

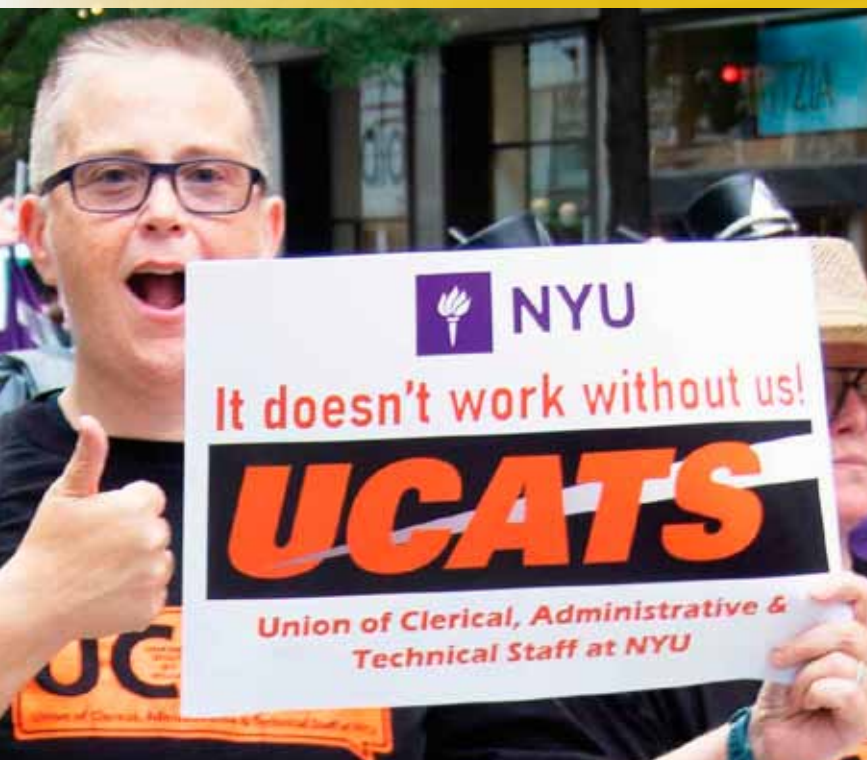
# UCATS Momentum

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

Volume 44 2024 Issue 1



## CONTRACT– Signed, Sealed, Delivered!



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# Proud to celebrate the history of LGBTQ benefits at NYU

■ Stephen Rechner, Law School

This year marks the 55th anniversary of the Stonewall riot in New York City, an event credited with kick-starting the gay rights movement that ultimately led to the legalization of same-sex marriage. The path to same-sex marriage wasn't a straight line. There were bumps in the road and other milestones achieved along the way. One of those milestones was developing the legal concept of domestic partner benefits for same-sex couples: that employers should provide the benefits offered to married heterosexual couples to same-sex couples as a matter of equal pay for equal work because the law denied same-sex couples the right to marry.

## Our strategy

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

We were not successful in 1990. In denying the proposal NYU's Director of Labor Relations, Dick Semeraro said, "Not in a thousand years ..." saying it would be too costly based on no evidence whatsoever.



Stephen Rechner

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

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

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

dent Trudy Rudnick to meet with President Oliva, but Trudy had the flu on the meeting day and so, at the last minute, I went in her place not having a clue about what to say.

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

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**UCATS**  
**Momentum**

636 Broadway, Room 520  
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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## The history of LGBTQ benefits at NYU

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do expect you to have the courtesy to listen to what I have to say as you have listened to Professor Alpert and Mr. Williamson." Up to that moment, I had nothing to say but NOW I was going to think of something!

He clearly realized he had been ungracious and let me speak. I told him that NYU needed to be on the right side of history on this issue and to do that NYU had to grant domestic partner benefits to all employees, including staff, at the same time and that it had to be included in our contract which we were in the process of negotiating. At that time it was NYU's practice when rolling out a new or improved benefit to offer it to faculty and administrators only and make staff wait for the next bargaining cycle to negotiate it into our contract. I also assured him that while it seemed a difficult decision now, in a few years' time NYU would be proud of their decision and for making it way ahead of most other employers.

