

UCATS Momentum

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

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Former UCATS Shop Steward Organizes at the Art Institute of Chicago



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*PHOTO COURTESY OF AICWU/AFSCME

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Labor market disruptions

■ *Stephen Rechner, School of Law*

Across the country workers are rising up and organizing for union representation.

Existing unions have been striking in record numbers. Workers are mobilizing to demand better compensation and conditions of employment. For too long the fruits of workers' labor have been confiscated by the bosses and workers have been left holding an empty bag.

The country started taking notice a year ago when workers at an Amazon warehouse in Alabama attempted to organize without success. Those same workers are getting a second chance as we went to publication after a federal ruling that Amazon unfairly influenced the first election. Ballots were mailed on February 4 and will be counted at the end of March. Amazon founder Jeff Bezo's net worth is currently reported to be over \$200 BILLION! He doesn't mind being derided for underpaying/mistreating the employees who make him rich as long as he is lauded for sending other rich people into space.

Collective action power

In Buffalo, Starbucks workers at four shops won their union elections and that has kicked off union organizing drives at Starbucks shops across the country. With compensation of just over \$20 MILLION, Starbucks CEO Kevin Johnson is a pauper compared to Bezos but his 2021 compensation increased 39% from 2020 while the wages of Starbucks employees working in understaffed shops barely budged.



Dec. 11, Rechner joined members of the Professional Staff Congress (PSC-CUNY) as they rallied for funding from Albany.

Up the road at Columbia, graduate employees recently settled and ratified a new contract after striking for 10 weeks. And just last Spring, GSOC members at NYU, the Graduate Student Organizing Committee were also on strike for three weeks before settling a new contract.

Closer to home, former UCATS member/Shop Steward David Langkamp was recently involved in a successful union campaign at the Art Institute of Chicago. David shares his experience at AIC with UCATS VP Christopher Crowe on page 6 in this issue of *Momentum*.

Central to these actions has been the COVID pandemic which has clarified for many workers the shortcomings of employment as it exists today and, just as important, the possibilities for a better future. Workers

are realizing that there is power in collective action and that we have power when we withhold our labor.

In one odd twist of fate, UCATS members have been engaging in a form of withholding our labor for almost a year. We are not on strike, in the traditional sense, and it's not even a union organized collective action. Instead, UCATS members are taking part in the Great Resignation that is sweeping the country. Opportunities for better pay and benefits have become available to our members as the economy reopens and the employers who offer them are raiding NYU's workforce. Put another way, NYU is presently not competitive in the labor market.

In a traditional strike NYU would know that their employees would come back to work once they offered
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Our hard work as a union pays off

90 Members Benefit from Arbitration Win

■ Edmond Monchais
Office of the CFO

HELLO MY FELLOW MEMBERS.

Sometimes we take for granted the rights, protections, wages and benefits we have as NYU employees that have been negotiated into the UCATS Collective Bargaining Agreement (CBA). It's good to remember that UCATS members have worked hard for more than 40 years to establish what we enjoy today from our CBA. Contract language is essential, but it doesn't enforce itself; our vigilance and hard work are still needed to compel NYU to adhere to it.

Essential, but no thanks

A recent example is that at the end of 2021 90 members finally received additional pay they were owed for working on site in the earliest days of the pandemic when everyone else started working remotely. During the NY State mandatory shutdown from March 22 - June 8, 2020, NYU designated these 90 UCATS members as essential and required them to work onsite.



Edmond Monchais

Unfortunately, NYU then refused to pay them for those essential services in violation of a new benefit UCATS had negotiated in 2011 contract bargaining.

Section F of Article 8 was negotiated by UCATS in 2011 and says
—Employees providing essential services who are required to work when the university is officially closed due to an emergency (e.g. storms, power failures) shall be compensated at the rate of time-and-one-half for up to three consecutive days for all time actually worked.

This language was negotiated in response to our members in the health professions who were often compelled to show up for work in snowstorms when the rest of NYU was otherwise closed. We did our best to make the language sufficiently broad to include a range of possible scenarios wherein NYU might be closed. Prior to 2011, UCATS members required to work onsite during an emergency only received their regular straight-time pay.

Rather than seeing this as an opportunity to thank our 90 UCATS members who showed up for work during a dangerous and scary time, NYU decided to be cheap and interpret our contract language in the narrowest possible way.

