

UCATS Momentum

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

Volume 40 2019 Issue 2

FIFTEEN new stewards join the UCATS Leadership Team

—page 6

I became a shop steward because a close friend of mine has been one for many years and I just appreciate what the position can provide for our members. Through my own personal experience UCATS has shown that we fight hard for our members when we are being wronged.

Jason Singleton,
Supply Assistant, College of Dentistry

Having a union means having an organization that has our backs and puts workers rights first. Being a steward is a good opportunity to foster a closer community and be involved. I look forward to being a resource for fellow UCATS members and helping them through any conflict.

Michelle Tanaka
Administrative Aide, School of Law

I was nominated because of my caring and approachable attitude. My goal is to raise awareness of mistreatment of staff. I will listen, give guidance on situations and actions, or non-actions, we should take to help members.

Melonie (MJ) Jones-Cummings, Patient Services Representative, College of Dentistry

UCATS is a valuable resource for our members and I want my coworkers to know what their rights are. UCATS should provide more encouragement for attending general meetings by everyday members so they are more informed and involved with union activities and I will work to facilitate that.

Larissa McDowell, Administrative Aide, College of Nursing

When I had special circumstances I was grateful for the help and guidance provided by our UCATS organizers. As a steward I hope to give a collective voice to the needs of those that might otherwise be ignored or not asked to the table.

Aleida Casanas, Administrative Aide Enrollment Management

There's an overwhelming anti-worker and anti-union sentiment currently in this country from politicians (we know who) and corporations and it's more important than ever to be vigilant in protecting and fighting for workers' rights. I decided it was time to take an active role in our union and thought being a steward and a voice for my coworkers was the best way to start.

Ben Carr, Administrative Aide, Bookstore

UCATS helps keep our work environments respectful and encourages communication and participation. I'd love to see more events for the members to provide information and encourage more participation and camaraderie.

Lisa Steves, Administrative Aide, Gallatin

The Silver School of Social Work didn't have a dedicated rep. The steward for the Gallatin School was handling our union related issues. I'm excited to be our in-house Steward.

David C Privler, Administrative Aide, School of Social Work

I am interested in learning more about the union and gaining leadership experience. I would like to be a resource to other members in my office and create more engagement opportunities for members with other union members at different schools

Ariel Raskin, Administrative Aide, University Development & Alumni Relations

CELEBRATING STONEWALL
UCATS LGBTQ HIS&HERSTORY

PAGE 2-3

DAN LEGA RETIRES

PAGE 4

PROTECTING YOUR SURVIVORS

PAGE 5

NLRB VICTORY

PAGE 10-11

Celebrating Stonewall – the history of Domestic Partner Benefits at NYU

■ *Stephen Rechner, School of Law*

This year marks the 50th anniversary of the Stonewall riot in New York City, an event credited with kick-starting the gay rights movement that ultimately led to the legalization of same-sex marriage. The path to same-sex marriage wasn't a straight line. There were bumps in the road and other milestones achieved along the way. One of those milestones was developing the legal concept of domestic partner benefits for same-sex couples: that employers should provide the benefits offered to married heterosexual couples to same-sex couples as a matter of equal pay for equal work because the law denied same-sex couples the right to marry.

On March 11, I had the privilege of speaking at one of NYU's Stonewall 50 events to share the history of how, in 1993, NYU came to offer domestic partner benefits to employees in same-sex families.

Not in a thousand years

In 1990, UCATS was one of the first unions in the country to propose domestic partner benefits for same sex couples in contract bargaining. At the time, it wasn't just employers who had work to do on LGBTQ issues; even unions were just beginning to acknowledge that there were homos in the house of labor and that we were some of their fiercest activists.

We were not successful in 1990. In denying the proposal NYU's



Director of Labor Relations, Dick Semeraro said, "Not in a thousand years ..." saying it would be too costly based on no evidence whatsoever.

In 1992, I was approached by Carol Alpert, a faculty librarian in the Law Library about UCATS joining a coalition with faculty and administrators to campaign for domestic partner benefits for all employees. I was a shop steward at the time so I had to run it by our president Trudy Rudnick.

