

UCATS Momentum

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

Volume 43 2023 Issue 1

**PT Faculty at New School strike
for 3 weeks in December**

**& win a
great contract!**



OUR NYSUT LRS

PAGE 3

THE UCATS 37

PAGE 6-7

UCATS IN ACTION

PAGE 11

**UCATS EXECUTIVE
COUNCIL**

PAGE 12

Uncommon results - The UCATS 37

■ *Stephen Rechner, School of Law*

“Teamwork is the fuel that allows common people to attain uncommon results.”

—Unattributed

Our contract with NYU expires October 31, 2023. We will begin bargaining in September. What’s at stake for you?

The contract is 51 pages of wages, rights and benefits that have been negotiated for you over the last 43 years by UCATS members who serve on our Executive Council and contract bargaining teams. Together, we have achieved uncommonly good results.

On pages 6-7 of this issue are listed *The UCATS 37* – 37 rights and benefits that UCATS has negotiated since 1979 when NYU clerical/tech staff first voted to form our union. If that doesn’t impress you, try thinking about what working at NYU would be without those 37 rights/benefits. From the wage you started with as a new hire – which includes every raise since 1979 – to paid parental bonding leave when you start a family, to being able to use paid sick time for family/elder care, to a choice of two fantastic retirement benefits, UCATS has you covered at every stage of your life/career at NYU.

For example, it’s very uncommon for a group of 1,200 employees to receive an annual raise every year for 43 years and for every one of those 43 raises to be included in the starting wage of every new employee. Even more uncommon, is that UCATS is the force that prevents NYU from backsliding on wages when the economy goes bad. While NYU can lay people off if they think it necessary,



Stephen Rechner

what NYU cannot do is replenish their workforce later with lower paid employees. That inability to replace higher paid existing employees with lower paid new recruits has the effect of preventing layoffs.

A raise guaranteed!

Last September (12th) every UCATS member received a 3% wage increase and every UCATS member received the full 3% increase. That’s uncommon because no one in NYU management can diminish your 3% for any reason. A dean cannot divert some of the money allotted for staff raises to capital projects; managers cannot capriciously decide that someone hasn’t met the goals set forth in last year’s performance evaluation; and a boss can’t just forget to submit a required form to initiate your raise. These are all things that routinely happen to NYU administrators subject to NYU’s AMI – Administrative Merit Increase – an amount NYU decides each year based on whatever they feel like.

Even more uncommon is our union-negotiated NYU Staff Pension

Plan, a defined benefit pension plan that provides a retiree with guaranteed income for life when they retire. Every UCATS member hired before January 1, 2019, is, or soon will be, vested in The Staff Pension Plan.

September’s 3% increase is the last increase we will get from our contract. There will be no increase this coming September until we negotiate a new contract with NYU when once again common UCATS members come together as a bargaining team to achieve some uncommon results.

It’s not going to be easy. Last semester part-time faculty at the New School, members of ACT-UAW, went on strike for 3 weeks. Earlier in November, NYU Adjunct Faculty, also members of ACT-UAW, voted to go on strike after months of bargaining and several actions, before reaching
(Continued on page 5)

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.

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Amanda Velázquez - Our NYSUT Labor Relations Specialist

■ Christopher Crowe, Bobst Library

Amanda Velázquez is a lawyer and Labor Relations Specialist (LRS) working for our state union, New York State United Teachers (NYSUT). Most of our members have probably never heard of a NYSUT LRS and don't know what the LRS does for UCATS.

While UCATS is very fortunate to have two professional organizers (Linda Wambaugh and Henry Drobbin) who work exclusively for UCATS, and a President of 20 years, and an active Executive Council of UCATS members, even they cannot do everything. Sometimes, a situation is above their collective pay grades. When that happens, we call our NYSUT LRS.

What is an LRS?

Amanda works out of the NYSUT Tarrytown Regional office and has a portfolio of K-12 locals and higher-ed NYSUT locals, including the United College Employees at Fashion Institute of Technology (UCE-FIT) and Marymount Union of Staff Employees at Marymount Manhattan College (MUSE).

