

UCATS Momentum

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

Volume 32 2011 Issue 2

Union rallies sweep Nation UCATS at Times Square

-See page 6-7



Photo credit: Miller Photography

**6 MONTHS TO CONTRACT EXPIRATION
SEE PAGE 12 TO GET INVOLVED**

Don't wait for Wisconsin

■ *Stephen Rechner, Law School*

There has been much ado about the political uproar in Wisconsin caused by right-wing Republican Governor Scott Walker's ramming through legislation stripping collective bargaining rights from public sector workers in that state. Similar legislation passed with less notice in Ohio and Indiana and is pending in several other states.

How did this happen? It happened because union and democratic/progressive voters stayed home in the November elections. And why did they stay home? Because the pace of economic improvement after the worst financial crisis since the Great Depression was not happening fast enough. In other words, the perception was that Democrats in office were not delivering, so let's just throw them out because anyone else will be better. While there may be justification for that disappointment, what the events in Wisconsin should teach us in New York is that things can always get worse if we allow corporate politicians to be elected only because we fail to vote for better candidates.

Voting matters

Which brings me to my first request of you: if you are not registered to vote, do so immediately! There is no excuse not to vote. In New York State, the polls open at 6 am and stay open until 9 p.m. Voting is the duty of every citizen. If you do not register to vote in time for the 2012 elections you can expect a tidal wave of Scott Walkers



UCATS President Steve Rechner and Treasurer Edwin Guzman at the We Are One Rally in Times Square April 9.

taking over our federal government, and their agenda will be to strip collective bargaining rights from *all* workers, public and private, in all 50 states. Voter registration forms are available online in four languages with instructions at: <http://vote.nyc.ny.us/register.html>. Don't wait for Wisconsin to register to vote.

Legislation matters

Here in New York State, Governor Andrew Cuomo is attempting to close a projected \$10 billion budget gap entirely through spending cuts, *while at the same time giving millionaires another tax cut!!!* It is shocking that in the midst of this economic crisis, Governor Cuomo is supporting the elimination of the millionaire's 1% income tax surcharge. In fact, the main reason New York has a fiscal crisis is because for 20 years rich people in our state have been on a tax strike. If we only had the same progressive tax system that was in effect in New York in 1970, there would be no fiscal crisis. Through

the economic booms of the 1980s, 1990s and 2000s, New York has cut taxes in ways that mostly benefited our state's uber-wealthy — hedge fund managers, stock traders, real estate moguls and bankers. That may have been a logical thing to do when the state's economy generated enough wealth to ensure a sufficient

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UCATS Momentum

636 Broadway, Room 606
New York, NY 10012

Momentum is published quarterly 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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 and consistent stream of tax revenue for the state, but Governor Cuomo's current spending cut program is nothing but a rob-the-poor-to-pay-the-rich scheme. In order to not tax the wealthy, Governor Cuomo has proposed massive cuts to K-12 and public higher education (CUNY/SUNY). This is what is causing teacher layoffs, larger class sizes, and huge tuition increases for students in CUNY/SUNY. If you are asking yourself, why you should care about public education funding, you might at the same time ask yourself "Whose children do those public sector educators teach?" (Answer: your children, your grandchildren, your nieces, nephews and neighbors.)

Which brings me to my second request of you: go to www.nysut.org, the website of our state federation, New York State United Teachers, and click on "Legislative Action Center" in the left hand column of radio buttons and send your legislators some faxes. The letters are all written; just select the letters that are on the issues most important to

you and enter your address. NYSUT will see to it that your letters are sent to your senators and representatives. Don't wait for Wisconsin to let your state legislators know that every child in New York deserves a quality public education.

You are the union

Here at NYU, management has already indicated that they expect a pound of flesh from their employees. In 2009, administrators and faculty got no raises, while in 2010 they were eligible for just 1.5%, which was offset by increases in their monthly health insurance costs and the implementation of a 10% co-payment on tuition remission benefits. The only reason UCATS members were unaffected by these policies is because we ratified a six-year contract in 2005, but that expires on October 31, 2011 — less than 6 months from now. If you have not already done so, complete the UCATS Member Involvement form on page 12 and fax/mail/pdf it back to us (our fax number is 646-602-9554). Don't

wait for Wisconsin to get involved in your union and support the efforts of your leadership team to secure a new contract.