The coalition became ALGFAS – the Association of Lesbian and Gay Faculty, Administrators and Staff. We met monthly for a year to strategize and gather information on employers then offering domestic partner benefits, the cost, and the percent of employee usage. That research was time consuming without the internet.

Our strategy was to present our data to NYU in the fall semester of 1993 and request a meeting with NYU President L. Jay Oliva. We chose Carol Alpert,

Dean Williamson and union president Trudy Rudnick to meet with President Oliva, but Trudy had the flu on the meeting day and so, at the last minute, I went in her place not having clue as to what I was going to say.

President Oliva ceremoniously led us into his office and invited Carol to speak first and then Dean, but when it was my turn, before I could utter a word he snapped at me, "I'm not discussing any subjects of bargaining with a union representative." Carol and Dean were horrified, not only by what he said but they were afraid I might blow it by responding in kind.

Instead I took a breath and calmly
(Continued on page 8)

UCATS Momentum

636 Broadway, Room 1219
New York, NY 10012

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

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

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



DISPATCH: Look Back – Move Forward

March 1, 2019

NYU/Stonewall 50 – LOOK BACK. MOVE FORWARD.

A Streak of Violet: LGBTQ+ History Within New York University
NYU Kimmel Center for University Life, Rosenthal Pavilion

ARTS ACTIVIST Kate Conroy (Tisch '11) represented women's/lesbian's speculative Stonewall herstory with a publication and performance called *CRAZY TIMES*. The project took shape at the invitation of Alyson Wild, a member of the event's committee. Wild asked Conroy to present work that would call attention to lesbian/queer women of the Stonewall rebellion era to the present.

Conroy's response was to enliven an otherwise suppressed narrative – that of the “crazy butch lesbian” who is rumored to have thrown the first punch to the head of a patrolman. According to arrest records procured by Jonathan Ned Katz with OUT HISTORY, Marilyn Fowler was arrested at Stonewall



Conroy, as a Newsie, distributes *The Crazy Times*. Photo by Marty Correia.

on the first night of the resistance. Attempts to gather more information about Marilyn and include her in the narratives of the rebellion have been met with resistance. Two informants claim to have known her, but have tossed her off as “crazy,” a “speed freak,”



Joan Randolph considers *The Crazy Times*.
Photo by Marty Correia.

and a “wacko.” Therefore, she has been ignored and erased from the history.

Movies about the Stonewall actions that have centered cis – white men's stories have been countered with celebrations of Black and Latina trans women, Martha P. Johnson and Silvia Rivera, as progenitors of the resistance. Dominant narratives of these events neglect to mention lesbians and other women who were part of the uprising. Any “crazy” ones are particularly denounced. In response, *The Crazy Times* posits speculative reportage that challenges conventional narratives.

As attendees entered the hall to hear speakers present on NYU's LGBTQ+ past and future, Conroy, in character as a wild-eyed butch Newsie, distributed the broadsheet shouting, “*Crazy Times*, get your *Crazy Times* here! *Crazy Times*.” The captive audience had little reason to resist *this* call to attention.

Dan Lega retires

■ *Christopher Crowe, Bobst Library*

Our union brother, Daniel Lega of the Library Privileges Department at Bobst Library has retired after more than thirty years at NYU. Though he never aspired to official positions of leadership within our local he certainly embodied the idea that every member should step up when the time is ripe and do what needs doing.

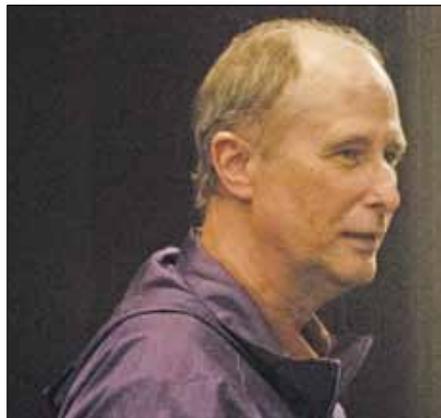
One member, making a difference

On many occasions Dan stepped up and fought for our union, our members, and our core values of fairness, decency, and solidarity. In fighting for others he fought for himself, too. He reaped enormous benefits from his three decades of UCATS membership and the deal he's retiring from is vastly better than the deal he was hired into.