"The work of an LRS," she explained, "is to handle the labor relations between the employer and the union as an advocate – It's contract negotiations, it's contract interpretation, it's contract enforcement." She has helped negotiate many contracts for other NYSUT locals, but this will be the first time with UCATS. Indeed, it will be the first time any LRS has been on our bargaining team in decades.

As UCATS President Stephen Rechner explained, "For many



Amanda Velázquez

years our union has been blessed with a core of seasoned officers and staff who have been the backbone of UCATS. As some of our key people approach retirement, a stronger relationship with our NYSUT LRS will ensure a smooth transition of our Executive Council to a new generation of member leaders and staff. Contract bargaining will allow Amanda to see up close how our contract works and how we engage with NYU on issues impacting our members.

Amanda has spent virtually her whole career in organized labor. In fact, her whole life has been profoundly shaped by labor. She was raised in Elmhurst, Queens in a working class family. "My father was a sanitation worker and both my grandfathers were members of the New York Hotel and Gaming Trades Council. Their union jobs lifted my family out of a lot of hard times with higher wages, great benefits and job security."

"My parents made it very clear to me from a young age that I was GOING to college, it was an expectation." She went to St. John's University where she studied government and politics. At first she

had no interest in the law. "I had a narrow perspective of what lawyers did from what I saw on TV and I didn't see myself represented much in those TV dramas."

The path to labor law

Her perspective began to change in her last semester of college when she got an internship working for a member of the State Assembly in Albany. "I really enjoyed that work. For the whole semester I thought 'this is what I want to do,' get involved in policy and I started to think and dream a little bigger." Later, a good friend introduced her to his uncle, a corporate lawyer who did a lot of non-profit work. He got her an internship with the Puerto Rican Legal Defense Fund through which she was able to take the LSAT prep course to get into law school.

Eventually she entered Albany Law School and her summer internship set her on the path to labor law. "My first summer internship was with the hotel workers' union, which was the same union that both of my grandfathers belonged to. That job was transformative. I worked with, and represented people, who could have been my family and in some cases reminded me of my grandfathers. In helping those folks, I found what I wanted to do."

Amanda graduated law school in 2008 and went to work in the legal department of CSEA, the Civil Service Employees Association. In 2013 she took up her current position at NYSUT. It was quite a change. "When I transitioned to NYSUT I

(Continued on page 9)

NYSUT SRP conference: Activism now, solidarity forever

■ *Marty Correia, FAS*

The first weekend in November, five of your UCATS leaders attended the NYSUT SRP Leadership Conference. Stephen Rechner (Law), Chris Crowe (Libraries), Kate Conroy (Gallatin), and I (FAS) made our way up to Albany to join Sharmaine Griffin (SPS), who serves on the SRP Advisory Committee. SRP stands for School-Related Professionals. This is the designation of the type of union members we are in our parent union, NYSUT (New York State United Teachers).

What I've learned

While UCATS protects and looks out for us as individuals, NYSUT looks out for UCATS as an organization. What I've learned from going to NYSUT conferences is that our union dues stretch far and are well worth it. Some of our dues go to NYSUT. These dollars ensure that UCATS has access to the many resources we need to negotiate with NYU during bargaining, and at other times, such as when UCATS goes into arbitration on behalf of union members at odds with NYU. The SRP Leadership Conference is another way NYSUT serves UCATS.

Chris Crowe, one of our UCATS vice presidents, said, "As always, the SRP Leadership Conference was a wonderful opportunity to meet with our union colleagues from around the state to discuss issues of common concern, share strategies, and encourage one another in the work we're all doing. Thanks to NYSUT we were able to participate in a number of illuminating workshops, the best of which – to my mind – was focused on contract negotiating. The insights we gained there will certainly help us win the best possible contract when we go to the table in September."

The SRP Leadership Conference is our time as school-related professionals to focus on our issues and network with fellow NYSUT SRPs from across the entire state to find allies and discuss our shared challenges. We attended workshops such as "How to Run an Issues Campaign," "Negotiating Your Contract Like a Ninja," and "Using Social Media to Build Power in Your Local." Being in community with other SRPs builds union solidarity and sparks our activism. In fact, this conference motivated me to tell you about what NYSUT does for

UCATS, and how it directly impacts you.