On April 6th, NYU President Sexton announced a 2.5% raise for administrators and faculty to take effect in September. There is no guarantee that amount will be offered to us, or what, if any, the percentage increases will be in future years. YOU are UCATS, and only YOU have the power to get the contract you deserve. Just 12% of American workers are fortunate enough to have a union job with wages and benefits protected by a contract, and you are one of the fortunate few. But union protection comes with the responsibility of union citizenship. A union is only as effective as the union members who are involved. Union does not just happen, YOU have to make it happen.

If you do not want what happened in Wisconsin to happen here at NYU, get involved in UCATS, do some political action with NYSUT, and for heaven's sake, REGISTER TO VOTE! 🗳️

New Leadership Team Elected

The following UCATS members have been elected to the Executive Council for the 2011-2013 term:

President: Stephen Rechner
 (also reelected to NYSUT Board of Directors on 4/8/11)

Vice Presidents: Diana Corzen and Kerissa Ward

Treasurer: Edwin Guzman

Secretary: Robert Lesko

Stewards:

Bobst Library: Chris Crowe

Dental Center: Omari Corbett, Isaiah Morse, Tyrone Pearson and Vanessa Sejourne

GSAS: David Langkamp

Law School: Barbara Bova and Hetty Dekker

SCPS: Sharmaine Griffin

Health Services: Johanna Tyson

SSSW: Philip Ingram

ITS: Sam Montas

Cairo, Wisconsin and NYU

■ *Chris Crowe,
Bobst Library*

I was lucky enough to travel around Egypt last December. When I got back, the first thing I would say to everyone about my trip, even before I would describe the glory and wonders of the Pyramids or the Valley of the Kings, was, “the people, the Egyptians, they’re amazing, and, my god, they need a revolution.” I didn’t expect to see it happen three weeks later but I was very happy when it did.

I was a pampered and privileged tourist but even to me it was blazingly obvious that the entire social contract — if it had ever really existed — had broken down completely there. What does that mean? It means that when we enter into society with other people, when we form a community or a nation, we do so for our mutual benefit and we agree to live by certain rules — by laws — that promote the general good. Thomas Jefferson famously wrote that governments exist to ensure the people’s rights to life, liberty, and the pursuit of happiness, and that they derive their just powers only from the consent of the governed. All that was missing in Egypt.

President Hosni Mubarak had come to power when his predeces-



Working in Karnak.

sor, Anwar Sadat, was assassinated. He won a few rigged elections that no one believed were at all democratically legitimate. In his thirty years in power he siphoned off the wealth of the nation and placed it in the hands of a tiny elite. His own family enriched itself to the tune, reportedly, of \$70 billion. This in a desert country where the only source of water, the Nile, is bad and even dangerous to drink. And he was only the latest in a long line of such rulers — presidents, kings, khedives, pharaohs — some better, some worse, stretching all the way back literally to the dawn of history.

The wages of despair

The Egyptian people have long been left to get by however they can. The whole country operates on “baksheesh,” which might mean “tips”— and

the Egyptians have certainly perfected the art of the energetic “hard sell” — but might also shade towards “bribes.” At the Temple of Karnak a couple of tourist police politely but firmly shook down my family and me for money. Not much — we only gave them a few dollars each — but it was an enlightening experience.

A friend who’s lived in Cairo for six or seven years later told me that those officers probably only made about \$8 a month officially, and even in the city of Luxor, where the cost of living is lower than on the Lower East Side, that isn’t nearly enough to get by. (Needless to say, there are few labor unions and those that exist have little power.) So what else could they do? When the people have no power they fight over the scraps.

