

UCATS Momentum

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

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Looking out for you

■ *Stephen Rechner, School of Law*

"Democracy belongs to those who exercise it."

—Bill Moyers

This is the 3rd time I have re-written my letter for this issue of *Momentum*. Things are happening so fast.

First there was the June 9 announcement by NYU Provost Katherine Fleming and Executive VP Martin Dorph that "... in recognition of the enormous hard work and dedication demonstrated since the start of the pandemic by so many members of the NYU community, we are recommending a one-time bonus to be paid on August 1 to all eligible full-time, non-bargaining unit faculty, researchers, and administrators in good standing. Generally, the bonus will be 3.0% of salary (pre-tax), but the minimum bonus will be set at \$2,000 (pre-tax) and the maximum will be set at \$5,000."

WOW! The tone-deafness of that announcement was breathtaking. Naturally many of you contacted UCATS to ask, "What are UCATS members, chopped liver?" Evidently, yes. We know how hard we all worked to keep NYU going during the pandemic and to be excluded from financial recognition for that effort while others are rewarded is monumentally insulting. We met with NYU HR on July 11 to share our concerns, and they listened, but don't hold your breath for anything in your paycheck.

Should we fail to achieve the equity you deserve, remember that we will be negotiating a new contract next year and we will make an



I never miss an opportunity to chat with my Congresswoman, Carolyn Maloney. She has a perfect NYSUT voting record on labor issues and public education.

issue of it then. In the meantime, however, I must point out that over the first five years of our contract UCATS members received 4% more in annual wage increases than did NYU administrators and that is if, a big if, every administrator received their full Annual Merit Increase every year – which we know many of them do not. And the raises you get from our union contract are part of your base pay, not just a one-time payment.

Who is looking out for you?

Right on the heels of that, the Supreme Court of the United States went off the rails and repealed a New York State gun control law and then repealed *Roe v. Wade*. I won't rehash all the ramifications of that, but it does drive home the importance of voting. We now know that we cannot depend on the SCOTUS to preserve our civil rights when a divided Congress is unable and/or unwilling to enact the legislation necessary to protect citizens in the 21st century.

There should now be no doubt in anyone's mind of the stark differences between Democratic and Republican politicians. If you want your civil rights, if you want the United States to remain a democracy (however flawed it may be), if you want our country to continue to strive to be a more perfect union, you have to show up at the polls in November.

There should also be no doubt in anyone's mind now what NYU senior leadership thinks about the work you do at NYU. Left to their own devices NYU senior leadership generously rewarded administrators and ignored UCATS members, security guards and graduate teaching assistants. It only proves, again, that the only way NYU clerical, admin-
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UCATS Momentum

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UCATS marches for health and safety for all

■ Robert Lesko, SPS

On Sunday, May 1st, International Workers Day, local immigrant rights groups organized a noon protest in Washington Square Park to demand stronger worker protections and a path to citizenship for undocumented workers. Alongside contingents from unions representing the building trades, retail workers, public school teachers, and the recently-organized workers at an Amazon warehouse in Staten Island, UCATS members rallied for the immigrant workers' demands.

At 1:00 p.m., led by 25 workers carrying large signs spelling out the immigrant workers and their allies proceeded to march to Foley square, the site of the New York City Field Office of the U.S. Department of Immigration and Customs Enforcement. Halfway to that destination, the protesters staged a 'die-in,' lying down in the roadway of Broadway, to dramatize the health and safety risks undocumented workers face from unscrupulous employers who use the threat of deportation to stifle resistance to unsafe work conditions.

Everyone's rights are at risk

[To attest to these risks in one occupation, in February the U.S. Office of Occupational Health and Safety, in its annual report *Deadly Skyline*, disclosed that 80% of construction workplace fatalities in New York State that it investigated occurred on non-union worksites, and a full 100% of the New York City construction fatalities it investigated were non-union workers.]

The next day, Monday, May 2nd, an anonymous source released a U.S. Supreme Court draft decision



left: UCATS Secretary Rob Lesko and supporter Jen Roberts at May 1 rally in Washington Square Park.