Cash in YOUR pocket!

The workshop I attended about NYSUT member benefits might keep some cash in your pockets. For example, a new benefit is a free peer support line that can help you find mental health services or support groups, or you can just talk to someone who will help reduce feelings of anxiety or isolation. If you just want to talk through a decision, chat about COVID depression or family stress, call the toll-free line at 844-444-0152.

Another great NYSUT member benefit is free one-on-one telephone

consultations with a certified debt counselor. I've called this service to ask about student loan forgiveness. The counselor at Cambridge Credit Counseling was thorough and followed up on several issues I had with my student loans. In fact, he made several calls on my behalf and it was all free, because I am a NYSUT member. They also help with foreclosure intervention, and counseling related to bankruptcy and reverse mortgages. For financial counseling, call 888-254-0398 and for student loan issues, call 888-254-9827. Also, when you get mail offers for additional life

(Continued on page 5)

MARTY CORREIA, Shop Steward, FAS

"I serve our union because I want more for you and future UCATS workers. UCATS fights for a living wage and working conditions that help us be our best. Being our best helps us serve NYU with excellence and be present in our lives when we're not on the clock. I retire in twelve years. It sounds like a long time from now, but it's only three more contract negotiations away. I hope you'll keep an eye on UCATS emails during negotiations in 2023. I would love for every UCATS member to put in at least one hour of vocal power outside the negotiations locations next year. You are not alone. Solidarity forever."



Uncommon results

(Continued from page 2)

ing an agreement at the last minute. Workers are voting to unionize throughout the country at Starbucks and Amazon, but those workers have yet to negotiate their first contracts. Until that happens, their contract is one blank page and they have a lot of work still to do.

UCATS members – clerical workers, administrative aides, IT and healthcare tech workers – just like you have been the engine behind our 44 years of uncommon results that are *The UCATS 37*. There have been no heroes in that span of years, only common people joining forces to achieve the uncommon.

UCATS held early elections for a new Executive Council last October and by the time you receive this issue of *Momentum* we will have started bargaining team training. Members of the UCATS bargaining team will be sacrificing their lunch hours, their evenings, their weekends, and even some of their vacation days over the coming months to build on *The UCATS 37* that was achieved for you by UCATS members who made these sacrifices when we bargained with NYU in 2017, 2011, 2005, 2000... Your role in this process is to support your bargaining team in 2023 to achieve six more years of uncommon results for UCATS members.

YOU are the power that will create the future for all UCATS members at NYU. Together, we can turn the UCATS 37 into 38, 39, 40...

September's 3% increase is the last increase we will get from our contract. There will be no increase this coming September until we negotiate a new contract with NYU.

NYSUT SRP conference

(Continued from page 4)
insurance from NYSUT, open it up. NYSUT has 608,000 members, so they are able to negotiate excellent rates. These new plans will roll out in 2023. If you need your NYSUT member

ID number, call them at 1-800-342-9810 and ask for the Membership Department. There's not enough room here to inform you about all of your NYSUT benefits, but you can go to memberbenefits.nysut.org.

MELONIE JONES CUMMINGS Shop Steward, College of Dentistry

"This election is the beginning of my 3rd term on the UCATS Executive Council! I first joined the council in 2019 because I wanted to help change things, exactly what, I wasn't sure. But after seeing how the members on the council held together throughout the pandemic and, more recently, how we compelled NYU to secure New York State Healthcare Worker Bonuses for my colleagues and I at the College of Dentistry, I'm ready to continue working for a brighter future for UCATS members throughout NYU."



LARISSA MCDOWELL, Shop Steward School of Law

"I decided to join the executive council because I wanted to learn more about what went into being part of a union. Both of my parents were members of education sector unions in Wisconsin and after Governor Scott Walker signed an anti-union bill there, I felt it was even more crucial to understand the drive behind being unionized. Being on the council has brought a wider perspective to my time as an NYU employee and has motivated me to fight for living wages and benefits for my fellow union members in a constant cost-increasing economy."