Dan came to New York and to NYU from Louisville, Kentucky in the late 1980s, not long after graduating with a degree in music composition from the University of Louisville. He was only here a year or so when he was plunged into his first big union fight. In the Fall of 1988 the United Staff Association, as UCATS was then known, went on strike. "I was out there marching, a couple weeks straight, screaming my lungs out every day," he recalls.

At issue were wages, hours, and agency fees – i.e., the right of the union to charge a "fair share" fee to non-members who benefit from the union's work. As Dan put it, when asked why he walked the picket line: "Everything should be fair and people should get a living wage. They just weren't paying much at that time."

It was a difficult strike. Our union didn't get everything it de-



manded, at least not right then. Agency fees, for example, wouldn't be secured for another twelve years. We did, however, make some remarkable advances, including a 5.5% across the board pay increase and additional compensation to workers at the lower end of the pay scale, estimated to be more than half of the workers represented. Also, the work week was cut from 37.5 to 35 hours (allowing for more overtime) and improvements were made to the pension and other benefits. Beyond that, the '88 strike was the decade old union's true "baptism of fire." As President Stephen Rechner, then a strike captain, put it: "Prior to the strike NYU saw Local 3882 as a temporary annoyance that would go away with enough intimidation. After the strike, more to the point, after we SURVIVED the strike and recovered our membership numbers, NYU seemed to accept that Local 3882 was not only here to stay, but a force to be reckoned with."

Did the relationship between the union and the University get better after the strike? "Marginally," said Dan. "But they still seemed to want to fight us on so many things."

Over the years Dan made himself available when the union needed bodies on the street yelling, or in the office

stuffing envelopes. Twice he served as a delegate to the annual Representative Assembly of New York State United Teachers (our state affiliate).

Certainly, though, his finest moment as a unionist came a few years back when a co-worker was unjustly fired. "It was so blatantly unfair what they did to him," he said. "He was fired for no reason." Dan reached out to UCATS organizing staff to see how he could help. Eventually it was decided that he would write a petition protesting the firing and demanding that the dismissed co-worker be reinstated. "I wrote the petition," he said, "Had co-workers sign it and submitted it to HR. It was my idea, but I coordinated with the union organizer." It's extraordinarily rare for a fired worker to return to their job but in this case it happened. Dan's petition sent a clear message of solidarity that management simply could not ignore.

Of course, as much as the union has benefited from having Dan as a member for over three decades, he has also benefited greatly from his membership.

It's a source of immense pride for the teams that have negotiated our contracts over the years that every single year since our union was new (in 1979) every single one of our members has gotten a raise. And to be clear: that's not at all common across America, or even here at NYU. Administrators, for example, have not gotten that deal. And what's it meant to get a raise every year? "When you can count on getting a raise every year," Dan reflected, "it's a big load off your mind."

Dan is moving back to Louisville, after decades in New York. While
(Continued on page 11)

Protecting your survivors

■ *Stephen Rechner, School of Law*

No one wants to contemplate their own demise, but the fact remains that, unless you're an astronaut, you're not getting off this planet alive. Death can come at any age and without warning.

UCATS members have valuable FREE life insurance benefits to protect our survivors, but, when a UCATS member where I work recently passed away, I learned that no one was going to reach out to his surviving spouse with information about the life insurance to which his spouse was entitled. Fortunately, in this case, our Dean's office circulated his spouse's contact information and I sent out the information.

Your survivors need to know

I also learned that it isn't enough to have great life insur-

Life insurance is a benefit your survivors can only get IF you take the steps to enable them to claim the benefits.

ance benefits unless our survivors KNOW what the benefits are and HOW to claim them.

The Member Benefits page on the UCATS website has been updated with links to all of these benefits and how to claim them, but YOU still have to let your family know that these benefits exist and that they have to claim them.

