

the 3882 Local News

United Staff Association of NYU • Local 3882, NYSUT, AFT, AFL-CIO

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Local 3882 members get the best deal around!



Local 3882's union contract – guarantees staff a minimum of \$1,200/year increase added to their salary – many will get more than that. *“Each employee on payroll on September 1, 2003 and covered by this agreement shall receive an increase in his/her base rate of 3.5% of his/her August 29, 2003 rate...”*

– See page 4



Letter from President John Sexton to the NYU community stating no salary increase for non-union faculty and administrators. *“Thus, for the year beginning in September, we will budget for a supplement of \$750 for each faculty and administrator...”*

– See Local 3882 News Spring 2003, page 2

Union workers earn 26 percent more than nonunion workers, according to the U.S. Department of Labor's Bureau of Labor Statistics.

The union wage benefit is even greater for minorities and women. Union women earn 31 percent more than nonunion women, African American union members earn 29 percent more than their nonunion counterparts and for Latino workers, the union advantage totals 53 percent.

Looking forward

by Stephen Rechner, Law School

It's been an exciting three months since you elected me president of our union and I'd like to share with you some of my experiences over this period of time.

On July 8, our new executive council met for the first time. Vice President Rob Lesko, organizers Trudy and Greg, and I had decided beforehand to conduct this meeting as an orientation for the benefit of our new stewards. This meant that as we worked

through the agenda we explained the protocols for discussion (raise your hands please) and voting. In between our executive council meetings, we have been meeting monthly with the stewards in the Washington Square area at lunch time to discuss specific issues in their areas.

Trudy and Greg have been meeting with our stewards who work off the square at times and places convenient for them.

A constitutional issue

If you are wondering what happened to my main campaign issue, TASP—changing the name of our local to Technical & Administrative Support Personnel—I explained to the council at our first meeting that this is a constitutional issue that must ultimately be decided by the general membership. The executive officers (VPs, Secretary & Treasurer) and I, felt that there wouldn't be enough time at our first meeting to have the kind of discussion that such an important issue deserved. To facilitate that discussion at our August 12th meeting, I prepared a written piece supporting the issue and VP Rob Lesko prepared an opposition piece; both were sent to the council members prior to the August meeting. As I write, the outcome is unknown because our press deadline required me to



Steve Rechner

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submit this letter to the newsletter staff prior to August 12.

From July 14-17, I attended the NYSUT new presidents' conference in Albany. It was four days of intensive workshops on goal setting, NYSUT resources and services, union finances and current legislative issues. On Tuesday evening we were treated to a ballet performance at the Saratoga Performing Arts Center, and on Wednesday afternoon we were given a tour of the state capitol. All expenses were paid by NYSUT, except the evening bar bill—that tab was paid for by me! If you check out the NYSUT new presidents conference pictures web page (<http://www.nysut.org/NLPC/NLPC.html>) you might see a familiar face.

During my campaign for president, I promised to improve our newsletter and communications. To that end, I'm delighted that Jennifer Haus has volunteered to be our newsletter proofreader. Also, in this issue we've published our Executive Council Action Calendar to let you know what your council will be doing in the coming months. Hopefully, by the next issue (November) we will have resolved the issue of naming our local, and a completely redesigned newsletter will be unveiled. ❖

Old friend and newest newsletter addition — Jennifer Haus

Jennifer Haus has been one of the treasures of the Law School since she started in 1994. She is always armed with a warm smile and sense of enthusiasm that become contagious. Our local is luckier than ever to have her as one of our dedicated members because she has just joined the staff of the newsletter and will be lending us her proofreading expertise. Jennifer earned her B.A. in English specializing in editing and creative writing at Hofstra University in 1987 and her Masters in

Social Work at NYU in 2002. She works as a secretary for law school faculty members by day and is working at the post-graduate training program for psychotherapy as a psychotherapist in the evenings.