Finally, I'll leave you with some insight we heard at the contract negotiations workshop. Some employers get more oppressive during the year before negotiations ramp up. While NYU won't stoop to this,

it's something to pass along to other union members in your life. Help them stay strong. Like we sang at the end of the SRP conference, "Solidarity forever, for the union makes us strong."

The UCATS 37

Here's what UCATS has

After organizing the union and gaining key fundamental rights in their first contract in 1979, like protection from unjust discipline and discharge, seniority rights in case of

WAGES AND OTHER ECONOMIC BENEFITS

- 1. Guaranteed Annual Raises** for all UCATS members; starting wage for all subsequent employees increased by same amount: 1979-present.
- 2. Defined Benefit Pension:** 1979. Pension formula increased 125% over multiple contracts since.
- 3. Paid Parental Bonding Leave** for six weeks at **FULL-PAY** negotiated in 2017.
- 4. Overtime Pay or Comp Time after 35 Hours** (previously 40): 1987.
- 5. Third Week of Vacation** after 3 years instead of 5: 1983.
- 6. Longevity Step Wage Increases:** established in 1987 and improved 4 times, particularly in 2017.
- 7. Higher Pay for Essential Employees** during an emergency: 2011.
- 8. Childcare Subsidy Fund:** 1993 and increased from \$40,000 to \$185,000 over multiple contracts since.
- 9. Perfect Attendance Bonus:** negotiated in 2005 and increased in 2011 and 2017.
- 10. Long-term Disability** increased from \$250 to \$750 per month in 2011 and to \$1,500 per month in 2017.
- 11. 100% Paid Staff Training Courses:** 1993 and went from 12 courses to 20 in 2017.
- 12. FREE Group Life Insurance** increased from \$3,000 to \$50,000 since 1979 over multiple contracts; option to purchase up to \$60,000 additional life insurance at NYU rate; 1990.
- 13. Two Weeks Pay if Two Weeks' Notice Not Given of Layoff:** 1990.
- 14. Marital Benefits for Same-Sex Couples:** 1993.
- 15. Commutation Expense Reimbursement Accounts:** 2000.
- 16. Female Contraception Covered by Health Insurance Plans:** 2005.
- 17. Employee Assistance Program:** 1990 – negotiated by UCATS before it became a university-wide benefit for all NYU employees.

What can we gain in

as achieved over time

layoff, a grievance and arbitration procedure, and more – our predecessors, and now we, have continued to build up our wages, benefits and rights on the job!

RIGHTS, FLEXIBILITY, TIME OFF

18. **Health and Safety Rights:** 2000 and improved in 2005.
19. **Choice of Retirement Benefit:** 2017.
20. **Ten-day Notice of Schedule Change:** 2017.
21. **One Personal Day can be used for an Emergency:** 2017.
22. **Sick Days can Accumulate to 120 Days** (formerly 95): 2000.
23. **Flexible Schedules** can be requested: 2017.
24. **Childcare Leave**, 4 weeks unpaid: 1983.
25. **Some Sick Days for Family Care;** 1990 and improved each contract since.
26. **Some Sick Days for Medical Appointments;** 2 in 2005 to 5 days in 2017.
27. **FMLA Time Cannot be Counted for Perfect Attendance Bonus;** 2017
28. **Doctor's Note Requirement Lifted** after six months: 2011.
29. **Timeline on Vacation Request Responses:** 2005.
30. **Personal Leave Request Improvements:** 2017.
31. **Transfer Rights:** 1979.
32. **Union Gets Notice of Suspension or Discharge:** 2005.
33. **Paid Release Time** for members who volunteer to serve on the UCATS Executive Council: 2000.
34. **UCATS Organizers Get Access to NYU Buildings:** 2005.
35. **Reclassification Requests and Timeline:** 1987.
36. **Written Job Descriptions:** 1982.
37. **Union can start grievance on suspension or termination at any step:** 2005.

n our next contract?

