the streets of New York in a somber display of solidarity. Just weeks after the fire, the Ladies Garment Workers Union, along with other workers' groups, held protests for better working conditions. After immense pressure from unions, civic organizations and the general public, New York legislators created the Factory Investigating Commission, a watchdog agency dedicated to policing the working conditions in workplaces across the

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New planning for retirement webpage for UCATS members

■ Christopher Crowe, Bobst Library

Hopefully, we'll all live long, healthy lives. And if we do, one day we'll retire from work. It's a daunting prospect, to live a decent life without working, and there is much to consider and plan for. Accurate information to inform our planning is vitally important but not always easy to come by which is why we've created a new "NYU Planning for Retirement" page on our website, ucats3882.org.

UCATS has bargained over the years for our most important retirement benefits – namely, the Staff Pension Plan and (more recently) the NYU Retirement Plan. These two very different plans are designed to provide income throughout your retirement. For the foreseeable future, most of our current members contemplating retirement are in the Staff Pension Plan. It's one of the very few defined benefit pension plans left in the United States. (They used to be much more common.) Once you're vested, after five years of service, you'll receive a certain amount of money – the exact amount determined by your years of service and your income during those years – every month for the rest of your life.

Choices

You don't contribute anything to the plan out of your own pocket, though you can choose to enroll in a Supplemental Tax Deferred Annuity (STDA), in which you contribute a portion of your pay (pre-tax) which



Christopher Crowe,

you then invest in your choice of mutual funds offered by TIAA-CREF and Vanguard.

Members hired after January 1st, 2019 can choose either the Staff Pension Plan or the NYU Retirement Plan – a defined contribution plan, much like the STDA, except that NYU matches the portion of your pay (up to 5%) that you choose to invest in mutual funds offered by TIAA-CREF and Vanguard. The two plans are, obviously, quite different but, compared to similar plans offered by most employers both are excellent examples of their type. Which is not to say they don't have their pluses and minuses; the Staff Pension Plan, as noted, only vests after you've been on the job for five years; the NYU Retirement Plan is subject to the ups and downs of the stock market. Which one is better for you depends entirely on your individual circumstances.

On our Planning for Retirement page we have also provided direct links to information about NYU's retiree health/dental/vision benefits,

how/where to apply for your Staff Pension, and how/where to enroll in Social Security and Medicare.

NYU offers some fringe benefits to qualifying retirees that it doesn't publicize widely. For example, we all know that as active employees we have \$50,000 of group life insurance from NYU, but did you know that as a retiree you still get \$30,000 of free group life insurance from NYU? Even our UCATS President Stephen Rechner admitted he didn't know that – until he created the Planning for Retirement page!

Never too early

Also, if you retire with as little as ten years of continuous service you qualify for a free lifetime membership at the Palladium Athletic Facility – it's always good to stay physically active. And since it's just as important to stay mentally active you can still take advantage of the tuition remission benefit (though it might have tax implications), get a discount at the NYU bookstore and you can continue to use the library.

Even if you're still in your 20s and retirement is decades away it's not too early to begin planning for it now. The information on our Planning for Retirement page can help inform your choices to ensure your health and financial security throughout retirement, so take advantage of it. Whatever your current age, the time to plan for retirement is not when you are 64-and-a-half – it's NOW!

Ordinary people

(Continued from page 2)

fessor at Tisch then and now. That herstory at least, has been written and preserved in *Momentum*.

No one comes into this world with “destined for greatness” stamped on their birth certificates. No such designation is made on high school or college diplomas either. Many of yesterday’s heroes didn’t graduate from college or even high school. What people who have made history/herstory all have in common is that they were ordinary people who answered the call to do extraordinary things. They saw an injustice and they fought against it. An obstacle was placed in their path and they overcame it. They saw a mountain to climb and they went to the top.

An ancient Chinese philosopher, Lao Tzu, said, “The journey of a thousand miles begins with a single step.” That is how all of the women and African-Americans achieved the greatness we honor during Black and Women’s History Months. I doubt many of them saw

themselves as great when they took their first step toward greatness. By the time they achieved what they set out to do, they were probably so exhausted, and even perhaps disheartened from the battle, that they didn’t even recognize the magnitude of their achievement(s) at the time. That’s because when people endeavor to fight against injustice, poverty, and inhumanity, or to fight for democracy, they’re not looking to achieve greatness for themselves.