About the union Jennifer said, “I find the Law School to be a very supportive environment especially with the union always looking out for us. The union provides safety and good working conditions for NYU staff and I am happy to help out in any way I can”. ♦



Jennifer Haus

Higher Ed gets organized



The AFT/NYSUT organizing staff (*from left to right*) includes Debora Burak, Julie Berman, Rachel Edelman, Daniel Esakoff, and NYU student worker Jeremy Markman. Our local shares an office with this dedicated staff who have been busy spreading the ‘union message’ across the city — at Pace University, Cooper Union and Touro College — it’s clear that college workers feel the need for a union. “Organizing workers who are new to the idea of a union is so rewarding, and it’s a great help to our efforts when we can point out some of the incredible gains a strong local like 3882 has achieved. When we talk to clerical support staff at Pace, they are amazed when we tell them how much more money staff at NYU make for doing the same job. We hear horror stories about Pace and Touro employees who have a disagreement with their boss in the morning and are fired after lunch. Folks there really need a good grievance system. And, imagine the power we’ll all have when clerical workers and faculty throughout New York City are in the union,” said Daniel Esakoff, NYSUT Lead Organizer.

Out of the red—union wins upgrade



From left to right: Taneika Grant, Debbie Blake, Ann Marie Thompson, Veena Jagersar, Barbara Smith, Anita Prokesch, and Tommy Ferreira. *Not in photo:* Tanya Foster, Carlos Simpkins, Shaba London, and Denicia Michaels.

When you send a check request off to 726 Broadway or when a vendor requests payment from NYU, you probably don't think about the staff in accounts payable and how their jobs have grown as NYU has. After all, the 'enterprise university,' as John Sexton calls it, has to keep up with star faculty, star facilities such as the gym at the Palladium, and Starbucks, which just opened up where the Violet Cafe used to be.

New responsibilities, equal pay

Over one year ago, the administration of accounts payable told the staff that an upgrade

was certain, due to new responsibilities. They even went as far as to help them write new job descriptions outlining these respon-

sibilities. After that, they were completely stonewalled. All of a sudden, there was no

money in the budget and no prospect for the upgrade. At the urging of union treasurer, Anita Prokesch, who has worked in that office for many years, the union submitted an upgrade.

Benefit of going through the union

While the process is the same whether an upgrade request goes through a department or through the union, one important benefit of submitting it through the union is that there must be a response within a 3-month time frame. As well intentioned as supervisors are sometimes in wanting their staff to be upgraded, they often hit a brick wall—largely due to budget constraints. Money in the budget is not supposed to have an effect on grade levels—if you're doing Grade 9 work, you are doing Grade 9 work.

So, after one year of waiting for the accounts payable administration to even submit the request, the staff heard a response within three months of the union's request—and 11 workers were upgraded to Grade 9!

A big thank-you goes to Anita, who never gave up. ❖

One important benefit of submitting an upgrade through the union is that there must be a response within a 3-month time frame.

Staff raises are on the way

by Stephen Rechner, Law School

Suppose a stock broker called you and said that if you gave him \$40 on the first of the month, he would give you \$100 at the end of the month, guaranteed; only a fool would refuse an offer like that, right? That's a 150% return on your investment in just one month! Now, suppose that same stock broker said that he could offer you such a deal every month for as many months as you gave him \$40? Investors would be clamoring to give that broker their \$40 each month to get a guaranteed return of 150%.

Well, that's the return on your investment of union dues each month with the the salary increases we receive each September as a result of our union contract. As of this September 1st, every NYU employee covered by our union contract will receive a minimum of \$99.66/month raise. In exact terms, the union contract this year requires NYU to give every full-time employee represented by Local 3882 a 3.5% increase, or \$23/week, whichever is greater (part-time employees will receive 3.5%). If you multiply \$23 times 52 weeks and divide by 12 it comes out to exactly \$99.66 per month. Even employees who have only started recently will receive this increase. Most employers make a worker wait at least a full year before they will even consider giving a raise.

More important is the fact that, as with all of our increases over the 24-year history of our union, this increase once again raises all of the starting salaries for every job category represented by our union. This is important, especially when the economy is in recession, because

employers know that when a position becomes vacant they can pay a new employee less than the person who vacated the position. When that happens, the new employee has to work for years just to earn the same amount of money as the person who was previously doing the job. Our union contract prevents NYU from lowering salaries when positions become vacant. As a result, each and every worker represented by our union benefits by starting at a higher salary. We benefit again each September because the annual raise negotiated by the union is based on that higher salary.