PHOTO CREDIT: ALEXANDRA CHAN

indicating that a majority of the current justices were poised to overturn *Roe v. Wade*, the 1973 court decision which legalized abortion at the federal level. Three days later, at Noon on Thursday, May 5th, to protest this impending decision, thousands of New York City high school students walked out of class to rally in Union Square Park. Behind a UCATS placard stating "We stand with NYC Students defending *Roe v. Wade!*" this writer and UCATS supporter Jennifer Roberts joined the students.

Clad in styles ranging from goth/punk (cropped t-shirts and black harem pants) to prim (private school uniform skirts and blazers), the students were united not only in their support of women's reproductive rights, but also the rights of the transgendered and non-confirming gendered, targets of legislation recently intro-

duced (and in some cases, passed) in several states.

After marching to Washington Square Park, the teens culminated their action by cavorting festively in the Park's fountain, chanting, in call-and-response, "Your Bodies!" (the boys) – "Our choice!" (the girls).

Many more protests have taken place since the SCOTUS overturned *Roe v. Wade* and a New York State law restricting concealed weapons.

These actions by UCATS members and supporters illustrate the opportunities we have to fight not only for our own workplace health and safety at NYU, but also for those who do not benefit from union protection, and those who face overarching health risks from reactionary government policies. To join in future such UCATS efforts, please contact me at rleskonyc@gmail.com.

New AFT task force focuses on LGBTQIA+ community

■ Virginia Meyers, AFT

It's Pride Month, and people are flocking to parades and celebrations, flying rainbow flags and filling the media with stories from the LGBTQIA+ community. But this year that joy is coupled with fear, as attacks on LGBTQIA+ freedom increase – from the attempt to violently disrupt a Pride event in Idaho, to criminalizing parents for providing gender-affirming healthcare for their children, to “don't say gay” legislation that threatens educators for teaching about gender.

It is an opportune time for the AFT's newest task force to begin its work. On June 24, the AFT's LGBTQIA+ Task Force will hold its inaugural meeting in New York City, near the historic Stonewall Inn – the backdrop of the world's largest Pride celebration and the birthplace of the modern movement for LGBTQIA+ rights. The AFT has its own history as the first international union to support protections for LGBTQ workers.

“I'm very proud the AFT is focusing on these very personal and member-focused issues,” says task force co-Chair Jeff Freitas, an AFT vice president and president of the California Federation of Teachers. At the same time, he says, the AFT's task forces – including those on racial equity, Latinx, and Asian American and Pacific Islander issues – have a broader reach. “We not only fight for our members, we also fight for the people that we serve.”

“Now, more than ever, we need to have a united voice,” says task force co-Chair Philippe Abraham, an AFT vice president and secretary-treasurer of New York State United Teachers.



Nancy Vera

“People of color, LGBTQIA+, you name it, we're all suffering from the same attacks and assaults.”

The AFT has advocated for LGBTQIA+ rights for decades many people take for granted that an organization led by AFT President Randi Weingarten, the first openly gay leader of a national labor organization, would fight for LGBTQIA+ rights. She and other AFT leaders have been outspoken about these rights. But as the nation's climate shifts, they are underscoring that commitment.

Fighting hate legislation

Task force member Nancy Vera, president of the Corpus Christi (Texas) AFT, applauds the AFT for going forward with the group, and feels a particular responsibility as a union president to represent her members, many of whom are part of the LGBTQIA+ community. “We do need representation, especially now that there is a lot of hate legislation cropping up all across the country,” she says. “We just can't have that. We cannot have our members treated that way.”

A 2021 AFT resolution supporting LGBTQIA+ youth and educators notes the damage wrought by a former administration that “relentlessly sowed hate, fear and

division,” and the continuing threat to LGBTQIA+ youth, who are four times more likely to die by suicide, more likely to be kicked out of their homes and more likely to experience harassment. Research shows that LGBTQIA+ educators can reduce those negative experiences, and the resolution pledges to help AFT locals recruit and retain LGBTQIA+ educators, expand Gay-Straight Alliance clubs and “ensure that the nation's LGBTQ youth are valued; have a place in our classrooms; and deserve the opportunity of a diverse, full and safe education.”

The work is essential, says Freitas. LGBTQIA+ educators should not fear for their jobs, and they should have the opportunity to connect with students as part of a welcoming environment in which LGBTQIA+ students are comfortable and able to thrive.