But Egypt is a long way away. What, really, does anything that happens there have to do with us, here in the United States? It’s a warning. It is what happens when a country is run, not for the benefit of all its citizens, but for the profit of a few. It is what happens when the people are disempowered and disenfranchised for too long. Already the social inequality in our country — the gap between the wealthiest among us and all the rest — is nearly as great as in Egypt. We’re slowly becoming a third world country. True, we have more wealth and stronger democratic institutions and so most of us are not quite as desperate as the Egyptians — yet. But our wealth is slowly being taken away from us and our democratic institutions corrupted and co-opted.

Connecting the dots

And what, really, does anything that happens in Egypt, or Wisconsin, have to do with us, here at New York University? For too many years, the great wealth that this institution generates has gone to an elite few at the top of the pyramid. NYU President John Sexton enjoys 8% annual raises, which in dollar terms is more than the annual salary of a UCATS

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Founding UCATS member retirees

■ *Stephen Rechner,*
Law School

One of UCATS's founding members, Caroline "Cookie" Saunders, has retired from her job in the Registrar's Office. Her daughters, Bernadette and Candice, arranged a gala retirement party for Cookie at the Sheraton Laguardia East Hotel in Flushing on January 22nd.*

Also attending from NYU were Cookie's co-workers of many years, Jackie Campbell and Betty Phillips.

I had the honor of speaking at the event, and being part of the Cookie roast. In 1986, I began my NYU career in the Registrar's Office working side-by-side with Cookie. She was a formidable presence in the Registrar's Office, and in her own

firm way she let everyone who began their NYU careers there know that they had to join the union. Not with any overt threats, of course, just a parental 'or else' — you don't know what 'or else' means and you don't want to find out!

With 41 years of service, Cookie knew the value of the union because she worked for 9 years at NYU without the benefit of our union, which came into existence in 1979. "Before the union," Cookie said, "they'd put you out with the blink of an eye." As for raises, she added, "If they didn't like you, you didn't get a raise."

Cookie valued the union throughout her career. She walked the picket line for three weeks when we were on strike in 1988 and again for our half-day strike in 1996. She looked



Newly minted retiree Cookie Saunders (r) and former co-worker Jackie Campbell.

out for her coworkers, sometimes even calling the union office on their behalf when they were too intimidated to call for themselves. She was the eyes and ears of the union in the Registrar's Office and set an example to everyone who worked with her.

Cookie was able to retire because of the many improvements UCATS

made to the staff pension plan through collective bargaining. About retirement, Cookie said, "I love it; I hope everyone lives to see it." With her union-improved pension, she is looking forward to traveling to Australia and taking a cruise to Alaska.

**The event was entirely financed through ticket sales; no union dues were involved.*

Cairo

(Continued from page 4) member, but front-line managers and faculty will only receive 2.5% raises this coming September, after getting only 1.5% last year and ZERO in 2009.

NYU cannot expect to pay salaries that do not meet the basic necessities of rent, food, transportation and health care, without consequences. NYU has the resources to do better.



Chris Crowe

Certainly, our work contributes to the generation of those resources more than the hugs and glad-handing of one executive.

The Egyptians, of course, finally rose up and, in a few remarkable weeks, sloughed off decades — millennia, really — of oppression. They have inspired the world, and showed what wonders a united people can work. The cries of the men and women in Tahrir Square are reverberating throughout the Arab world in the so-called "Arab Spring," and have been heard as far away as the heartland of America.

An amazing photograph has made the rounds on the internet: an Egyptian protestor, apparently in Tahrir Square holding up a sign which reads, "Egypt Supports Wisconsin Workers." From Madison to Cairo to...NYU it's one big worldwide struggle for democracy and human dignity. And it's time for all of us, in our own ways, to stand up and fight like Egyptians. 💰

Labor rallies!

■ *Stephen Rechner,*
Law School

In state after state, conservative right-wing governors have attacked public sector workers, from teachers to police officers to firefighters to college professors and janitors, blaming them and their union-negotiated wages and benefits for the fiscal crises their states are confronting. These governors made a calculated bet that the American public would forget that the greatest financial crisis since the Great Depression was created on Wall Street, not on Main Street. Fortunately, those governors bet wrong.