Your survivors will need to have your death certificate and, to

claim any of your union provided insurances, they will need your NYSUT member ID which is on your NYSUT membership card. If you don't have your NYSUT membership card you can call NYSUT toll-free at 800-342-9810; press 0 for the operator and ask for the Membership Records Department. A link to information about all of the union provided insurance policies and how to make a claim is on the UCATS website in the Member Benefits section. For the NYU group life insurance you should name a beneficiary; there is a link to the form on our website.

Life insurance is a benefit your survivors can only get IF you take the steps to enable them to claim the benefits. If no claim is made, no benefit is paid. You work hard for these benefits; don't let the insurance companies keep money owed to your survivors.

THESE BENEFITS INCLUDE:

FREE \$50,000 of NYU Group Life Insurance.

OPTION to purchase up to \$60,000 of additional life insurance from NYU in \$5,000 increments on a shared-cost basis; you must enroll for the additional optional insurance.

FREE \$1,000 Term life insurance from the National Education Association (NEA). If death is the result of an accident on the job this FREE benefit is \$50,000. If death is the result of a homicide on the job this FREE benefit is \$150,000.

FREE \$5,000 Accidental death life insurance from the American Federation of Teachers (AFT). Death must be the result of an accident off the job. If death is the result of an accident on the job, this FREE benefit is \$10,000.

FREE \$1,500 Accidental death life insurance from New York State United Teachers. Death must be the result of an accident.

Stepping up to the plate

UCATS seats 15 new stewards

■ Ben Beckett, Bobst Library

UCATS is picking up momentum.

In April, the union had its first executive council elections since the most recent contract with NYU was ratified in early 2018. The contract campaign saw hundreds of UCATS members participate in contract rallies, membership meetings, contract surveys, call-ins to administrators, and union button days.

FIFTEEN new stewards!

Are members sitting fat and happy? Hardly. As a result of year's election, UCATS has welcomed fifteen new stewards to the union's executive council. This brings the total number of members on the executive council to twenty seven, nearly twice what it was last year.

"UCATS is a valuable resource for its members and I want my co-workers to know what their rights are," Larissa McDowell, a newly-elected steward and administrative aide at the College of Nursing said.

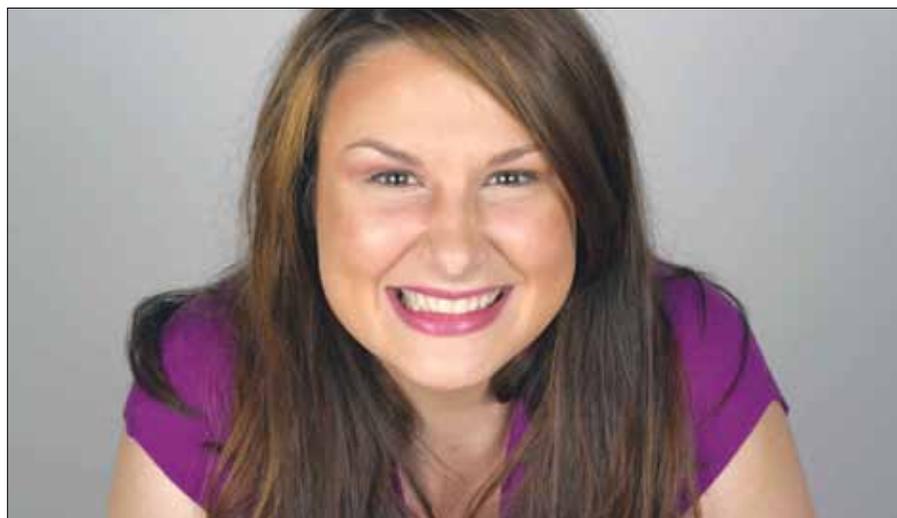
With more hands on deck, the local has an opportunity to expand its presence into colleges and divisions where it was previously less active.

"[UCATS staff organizer] Linda called me and said people had identified me as a 'go-to' person, which I take pride in. Being a steward is a good opportunity to foster a closer community," Michelle Tanaka, a new steward and administrative aide at the Law School said.