Freitas' work on the task force is inspired in part by his own experience. He left the U.S. Military Academy at West Point – of his own volition – when “it was a crime to be in the military and to be gay,” in the early 1990s. He became a high school teacher and remembers a colleague using a slur against him; even though Freitas was not out at the time, he wore an earring that, in his colleague's mind, branded him as close enough.

Freitas was afraid he might lose his job. The incident passed, but it rattled him.

Now he wouldn't be fired for being gay, but educators face new threats: state laws that ban teaching or talking about gender and sexual-

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NYU health plans shortchange transgender employees

- *Danielle Benedict (fae, faer, faers), Tisch School of the Arts*
- *Stephen Rechner (he, him, his), Law School*

On June 30, transgender NYU employees came together in a focus group on gender-affirming health insurance coverage (or lack thereof) for NYU employees and their beneficiaries. The event was coordinated/hosted by Chris Woods, Senior Director for Inclusive Policy & Director of LGBTQ+ Center and co-hosted by Samantha Fudge, NYU's Director, Global Benefits Operations.

There are shortcomings to the health insurance coverage offered to Local 3882 members (and to all NYU employees) by United Healthcare (UHC). One of several examples discussed were that the UHC plans offered to employees by NYU do not cover a majority of gender affirming procedures. While the plans will cover gender affirming surgeries pertaining to genitals, the reproductive system, and bilateral mastectomy or breast reduction, it will not cover any gender affirming procedures relat-

ing to the face, hair, neck, abdomen, legs, body contouring/lipoplasty, augmentation mammoplasty, breast implants, pectoral implants, and voice modification or therapy. These treatments are all deemed "cosmetic" by UHC and therefore fully excluded from coverage.

Additional shortcomings identified include the exclusion of many gender-affirming mental health providers and clinics from UHC's network, highly exclusionary language pertaining to reproductive healthcare coverage, and a general lack of respectful, well-informed support when navigating the countless barriers to accessing that which is widely accepted as lifesaving care.

To exclude these procedures from coverage ignores prominent, mainstream medical practice and forces many members to pay out of pocket for medically necessary treatment. Indeed, the World Professional Association for Transgender Health (WPATH) recognized as far back as 2012 in version 7 of its "Standards of Care"

(SOC) that "although most of these procedures are generally labeled 'purely aesthetic,' these same operations in an individual with severe gender dysphoria can be considered medically necessary" (p. 64). The SOC further confirms that "an intervention like a reduction rhinoplasty," which is not covered under our UHC plan, "can have a radical and permanent effect on their quality of life, and therefore is much more medically necessary" (p. 58). To have coverage that is out of alignment with the most widely accepted practices for treating transgender, non-binary, and gender non-conforming patients – practices that NYU Langone follows – is to have coverage that fails to address the needs of transgender employees and unduly financially burdens us when seeking lifesaving care.

Some of the solutions discussed to address these shortcomings, in addition to fixing them, included a dedicated transgender link on NYU's benefits website, a point person both at NYU and at UHC to work directly with employees to navigate issues, an UHC resource guide specifically for transgender employees, and reviewing current FMLA policies for documenting absences for surgeries.

We are encouraged that NYU has recognized that there are currently inequities in the healthcare benefits that UHC provides to transgender employees and that they have expressed an intent to address these issues. At the conclusion of the focus group Chris Woods said that participants would receive an update by August 8.

New AFT task force

(Continued from page 4)
ity. Those policies could be applied to something as simple as explaining why one child has two mommies, sharing weekend plans with students and mentioning a same-sex spouse, or supporting a student who is questioning their gender identity.

"It is our responsibility to show acceptance not only among each other but among our children," says Vera. "Every child, no matter who

they are, where they come from or what their abilities, is accepted in our classrooms, because if they are accepted in our classrooms, society will be more accepting of who we are." The task force will help advance those goals.

"Folks should be able to live full lives without fear of retaliation," says Abraham. "We are about justice for all, and fairness – that is what unions are about."

UCATS back in action

APRIL 1-2 – NYSUT Representative Assembly, in-person, Albany, Christopher Crowe and Stephen Rechner attended.

APRIL 20-MAY 1 – AFT Northeast Regional Leadership Meeting. Stephen Rechner attended.