UCATS grieved NYU's refusal to live up to our contract, and when they refused to settle the grievance, UCATS took the case to arbitration. The entire process took many months of hard work, but eventually the arbitrator ruled in our favor and 90 UCATS members benefited.

A big shout out to all who worked to make this possible.

Market disruptions

(Continued from page 2)

better compensation and terms of employment. When workers withhold their labor by quitting – they're not coming back. NYU may be starting to take notice.

On January 28, 2022, NYU Senior Leadership announced that *"... an executive steering committee on remote based services and support will be launched ... to review the data and lessons learned throughout the pandemic in order to create a set of policies*

and guidelines regarding remote work at NYU."

This is huge. Prior to that, NYU's official policy was that remote work would cease at the end of this academic year – and they could still do that. What might change NYU's institutional mind?

NYU must know that employees are quitting because they have found jobs that will allow them to work remotely as a normal condition of employment after the pandemic is

over. In New York City workers can also find jobs that offer higher pay, promotional opportunities, stock options and annual bonuses. What does NYU have to compete with that?

NYU will need to become more competitive in the labor market if they want to attract and retain world-class clerical, administrative and technical talent going forward. After paying world-class tuition NYU students have a right to expect nothing less.

How I overcame fear to become a shop steward!

■ Petra McCalmon, Capital Projects

Fear is a member's kryptonite. I spent my first years as an NYU employee doing good deeds in the background where no one could see me or, dare I say it - target me! I truly believed standing up for myself and colleagues would put a big red 'kick me' sign on my back. In no way would I openly encourage fellow UCATS members, or my department's management team, to uphold NYU's core values: *being ethical, efficient learning, equity, diversity, and inclusion*,

Moving past fear

Hiding how much I was involved in UCATS member activities was my non-paying second job. I rationalized it by telling myself, "If the members know my name then eventually management would see me. I would no longer be known for my professionalism or my work ethic. Oh no, I would be 'that union person' to NYU." If you can't tell, in that sentence, *union* is synonymous with any four-letter cuss word that comes to mind! A troublesome, dirty, little thing to the code 100s.

For too long, I told myself, "NYU pays me to work just for them and I do not get paid to champion every cause or to walk around with a permanent spotlight following me." Thinking this way, however, did not keep me from discreetly advising other clerical/technical employees about our union-negotiated rights and benefits. Somebody had to do it, and it wasn't going to be management.



Petra McCalmon

So, what changed? How did I move past my fear and step out in the open? First, I took a leap of faith in myself, and in our union, by becoming a shop steward. Now, on the second Monday of each month I join with all the other UCATS shop stewards and officers at a meeting of our Executive Council. The first part of each meeting we discuss and vote on any decisions that need to be made that month, and the rest of the meeting is devoted to steward training. That training has included strategies for organizing, the how-to's of grievance handling, and most recently, how we are laying the foundation for contract bargaining in 2023 when our current collective bargaining agreement expires.

"HR is no longer surprised to get an e-mail from me when issues arise in the area I cover!"

To be clear, I still sometimes have concerns that the NYU managers I work with may be waiting for me to make a mistake. Is it a reality? Maybe, but probably not! In reality, my need to be a peacekeeper is waning every day and instead, I have channeled it into becoming a peacemaker, someone better interested in resolving internal and external issues within the NYU community. At times, I wonder "Why did I take on this leadership role in our union? Frankly, doing it this way is much easier for me. No more sneaking around to attend meetings or help coworkers. Management is aware of my duties as a shop steward, and they even seek me out with questions. HR is no longer surprised to get an e-mail from me when issues arise in the area I cover!

And, when I don't have an answer, I first consult the orange holy book, which you may know as the UCATS Collective Bargaining Agreement (if you have misplaced the copy you received when you joined UCATS it is available online at ucats3882.org). If I can't find the answer there, then I call the union office and consult with one of our experienced organizers.

And, finally, I am not alone. I have the Justice League behind me. Fine, fine, you caught me, our Justice League is actually the team of shop stewards and officers who serve on the UCATS Executive Council. So, the next time you fear speaking up, just channel your own inner superhero by contacting your UCATS shop steward. And the next time we have an election (2023) consider joining the team!