## A big deal

The following week I formally presented our proposal for domestic partner benefits at the bargaining table and as part of our strategy Carol and Dean agreed to sit on the union side of the bargaining table to my left and right. That was big deal, especially for Dean who was an administrator without tenure or union job security. It also made NYU's negotiators Dick Semeraro and Karen Bradley visibly uncomfortable, but our strategies worked. All employees in same-sex relationships were eligible for spousal benefits beginning February 1, 1994.

All was not rosy in the aftermath of our success, however.

Some of our own union members said they would vote against ratifying the contract because the new domestic partner contract language was antithetical to their religious beliefs, even though they acknowledged that the overall contract met with their approval. Then, when NYU actually implemented the new benefit the following year at least one health insurance plan had to be dropped because they refused to administer health insurance to same sex couples; that was Kaiser Permanente.

In 1993, ALGFAS called upon NYU to boldly go where most employers had yet to go by offering benefits to an employee group whose families had been historically marginalized and wrongfully denied benefits given to heterosexual families as a right – at a point in history when we were in the throes of the AIDS crisis ravaging our community, when new treatments were coming online but no one knew the full extent of their cost, and at a time when it was legal in all 50 states to discriminate against anyone for real or perceived sexual orientation, and most of the country was A-OK with homophobia. Only 3 years LATER in 1996, an allegedly progressive democratic president named Bill Clinton signed the Defense of Marriage ACT!

The happy ending to this history is that although NYU was dragged over the domestic partner benefits finish line kicking and screaming, that fact does not diminish the fact that NYU got there before most employers, and they have since on many occasions expressed their pride in that accomplishment. Sometime in June we will get an

email from NYU President Linda Mills noting with pride that NYU offered domestic partner benefits "before it was the law." Like all NYU Presidents before her she will fail to mention ALGFAS or UCATS. This is one more reason why our union is so important – so that when we celebrate our LGPTQ Pride victories at work we also educate a new generation of NYU employees who weren't there at the time about all the work and sacrifices it took to achieve those victories.

## LGBTQ issues continue

Even happier, however, is the change in NYU's perspective on LGBTQ employee benefits. Just a few years ago NYU updated all of our health insurance plans to include transition surgery – without the necessity of employees forming a coalition to push the issue. And when our transgender community subsequently brought it to NYU's attention that there is more to transitioning than just the initial surgery and that subsequent surgeries were still being designated by United Healthcare as "elective," NYU changed that too.

Our issues continue to evolve and LGBTQ employees and UCATS continue to educate, advocate, and make progress. That's why in addition to all the economic improvements we negotiated in our new contract we also updated Article 5 – No Discrimination – to better reflect today's UCATS members. We must never forget that LGBTQ rights were never given, they were fought for and won – sometimes at a bargaining table and sometimes in the street.

That's one more reason why every worker needs a union.



# Vote for empowerment

■ «Diana Corzen  
Student Health Services

I recently attended the New York State United Teachers (NYSUT) Representative Assembly (a.k.a. our state convention) in NYC on May 4, in which Attorney General Leticia James was a guest speaker. Her speech about the threat to democracy in the upcoming national elections is very much tied to the activity of voting, especially female voters. If you look around to see the various forms of rights being stripped away from us, it is frightening to think women have fewer rights now than 10 years ago. Why are we going backwards? You can look at the Supreme Court, state legislatures across the country, and take a hard look at the local politician.

## Fighting book bans

Do you remember going to the library, looking through the stacks and reading, dreaming and inspiring yourself to be more? These opportunities are being stripped away from children now. You would think that in the New York tri-state area we would be immune to book banning, but you would be wrong. There are right now two counties in NYS fighting to keep books on library shelves.

Many people remember the COVID lockdown as the worst time for learning for children and young adults. But a case can be made for the current atmosphere in which book banning, high school and college course eliminations being worse for learning outcomes just because a book or a course does not align with the agenda of a few. The same few who had these course and books



Diana Corzen

when they went to school. The questions becomes, why is it ok for current students to have less learning opportunities instead of more?

This all comes down to the word empowerment, which Webster defines as the act or action of empowering someone or something: the granting of the power, right, or authority to perform various acts or duties. Nicholas Lemann stated – Therefore, part of the cure for poverty was empowerment – training the residents of a poor neighborhood to organize themselves and learn to get things from the power structure.