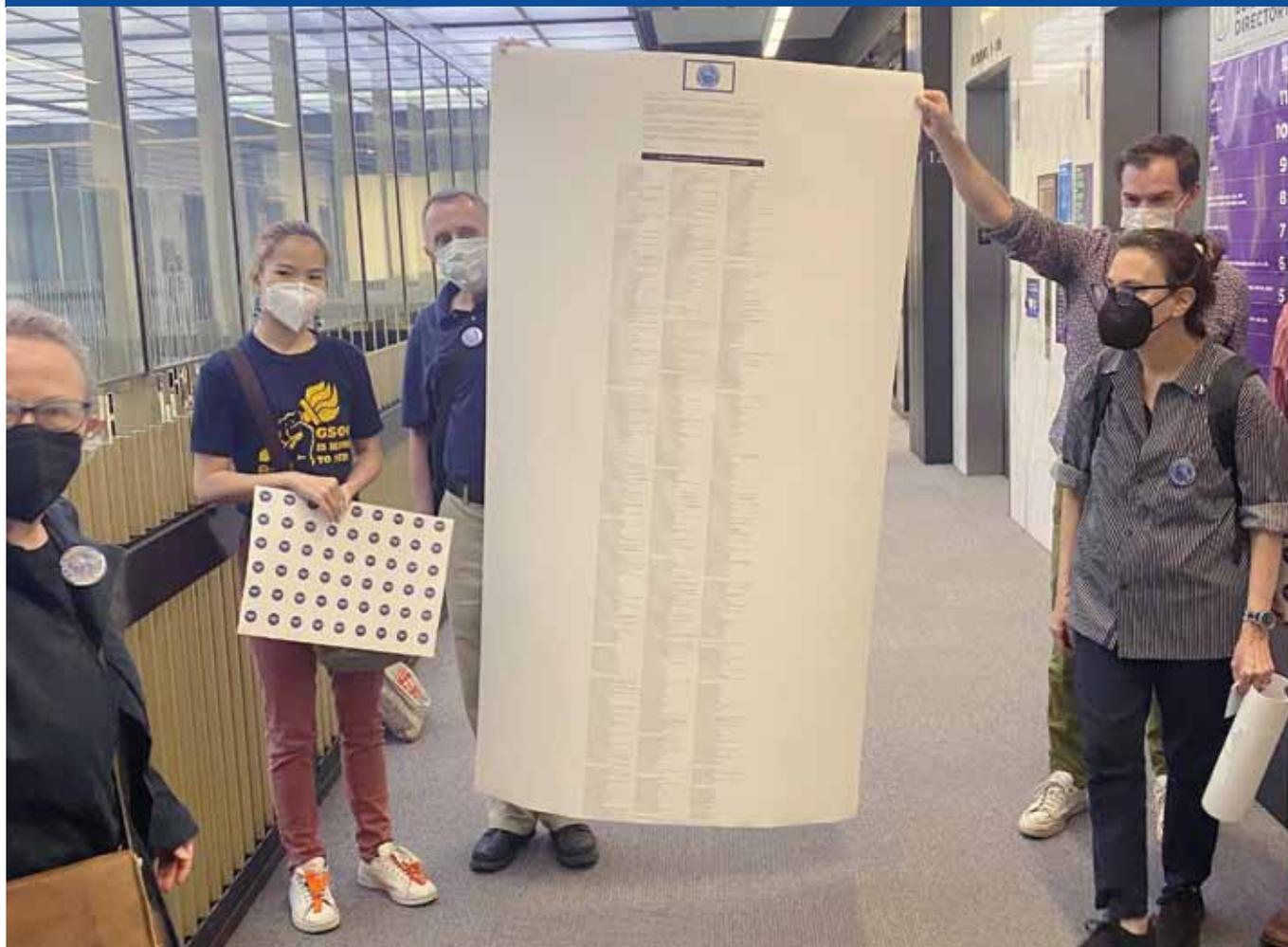
MAY 16 – Stephen Rechner joined NYU Adjunct Faculty, UAW Local 7902, on the 12th floor of Bobst Library, to present a letter to NYU President Andrew Hamilton signed by hundreds of NYU community members supporting their bargaining campaign. While no one expected President Hamilton to be waiting

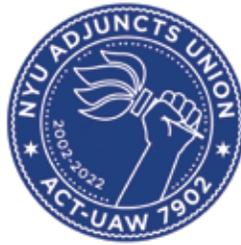
for our visit, we were all amused when NYU's Senior Leadership team courageously sent a student intern out to receive our delegation.