Election deception

Wisconsin Governor Scott Walker got the ball rolling by pushing through legislation stripping Wisconsin's public employees of their collective bargaining rights. His legislation was sponsored by the American Legislative Exchange Council (www.alec.org) which sponsored similar legislation in several other states simultaneously. The governor's initiative sparked a takeover of the state capital building in Madison by union members, students and their supporters.

The politicians spearheading the anti-union initiatives also miscalculated

that the public would forget that they were elected to create jobs, jobs, jobs and deal responsibly with their states' fiscal challenges. Not one of them ran on a platform of destroying unions. As for their fiscal crises, Wisconsin was one state that did not have a fiscal crisis until Governor Walker created one by giving corporations almost \$1 billion in tax cuts.

The AFL-CIO responded by kicking into high gear with a coordinated wave of demonstrations in all 50 states and in every major city. UCATS shop steward Chris Crowe attended one such rally in Albany on February 26th.

While Governor Cuomo has not threatened collective bargaining rights, he has given the labor movement plenty to protest, by proposing a budget that gives tax breaks to millionaires while slashing education funding for K-12, SUNY, CUNY and community colleges. His idea of "shared sacrifice" is that children sacrifice while millionaires share the savings.

Members of the UCATS leadership team who were delegates to the New York State United Teachers Representative Assembly (NYSUT RA) joined thousands of protestors in Times Square on April 9, both to protest Governor



Top: UCATS VP Kerissa Ward and Steward David Langkamp March to the We Are One Rally in Times Square on April 9. (Bottom) At the rally (l to r), UCATS Stewards David Langkamp, Chris Crowe and Treasurer Edwin Guzman.

Cuomo's proposed budget, and to let corporate America know that labor stands united against any attacks on collective bargaining rights.

Speakers at the April 9 rally included AFT President Randi Weingarten, NYSUT President Richard Iannuzzi, and PSC President Barbara Bowen. With regards to the war on workers, NYSUT President Richard Iannuzzi said, "The road ahead will continue to be challenging. You know the issues and

the challenges. ...The battle will be fought here [in NY] and won here. Not won or lost here, but won here."

Protesters were energized and jubilant. Clearly, what some governors and their corporate backers thought would be the final stake in the heart of labor has instead been the awakening of a sleeping giant.

Our challenge is to take that energy to the election polls in 2012, and elect leaders who will do what is best for the country, not just what is best for corporations. ☛

Raising the Union

■ *Chris Crowe,
Bobst Library*

Paxton Gearity is about four and a half years old. On February 26th he rallied with his father, Eric, and thousands of others in front of the State Capitol in Albany to protest union busting in Wisconsin and all over the country. It was my privilege to rally with both of them and with all my union brothers and sisters.

Slaying dragons

At first, Paxton did not want to go. It is a long way from Ossining, where he lives, to Albany. His little brother, three year-old Levon, was sick with a bad tummy flu and had to stay home with their mother; Paxton did not want to go without them. One of his favorite movies is called "Dragon Hunter"; it is about a young boy who has to be brave and learn how to stand up to monsters. "Buddy," his dad, Eric, said to him, "there are dragons out there and we have to go fight them. This time we're not going to bring swords, but we're going to show those dragons that there are a lot of us and we're not afraid of them."

Eric is a longtime member of I.A.T.S.E., the International Alliance of Theatrical Stage

Employees, Local 52. He makes movie magic. Except there's no such thing as magic — it is all hard, hard work. But, thanks in large part to the contracts I.A.T.S.E. has negotiated over the years for its members, it is work that has allowed him to support a family, buy a home in the suburbs, build a garage to house his cars and motorcycles, and basically, scrimp and scrape to get by. In other words, it has made the American Dream possible for him and his family. When unionism was more widespread in this country that would not have been all that remarkable, but that has not been the case for decades. And now the unions that remain are under attack by Wisconsin Governor Scott Walker and his friends on the radical right. So when the call went out for working people to assemble in all fifty state capitals, and in every major city, Eric was one of the very first to sign up.

Teaching democracy

One of the most common chants at union protests these days is, "THIS is what democracy looks like." And so it is. Democracy is all about the people having a voice, having a say in the conditions of their life. Politically, its



There are dragons out there and we have to go fight them.