## My motivation

Which brings me back to women and voting. If you look again at the people currently running for various offices, there are a few who believe women should not be allowed to vote. They should stay home and raise children. An example of this is GOP candidate for Lt. Governor of North Carolina Mark Robinson, who

Women have fewer rights now than 10 years ago. Why are we going backwards?

has stated: “I absolutely want to go back to the America where women couldn’t vote.

This comment alone is motivating me as a woman to vote for change, progress and the future. I do not want to live in someone else’s mis-remembered mid-twentieth century America. This November I will make sure to understand for whom I am voting. Does the candidate have a vision for the future of my town, my state, my country, that aligns with my values and aspirations? Or are they selling me a rose-colored fantasy of a past that never really existed and that I don’t want to experience?

In the upcoming election the price of gas or groceries will be used as a distraction from another agenda that includes destroying American democracy, a woman’s right to control her body, and everyone’s right to vote. Be sure you know the real agenda of the candidates for whom you are voting before you check the boxes on your ballot.



# Using our new childcare benefit

■ Jenna Kass, Law School

When I was first hired this past summer, I excitedly told my husband, “NYU has a backup care benefit! This is amazing!” I was particularly focused on this as my infant son’s daycare had just closed for a week in April, sending my husband and me into a chaotic and exhausting patchwork of friends, family, and PTO to cover childcare. I was grateful that mess would be a thing of the past, especially as another recess was coming up in August.

## The difference was my sanity

Imagine my disappointment when Bright Horizons got back to me with the news that I did not, in fact, have access to their backup care. Rereading the NYU benefits page, I realized my error: this benefit was only open to *Administrators*. I spent the weeks leading up to daycare’s summer break more than a little bitter. Administrators were paid so much more than staff; they could probably just afford a babysitter. Where was the subsidized childcare for us?

We made things work through the week and a half of summer recess, and again when daycare announced an extended Thanksgiving break. As my son’s winter recess approached – starting, impossibly, *three days* before NYU’s – UCATS announced that a tentative agreement had been reached. I scanned the summary of changes, and there, almost at the very bottom of the first page, was an unexpected sentence: “Beginning on March 1, 2024, employees shall have access to Bright Horizons Enhanced Family Support benefits.”

I don’t know if I can overstate how much of a difference this



Jenna Kass

benefit made for my sanity during April’s spring break. Instead of having my husband flip his schedule on its head, or asking my parents to make daily rush hour commutes from the middle of Staten Island into the middle of Queens and back, or emptying out my PTO, I simply went online and scheduled my son’s days, 8:30–5:30, at a

Bright Horizons center a short walk from Van Hall for \$15/day.

It wasn’t just the existence of the backup care that was amazing: it was the quality, too. From the very first morning the staff were warmly welcoming. The admin even called me at lunch to assure me my son had settled in nicely, since I had been worried he might have trouble with a new setting. He was all smiles when I picked him up, and even gave his new teacher a hug before we left. A period which had always been stressful and draining was suddenly easy – all thanks to the UCATS Bargaining Committee.

All working parents deserve access to safe, reliable, and affordable childcare and backup care, and it’s obvious that for a long time this wasn’t the reality at NYU. I’m grateful to UCATS for changing that status quo.

## New NYSUT member benefit: YourCare360 – And it’s FREE!

APPROXIMATELY 70% of Americans age 65 and older will require long-term care at some point in their lives, according to the U.S. Department of Health & Human Services. Caregiving is a situation that affects thousands of Americans across the country on a daily basis. Many caregivers are already employed full time, have other family responsibilities such as children, and require assistance with their caregiving duties.

YourCare360 is a helpful service available to all NYSUT members (both in-service and retiree) that offers online access to caregiving guidance and answers to the many



questions that confront family caregivers. Learn More:

Visit [yourcare360.com](http://yourcare360.com) to learn more about these services and/or speak with a counselor today.

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# How we got our contract

■ Christopher Crowe, Bobst Library, Marty Correia, FAS

**O**n January 31st the contract that UCATS had tentatively agreed to with NYU on December 14th was formally ratified. We on the bargaining committee believe that our union has negotiated the best contract in our 45 years of fighting for the rights of working people at this university. And the membership seemed to agree as ratified with over 98% of your votes. Now that it's in place until October 2029, this is an opportune moment to reflect on the factors that came together to win us this terrific agreement and to consider what lessons we have learned for the future.