New employees appreciate union

■ Robert Platt, Bobst Library

The Division of Libraries at NYU has been adjusting to the new realities of the hybrid learning model. Every day, and all over the city, UCATS members are providing materials to students, faculty, and researchers. I spoke with two new additions to the UCATS bargaining unit at Bobst Library who are already hard at work.

GRACEELAINE OSBORNE is the newest addition to the clerical staff at the Avery Fisher Center in Bobst Library, where she's taken off with a running start! Graceelaine is working with the burgeoning collection of new recorded media as well as the legacy collections.

Avery Fisher Center is a hub of the NYU media community, providing access to onsite and online collections, as well as collective and individual working spaces. Staff at Avery Fisher have to manage appointments by students and faculty from all over the university, for screening spaces and the immersive media chamber. Graceelaine assists with a vast onsite and offsite collection, with recordings, scores, and scripts, and a frequently-changing exhibition space.

A highly-qualified professional

She is originally from Los Angeles, although her family has roots in New York. "I didn't know it, but when I first came here for school, I moved right into my grandmother's old neighborhood!"

Graceelaine is a highly-qualified professional who brings advanced training to her new position. She has a PhD in Ethnomusicology from NYU, which is assisting her in her work coordinating collections and bringing enlightening new media experiences to students.

"I worked here as a student worker pursuing my degree, so I have a unique perspective on the user's needs." She was also a member of the GSOC Grad Students' Union. She is an avid cook and reader, and is currently in the middle of "There, There" by Tommy Orange.

Graceelaine expressed satisfaction with the benefits brought to staff employees by the union contract. "Health care and retirement are important for me," and the NYU UCATS contract will help her start to accumulate pension benefits while she builds her career by providing affordable healthcare benefits, good working conditions, and a decent wage. She has found the new setting welcoming!

Another new member is **MARK SOLOGUREN**, who has joined Reserves, Access, Delivery, and Resource Sharing. He will be coordinating delivery of physical and virtual delivery of materials to library users, and is one of first new workers to take on tasks of Bobst's vastly expanded online services.

He received his undergrad degree from NYU after receiving scholarships here.

"Obviously, the ongoing pandemic presents its own set of logistical challenges, but seeing library staff rise to the occasion and navigate these challenges and being able to hit the ground running myself

is exciting, to say the least. That said, I've loved Bobst Library since I was a student. I have always had a strong affinity for this place. It's what brought me back after all."

Like Graceelaine, he has previous library experience, having worked at New York Public Library's Braille and Talking Book Library, which was the catalyst for his interest in library work.

This is a big change from growing up in La Mirada, California, where Mark worked summers at a waterpark policing the slides and making funnel cakes.

Work-life balance

Mark also worked as a paralegal at the Manhattan District Attorney's Office's Financial Fraud Bureau, where he was a member of SSEU Local 371, so he appreciates the benefits UCATS has negotiated into our Collective Bargaining Agreement.

He finds work at NYU "to be more suited to my personality and lifestyle." Health insurance is his highest priority when looking at our contract, which also provides him higher pay than his previous jobs.

"My relationship with the city on any given day is dependent on how my commute goes in the morning," but despite the commute, Mark is finding his place at Bobst just as he found his place in New York. "I met my partner in college and since graduating, I've made something of a life for myself here."

UCATS welcomes all of our new members and we appreciate Graceelaine and Mark taking the time to share their experiences as new NYU employees and new union members!

David Langkamp: Rising union

■ Christopher Crowe
Bobst Library

A strong and powerful union is almost by definition a union full of active and engaged members. But what is an active member and engaged member? Shakespeare wrote, “one man in his time plays many parts.” An excellent example of that is former UCATS Shop Steward David Langkamp, both here at NYU and out in the wider world.

David came to NYU in 2003 working in the French Department, later transferring to Graduate Enrollment Services in the College of Arts and Sciences. He had come from a union family and was always pro-union. As he put it: “My sister is a public-school teacher, my mother was a public-school teacher, I have quite a few relatives in my extended family who were union members, so I had a positive outlook on unions.”