(Top) Paxton Gearity and Dad, Eric in Albany.

(Bottom) Paxton Gearity: "I am a working man."

great symbol is the ballot box. Economically, it is the union contract. Both, in essence, say, "You have to take the people into account." This is dangerous to entrenched power, which is why they have tried to dilute the power of the ballot through every conceivable trick, and why they have always tried to break the unions.

Democracy is not easy. It does not flourish everywhere. In some ways it is easier to just do as you are told and take what you can get. Democracy takes courage and a firm belief in one's values, a willingness to take personal responsibility for the welfare of the body politic. That's what Eric and his wife,

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Ask Payroll – But expect to wait for answers

■ Barbara Bova, Law School

On viewing my timesheet for the January 17-30 pay period, I noticed that I was paid at the straight-time rate for overtime hours that should have been calculated at the rate of time-and-a-half. My Approver had made the correct notations, so I called HR on February 11 for an explanation. They responded that sick time does not count towards paid time but I explained that January 27 was a snow day, not a sick day. I directed HR to Article 7, Paragraph C of our union contract which states that *“All paid time except sick leave shall be counted as hours worked for the purpose of computing overtime.”*

I was told that the next step would be to contact Payroll directly and to copy HR. I immediately received an automated e-mail response from Payroll informing me that I would hear from them within 24 hours. After four days I resent the e-mail and copied HR. Then, it was almost one month without hearing one word from Payroll.

MyTime problems widespread

In frustration, I called the union office and learned that my problem was university-wide and affected all UCATS members who had worked overtime during the week of January 24. Only when Treasurer-elect Edwin Guzman filed a grievance with the University did Payroll fix the problem. Thanks to Edwin, affected members received retroactive pay in their March 25th checks.

So far, NYU’s new “Ask Payroll” system is an utter failure. While



Barbara Bova (l), shop steward at the Law School, volunteered as a sergeant at the NYSUT RA, April 7-9. Pictured with fellow-sergeant Jewell Brown from the Rochester Association of Paraprofessionals, they checked credentials and maintained order on the convention floor.

they promised a 24 hour response time when the system was implemented, I hardly think an auto-reply e-mail saying “we’ll get back to you” is what any of us would consider to be a satisfactory response.

I believe that payroll cannot adjust or fix problems that arise

with MyTime because it is not programmed to understand nuances or individual problems/circumstances with its timesheet/payroll program. If you have a problem with MyTime or Payroll, report it to the UCATS MyTime task force by e-mailing mytime@ucats2882.org.

Got MyTime problems?

Since MyTime went into effect on December 6 UCATS has been inundated with complaints about problems and paycheck discrepancies. The UCATS MyTime task force has a dedicated e-mail address for you to report your MyTime problems: mytime@ucats3882.org.

Even if your time sheet Approver fixes your problem quickly, let us know what you are experiencing with MyTime so we can enter it into our database for future action.

Behind the scenes

■ *Stephen Rechner, Law School*

If you are like the majority of UCATS members, it's easy to think that the only thing the leadership team does is collect dues, publish *Momentum*, go to conferences/conventions and convene a membership meeting a couple of times a year. While everyone knows that we provide representation to members who are in trouble, that can be abstract if you have never needed to reach out for assistance. Since most UCATS members are never disciplined by their managers, it is not uncommon to ask, "What does the union [really] do for me?"

I will now try, once again, to put that question to rest. In addition to the activities we regularly report in *Momentum*, the UCATS leadership team — stewards, officers and organizing staff — regularly interact with our members who need a variety of assistance.

The most frequent service we provide is answering questions about contractual rights and benefits. Those questions come by e-mail, by phone, or when we are stopped on the street or in the hallways of the buildings where we, your stewards and officers, work full-time for NYU — just as you do. While many questions can be answered quickly, others require listening to the details of a complicated situation presented by a member, asking follow-up questions, and doing some research before an appropriate answer can be provided.

Another service we provide is counseling. UCATS members often seek advice on how best to navigate a situation to avoid trouble they see on the horizon. There is no way to quantify the number of disciplines and grievances that DON'T happen

because a member of the leadership team was available to lend an ear and provide an objective perspective to a member.