## Factor one – The general climate

It matters a lot when we bargain our contracts – the state of the economy, the politics of the day, the vigor or weakness of the labor movement as a whole, etc. In 2011, for example, we were still suffering from the catastrophic financial meltdown of 2008 and the aftereffects of the “Great Recession” which had followed. Unemployment was high, which made labor cheap, and NYU made it very clear at the table that it was not interested in enhancing compensation.

Perhaps unexpectedly, 2023 turned out to be an almost ideal time to bargain. Economically, the country had more or less fully recovered from the disaster of the pandemic. The recession that many experts had predicted never came to pass, and the economy was (and as of this writing still is), in quite good order with low inflation and historically low unemployment.

The COVID pandemic profoundly changed the nature of work at NYU and across the world. Workers have new expectations now. An example: When we proposed contract language about remote work in 2017 NYU wanted nothing to do with it then. But in March 2020, in just 48 hours, UCATS members moved the operations of NYU from our offices to our kitchens and living rooms and kept everything running smoothly. In doing so we proved that our members can successfully work remotely for the benefit of NYU.

## Factor two – our team

We had an excellent bargaining team of thirteen members, twelve of whom are NYU employees and either union shop stewards or union officers. (More about that thirteenth member later.) Our work involved a lot of research that began in February 2023 into NYU's fi-

nances, into contracts the university had already settled with other unions on campus, into contracts other employers had settled with unions that do work similar to ours, etc. We also conducted the contract survey last summer to assess the priorities of our membership. Only then did we put together a package of proposals to bring to the table.

Team member 13 was Amanda Velazquez, our NYSUT Labor Relations Specialist, whose job with NYSUT is to assist union locals with bargaining. Amanda began working with our team almost a year before we went to the table, helping us to focus our priorities, craft proposals and strategize to win them. At the table she was fierce – but always professional – and a great deal of credit for our success belongs to her.

Also helping us from NYSUT was Marc Quinlan, a health insurance expert they hired specifically to assist locals in contract bargaining. When NYU's team brought in their benefits expert to answer our questions about their proposals to shift healthcare costs to us Marc joined that bargaining session via Zoom to ask the right questions. Marc's questioning was a key factor in our ability to persuade NYU to withdraw or revise their most draconian proposals.

## Factor three – our allies

It certainly helps to have friends when you're in a fight. Labor has become better organized at NYU since we settled our previous contract in 2017. In 2019 UCATS was instrumental in founding CLAWS – the Coalition for Labor Action by Workers and Students – a group bringing together labor leaders from all over the University, and students who are interested in labor justice, for mutual support and joint action. It's always beneficial to have as many students as possible – who, after all, are NYU's paying customers – on our side and to have the other unions at NYU supporting us

## Factor four – our members

This, of course, is always the most important factor. We could be bargaining in the best possible climate, have the most amazing team at the table, have the support of wonderful allies, even have the benefit of negotiating with a relatively reasonable management, but without the support of the mem-

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We signed the contract on April 25. Your Bargaining Team: (l to r) Robert Platt, Marty Correia, Larissa McDowell, Kate Conroy, Diana Corzen, Christopher Crowe, Melonie Jones-Cummings, Stephen Rechner, (sitting) Vanessa Sejourne, Jason Singleton. Sharmaine Griffin could not join us on April 25 but she did sign the contract the following week.

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bership as a whole, it's all useless. Success in bargaining depends on NYU realizing that they are really negotiating with 1200 plus united members. That's a power that can't be ignored.

You, our members, really stepped up this time. There was a terrific response to our contract survey in the summer, which really focused our team on your needs and priorities. We had great visibility, with many members wearing UCATS pins and adding a UCATS footer to their email, and putting up UCATS posters in their work spaces. Wherever you went on campus last Fall we were impossible to ignore. What was most heartening for the team was how members themselves got very creative.

For example, when the university temporarily installed a photo booth in the lobby of Bobst Library members started going into it, unprompted, with their UCATS pins, and hats, and tee shirts, and other “swag,” and often signs showing their support for the union. That certainly got noticed.