JUNE 25 – NYC Pride! New York State United Teachers locals marched together. Stephen Rechner attended as did American Federation of Teachers President Randi Weingarten. (See cover photo.)

JUNE 30 – NYU sponsored focus group on gender-affirming health insurance coverage for NYU employees and their beneficiaries. Stephen Rechner attended with transgender faculty, administrators and staff.

The letter to NYU President Andrew Hamilton signed by hundreds of NYU community members supporting their bargaining campaign





Dear President Hamilton,

We the undersigned adjunct faculty are prepared to renegotiate our Collective Bargaining Agreement and intend to emphasize our essential role at NYU in these negotiations.

We have gone above and beyond during the pandemic to teach our classes in person and online. We expect our significant sacrifices during this time will be recognized and respected in the Agreement we eventually reach. We teach thousands of courses every academic year and this labor is invaluable. In fact, many students spend the vast majority of their time at NYU being taught and advised by adjuncts. We spend significant time outside the classroom with our students in office hours, tutoring sessions, and individualized meetings that guide them in developing careers in our fields of study.

The university would be unable to function without our labor and specialized expertise. We believe our students benefit alongside us from our labor being fully appreciated through improved resources, job security, and fair compensation.

In our upcoming contract negotiations we expect to remedy existing inequities. We believe that NYU must uphold its commitment to diversity, equity, and inclusion by extending these principles to its workforce. We call for the university to embody economic justice by granting all adjuncts a living wage, secure employment, and affordable healthcare.

We aim to negotiate with the university in an amicable and professional manner. However, we want to make clear our expectations that the administration will acknowledge our worth to NYU with a landmark agreement that sets the standard for adjunct labor across the nation.

Signed,

Adjunct Faculty

1,063 Adjunct Faculty at NYU have signed the letter as of May 11, 2022

Click here to see the list of everyone who has signed to date. <https://vimeo.com/708945252>



Cover image Jumaane Willams photo
Photo Credit: Alexandra Chan

UCATS VP Christopher Crowe volunteered as a Teller at the NYSUT Representative Assembly.

AFT and AAUP pursue historic affiliation

Unity Agreement Would Strengthen Both Organizations and Advance American Higher Education

WASHINGTON—The governing councils of the American Association of University Professors and the American Federation of Teachers are pursuing an affiliation to join forces at a time of momentous challenges to higher education and to democracy.

AAUP has been on the forefront of advancing the principles of academic freedom, shared governance, tenure, and other standards and policies to produce and protect the knowledge and critical thinking skills that sustain American democracy.

The AFT fights for a better life for all – particularly the next generation – and that includes access to affordable and accessible higher education where our students can soar and where faculty are respected and accorded the academic freedom necessary for our country to thrive. Both the AFT and AAUP, in their joint New Deal for Higher Education ([link is external](#)), are battling the effects of a pandemic that has worsened structural funding cuts to the sector enacted during the global recession.

If approved by the AAUP's delegate assembly in June, the agreement will bring together two organizations representing more than 300,000 faculty overall, the largest such alliance in the country. The partnership will serve as the basis for enhanced faculty voice with nationwide reach and huge potential for future organizing growth and success.

AAUP President Irene Mulvey said: "The AAUP has been the voice and conscience of higher education for well over 100 years. This weekend, subject to ratification at the biennial meeting in June, the AAUP governing council voted to recommend expanding our partnership with AFT. This truly historic decision builds on our 10-plus year partnership with AFT and strengthens both organizations, while ensuring that the AAUP will maintain its independence and autonomy."

The partnership comes against the backdrop of increased legislative attacks on teaching and academic freedom, as well as persistent public underfunding that has led to an explosion in student debt and adjunct precarity and poverty.

Through the affiliation, the 44,000 member AAUP and the 1.7 million-member AFT will work hand in hand to protect academic freedom, and to unify faculty voice at the state and federal levels.