Today, we are the beneficiaries of the great achievements of the historical people we honor during

Black and Women’s History Months. It is our duty to learn their histories for the sake of remembering and for the sake of learning how to fight the injustices of today. There is still poverty and inhumanity and today we are fighting for the survival of American democracy.

So, for the women and men of all races, creeds, orientations/gender identities who made the history/herstory we honor the next two months, think about your journey and your first step. Yes, we are ordinary – and every bit as capable of doing extraordinary things.

SIGNERS OF THE AFT CHARTER APPLICATION THAT FORMED LOCAL 3882 IN 1979

Christine Russell, *Acting President*

Alberte Bernier
Carolyn Bradshaw
Manfred Callender
Beryl Clemetson
Michael Cudney

Arthur Grindon
Bruce Levine
Sandra Long
Maureen Nappi
Claudia Timmons

Outsourcing

(Continued from page 3)

of the jobs in our bargaining unit. We also cannot stop all changes that management proposes based on their “operational needs”, but when NYU embarks on a restructuring of bargaining unit jobs, UCATS works to minimize the negative impacts of these changes on our members. We do this by communicating with our members

and engaging in discussion with NYU management. Our goal is to protect the employment of our members as well as all of the collectively bargained rights, wages, and benefits negotiated in the collective bargaining agreement.

Change can be uncomfortable but it is also inevitable, especially in the workplace and especially in today’s current labor environ-

ment. UCATS did not agree to their changes, but, we did succeed in securing the employment of our members at the bookstore. While this was understandably a difficult circumstance for those affected, knowing that our employment status, wage rates and benefits remain unchanged is a great relief, and would not be assured without UCATS advocating on our behalf.

Union women

(Continued from page 7)

state. Ultimately, the tragedy made famous the work of women activists such as socialist-feminist labor union leaders Clara Lemlich and Rose Schneiderman, who had been fighting poor working conditions for years with the International Ladies' Garment Worker's Union and Women's Trade Union League, respectively. Witnessing the dramatic blaze also inspired labor advocate Frances Perkins to commit her life to workers' rights. She ultimately

became the first woman appointed to the U.S. cabinet and executed sweeping labor laws in her role as Secretary of Labor under President Franklin D. Roosevelt.

The Triangle Shirtwaist Factory Fire was a devastating moment in workers' history that ultimately led to hard-won reform due to the efforts of galvanized union members and labor activists. March is Women's History Month and I hope you might reflect on the role of women in labor unions and dig into the union history

that affects not only American labor history, but also socialist, women's, and immigration history as well. In the future, we will have the Triangle Fire Memorial to meditate on. Under the leadership of Hofstra University professor Mary Anne Trasciatti, the Remember the Triangle Factory Fire Coalition is building a permanent memorial on NYU's Brown building, where the tragedy occurred, marking it for the public, to remind us all of the 146 (mostly women) workers whose lives were lost.

Women in Labor History



FRANCES PERKINS was the secretary of labor during the Franklin Delano Roosevelt administration. Perkins, who had studied economics and sociology at the University of Pennsylvania's Wharton School, championed both labor and workplace safety. As a cabinet member, she helped develop and implement key pieces of the New Deal, including enacting minimum wage laws. She oversaw key pieces of the National Industrial Recovery Act, the Public Works Administration and the Civilian Conservation Corps. While chairing the President's Committee on Economic Security, she pushed through the Social Security Act of 1935. In 1980, the headquarters of the U.S. Department of Labor was named in her honor.



LUISA MORENO was a Guatemalan-born American labor organizer. She started organizing while working in a cafeteria in New York in the 1930s, protesting against long hours and consistent sexual harassment. In one incident, she walked past police guarding the cafeteria against picketers by wearing a fur coat and acting as if she were a customer. When she arrived at the door, she pulled out a strike sign from under her coat and was carried off by officers. She later organized African-American and Latina cigar makers in Florida. She became a representative of the United Cannery, Agricultural, Packing, and Allied Workers of America, where she organized workers in Texas and California during the 1930s. Moreno was a staunch advocate for the rights of immigrants, especially from Latin American countries. She organized the Sleepy Lagoon Defense Committee to help clear those indicted in what the media dubbed the "Sleepy Lagoon murder." In the 1950s, she was targeted by immigration officials because of her activism. She was offered citizenship in exchange for testifying against a labor leader, but she refused, stating that she would not be "a free woman with a mortgaged soul."