Also effective was our petition demanding a fair contract which got overwhelming support from our members and allies, and when we delivered it to the President's office on December 13th the University sent out its chief spokesperson, John Beckman, to accept it which was a sign of respect. When we returned to the bargaining table the next morning we were able to make significant improvements to what had previously been on offer the day before.

## Lessons for the future

We have a contract now with 5 plus years left to run. A lot can happen in that time. Just think of all that happened between 2017 and 2023. While the bargaining environment then is unknown these are some things we can all do right now to put us in the best possible position when that time comes:

**Stay visible!** There's no reason you have to take off that pin or take down that poster. (Unless you're specifically directed to by management – in which case, contact the union office.) Unity and visibility are powerful weapons.

**Vote with your dollars.** You'll have a few more in your pockets thanks to this contract. To the extent that you can, patronize businesses that are unionized.

**Vote with your ballot.** If you're not registered, get registered. Always vote for pro-labor candidates in every election, local, state, and federal. It makes a difference.

**Support unions on campus.** Local 1, the security guards, will be negotiating their contract this year. They stepped up and supported us during our negotiations, so they deserve our support. If they need your signature on a petition, sign it. If they call for an action, show up. Other unions will be bargaining in coming years as well, and they'll need our support.

**Get involved!** There will be elections for stewards and officers next year. Is your workplace represented? Many, unfortunately, are not. We generally draw our bargaining teams from our stewards and officers. We need your wisdom on our executive council and our next bargaining team!



# Fire MOHELA: Finding a way to student debt relief

■ Virginia Myers, AFT

**S**tark black-and-white signs flanked a determined group of activists and legislators gathered on Capitol Hill May 22, amplifying their bold, unequivocal message: “Fire MOHELA.” Hosted by the Debt Collective, the event featured members of the Student Borrower Protection Center, the AFT and others who described how the notorious student loan servicer has abused borrowers with mishandled paperwork, misinformation, miscalculations and hours long hold times. The group demanded that the government cut ties to stop the abuse. “If we had done 1 percent of what MOHELA does, we’d get fired,” said AFT President Randi Weingarten. “It’s time to fire MOHELA.”

## A labyrinth of frustration

After years of mismanaged student loan programs and multiple bad actors who profited from the student loan industry, the Biden administration has begun to make progress in cleaning up the system and bringing loan relief to thousands of borrowers. But MOHELA has thrown student debt back into a world of exploitation and profiteering.

“Any one of us could spend hours outlining the many ways in which MOHELA has failed our borrowers,” said Rep. Ayanna Pressley (D-Mass.). “The stories we’ve heard from borrowers are truly heartbreaking, they are infuriating, and they unfortunately have become far too common.” She listed high wait times – one protest sign showed a screen shot of a nine-hour wait on the phone – misleading information and incorrect billing amounts. One borrower described working with MOHELA as “a nightmare.”

According to a ground breaking report, “The MOHELA Papers,” from the Student Borrower Protection Center and the AFT, 4 in 10 borrowers experience servicing failures at MOHELA, which at



one point had a backlog of 800,000 Public Service Loan Forgiveness applications. The report also revealed a deflection scheme that deliberately delayed and dumped calls from people who needed to talk to a service representative in order to move their loan relief forward.

“These stories are not just statistics, they are lived experiences of our family members, our friends, our neighbors,” said Pressley. “These are the teachers, the nurses, the firefighters and young professionals who give back to our communities every day, who took on student loans with the hope of building a better future only to find themselves crushed under the weight of insurmountable debt.”

“This is an absolute disgrace,” said Sen. Ed Markey (D-Mass.), whose constituents have come to him describing the hardships they’ve faced because of MOHELA. While MOHELA stands for the Higher Education Loan Authority of the State of Missouri, Markey suggested it be known instead as the “Mismanagement and Offense in Higher Education Loan Authority.”

“It is time to listen to the borrowers that have been speaking up about the struggles that they have been facing,” said Rep. Ilhan Omar (D-Minn.). “It is time to stop [MOHELA’s] contract. It is time to fire them.”

## The long fight back

The AFT has been fighting for student debt relief for years: The union sued Navient, another bad-actor loan servicer that blatantly exploited borrowers. The AFT also

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## Meet Sonam Singh!