The benefits multiply

NYU managers are learning the hard way this year that annual raises are not guaranteed when you don't have a union. They may be receiving a \$750 stipend for the entire year, if the person they report to deems it so—then again, they might receive nothing at all. Even if they're given the \$750, it's a stipend, not a raise; in other words, it doesn't become part of their base salary upon which future raises will be calculated. When you add to our annual raises the value of free health insurance (only \$5/month for families), an employer-paid pension plan, a childcare fund, commuter expense accounts, longevity increases, and free life insurance, the return on that \$40 monthly investment of union dues far exceeds the 150% resulting just from the September 1st salary increase. Then, consider that union membership also includes job security, layoff/recall rights, cumulative sick leave, family care leave, as well as many other benefits, and the return on your investment of union dues is incalculable. ❖

CODE 106 SALARY SCHEDULE EFFECTIVE SEPTEMBER 2003	
Grade	Weekly Salary
5	613.00
6	618.00
7	639.00
8	657.00
9	676.00
10	708.00
Legal Secretary III	674.00
Legal Secretary II	790.50
Legal Secretary I	869.00

CODE 104 SALARY SCHEDULE EFFECTIVE SEPTEMBER 2003	
Grade	Weekly Salary
40	613.00
41	626.50
42	651.50
43	690.00
44	756.50
45	839.00

Local's finances for fiscal year 2002

On page seven is our income/expense report for fiscal year July 1, 2002-June 30, 2003. Starting with this issue the financial report will be published annually in the September edition of the newsletter. In keeping with our policy of transparent union governance, our financial

books are open to our members for inspection by appointment. Please call the union office for any further information.

Below and on page 8 are photos of some of our activities during the past year. All of these endeavors are sustained by our members.

The faces behind the figures

(right) Local 3882 members attended a picketline in support of unionizing workers at Jefferson Market.



Local 3882 members (left to right) Frank Santos, Steve Rechner, Kathy Cruz and Scott Loane attended the AFT national convention in July where they 'networked' with NYSUT President Tom Hobart (center).



Part of our per capita dues goes on New York State United Teachers which provides benefits to us, as pointed out by NYSUT Member Benefit Representative, Vernell Stokes, at a member benefit meeting held in October.

(continued on page 8)

JULY 1, 2002 – JUNE 30, 2003 INCOME AND EXPENSES

INCOME

Dues collected via NYU	673,019.03
Interest	827.89
Baseball tickets	496.00
Black History Month	32.00
AFT and NYSUT Reimbursements	9,444.11

Total Income

683,819.03

EXPENSES

Credit Card Fees	300.00
Citibank Fees	83.00
Membership and Subscription fee (NYCOSH, Labor Press Assoc., WBAI)	870.42
Theft	450.00
Payment to NYSUT in per capita dues	356,377.54
Agency Fee Payment	179.67
Arbitrations	3,065.00
Meetings/Workshops Etc.	8,524.56
Childcare	40.00
Food	6,199.56
Room Rentals	2,265.00
Misc.	20.00
Conferences and Workshops (including NYSUT and AFT conventions)	3,872.90
Gifts, Gratuities (Holidays)	1,471.91
Office Expenses	49,594.25
Computer related expenses	8,216.50
Equipment	571.97
Maintenance	133.95
Office Renovation	9,529.65
Rent	21,065.58
Security System	1,021.00
Supplies	3,403.76
Telephone	5,651.84
Payroll	165,501.05
Salaries	99,270.46
Benefits and Taxes	66,230.59
Other Taxes	2,144.03
Travel Expenses	6,263.70
Postage	1,836.44
Printing Related Costs (non-newsletter)	5,088.25
Newsletter	9,276.19
Consultant	4,900.00
Film & Developing	388.94
Printing	3,407.25
Misc.	580.00
Other Personnel Costs	
Accountant	10,500.00
Bookkeeper	1,458.20
Stipends for Union Members	1,632.00
Reimbursed pay for union members	687.34

Total Expense

638,624.36

Net Income

45,194.67

The faces behind the figures (continued)



We also like to have fun. Union members socialized at an open house at our office on West 4th Street.



Helping members from the residence halls (top) to the Dental Center (top right) keeps our organizers busy.



As union members Erica Tate and Juanita Davis show us, sending out mailings to members is an important way we have of communicating.