AFT President Randi Weingarten hailed the arrangement as a game-changer: "The AFT and AAUP are coming together to unleash the purpose, promise and possibilities of higher education in America. The idea of the university is to encourage and defend the free exchange of intellectual labor because all scholarship and teaching create value – whether it is social, economic or cultural.

"To make sure colleges are not just the province of the rich, we need to fight for the right of every student to have an affordable education and to ensure every academic worker – from adjunct teacher to lecturer, to tenured professor – a workplace with the autonomy, respect, compensation and career stability they deserve.

"Together, we will create a higher education system where all students have the ability to recognize truth, think critically about the world in which they live, and envision a better future for themselves and our society. That is what joining together means, and that is the far-reaching potential that our affiliation brings – an alliance greater than the sum of its parts."

The AAUP governing council voted unanimously Sunday to recommend ratification of the affiliation to its June biennial meeting. The AFT executive council did likewise, approving the affiliation unanimously subject to the AAUP delegate vote.

The AFT has been instrumental in organizing locals in a wide variety of colleges and universities. The union pioneered collective bargaining in higher education and is committed to organizing faculty across the U.S. The union represents faculty in community colleges, major research universities, liberal arts schools, and historically Black colleges and universities. Through a strong local and state affiliate structure and a relationship with the AFL-CIO, the AFT impacts legislation at both the state and federal levels.

The AAUP has been setting the standards for academic freedom and shared governance in the academy since 1915. Across the academy, AAUP is often the resource faculty turn to when faced with a challenge to academic freedom on campus. Its work defines the fundamental professional values and standards for higher education. The AAUP tirelessly organizes faculty into collective bargaining unions and advocacy chapters, working to enshrine these values and standards in col-

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AFT and AAUP pursue historic affiliation

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lective bargaining agreements and institutional policies.

“The AAUP and AFT have our distinct organizational strengths,” Mulvey added. “Working together, we will be much better equipped to take on the challenges facing higher education – anti-intellectual attacks on the teaching of U.S. history, legislative intrusion into the academy, disinvestment and chronic underfunding of public higher education and the resulting casualization of academic workers. Working together, AAUP and AFT can build a more inclusive, organized and powerful academic labor movement.”

The AFT and AAUP have a history of partnership and formal joint organizing agreements, including dual AAUP/AFT affiliates currently representing more than 20,000 faculty and staff. The organizing partnership has resulted in several victories at research institutions, colleges and universities where union organizing efforts had not succeeded in the past.

“As the most recently formed dual local, the value of being a part of both AFT and AAUP helped us expand and protect academic freedom, enshrine the values of shared governance, and get raises across the board for all faculty at the University of New Mexico, a first at the university,” said professor Ernesto Longa, president of United Academics of the University of New Mexico.

“Now, as so many more faculty in New Mexico and across the country join us as dual locals, we are excited to join them in fighting for investment in funding higher education, sustainable jobs for those who do this work, and imaging a New Deal for Higher Education in New Mexico and across the country.”

Looking out for you

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istrative and technical staff workers will get anything from NYU is from a negotiated union contract.

In order to achieve a negotiated union contract, and enforce it, requires you to vote in another way – you need to vote to participate in your union. Union contracts don’t negotiate themselves, they are negotiated by members who decide to be involved in their union.

Take note, however, that many of the UCATS members who negotiated the current union contract back in 2017 are no longer working at NYU, so we know that

The New Deal for Higher Education is an ambitious legislative agenda that seeks to transform the higher education landscape by:

- Pushing for a reinvestment in higher education at the state and federal levels.
- Ending the practice of employing low-cost contingent faculty to undercut academic freedom and the tenure system.
- Increasing affordable access for students of all socioeconomic backgrounds.
- Challenging the movement to strip faculty of their right to research and teach subjects addressing inequities in American society.
- Canceling student debt and relieving the pressure on people who were forced to finance their own educations.
- Combining AAUP’s historic commitment to academic freedom and shared governance with the AFT’s deep organizing in education creates the structure we need to ensure that our colleges and universities continue to play a critical role in our democratic society,” said professor Rebecca Kolins Givan of Rutgers AAUP-AFT.

“As we face crises of contingency and manufactured austerity, and attacks on educators’ ability to teach, it is essential that we work together to demand the higher education institutions our communities and students need.”