The UCATS Executive Council is excited to introduce Sonam Singh, our new organizer. Sonam started his new job with us on April 29 and is training with our Senior Organizer Linda Wambaugh. In just a few short weeks Sonam has already made some valuable suggestions to improve our website and he has been sprucing up our office, which was neglected during our 6 months of contract bargaining. In the coming weeks our stewards and officers will be sharing their thoughts with him on how we can build a better union and we will be bringing him around to our worksites to introduce him to you. Sonam’s previous union experience includes organizing the contingent faculty union at Barnard College which is affiliated with the UAW and being on the bargaining team for their first contract. Sonam replaces Henry Drobbin who left UCATS last September to take over a family business.



## Finding a way to student debt relief

*(Continued from page 8)*

sued former Education Secretary Betsy DeVos’ administration for failing to clean up a Public Service Loan Forgiveness program designed to cancel debt for teachers, nurses and other public service workers who made loan payments for 10 years; because of a byzantine system full of obstacles, the program granted relief to only 2 percent of applicants. Both lawsuits were successful, and the PSLF program began to turn around once the Biden administration took over.

The AFT also supported President Joe Biden’s plan to relieve \$10,000 to \$20,000 in debt for every borrower (struck down by the Supreme Court in 2023) and has championed policy changes – including expanding

eligibility for and loosening restrictions on PSLF and income-based repayment plans – that have resulted in a total of \$167 billion in student debt relief for 4.75 million borrowers so far.

“This has been a long struggle,” said Weingarten, and MOHELA is only extending it. She recounted MOHELA’s history: Once it got its contract, it was the driver behind the Supreme Court case that stopped Biden’s broad-based relief. Then it set up its call-deflection scheme and an infrastructure that puts profits over people. And now it has threatened to sue over “The MOHELA Papers,” “because we get the facts out to the public,” said Weingarten.

“Now it’s time to fire them,” she said.

## AFT STUDENT DEBT ASSISTANCE FOR UCATS MEMBERS

On November 27 UCATS members on our email list received an announcement about the AFT Student Loan benefit called Summer which required a 32-digit code to access the benefit. Between January 9 and April 30, 112 UCATS members requested codes making this the most requested AFT member benefit ever.



**NYSUT MEMBER BENEFIT:**

# Credit counseling and debt management

**CAMBRIDGE CREDIT COUNSELING** (endorsed by the NYSUT Member Benefits Corporation) has been assisting consumers with credit and debt resolution issues for more than 25 years.

Cambridge features nationally-certified counselors who can help with determining the most appropriate course of action for your specific situation.

**CREDIT COUNSELING:**

NYSUT members are eligible to receive a free, no-obligation debt consultation with one of Cambridge's certified counselors.

Through this confidential consultation, Cambridge's counselors can assist you with:

- ✓ Better understanding your unique situation and financial goals
- ✓ Identifying, categorizing, and thoroughly reviewing all of your income and expenses
- ✓ Creating or revising a budget
- ✓ Offering recommendations for achieving that budget

**DEBT MANAGEMENT:**

With Cambridge's assistance, NYSUT members may be able to consolidate their credit card bills into one simple monthly payment. This can help members to become debt-free in a fraction of the time that it would take on their own making minimum monthly payments.

Members can also receive a free debt analysis with Cambridge; after submitting their contact information,



a Cambridge counselor will contact them to review their specific situation.

Cambridge's typical debt management clients can take advantage of:

- ✓ Reduced interest rates by an average of 64%
- ✓ Reduced monthly credit card payments by an average of nearly \$150 per month
- ✓ Credit card debt eliminated in an average of just 48 months

NYSUT members save an additional 10% on debt consolidation services

To speak with a Cambridge Certified Counselor, call toll-free 888-254-0398.