Despite this he wasn't particularly active in UCATS during his first few years but some conversations with his sister eventually began to change that. “She and I had talked about her union involvement as a rep in her building helping out her colleagues with grievances, and things like that, and I thought, ‘She’s



David Langkamp doing a lot of stuff; what am I doing?’ This is my younger sister! My younger sister is showing me up, this is crazy. I [need to] put my money where my mouth is and get involved, so that’s how it started with UCATS.” Attending some UCATS meetings about the contract then in place “put him on the radar” with our professional organizers and in 2009 they encouraged him to become a shop steward.

In the beginning...

For two terms of office, four years, David was a member of the UCATS Executive Council (EC). Like all stewards he was the “eyes and ears” of our union in his workplace and represented his co-workers on the EC. “Just talking to co-workers about their workplace issues and

what’s going on at NYU, those conversations – that’s a muscle I built through my experience with UCATS,” he said.

David took part in numerous actions and protests for UCATS and for other unions throughout the city. He represented our union several times at NYSUT/AFT conventions, but undoubtedly, his greatest contribution to UCATS was as a member of the contract bargaining team in 2011.

The 2011 negotiations were very difficult and lasted several weeks past the contract expiration. Management had clearly decided to exact the proverbial “pound of flesh” from us, especially when it came to health care. “Trying to hold the line on health care costs was probably the most challenging part of that negotiation,” David recalled. “I remember coming into those meetings with my very slow laptop trying to crunch numbers that [management] was throwing at us and saying, ‘Oh, no, no, that doesn’t work at all. How are they hiding the expense and putting it on us?’”

After his second term on the EC ended in early 2013, David chose, for personal reasons, to not seek re-election. While his continued service there would no doubt have been

very productive and some EC members choose to serve multiple terms over a number of years, it’s just as valuable to have members serve a term or two and then return to the “rank and file” with the knowledge and experience they’ve gained. His formal relationship with UCATS ended when he left NYU to move to Chicago to be with his fiancée.

Eventually he took a job at the Art Institute of Chicago (AIC), one of the great art museums in this country and, indeed, the world. Unfortunately, it was not a unionized workplace and it quickly became very evident to David that there were, “clear differences in union versus non-union compensation.”

Surprising differences

Pay: “I took a pay cut going to the Art Institute – more than just the difference between New York wages and Chicago wages – even though the level of job responsibility, the title were very similar. I learned that if you can’t bargain for your pay – like UCATS members have done for over 40 years – then your pay is probably not going to be all it could be.”

Health coverage: “I was paying a lot more for health insurance than at NYU.

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on leader

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Then, in the early days of the pandemic, when most of their staff were sheltering in place, AIC unilaterally changed our health care provider, causing a huge amount of chaos. Without a collectively bargained contract protecting our benefit AIC could do whatever they wanted.”

Pension: “There had been a pension benefit at some point in the past, and some senior staff had their pension grandfathered, but a pension benefit was not available to new-hires like me. In contrast, UCATS defended our (increasingly rare) defined benefit pension plan in 2017 for current employees and future workers who might want it, while also negotiating an option to choose a 403(b) defined contribution plan as an alternative. NYU cannot unilaterally eliminate our pension plan or any of the other benefits that we have negotiated into our contract.

Beyond these specifics, as David put it, “As I got used to the place I realized there was a real top-down way of doing everything there. Everyone knew it and people grumbled about it (including my supervisors) but it was like, ‘well, that’s how it is.’ Decisions were made in ways that were opaque, and you would find out

that you had crossed a line by getting your hand slapped. On top of that there was a real culture of low-grade fear, that if you spoke up you were going to get yourself into trouble.

The union organizing campaign

Then came the pandemic. “Things were bad before the pandemic,” David said, “but the pandemic was like the magnifying glass on the problem.”

And what a magnifying glass! It’s often said that the boss can be the best union organizer and AIC really proved that. In addition to changing health care providers AIC laid off workers, they refused to be open as to how those chosen for layoff were picked, they furloughed workers for limited periods of time, reduced staff pay, and forced remaining workers to take on more work and new responsibilities.

Said David: “Unilateral decisions were rampant and at the whim of management. At the end of the day, it was about the distribution of power and too much power was invested in the AIC President. That’s what needed to change.” It’s hardly surprising that fed up workers soon began a union organizing campaign.