Dental Center violates the union contract and gets caught!

Overtime victory

The union contract clearly states that if you work overtime, you **MUST** get paid time and a half for it, unless you take comp time in the same week the overtime was worked. NYU is cheap, though, and would rather people take comp time in the future. This is especially true since NYU President John Sexton memo's demanding 'sacrifices'. Staff loses out that way for two reasons—overtime is paid at time and half, comp time is not. Also, there is no tracking system for the overtime. It's your word and your supervisor's word—often that differs. As you probably know, the reactionary Bush administration has changed the overtime laws for those not protected by unions, forcing workers to take comp time instead of overtime pay. We fought hard for the overtime language in our contract so workers at NYU couldn't be ripped off by administrators trying to make themselves look good to their bosses by "saving money" or "balancing" budgets.

We filed a grievance and found 44 instances of overtime abuse. NYU had clearly violated the contract. Everyone who worked overtime from March 24th through June 1st and DID NOT get paid for it or did not get comp time in the same week will be getting paid time and a half—even if the employee got comp time in a different week.

Contract language—On Overtime, Article 7, Paragraph C of the contract states,

"Work time assigned in excess of an employee's usual schedule may be offset by giving the employee an equal amount of compensatory time off within the same week. If compensatory time is not offered in the same week,

the employee must be paid at the rate of time and one-half for time worked in excess of 35 hours."

Vacation schedules – Dental Center victory #2

Human Resources at the Dental Center, in conjunction with the Administration in Pediatrics, tried to force the staff to take their vacation during the two weeks the clinic was closed—and not at any other time! This is a clear violation of the union contract which guarantees that people **MUST** be allowed to take vacation during the 12-week official vacation period, if they want to. That is the reason that the union has pushed for the official vacation period; because in the past, staff was forced to take vacation only when it was convenient for their department.

The union met with NYU's Office of Legal Counsel and we won! The Pediatric staff can now take their vacation any time during the official vacation period and can not be forced to take it when the clinic is closed.

Contract Language—On Official Vacation Period, Article 23, Paragraph D of the contract states,

"The official vacation period of each School or Division of the University shall consist of no less than twelve consecutive weeks during the months of May through September."

It certainly pays to have a union! ❖

As you probably know, the reactionary Bush administration has changed the overtime laws for those not protected by unions.

Think twice before you pick up that Coke

by Rob Lesko, 145 4th Avenue

In the South American nation of Colombia, over the past 17 years more than 3,800 women and men have been murdered for participating in trade union activity. Untold others over that time have been tortured, illegally detained, or threatened. With a population of less than 40 million, Colombia is the most dangerous place on earth to be a trade unionist.

Globalization encourages government abuses

In the increasingly-globalized world economy, transnational corporations, constantly seeking lower labor costs, benefit much from the suppression and intimidation effects of the killing and abuse of trade unionists. Using bribery, or threats of capital flight, such

In Colombia, the Coca-Cola Company has been recognized as a major violator of human rights abuses of its workers.

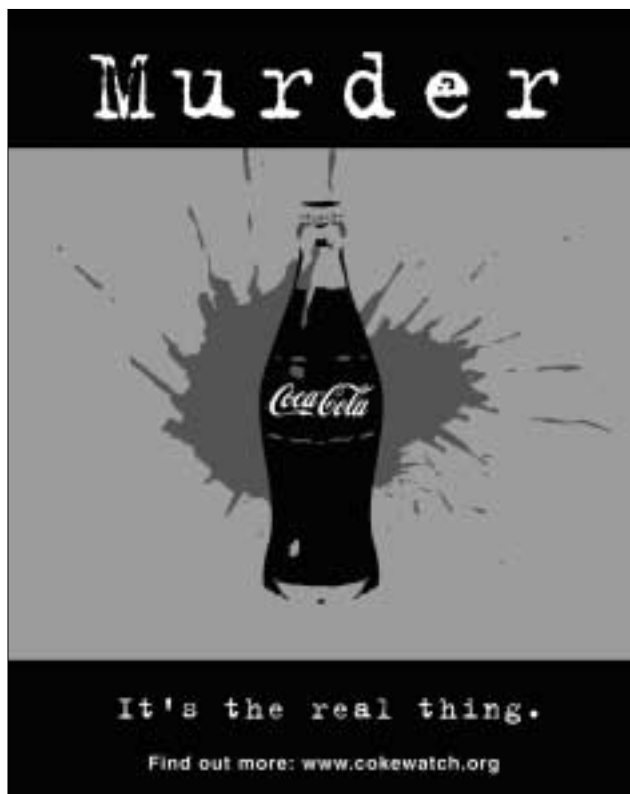
companies enlist local government forces and criminal networks in their fight against workers seeking to improve their pay and conditions of work.