THE LAWRENCE TEXTILE STRIKE, commonly referred to as the "Bread and Roses" strike, took place in Lawrence, Mass., from January to March 1912. The strike defied expectations, uniting workers (who were mostly immigrant women) from 51 different nationalities. The workers lived in terrible conditions, with high mortality rates for the children who worked in the factories. The phrase "bread and roses" came from a line in a speech by organizer Rose Schneiderman: "The worker must have bread, but she must have roses, too." It became a cry not just for fair wages, but also for decent working and living conditions. The strike inspired the famous song "Bread and Roses."

NYSUT 2020 census COUNTS



What is the Census?

The U.S. Constitution requires the Congress to count every person living in the United States every 10 years. That means all residents, including non-citizens and children.

Why is it important?

Information from the Census is used to distribute more than \$700 billion in federal funds for programs such as: Medicaid, Title 1, school lunches, special education and housing assistance and many others. In addition, results will reshape local, state and federal legislative districts. Experts project New York could lose one – possibly two – congressional seats.

What's at stake for our region?



▲ Projections show that New York City could receive an additional \$4.5 billion in federal funding if the census return rate increased from 85% of households to 95%.

When?

The Census Bureau will begin sending mail to all residents in the middle of March. The first day you can complete the Census online is March 12. In the following weeks, the bureau will send reminders to households that have not responded, and nonresponders may be contacted at home. Several populations are at higher risk of being undercounted: children, non-English speakers, immigrants and those without access to the Internet. Our outreach can help ensure they are counted.



FOR MORE INFORMATION:

nysutcounts.org

Pledge to complete your Census form!

nysutcounts.org/pledge
#CountMeIn
#NYSUTcounts

NYSUT's Plan

- ▶ NYSUT encourages local leaders to run member-to-member campaigns about the importance of being counted.
- ▶ Develop print and digital materials to engage and educate members.
- ▶ NYSUT is working with other unions, community groups and like-minded organizations to spread the message.
- ▶ Children were undercounted in 2010. Our work will include curriculum, resources and activities for use in the classroom. NYSUT members can educate our students so that they will ask their parents if they've been counted.

Bulletin Board

DEBT MANAGEMENT HELP

IS DEBT GETTING the best of you? Credit card debt, student loan debt, medical debt and more, can all damage a person's financial well-being. But UCATS has your back. Just go to our website and click on the Debt Management Help link under the Bulletin Board section to find out about benefits from NYSUT Member Benefits and the AFL-CIO that can help you tackle whatever debt is derailing your financial plan.

ONLINE DEFENSIVE DRIVING COURSE

THROUGH THE NYSUT Member Benefits Corporation-endorsed Defensive Driving Program, NYSUT/UCATS members and their family members licensed in New York State can take this course online at the members-only price of \$21.95 per person – a 27% savings over the regular course fee! If you are the principal operator of a vehicle, you will receive a minimum 10% reduction in the base rate of your auto liability and collision insurance premiums each year for three years. You may also receive a reduction of up to four points on your driving record. You can take the course as often as you wish, but only once every three years for insurance reduction benefits and once every 18 months for point reduction. This course is sponsored by the National Safety Council

NOTE: Before you can participate online and receive the special discounted pricing, you must have the unique NYSUT Member Benefits Access Code. Call NYSUT Member Benefits at 800-626-8101 weekdays from 9 a.m. to 5 p.m. (EST) to get the Access Code.

109TH TRIANGLE SHIRTWAIST FIRE COMMEMORATION

SAVE THE DATE – Wednesday, March 25, 11:30 a.m.-1:00 p.m.

Washington Place and Greene St. in front of NYU's Brown Building where the tragedy occurred. Join UCATS and unions from the tri-state area to remember the 146 workers who lost their lives in the infamous fire that sparked the workplace Health and Safety movement.

ADMINISTRATIVE PROFESSIONALS WEEK

ADMINISTRATIVE PROFESSIONALS WEEK, celebrated this year from April 20-24, 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 22**. 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.