David signed his union authorization card early in the process and joined the ad hoc organizing commit-

tee – which meant meeting regularly with colleagues and professional union organizers to get updates and to strategize, creating position papers and statements of intent, and the like.

But successful organizing, really, is all about networking, colleagues talking to colleagues. David did a lot of that – bringing colleagues along, one by one by one. (This complicated by the fact that he was working 100% remote during the pandemic.)

“Having a knowledge of the benefits of union membership,” he said, “having experienced it firsthand, for myself; that was HUGE. It came up in multiple meetings, in conversations with people who were on the fence. Being able to say, ‘Here’s what my health insurance looked like at NYU and here’s how much I paid for it out of pocket’ convinced a lot of people. There’s a lot of trying to find your allies. Having conversations and trying to be safe in those conversations. It was a slow process at first and we had to find out who were our allies.”

Slow though it might have been, through David’s hard work and the hard work of many of his colleagues they made steady progress.

The union busting campaign

Management finally became aware of the union organizing cam-

paign and did its best to derail it. First they tried misinformation. “The anti-union campaign was SO boilerplate. We had a BINGO card of responses; I almost could have done a blackout on the BINGO card. ‘We have an open door policy.’ ‘We’re all a family here.’ ‘This will hurt our diversity initiative.’ A lot of horse***t.”

When that didn’t work management tried haggling over who was and was not eligible to be in the union, to cut down our numbers. Some staff suddenly found themselves reclassified as managers! That necessitated some hard decisions but the campaign survived and at last a majority of staff signed union authorization cards – far more than the number needed to trigger an election overseen by the National Labor Relations Board. That election was held in January, 2022 and resulted in an overwhelming victory for the union. The Art Institute of Chicago Workers United, AFSCME Council 31, is now the recognized representative of the workers at AIC.

That was a huge victory, but not the final victory. Now that AIC staff have their union they’ll need to elect a bargaining team, define their priorities, and negotiate a first contract. Once they accomplish that they’ll have to defend every word of it

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Celebrate Black History

**Charlotte
Forten
Grimké**
(1837–1914)

Charlotte Forten Grimké was the first northern African-American schoolteacher to travel south to teach former slaves. She later published "Life on the Sea Islands," chronicling her experiences.

nysut
A Union of Professionals

NYSUT, a statewide union of professionals, is proud of its history of working with the African-American community to advance the civil rights movement and to promote quality education and health care for all New Yorkers.

For more on the important contributions of African-Americans, visit www.nysut.org.

04.08.14

UCATS in Action

OCTOBER 29-31– The School Related Professionals Conference in Saratoga Springs is NYSUT’s largest leadership, professional development, and networking event for SRPs. Sharmaine Griffin and Stephen Rechner attended.



Members of the NYSUT School Related Professionals Advisory Committee (l to r) UCATS Treasurer Sharmaine Griffin, Kim McEvoy, Treasurer of Rondout Valley Federation of Teachers and SRPs and Karen McLean, Secretary/Treasurer of the Herricks Teachers Association, had some fun working the reception table at the SRP Conference. Photo courtesy of NYSUT.

David Langkamp

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and eventually they’ll have to bargain a successor contract, and one after that, etc.

Epilogue

Ironically, David won’t be benefiting from the union victory he helped secure at AIC. During the course of the campaign his wife accepted a fabulous job in Baltimore. He left AIC when all employees were required to return to working onsite early this year. Speaking about the colleagues he worked with during the campaign he had this to say: “These are some incredible stellar people who really put in the time and effort to make their workplace better for themselves and for everyone who comes after them.”

NOVEMBER 11, DECEMBER 2, JANUARY 20– Coalition of Labor Action by Workers and Students (CLAWS) met via Zoom. CLAWS is a coalition of NYU Labor unions and student groups who meet monthly. Rob Lesko, Christopher Crowe and Stephen Rechner attended.

JANUARY 2– NYSUT Board of Directors meeting via Zoom. Stephen Rechner attended.

JANUARY 28– NYSUT Higher Education Policy Council meeting via Zoom. Stephen Rechner attended.