Benjamin Carr, an administrative aide at the bookstore, said, "A voice at the table and an ear for my colleagues is something we at the



Ben Beckett



Larissa McDowell

bookstore, and the rest of campus services, have been lacking for a while now as we've been without a steward. I decided to step up to the plate. I hope to help be a part of determining our rights, benefits,

and protections in the years to come."

Several new stewards mentioned times the union had been there for them in the past and said they

(Continued on page 7)

UCATS Executive Council 2019-2021

Term: May 1, 2019-April 30, 2021

(Continued from page 6)

thought it was time for them to pay it forward by getting involved.

UCATS now has stewards at Campus Services, Capital Projects and Facilities, the College of Dentistry (three stewards), the College of Nursing, the Office of the Provost, the School of Law, Silver School of Social Work, Steinhardt, UDAR, and the Office of University Enrollment – all units where steward seats sat empty last term.

More stewards, more advocacy

That's on top of stewards who were re-elected from Tisch, SPS, the Office of Student Affairs (two stewards), Gallatin, FAS (two stewards), Courant, and the Division of Libraries (two stewards).

With more hands on deck, the local has an opportunity to expand its presence into colleges and divisions where it was previously less active.

“I am excited to advocate for my coworkers and to learn more about how the union works. I hope to work hard to help make NYU the best place for all of us to thrive,” Lisa Steves, an administrative aide at Gallatin and new steward said.

Got a problem at work? Just want to talk union? Get in touch with one of your stewards!

OFFICERS	WORK LOCATION
Stephen Rechner – President	School of Law
Diana Corzen – VP	VP Student Affairs/Health Services
Chris Crowe – VP	Bobst Library
Shermaine Griffin – Treasurer	School of Professional Studies
Rob Lesko – Secretary	School of Professional Studies
STEWARDS	WORK LOCATION
Marty Correia	Arts & Science
Anna Kreienberg	Arts & Science
Ben Beckett	Bobst Library
Robert Platt	Bobst Library
Petra McCalmon	Capital Projects
Benjamin Carr	Campus Services
Melonie Jones Cummings	College of Dentistry
Vanessa Sejourne	College of Dentistry
Jason Singleton	College of Dentistry
Larissa McDowell	College of Nursing
Joan Randolph	Courant Institute of Mathematical Sciences
Lisa Steves	Gallatin School of Individualized Study
Richard Wager	Provost
Michelle Tanaka	School of Law
Ian Brown	School of Professional Studies
David Privler	Silver School of Social Work
Camryn Mothersbaugh	Steinhardt School of Culture, Education, and Human Development
Caleb Savage	Tisch School of the Arts
Ariel Raskin	UDAR
Aleida Casanas	University Enrollment
Ian Koncagul	VP Student Affairs/Health Services
Johanna Tyson	VP Student Affairs/Health Services

Celebrating Stonewall

(Continued from page 2)

replied, “President Oliva, I won’t ask you to discuss any subjects of bargaining with me, but I do expect you to have the courtesy to listen to what I have to say as you have listened to Professor Alpert and Mr. Williamson.”

He clearly realized he had been ungracious and let me speak, and I only said that NYU needed to be on the right side of history on this issue and to do that they had to grant domestic partner benefits to all employees, including staff, and it had to be included in the contract we were in the process of negotiating.

At that time it was NYU’s practice when rolling out a new or improved benefit to offer it to faculty and administrators only and make staff wait for the next bargaining cycle to negotiate it into our contract.

The following week I formally presented our proposal for domestic partner benefits at the bargaining table and as part of our strategy Carol and Dean agreed to sit on the union side of the bargaining table to my left and right. That was big deal, especially for Dean who was an administrator without tenure or union job security. It also made NYU’s negotiators Dick Semeraro and Karen Bradley visibly uncomfortable, but our strategies worked.