In Colombia, the Coca-Cola Company has been recognized as a major violator of human rights abuses of its workers. Since the mid-90s, hundreds of workers at Coke bottling plants have been beaten or kidnapped, and six union leaders have been murdered. A lawsuit filed in U.S. courts by the Colombian union Sinaltrainal and the United Steel Workers of America charges that Coke contracts with and directs local paramilitary security forces to commit these atrocities against its workers.

Things do not go better with Coke

Human rights activists and trade unionist across the globe have been outraged by Coke's murderous policies in Colombia. On July 22, solidarity protests were held around the world, and unions in Europe and Canada instituted boycotts of all Coke products. These actions are meant not just to assist the efforts of trade unionists in Coca-Cola plants, but also workers across the Colombian society as a whole.

For more info on Coca-Cola's record in Colombia, and to add your voice to the protests: <http://www.killercoke.org/>. ❖



Join Local 3882 in the fight for labor and immigrant rights!



You are invited to join your union sisters and brothers on Saturday, September 6th, for the annual celebration of workers. Local 3882 will be joining tens of thousands of union members in the annual Labor Day Parade, which will meet at 5th Avenue, in the 40s. Call the union office for our exact meeting location.

National AFL-CIO President John Sweeney has agreed to serve as our Grand Marshal.

The themes of this year's parade are:

- ☞ "Labor Rights are Human Rights"
- ☞ "The Right to Strike"
- ☞ "Freedom to Organize"

On Saturday, October 4, 2003, thousands of immigrant workers, activists, and labor advocates will gather in New York City for the culmination of the national AFL-CIO sponsored Immigrant Workers Freedom Ride to demand in one unified voice, for sensible immigration policies and justice and dignity in the workplace.

Beginning in September, immigrant workers and their allies, emulating the Freedom Riders of the Civil Rights Era, will depart from eight major cities and cross the country in buses converging on New York City. Along the

way, they will make countless stops to share their message: immigrant workers deserve the right to pursue citizenship, to reunify their families, and to have a voice on the job regardless of legal status.

The New York City Rally in Flushing Meadows Corona Park, which is being coordinated by the Central Labor Council and Chaired by President Brian M. McLaughlin, will be the focus of the nation, perhaps the world.

If you're interested in participating in either of these important activities, call the union office.

Labor Day Quiz

Can you match the labor quote with the person who said it?

1. Pray for the dead and fight like hell for the living.
2. Heed this cry that comes from the hearts of Men. Organize the unorganized.
3. It is one of the characteristics of a free and democratic nation to have free and independent labor unions.
4. When I rise, it will be with the ranks and not from from the ranks.
5. Join the union girls, and together say equal pay for equal work.
6. If a man tells you he loves America, yet hates labor, he is a liar. If a man tells you he trusts America, yet fears labor, he is a fool.
7. What labor everywhere wants, what it ought to have and will someday demand and receive, is an honest day's pay for an honest day's work.



- a) Susan B. Anthony
- b) Abraham Lincoln
- c) John L. Lewis
- d) Frederick Douglass
- e) Eugene Debs (above)
- f) Franklin Roosevelt
- g) Mother Jones

Happy Labor Day from Local 3882 AFT!

Answer: 1) g, 2) c, 3) f, 4) e, 5) a, 6) b, 7) d.

Inside the 3882 Local News

NEW PRESIDENT LOOKS FORWARD

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LOCAL'S FINANCES FOR 2002

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EXECUTIVE COUNCIL ACTION CALENDAR

(Members will receive info about the activities closer to the dates)

Executive Council Meetings
Second Tuesday of each month

Health Benefits Fair
Late October

New Hire Orientation
Early November

Holiday Toy Campaign
November and December

Holiday Party
Friday, December 12th

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