## Member benefit: YourCare360 – And it's FREE!

*(Continued from page 5)*

YourCare360 has partnered with leading providers of services for these stages in the caregiving journey:

**CARE PLANNING RESOURCES**

- Complimentary health assessments to evaluate your needs
- Directories to help locate facilities, hospitals, and physicians

- Access to tools such as cost calculators and caregiving fact sheets

**CONVALESCENT CARE FUNDING**

- One-on-one consultations
- Educational brochures
- Videos sharing family stories

**UCATS member dues includes your membership in NYSUT (New York State United Teachers).**

# UCATS in action

## May 3-4— New York State United Teachers Representative Assembly (NYSUT RA)

After months of bargaining, rallying our members, and ratifying a new contract, members of the UCATS leadership team still mustered the energy to attend the 2024 NYSUT RA, a.k.a. the state convention which took place at the NY Hilton midtown. At the RA NYSUT members make their voices heard by sending elected local delegates to represent them. Our delegates to the RA were Kate Conroy, Marty Correia, Christopher Crowe, Tess Derby, Sharmaine Griffin, David Peer and Stephen Rechner

The RA is the union's highest policy-making body, except for a membership referendum. All NYSUT mem-

bers are welcome to attend the annual RA, but only duly elected and reported delegates may debate and vote on proposed amendments to the Constitution and Bylaws, proposed resolutions and other business that come to the convention floor. The adopted resolutions become the coming year's to-do list for the NYSUT officers and Board of Directors. Convention delegates this year adopted over 27 resolutions on important issues like saving SUNY Downstate Medical Center from closing, supporting legislation to mitigate the impact of Social Media on children and to stop the banning of books in school libraries. UCATS President Stephen Rechner is the NYSUT Director At-Large for Private Sector Higher Education since 2008. His current term expires in 2026.



(l to r) Marty Correia, Maria Scuidero, Stephen Rechner, Kate Conroy and Diana Corzen. Ms. Scuidero is NYSUT's Health Care Professional of the Year; she works at NYU Langone Brooklyn and is a member of our sibling NYSUT local the United Federation of Teachers.



UCATS VP Christopher Crowe working the aisle as a Sergeant at the NYSUT RA.



(l to r) Tess Derby, Kate Conroy and Marty Correia. This was Tess's first time as a delegate to the RA. Veterans Kate and Marty volunteered to be Tellers (they count votes on the convention floor when a voice vote it too close to call).

# Bulletin Board

## NEW CONTRACT

Our new contract is now posted on our website ([ucats3882.org](http://ucats3882.org)) to download/print. Hard copies are available on request.

## WAGE INCREASE

Good News! Effective September 1 wages rise again by 3.75% and everyone will begin accruing an additional 2 vacation days over the next academic year.

## UNION-NEGOTIATED CHILDCARE SUBSIDY

Applications for the 2025 union-negotiated childcare subsidy will be sent by email to your NYU home account email on or about Monday, August 26, and the deadline to submit your application will be on or about Monday, September 9. This year eligible members received subsidies of \$2,535(1 child)-\$2,880(2 or more). As negotiated in the contract we just ratified in January, the childcare subsidy fund for calendar year 2025 will increase by \$10,000 to \$190,000, plus any unclaimed awards from 2024.

## NEW CHILDCARE BENEFIT

Parents! Don't forget to learn about the new Bright Horizons benefits, which include emergency childcare services.

## WE'VE MOVED!

UCATS has a new address: 636 Broadway, Room 520, New York, NY 10012. If that looks familiar it's because we just moved to a different office in the same building. Our phone number, email address and website remain the same.

## HAVE A GREAT SUMMER!

Don't forget – union membership includes big discounts on hotels, car rentals, theme parks and vacation packages. Just go to [ucats3882.org](http://ucats3882.org) and click the “Other Member Benefits” link in the left column and browse the member benefits websites of our state and national affiliates (NYSUT, AFT, NEA, AFL-CIO).

## ONLINE DEFENSIVE DRIVING (27% OFF REGULAR COURSE FEE)

Through the NYSUT Member Benefits Corporation-endorsed Defensive Driving Program, NYSUT members licensed in New York State can take this course online at the members-only price of \$21.95 per person – a 27% savings over the regular course fee! If you are the principal operator of a vehicle, you will receive a minimum 10% reduction in the base rate of your auto liability and collision insurance premiums each year for three years. This course is sponsored by the National Safety Council. Before you can participate online and receive the special discounted pricing, you must have the unique NYSUT Member Benefits Access Code. Call Member Benefits at 800-626-8101 weekdays from 9 a.m. to 5 p.m. (EST) to get the NYSUT Member Benefits Access Code.