Opposition

All was not rosy in the aftermath of our success, however. Some of our own union members said they would vote against ratifying the contract because the domestic partner benefit was antithetical to their religious beliefs, even though they acknowledged that the overall contract met with their approval. Then, when NYU actually

implemented the new benefit the following year at least one health insurer had to be dropped because they refused to administer health insurance to same sex couples; that was Kaiser Permanente.

1,000 years pass in 3

In 1993, ALGFAS called upon NYU to boldly go where most employers had yet to go. To offer benefits to an employee group whose families had been historically marginalized and wrongfully denied benefits given to heterosexual families as a right. At a point in his-

Sometimes, employees have to exercise our power and be not nice to claim what is rightfully ours.

tory when we were in the throes of the AIDS crisis ravaging our community, when new treatments were coming online but no one knew the full extent of their costs over time, and at a time when it was legal in all 50 states to discriminate against anyone for real or perceived sexual orientation, and most of the country was A-OK with homophobia.

It was 3 years LATER in 1996, that an allegedly progressive democratic president named Bill Clinton signed the Defense of Marriage ACT!

What we can relearn from this history is:

1. Progress isn’t always nice, even at an institution that strives for collegiality;

2. Sometimes, employees have to exercise our power and be **not nice** to claim what is rightfully ours when a powerful moneyed institution doesn’t want to give it up, and when we do, a thousand years can pass in three.

The happy ending to this history is that although NYU was dragged over the domestic partner benefits finish line kicking and screaming, that fact does not diminish the fact that NYU got there before most employers, and they have since on many occasions expressed their pride in that accomplishment. In fact, in his March 11 weekly email President Hamilton noted with pride that NYU offered domestic partner benefits “before it was the law.” He failed to mention ALGFAS or UCATS, but that’s why we celebrate Stonewall and the many LGBTQ milestones since by bringing together the people who made them happen – to educate a new generation of NYU employees who weren’t there at the time.

I don’t deny NYU their pride in being among the first employers to offer all their employees domestic partner benefits. In fact, I’m delighted that NYU is proud of our shared history on this issue. If NYU’s top brass would only listen to the concerns of their employee constituencies more often I am certain they will have a lot more to be proud of in the future!



UCATS in Action

MARCH 11

NYU Stonewall 50 event. Stephen Rechner recounted the history of Domestic Partner benefits at NYU. Shop Steward Kate Conroy, in “newsie” character distributed a mock newspaper calling attention to the roles women played in the Stonewall riots which have historically been overlooked.



FEBRUARY 6 - MARCH 13, APRIL 10

Coalition for Labor Action by Workers & Students (CLAWS) meetings. A group of NYU students and leaders from the different unions on NYU’s campus have been meeting throughout the semester to discuss ongoing issues and ways in which we can help each other.

MARCH 25

108th annual commemoration of the Triangle Shirtwaist Factory Fire on Washington Place and Greene Street. The site of the fire is now NYU’s Brown Building.

APRIL 4

Meeting of NYSUT Private Sector Higher Education locals. Representatives from NYSUT locals at Cooper Union, Marymount, FIT, LIU and members of CLAWS attended, hosted by UCATS. Guest speakers were Marc Laffer (r), NYSUT Regional Staff Director for Tarrytown and David Eng Wong (2nd from r), NYSUT Labor Relations Specialist.



APRIL 23

The UCATS Executive Council Election concluded. Ballots were counted in the two districts where we had contested elections and UCATS Secretary Rob Lesko cast the one ballot electing all stewards and officers who were running uncontested.

MAY 3-4

NYSUT Representative Assembly, Albany. Shermaine Griffin, Christopher Crowe, Ian Brown, Marlene Lillo-Smith and Stephen Rechner attended.

MAY 13

First meeting of the newly elected UCATS Executive Council.



NOTICE TO EMPLOYEES

**POSTED PURSUANT TO A SETTLEMENT AGREEMENT
APPROVED BY A REGIONAL DIRECTOR OF THE
NATIONAL LABOR RELATIONS BOARD
AN AGENCY OF THE UNITED STATES GOVERNMENT**

FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected concerted activities.