The AFT represents 1.7 million pre-K through 12th-grade teachers; paraprofessionals and other school-related personnel; higher education faculty and professional staff; federal, state and local government employees; nurses and healthcare workers; and early childhood educators. UCATS is an AFT affiliate local and there is an AAUP chapter at NYU for tenured faculty.

they won’t be negotiating the contract in 2023. Think about that. If the people who negotiated our contract in 2017 aren’t here to negotiate it next year who will be negotiating on your behalf?

Spoiler alert: some of you reading this need to step out of the shadows and onto the UCATS leadership team. Don’t do it for me, do it for YOU! The only people looking out for you and your coworkers are you and your coworkers. You are what makes UCATS a democratic, member-driven union local.

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More masks please

- Robert Platt, Bobst,
- Christopher Crowe, Bobst
- Ben Carr, Bookstore

There have been many advances against COVID, including vaccination, and the new prescription pill, but the CDC tells us that masking and social distancing remain essential to keeping numbers under control. Droplet infection through the air can be prevented best with a simple face covering and other basic hygiene. A mask costs a few cents but can prevent hospitalization and death, not to mention discomfort, high medical bills, isolation from loved ones, and a long absence from work. I personally have lost two uncles, a neighbor, and a library colleague to COVID.

However, library users in Bobst are evading mask requirements at high levels. Despite the efforts of staff to remind them, and prominent signage and pervasive publicity, library patrons are choosing risk to themselves and others, over minor discomfort.

NYU community at risk

UCATS staff have pointed out these shortcomings to administration in formal letters, recently citing an informal headcount by a unit member Wesley Wambold of in excess of 362 library users going unmasked in a single count. Walking through all Bobst areas with a counter, starting at the 9th floor and walking downward, Wesley found the worst compliance in the largest gathering areas – the main reference room and gallery on the first floor. Compliance was best in the quiet study rooms at the north end of the building.

Wesley reported these facts in memos to his supervisors, who thanked him, and seemed surprised by the information. The problem only has seemed to relent because most students have left for the summer.

Union Vice-President Chris Crowe provides further insight into the reporting process:



Each time we counted tens, and even hundreds of unmasked users. And what was worse than the raw numbers was that the maskless easily represented a large percentage of all users – probably approaching half. Each time we reported it through usual channels, and to the library administration directly, and to University central Employee Relations, with a demand to know how the University was going to enforce its own policy. Each time we received underwhelming and wholly inadequate responses.

The Administration has not followed up with any solutions to this community risk and violation of their own stated policies.

Although everyone who enters Bobst Library must present the “green screen” to prove vaccination, that does not mean that transmission risk is zero. NYU reports its testing numbers regularly and the most recent report, covering May 9-13 2022, indicate 193 community members presently test positive, an

8.63% positivity rate for 1913 tests.

Source <https://www.nyu.edu/life/safety-health-wellness/coronavirus-information/covid-19-data.html>.

The problem also exists at the NYU Bookstore, where the general public visiting the store is exempt from mask requirements. Bargaining unit members must endure a workplace where protections are not up to NYU’s ideal, much less practiced, standard.

Ben Carr, our shop steward at the bookstore said, “Management has kept all the signs up from the beginning that stated masks were required, and masks and sanitizer are available at the front of the store, but it’s mainly to “suggest” that people use them. We can no longer require them to wear them. Essentially, NYU claimed they are following the city mandates (or lack thereof) and since those do not require masking for the public in a store like ours then they are no longer requiring it either. When NYU made the distinction of mandatory vs optional settings, they deemed us as optional for students so they (or any customer) were no longer required to mask. Fortunately, plastic shields are in place at the Bookstore (and have been from day 1) at all desks that are on the sales floor and at the cash registers. But, as in any retail setting, anyone working on the floor (stocking, assisting customers, etc) is not protected by said shields. Bookstore staff, however, are masked at all times, as per NYU policy.”

Members should be aware of their rights and the risks of Covid, should report noncompliance to covidcompliance@nyu.edu, and should help the Union pressure the Administration to do a better job!

NYSUT endorses Antonio Delgado for lieutenant governor

ALBANY, N.Y. June 16, 2022 – New York State United Teachers today endorsed Lt. Gov. Antonio Delgado for election. The statewide union previously endorsed Delgado’s running mate, Gov. Kathy Hochul.