2022 AFT convention - “Reclaiming our future”

■ Ben Carr, Bookstore

As many of you know, but some of you may not, as members of UCATS we are also members of NYSUT (the NY State Teacher’s Union) as well as its parent union, the AFT, or, American Federation of Teachers. The AFT is the country’s second largest teacher’s labor union. However, teacher’s only make up part (about 60%) of the AFT’s 1.7 million-membership body. The rest are paraprofessionals (clericals, teacher’s assistants/aides, bus drivers, food service employees), nurses and other healthcare professionals and last, but certainly not least, higher education faculty and staff like the members of UCATS.

Determining AFT priorities

Every two years, the AFT holds its national convention where delegates from local unions across the country assemble to vote on the leadership body for the next 2-year term as well as to pass resolutions that the AFT will enact going forward. This past July 14-17 I had the privilege of being one of the over 3,000 delegates to attend the first in-person



convention since before the pandemic. This year’s host city was Boston, Massachusetts. The delegation overwhelmingly voted to re-elect President Randi Weingarten, Secretary-Treasurer Fedrick Ingram, and EVP Evelyn DeJesus.

We also passed resolutions on a range of issues brought to the floor by various committees (including the Human Rights committee that I served on) from addressing the promise of public education, advocating for living wages for all AFT members, prioritizing anti-racism and culturally responsive curriculum in schools, combating climate change, addressing the student debt crisis, condemning and defeating anti-LGBTQ (“Don’t Say Gay”) bills, defending reproductive rights and the protection of women, addressing school and community violence, calling for the DOE

to study adjunct pay and benefit inequity, affirming solidarity with Ukraine, addressing staff shortages in the healthcare workforce, school meals for all, and many others. Delegates also voted to pass a special order of business condemning recent Supreme Court decisions that attack our rights and freedoms. Members can read more about the resolutions passed by this year’s delegates on the AFT’s website (<https://www.aft.org/about/resolutions>).

Another special order of business was called to adopt the AFT’s “Teacher and School Staff Shortage Task Force Report”. This report was made up of in-depth member surveys, numerous task force meetings, input from top researchers, the hard work of the AFT elected leaders and staff, and the guidance of its national officers.

Notable speakers

Throughout the four days of the convention, we were graced with appearances by notable guests and speakers. These included First Lady Jill Biden, Senators Elizabeth Warren and Ed Markey, Representatives Ayanna Pressley and Val

(Continued on page 9)

BEN CARR, Shop Steward, Bookstore

“I initially made the decision to become shop steward for CFO two terms ago because the overwhelming anti-worker and anti-union sentiment among politicians (at the time) and corporations made me feel it was important to be active in protecting and fighting for our rights as workers. I wanted even more strongly to run again this term as we enter into the important phase of contract bargaining with the university.”



2022 AFT convention

(Continued from page 8)

Demings, US Secretary of Labor and former Mayor of Boston Marty Walsh, Massachusetts Attorney General and now Governor-elect Maura Healy, Amazon Labor Union President Chris Smalls, UFT President Michael Mulgrew, and

National AFL-CIO President Liz Shuler.

“The American Federation of Teachers is a union of professionals that champions fairness; democracy; economic opportunity; and high-quality public education, health-care and public services for our students, their

families and our communities. We are committed to advancing these principles through community engagement, organizing, collective bargaining and political activism, and especially through the work our members do.” This is the mission statement as it reads on the AFT’s website. And all of the business conducted

at the 2022 Convention reaffirmed that mission, along with reflecting the theme of the convention: “Reclaiming our Future.” It was a wonderful, educational, empowering, and eye-opening experience representing UCATS at this year’s national convention of the AFT and I hope to do so again in 2024 in Houston.

Amanda Velázquez

(Continued from page 3)

had to develop another perspective. As a lawyer – or at least in the kind of law I was primarily practicing – I represented members in terminations and disciplines. I’d negotiated lots of settlement agreements but I hadn’t negotiated collective bargaining agreements before. I knew

how to interpret them and apply them, but to actually bargain them is something different. You’re looking to make changes that benefit as many folks as possible and fending off management proposals that harm our members.”