Representing members in grievances and disciplinary meetings is the most important, but least understood, service we provide to individual members. If you have never been the subject of discipline, or worked near someone who has, it is hard to comprehend the im-

What does the union really do for me?

pact discipline has on the worker involved and those around him/her. Discipline is a humiliating and demoralizing experience for the affected member, but it also casts a pall on the entire work place. Coworkers may feel compelled to take sides, or they may just feel they are walking on eggshells when the parties involved are around. At a minimum, this adds stress to the workday; sometimes the whole environment can become toxic.

When the union gets involved, however, the healing process can begin. We get to the heart of the matter (which is sometimes not the stated matter), and work with the member and the manager in a framework that respects the rights of our member and addresses the needs of the department. Our goal is to help the member and the manager develop a better relationship that will allow them to successfully work together going forward.

Our success with the many situations you bring to our doorstep is something we often cannot report in the pages of *Momentum* because

we have to respect the privacy of the member involved. In other situations, NYU requires confidentiality as one of the terms of a settlement. Success can come in many forms. With discipline, our goal is to have the initial punishment rescinded or lessened. With termination or layoff, it is reinstatement, or, when all else fails, providing a less painful transition out of NYU.

Preventive measures also take place behind the scenes. These include monitoring and scrutinizing NYU's communications for announcements of inappropriate changes to the terms of our employment. We have observed that the current HR executive team is enamored with HR fads and compensation schemes which they attempt to implement with little regard for protocol, contracts or human beings. Then, just as quickly, they discard one day's initiative for the next, depending on which way the wind is blowing.

To date, UCATS has intervened to prevent the implementation of job bands for our positions, changes to tuition remission benefits, requiring drug testing and background checks, and moving work out of our bargaining unit. Did you hear about any of this? You did not, because UCATS intervened before implementation occurred.

These are just some of the things your leadership team and organizing staff have accomplished in recent months. Going forward, we will focus our attention and resources on contract negotiations and all the prep work that will require. We can certainly use more help, and the more help we have, the more we can accomplish. Call 646-602-1485 and find out how you can get involved. ☎

Out and About



February 9— UCATS leaders met with the leadership of ACT-UAW, Local 7902, the union representing NYU’s adjunct faculty who were without a contract since October. A tentative agreement for a new contract was not reached until March 30, and their members ratified the contract effective April 14. The new contract runs for six years.

February 22— Four UCATS members attended leadership training in advance of our nominations meeting for the 2011-2013 term of the UCATS Executive Council.

March 9— UCATS held our spring general membership meeting at which nominations were taken for the election of the 2011-2013 term of the UCATS Executive Council.

March 15— UCATS members attended a rally in Union Square in support of Wisconsin public employees who have since had their collective bargaining rights legislatively revoked by Wisconsin Governor Scott Walker.

March 25— UCATS participated in the 100th Anniversary commemoration of the Triangle

Shirtwaist Factory Fire on Washington Place. In what is now NYU’s Brown Building, 146 workers, mostly young immigrant women, lost their lives in one of America’s worst industrial disasters. VP Kerissa Ward represented UCATS on the stage alongside U.S. Secretary of Labor Hilda L. Solis, NYC Mayor Michael Bloomberg and New York City’s top labor leaders.



March 25-27— Steve Rechner attended the American Federation of Teachers (AFT) conference for Paraprofessionals and School-Related Personnel in Las Vegas.

March 31-April 3— Steve Rechner attended the AFT Higher Education Conference in Philadelphia.



April 7-9— New York State United Teachers Representative Assembly (NYSUT RA) in NYC. Our delegates to the convention were Barbara Bova, Chris Crowe, Edwin Guzman, Phil Ingram, David Langkamp, Steve Rechner and Kerissa Ward. Steward Barbara Bova also volunteered as a Sergeant at the convention, checking credentials and helping with activities that take place on the convention floor.



April 9— Over 2,200 delegates to the NYSUT RA joined thousands of unionists and supporters in Times Square for the national We Are One rally to protest the attack on union workers that has been coordinated by the American Legislative Exchange Council (ALEC) and financed by America’s largest corporations.