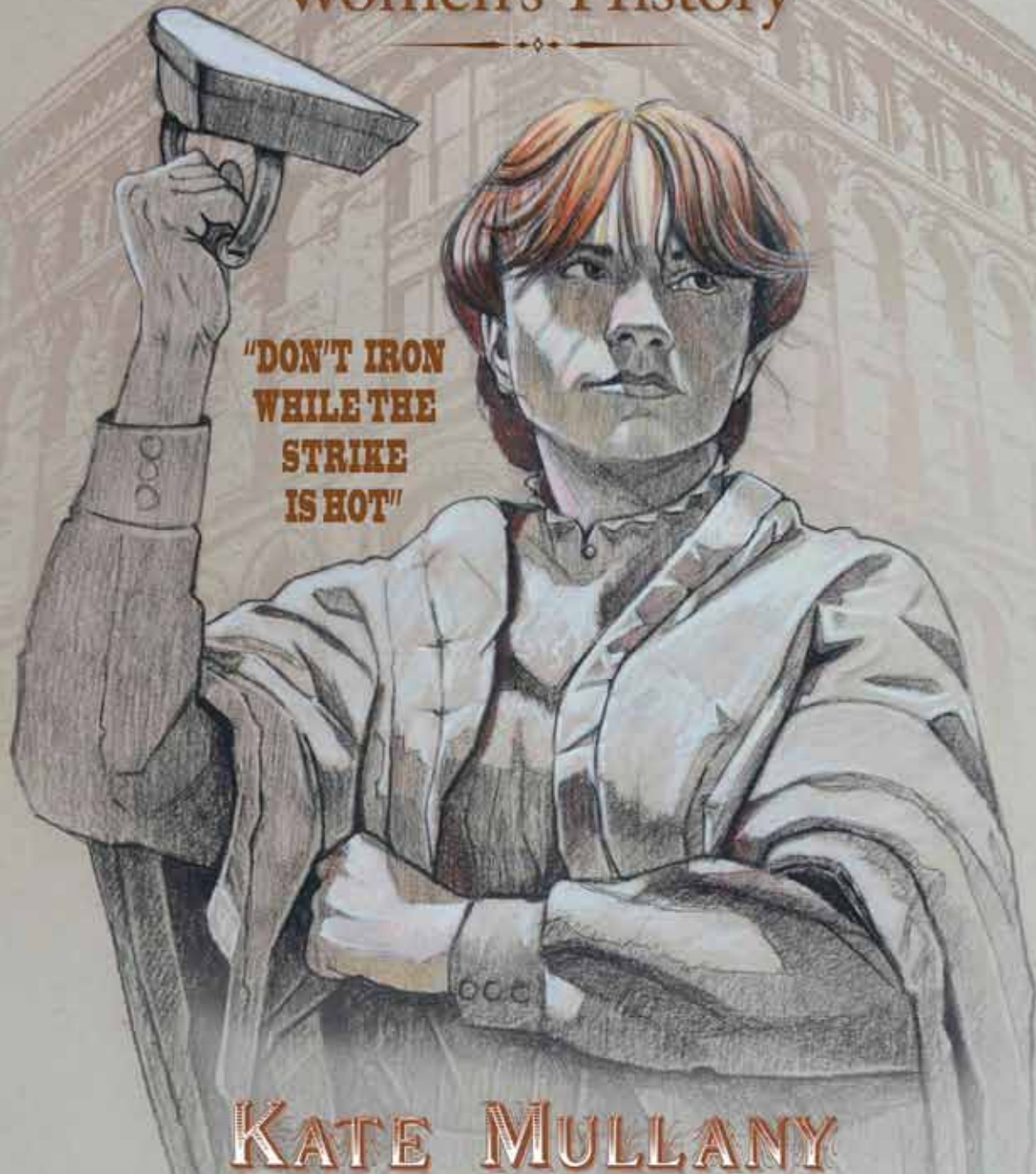
FEBRUARY 17– New York City Central Labor Council meeting via Zoom. Christopher Crowe and Stephen Rechner attended.



He might as well have been talking about himself. Union work is the work of generations. And reflecting on his experiences as a member of one union and an organizer of another, he continued: “I didn’t form UCATS, you didn’t form UCATS, but here it is, this is our union and we have to keep it going, The difference between having a union that’s there already and trying to build on past successes and not having a union and trying to build one whole cloth is like – It’s a VERY different thing and it made me appreciate what our forebears did with UCATS.”