Looking forward to our negotiations in the Fall, Amanda is very clear about

the key to winning a great contract: “The members – 100%. Member action is the most powerful tool. You can have the best advocate in the room – and I think I’m pretty good – but that’s not what wins the day. What wins the day is management knowing that the membership is behind

the union leadership team, that you are not sitting in that room speaking for yourself, or that you made these proposals up on your own. They need to know that the membership cares about what you’re asking for. So let’s all get ready to roll up our sleeves and get to work.”



EDMOND MONCHAIS Shop Steward, CFO

“I was a new shop steward in 2021 and continue in that role to help my coworkers with the challenges they face on the job.”



VANESSA SEJOURNE Shop Steward College of Dentistry

“I have been a shop steward for over 10 years. I enjoy meeting and helping our members deal with work related issues.”

CHRISTOPHER CROWE, Vice President Bobst Library

“I work at Bobst Library, where my title is Access, Delivery, and Resource Sharing Services Financial. I’ve been a member of the Executive Council of our union – first as a steward and then as a vice-president – since 2009. The first half of this coming term will be all about getting the best possible new contract this fall. I’ll be part of the bargaining team and I’ll do my best, but all of us will have to step up and fight for what we’re worth. After we get a great contract I look forward to making sure that our union’s proud, decades-long record of fierce and effective advocacy for our members continues on long into the future.”



Mask-wearing should be more than welcome

■ *Kate Conroy, Gallatin*

THE CENTER FOR DISEASE CONTROL (CDC) has not reversed its evidence that properly used masks prevent the spread of airborne viruses. In fact, in the midst of a rising triple-demic of flu, COVID and RSV, wearing masks indoors and in crowded spaces is again strongly recommended.



"We also have a better understanding of how to protect people from being exposed to the virus, like wearing high-quality masks, testing, and improved ventilation. This guidance acknowledges that the pandemic is not over, but also helps us move to a point where COVID-19 no longer severely disrupts our daily lives." –Greta Massetti, PhD, MPH, MMWR (August 2022) <https://www.cdc.gov/media/releases/2022/p0811-covid-guidance.html>

It is problematic that NYU's recent messaging has been diminished to "welcome" mask use as a "choice" that should be "embraced"*. Social acceptance of mask-wearing is essential, yes. However, this framing of mask-wearing as a compassion issue is deficient; it infers that mask use is incidental, unconventional, or eccentric. Although mask-wearing may no longer be required, its efficacy should be neither ignored nor patronized by our employer.

DAVID HALL, Shop Steward

"I became interested in joining as a way to help the next generation of staff who will be employed at New York University. It is evident that inflation is taking a toll on a lot of us, I'm constantly reading about high prices on rent, gas, and everyday items. These issues are creating struggles for a lot of people. I'd like to contribute my time and ideas in an effort to get the best possible benefits and compensation package that can be achieved for all of us."

For over a century, masks have been used as protection equipment to limit person-to-person transmission of airborne viruses. Proper mask use is an indisputable science-based public health service and a personal health precaution. I've written to the NYU administration to ask that they adequately represent the health benefits of mask-wearing. You can too! email your concerns to: askpeoplelink@nyu.edu.

*<https://www.nyu.edu/life/safety-health-wellness/coronavirus-information.html>



KATE CONROY Shop Steward Gallatin

"I'm returning to the Executive Council after a hiatus to focus on both Health & Safety and contract negotiation. I hope to meet more of our members to collectively consider our benefits package-specifically medical insurance. I also serve on the NYSUT Health & Safety committee to learn effective strategies about responding to health threats in the workplace."

ROBERT PLATT, Shop Steward Bobst Library



"I joined the leadership team to help improve working conditions in Bobst Library, where I have worked since 1992. On the Bargaining Committee six years ago, I spoke about how workers are not getting fairly paid considering their experience and qualifications. This year, workers are also voicing their concern about pay issues in the face of rising prices and rents. Everyone should speak up and let their union representative know what they want in the next round of bargaining."