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Public-sector workers earn less than private sector—and UCATS workers earn less than that

■ *Stephen Rechner, Law School*

The Economic Policy Institute (EPI) published a paper last year by Rutgers University professor Jeffrey Keefe, which supplied overwhelming evidence that public-sector workers, on the whole, earn less than those in the private sector. A comparison of Keefe's findings with the wages and benefits of UCATS unionists reveals that we make even less than the public sector employees — with and without benefits factored in.

Keefe's paper is titled *Debunking the Myth of the Overcompensated Public Employee* and is available online by Googling the title. Keefe found that private sector workers earned average annual wages of \$55,132, which is \$6,061 greater than the \$49,072 earned by public sector workers. The current annual salary of a grade 9 UCATS member is just \$42,978

— \$4,700, or 9.6%, less than the average public sector worker. When looking at total compensation including employer-provided benefits, the private sector workers still earned \$2,001 more per year than public sector workers (\$71,109 in total compensation, versus \$69,108). Comparatively, when benefits are factored in, a grade 9 UCATS member earns \$12,210, or 17.7%, less than a public sector worker.

One key factor in the study of compensation is level of education. I selected a grade 9 for comparison because most of the positions NYU posts each week are grade 9 and grade 10, and the postings for these jobs indicate that a bachelor's degree is "preferred". While a bachelor's degree may not be required, the reality is that the overwhelming majority of people NYU hires for grade 9 and 10 positions have a bachelor's degree. ☞

Out and About

(Continued from previous page)

April 11— The Election Committee completed its charge of confirming the acceptance of all nominees to the 2011-2013 term of the UCATS Executive Council. Since all nominees were unopposed, one ballot was cast for all nominees by UCATS Secretary Edwin Guzman and the election was certified.

May 11— The spring meeting of the NYSUT higher ed. clerical locals in Manhattan coalition will meet at FIT. The coalition consists of leaders from UCATS, the Union@Cooper, Marymount Union of Staff Employees, and United College Employees at FIT.

May 16— Members will begin receiving bargaining surveys. Completed surveys can be mailed, e-mailed or faxed to the union office. Information will also be available on how to complete the survey online.

Week of May 16— Area meetings will begin to discuss the bargaining environment and what to expect from NYU. To request a meeting in your area call 646-602-1485.

Raising the Union

(Continued from page 7)

Victoria, have been teaching their boys. That's why it was so important that Paxton come out to help "fight the dragons."

The Gearitys have been two of my closest friends for many years. I stood as Eric's best man when they were married. I've always thought the world of them even before they had children, but now that they are parents I am in awe of them when I see how they are raising their sons. Paxton and Levon are going to grow up to be wonderful citizens.

February 26th was a long day, but a great one. Thousands of unionists were out flying the colors. NYSUT, our state affiliate was well represented and Richard Iannuzzi, the president of NYSUT, was one of the featured speakers. I myself was warmly welcomed when I introduced myself as a UCATS steward — our reputation precedes us. I'm not sure how much of it Paxton understood, but he was a real trooper all day. "Mama and I are very proud of you," Eric told him. At the end of the rally, before we left Albany, I said to him, "Paxton, because you came here today, you know what that means?"

"What?", he asked.

"You're a friend of the working man forever."

"I AM a working man!" he replied. ☞

I Will Do My Part For Contract 2011!

I will (check all that you will do):

- Help with mailings at the union office on my lunch hour.
- Attend union meetings after work.
- Attend union meetings on my lunch hour.
- Distribute information from the union to co-workers in my work area.

I can distribute information to:

- Discuss union information with co-workers in my work area.
- Wear a union button or sticker at work on designated days.
- Attend lunch hour rallies.
- Participate in leafleting actions.
- Organize members in my area for meetings and actions.
- Participate in phone banking to other members.
- Other (please specify) _____

Name _____

Work location _____

Non-NYU E-mail _____

Cell Phone _____

Scan and return to ucats@erols.com or fax to 646-602-9554.