WE WILL NOT interfere with, restrain, or coerce you in the exercise of the above rights

WE WILL NOT refuse to bargain collectively with Union of Clerical, Administrative and Technical Staff (UCATS) at NYU, Local 3882, NYSUT, AFT, AFL-CIO (the "Union") by failing and refusing to furnish it with requested information that is relevant and necessary to the Union's performance of its functions as the collective-bargaining representative of our bargaining unit employees.

WE WILL NOT unreasonably delay in responding to requests for information made by the Union.

WE WILL NOT refuse to meet with the Union for the purpose of discussing an accommodation of legitimate assertions of the confidentiality or proprietary nature of information that is relevant and necessary to its role as your bargaining representative.

WE WILL provide the Union with, or make available for inspection, in a timely manner the information that it requested on August 2, 2018, pertaining to emergency response plans.

WE WILL, upon request, bargain in good faith with the Union as the exclusive collective-bargaining representative of our unit employees.

WE WILL NOT in any like or related manner interfere with your rights under Section 7 of the Act.

New York University
(Employer)

Dated 4/26/2019

By [Signature] VPHR
(Representative) (Title)

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. It conducts secret-ballot elections to determine whether employees want union representation and it investigates and remedies unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below. You may also obtain information from the Board's website: www.nlr.gov

25 Federal Plaza, Room 3614
New York, NY 10278

Telephone No. 212-264-0300
Hours of Operation: 8:45am-5:15pm

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACTED BY ANYONE.

THIS NOTICE MUST REMAIN POSTED FOR 60 CONSECUTIVE DAYS FROM THE DATE OF POSTING AND MUST NOT BE ALTERED, DEFACTED, OR COVERED BY ANY OTHER MATERIAL. ANY QUESTIONS CONCERNING THIS NOTICE OR COMPLIANCE WITH ITS PROVISIONS MAY BE DIRECTED TO THE ABOVE REGIONAL OFFICE'S COMPLIANCE OFFICER.

UCATS settles unfair labor practice case against NYU

COLLECTIVE BARGAINING KEEPS MEMBERS SAFE

YOU MAY HAVE SEEN a notice from NYU posted at your office or on NYU Home. It reads “Notice to Employees” inside a large blue banner at the top of your NYU Home page, but the rest is pretty vague.

What’s the story?

It all started when a UCATS member came to work one morning. As she was the first employee to enter the building, a stranger pushed his way in behind her and proceeded to run rampant through the small building that had no NYU Public Safety officer on site.

Thankfully, she locked herself in a room away from the intruder and called NYU public safety.

NYPD arrived but after the intruder had been detained, no one came to look for our member or search for others who could have been in the building. Not public

safety, not management, not the police. *She sat alone terrified.*

Based on how the incident was handled, it was apparent NYU lacked sufficient procedures for NYU Public Safety personnel to follow in these types of situations.

UCATS leaders and organizers were **OUTRAGED** to hear this story and immediately requested copies of relevant NYU public safety protocols. We were clear: this can never happen again.

At first, NYU said they were gathering the requested information but after UCATS pressed for more than 3 months, **NYU refused to provide the safety information.**

This was a pressing issue for all of us. As this incident showed, it isn’t an abstract concern!

UCATS took the case to the National Labor Relations Board (NLRB), the government body respon-

sible for enforcing workers’ rights.

Finally, just before the NLRB hearing, NYU relented and agreed that our union has the right to review information about the safety of our members.

As part of the settlement with the NLRB, NYU agreed to discuss the safety protocols with UCATS representatives which resulted, in part, in the notice about when to call 911 and when to call NYU Public Safety sent recently to all members of the NYU community. It also included the NLRB notice and posting that notice to employees’ NYU Home pages.

Do you have safety concerns at work? **UCATS WILL ENFORCE YOUR RIGHTS.** Get in touch with your steward, or contact the union office. We’ll make a plan together. Your concerns will stay confidential and no action will be taken without your consent.