UCATS in Action



Coalition for Labor Action by Workers and Students at NYU (CLAWS) joined UCATS at our Starbucks Sip-in

SEPTEMBER 2— Starbucks Workers United called for unions across the country to support them by organizing Sip-ins at local shops. UCATS and our CLAWS partners (Coalition for Labor Action by Workers and Students at NYU) held our Sip-in at the Starbucks on East 4th and Washington Square South. We all went in and bought coffee but gave our names as “Union Strong” or Union Power” so the workers would write that on our cup and yell that out when our orders were ready. The managers weren’t happy but they took it in stride.

SEPTEMBER 5— Support rally/march for Amazon Workers Union led by AWU President Chris Smalls. Rob Lesko and Stephen Rechner attended.

SEPTEMBER 10— NYC Labor Day Parade. Henry Drobbin and Stephen Rechner marched with New York State United Teachers locals.

October 4— NYSUT Higher Education Policy Council meeting via Zoom. Stephen Rechner attended.

NOVEMBER— 204 UCATS members at the College of Dentistry received substantial bonuses as provided by the New York State Healthcare Worker Bonus Program. It didn’t cost NYU a dime but NYU did not know about the program until UCATS informed them.

DECEMBER 1— (Cover Photos) UCATS Shop Steward Rob Platt and Stephen Rechner marched with striking members of ACT-UAW Local 7902, part-time faculty at the New School, who faced a hostile administration that offered pitiful wage increases while demanding the right to increase the cost of quality health insurance so high that everyone will have to switch to a high-deductible plan that makes access to health care impossible. A tentative agreement was reached on Dec. 10 with the union achieving significant pay increases and preserving affordable, quality health benefits.



Former UCATS Presidents Trudy Rudnick (l) and Margarita Aguilar (r) rallied with Rob and Stephen for Amazon workers.

ROBERT LESKO, Secretary, School of Professional Studies



“Having served as a member of the UCATS Executive Council since 1995, I find it a privilege to work alongside representatives of units from across NYU fighting for our rights

at work. I look forward to this next term of office, and to actively participating in our 2023 contract negotiations.”

JOHANNA TYSON, Shop Steward Vice President Student Affairs/ Health Services



“I enjoy representing our members and listening to their ideas, concerns, and issues. And now that contract bargaining is approaching, members will have a lot of questions and I feel we all need to come together to work for the best possible outcome.”

UCATS Executive Council 2023-2025

Term: January 2, 2023-April 30, 2025

OFFICERS	WORK LOCATION
Stephen Rechner –President	School of Law
Diana Corzen – VP	VP Student Affairs/Health Services
Chris Crowe – VP	Bobst Library
Sharmaine Griffin – Treasurer	School of Professional Studies
Rob Lesko – Secretary	School of Professional Studies
STEWARDS	
Marty Correia	Arts & Science
David Hall	Arts & Science
Robert Platt	Bobst Library
Benjamin Carr	Bookstore
Melonie Jones Cummings	College of Dentistry
Vanessa Sejourne	College of Dentistry
Jason Singleton	College of Dentistry
Kate Conroy	Gallatin School of Individualized Study
Edmond Monchais	Office of the CFO
Larissa McDowell	School of Law
Ary Reich	School of Professional Studies
Johanna Tyson	VP Student Affairs/Health Services

“We’ve got a responsibility to live up to the legacy of those who came before us by doing all that we can to help those who come after us.”

–Michelle Obama



DIANA CORZEN, Vice President Student Affairs/Health Services



“I have worked at NYU for 25 years and UCATS member. I started out as a Deputy Steward, then Steward and now I am one of the Vice Presidents. I do this work for the camaraderie

of like-minded individuals working towards the same goal. The stronger our union contracts become the more ownership of our work environment we have. I believe in educating our members on what the contract allows and how they can empower themselves and use this going forward.”

ARY REICH, Shop Steward, SPS

“As we enter a new year of contract bargaining, we all must remember why our Union was formed in the first place: a need for dignity, respect, and fair pay NYU otherwise refused to provide. I joined to uphold and execute on these values, and I am determined to carry forward that spirit of solidarity into my position.”