“Lt. Gov. Delgado has shown since his time in Congress that he is an ally of NYSUT members, and he continues to stand with us now that he’s joined Gov. Hochul’s administration,” NYSUT President Andy Pallotta said. “Lt. Gov. Delgado is a champion of the vital role of public education in our society and the public servants who dedicate themselves to bettering their communities. The Hochul-Delgado ticket is formidable, and we look forward to working with the administration for the next four years as we seek to strengthen our public school, college and hospital systems to ensure all New Yorkers have access to high-quality services.”

“I am so proud to have earned the endorsement of NYSUT,” Lt. Gov. Delgado said. “Our state could not function as it does without the teachers, faculty, professional staff,



Lieutenant Governor Antonio Delgado addresses educators and activists at NYSUT’s recent “March for Our Lives” event in Albany. Photo by El-Wise Noisette.

and health care staff that make up NYSUT, so it is incumbent upon us to be partners to them in state government by supporting fair wages and protections for these frontline workers.”

NYSUT-endorsed candidates receive grassroots support from NYSUT members, including phone banking, door knocking and literature distribution. The union also makes financial contributions from

voluntary donations through the union’s VOTE-COPE non-partisan political action committee.

UCATS does not make political endorsements, but we do report on endorsements made by our state and national affiliates, NYSUT and AFT. New York State United Teachers is a statewide union with more than 600,000 members in education, human services and health care. NYSUT is affiliated with the American Federation of Teachers, the National Education Association and the AFL-CIO. Source: NYSUT Media Relations

Looking out for you

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“But I don’t have any experience”, you say? The only cure for inexperience is doing something for the first time.

Joining the UCATS leadership team may seem like a daunting prospect, but it’s also an opportunity to learn, to help others and to have an impact on your own terms and conditions of employ-

ment. Members elected to the Executive Council will also be most of the members who serve on our contract bargaining team in 2023. Training will be provided for both union leadership and contract bargaining – by experienced UCATS members.

While everyone is entitled to run for a position on the Executive Council, subject to our constitution

and bylaws, the people best suited to serve are members who are respected by their peers, recognized problem solvers at work, and who are willing to gain a deeper knowledge about the union contract and how we enforce it.

The UCATS Executive Council will be holding early elections this fall. Email us at info@ucats3882.org with your questions.

Bulletin Board

WAGE INCREASE

CONGRATULATIONS! You will receive a 3% raise effective September 12, 2022 because of the contract UCATS negotiated in 2017 which is in effect until October 31, 2023. This is the last raise you will receive from this contract. There will be no raise next September until we negotiate a new contract. Over the course of our current six-year contract UCATS member wages have increased 16%, while wage increases for NYU administrators have gone up just 12.5%.

EARLY COUNCIL ELECTIONS

THE UCATS EXECUTIVE COUNCIL has decided to hold early elections in October 2022 for a special 2 1/2-year term that will run from January 2, 2023-April 30, 2025. Normally, our election process begins in February for a term beginning May 1, but the council decided that following the normal election cycle would delay, and distract from, our bargaining team training which we will begin in February 2023. If you would like more information on joining the UCATS Executive Council or attending bargaining team training next year, email us at info@ucats3882.org. An election notice will be sent to all UCATS members in September.

UNION-NEGOTIATED CHILDCARE SUBSIDY

APPLICATIONS FOR THE 2022 union-negotiated childcare subsidy will be sent by email to your NYU Home Account email on or about Monday, August 29, and the deadline to submit your application will be on or about Monday, September 12. This year eligible members received a minimum subsidy of \$2,860. As negotiated in our 2017 Collective Bargaining Agreement with NYU, the childcare subsidy fund for calendar year 2023 will increase by \$5,000 to \$180,000, plus any unclaimed awards from 2022. The UCATS childcare subsidy has increased \$25,000 over the term of our contract.

CHECK OUT OUR NEW WEBSITE!

WE'RE STILL AT UCATS3882.ORG, but we've spent our summer making improvements in preparation for contract bargaining next year. We've added information, made it easier for you to find the information you need, we've added surveys, and we'll be conducting short polls next year so the UCATS bargaining team can bring your voice to the bargaining table.