Dan retires

(Continued from page 4)

he plans to compose music and read books in his retirement, his first priority will be caring for his mother. He’s actually retiring a few years early so he can go care for her. He’s able to do this, financially, thanks to our defined benefit pension plan, which will provide him a guaranteed income for the rest of his life. “The pension is like a lifesaver to me,” he said. “It’s something that many workers in the United States used to get but almost none get anymore.”

In our last round of contract bargaining in 2017 NYU proposed

replacing our defined benefit plan with a 403(b), but just for new hires. UCATS pushed back and obtained the best and fairest agreement: employees hired after January 1, 2019, will, after a year of employment, get to choose which retirement plan they want. While both plans have their pros and cons, each individual will now decide which plan works best for them. As Dan was quick to point out, the defined benefit plan is guaranteed and, “You never know what’s going to happen with the stock market.” We should expect NYU to try to again to eliminate the defined benefit option

in 2023 when we bargain our next contract, and it will be up to those who sit at the bargaining table, and to the rank and file members in their workplaces (and on the streets) to defend the principle of choice.

Dan won’t be fighting with us then; at least not in person; his work is done. But he’s left us a remarkable example of the good an individual member can do when they fight on the side of the union, and the way a fighting union can change lives. “I think all workers should work for the union,” he said. “And I thank the union very much for all of their help over the years.”

Bulletin Board

UNION-NEGOTIATED CHILDCARE SUBSIDY

Applications for the 2020 union-negotiated childcare subsidy will be sent by email to your NYU Home Account email on **Monday, August 26**, and the deadline to submit your application will be **Monday, September 9**. This year eligible members received a minimum subsidy of \$2,000. As negotiated in our 2017 Collective Bargaining Agreement with NYU, the childcare subsidy fund for 2020 will increase by \$5,000 to \$165,000, plus any unclaimed awards from 2019.

FREE ID THEFT PROTECTION

Our national affiliate, The American Federation of Teachers (AFT) has a benefit to protect members against identity theft – the fastest-growing crime in America. They have partnered with CLC ID Protect to offer all members, including retirees, an ID Threat Score as well as assistance in the event you are a victim of identity theft. You can get a limited amount of coverage for free, or comprehensive coverage for a small monthly fee (individual or family). FREE coverage for all active and retiree members includes:

- Assisted recovery for victims of identity theft
- Up to \$10,000 expense reimbursement coverage
- Free ID Threat Score
- Free Safe Wallet

Register at: <https://www.clcidprotect.net/co/home/aft/>

NYSUT ENDORSED STUDENT DEBT ASSISTANCE

Find out if you qualify for reduced payments or even loan forgiveness.

Cambridge Credit Counseling has partnered with NYSUT Member Benefits to help you reduce or eliminate your student loan payments. There are many student loan plans available that most borrowers either aren't aware of, or that are too complex to initiate. You can call a counselor at no cost with any questions prior to taking the next steps at (888) 254-9827.

NOTE: Beyond the no-cost call to a counselor, there is a \$14.95 fee for this service, but getting into the right payment program could save you thousands.

CHECK OUT ALL YOUR UNION BENEFITS

As a member of UCATS you are also a member of New York State United Teachers, The American Federation of Teachers, The National Education Association, and The AFL-CIO. Each of these organizations offer a menu of benefits and discounts that you can take advantage of as a member. UCATS has now refreshed our website (www.ucats3882.org) to be a one stop porthole to the member benefits websites for each of our affiliates. Just go to our website, scroll down to the lower right-hand quadrant and click "Learn More" under the Member Benefits heading.

TRAVEL TIP

If your summer travel plans include a visit to a theme park or casino, know that many of them offer discounts to union members. Furthermore, as a UCATS/NYSUT/AFT/NEA member you can also get discounts at the Wyndham family of hotels. While these hotels are usually a distance from the theme park/casino they often include a free shuttle to/from area attractions. The difference in the room rate of a Wyndham hotel and a theme park/casino hotel can be hundreds of dollars, money you can otherwise spend having fun.

SAVE A TREE

Sign up for UCATS email and get your next issue of *Momentum* sent to your inbox instead of your mailbox. Go to www.ucats3882.org and scroll to the bottom of the page. You must use a non-NYU email address.