Having acquired a taste for union organizing at NYU and especially at AIC, David is now looking for a job as a union organizer. Any union would be lucky to have him.

CELEBRATE Women's History



**"DON'T IRON
WHILE THE
STRIKE
IS HOT"**

KATE MULLANY

Kate Mullany (1845–1906) was an Irish immigrant who organized the nation's first sustained female labor union, the Collar Laundry Union in Troy, N.Y., in 1864. As president, she led a successful six-day strike to increase wages and improve working conditions. The play "Don't Iron While the Strike is Hot," written by Ruth Henry, commemorates the labor action. Prior to striking, the women worked 12- to 14-hour shifts, six days a week, washing, bleaching, starching and ironing shirt collars in oppressive heat, for about \$3 weekly. Mullany was later elected second vice president of the National Labor Union, the first woman to hold the post.

In 1998, the Kate Mullany House, at 350 8th Street in Troy, was declared a National Historic Landmark, became a National Historic Site in 2005 and part of the Women's Heritage Trail in 2006. Mullany was inducted into the National Women's Hall of Fame in 2000 and into Labor's International Hall of Fame in 2016.



NYSUT, a statewide union of professionals, is proud to honor the contributions of women throughout history. To learn more, visit www.nysut.org.

548-17

Illustration by [unreadable]

Student workers of Columbia ratify their tentative agreement

Columbia University Formally Recognizes the Bargaining Unit



■ *Alex Resnick, Stern*

In early November 2021, the Student Workers of Columbia (SWC)-UAW Local 2110 went on strike for better wages and benefits after Columbia University refused to budge on their demands. After ten weeks of striking on January 6, the bargaining committee reached a tentative agreement with the university. Three weeks later, the student workers voted overwhelmingly to ratify the Tentative Agreement, establishing the first contract between SWC and Columbia University. The tentative agreement includes notable gains for the student workers, including significant wage increases, dental insurance and neutral arbitration when dealing with allegations of discrimination or harassment.

Before the strike, student workers who were paid hourly received a \$15 wage. Many reported that it was difficult to make ends meet, especially for those with caretaking responsibilities on top of their work. The MIT Living Wage Calculator indicates \$20 per hour as the living wage for the New York City metropolitan area, and following the strike, the student workers will finally be able to meet this benchmark. The tentative agreement stipulates a \$21 hourly wage.

For a while in the autumn, the strike of over 3,600 student workers was the largest active strike across the United States. The bargaining unit includes both undergraduate and graduate students who work as research and teaching assistants across the university. While there are differences between the SWC and the Graduate Student Organizing Committee (GSOC) UAW Local 2110 at NYU, the issues that both have gone on strike for in the past year are very similar. It is exciting to see student workers across the city, and the country, securing much-needed material improvements to better keep up with the cost of living.

More information on the strike and the subsequent agreement can be found on the Student Workers of Columbia website (www.studentworkersofcolumbia.com).

Sources:

MIT: MIT Living Wage Calculator

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Teen Vogue: "Student Workers of Columbia Are Running the Biggest Ongoing U.S. Labor Strike"

New York Times: "Student Workers at Columbia End 10-Week Strike After Reaching a Deal"

SWC: "Student Workers of Columbia – UAW"

Bulletin Board

FREE! ID THEFT PROTECTION BENEFIT

CLC ID PROTECT is offering free ID theft protection to all members of the American Federation of Teachers (AFT). As a member of UCATS you are a member of the AFT and eligible for this free benefit. This benefit is very similar to Lifelock. To enroll go to AFTPlus@aft.org and select the Financial and Legal link. There is a "Premium protection upgrade available for additional cost" but there is no obligation to select that option.



111th TRIANGLE SHIRTWAIST FIRE COMMEMORATION

THE OFFICIAL COMMEMORATION of the 111th Anniversary of the Triangle Shirtwaist Factory Fire will be held virtually again this year on **Friday, March 25, 2022**, from 5:30-6:30 p.m. Details of this year's program were not available when we went to press but you will find them on the website of Remember the Triangle Fire Coalition <http://rememberthetrianglefire.org> closer to March 25.

ADMINISTRATIVE PROFESSIONALS DAY

ADMINISTRATIVE PROFESSIONALS DAY, celebrated this year on Wednesday, **April 27**, 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 staff professionals. 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.

