

# UCATS Momentum

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

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## NYSUT Solidarity: Manhattan Higher Ed Leaders Meet

—see page 6

**LAYOFF UPDATE**

**PAGE 4**

**APPENDIX D**

**PAGE 8**

**ARTIST  
PROFILE**

**PAGE 10**

**HOLIDAY PARTY!**

**PAGE 11**

# Thirty years union

■ *Stephen Rechner, Law School*

**T**his year we celebrate our 30th anniversary as a union. Our achievements are many and our success is tangible. With the 3.25% raise every UCATS member received in September over 97% of our members now have a base salary of over \$40,000; next year it will be 100%. This alone would be cause for celebration even if the global economy had not fallen off a cliff last year. But we can also be proud of a host of other benefits that we have achieved and/or substantially improved over the last three decades. These include a defined benefit pension plan, affordable health insurance, child care assistance, cumulative sick time, partner benefits, and yes, even in the face of layoffs, job security.

## Those were the days

Our union was born in 1979 when a group of courageous women working in the basement of the Main Building contacted organizers from New York State United Teachers (NYSUT). At the time, our nation was in the midst of another global recession that combined high unemployment with double-digit inflation. These women were weary from years of management abuse, few benefits, and poverty-level wages. Their fight for union representation was a long bitter struggle against a hostile and devious management team.

The road to success was not a straight trajectory upward. There were setbacks along the way and humiliating disappointments. For



"The surest, the fastest, most effective way to lift workers and our families into the middle class is with the strength that can only come with a union contract!"

—Richard Trumka,  
elected President of the  
AFL-CIO, 9/16/09



Trumka did a victory lap around the country, speaking in NYC at the Jobs, Justice, Climate rally on September 21st at the Society for Ethical Culture on 64th Street. Legendary folk singer Judy Collins performed at the event.

example, even after the union drive succeeded there were many months when we didn't have payroll deduction for union dues. Our leadership team at that time had to go to each member every month and ask them to pay their union dues; some refused. Another disappointment occurred in 1988 when we went on strike for three weeks to achieve agency fee language (the requirement that all who benefit from union-negotiated wages and benefits pay an amount equivalent to union dues if they choose not to join the union). We achieved agency fee—in our 2000 contract.

Fortunately, challenging circumstances and perseverance made

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our successes sweeter and more frequent. Despite not having agency fee, each year more people joined the union. With each contract our bargaining teams were successful at crafting proposals to which NYU could not say no. Wages and existing benefits have improved steadily and new benefits have been added in each contract.

### **The times, they are a-changin**

The past 12 months, however, have been rough on the psyche of every working American. Whether or not your family has lost a source of income, or experienced a significant drop in your retirement account, most of us are feeling a little less secure these days.

Although we got a 3.25% raise in September, NYU employees not covered by a union contract got no raise this year, and across the country, pay cuts are the new normal. We also know that our wages are not keeping pace with housing, food and transportation inflation. And this year, for the first time in our history, some of our members' jobs have been eliminated and we have not been able to place them in other vacancies as we have always been able to do in the past.

There have also been many changes in the ivory towers of NYU and we are once again faced with a senior management team that believes they can disregard our contract.

In these circumstances it is easy to forget how far we have come, how we got here, and that we still have many miles to go.

### **We will survive**

These changes have come as a shock to some, but for those of us who have been around awhile, we have been here before. We have heard the "we must do more with

less" refrain from NYU for thirty years, through good times and bad. Today, it has been reframed as "Re-engineering," and "a new employment paradigm," but more work with no reward is still exploitation regardless of what you call it. Disciplining workers unable to perform to perfection under crushing workloads is unacceptable. Boorish management behavior will be challenged. If NYU wants to re-engineer NYU back to 1979, they will fail and the cost will be high.

*We have heard the "we must do more with less" refrain from NYU for thirty years, through good times and bad.*

### **We're a brick house**

UCATS is responding deftly to these challenges. Numerous grievances are pending, bargaining over mandatory subjects is ongoing, and substantial information requests have been made. We are also monitoring the salaries paid to NYU's top executives through this fiscal crisis. Through this process we hope the new NYU management team learns quickly what it took their predecessors a quarter century to learn: that UCATS is not going away and that we will rigorously defend our members and our contract.

### **Defensive striving**

As union members, we also have to do our part. The American workplace has gone through profound changes since 1979. Most mindless clerical tasks have been eliminated by technology. Typewriters and

carbon paper?—Computers. Answering phones and taking messages?—Voice mail. Interoffice memos and messengers?—Email. Sourcing products and information?—Internet. Our union has thrived because our members have strived to adapt to these changes.

We have a thirty year history of mastering new technologies, increasing our productivity and becoming value-added employees. Through our union we have insisted that NYU compensate us for the value we have added by increasing our salaries every year for the past thirty years.

Over the decades many people have passed through our ranks to complete their educations using tuition remission. In recent years, many have chosen to stay, both for the benefits we have achieved as a union and because of macro-economic conditions.

Our future depends on continuing on this trajectory. We are better situated than most workers because we have so many educational opportunities available to us. In addition to tuition remission for degree programs both UCATS and NYU offer many opportunities for learning. For example, each semester UCATS and NYU agree on 12 non-degree Appendix D courses (details on page 8). NYU also offers many free professional development courses, and will soon be expanding the offerings and making them more accessible through a new system called iLearn.

To ensure our next thirty years we all need to take advantage of the educational opportunities available to us so that we are not only indispensable in the jobs we hold today, but qualified for new opportunities that may subsume our current positions down the road.

I know we are up to the challenge. Happy birthday, UCATS. 🍷

# Layoff update

■ Christopher Crowe, *Bobst Library*



It was a difficult summer for UCATS members at NYU and a busy one for Local 3882. As part of its ongoing, but ill-defined, program of “re-engineering” the university has moved to eliminate dozens of union jobs across a number of schools and divisions. The union has tried to save as many of these jobs as possible and has been fighting to protect the rights of our members.

As of August 20th 57 union jobs had been eliminated. By far the largest bloc of these – 36 – were in the Housing Department, with the rest spread out, seemingly at random, around the University. Some of the affected members—16 as of August 20th—have been redeployed within the university. A few have exercised their bumping rights, preserving their own employment but causing other members to be laid off. All told, as of the 20th, 41 members have left the university’s employ. This is the largest reorganization of union manpower in recent memory and the first to result in a significant loss of jobs.

“Only once, in 2005, were 30 positions eliminated,” said Local 3882 President Steve Rechner, “but 29 of the 30 affected members were placed in vacant positions throughout the university; the one person not placed chose to retire.”

## You have rights

The hard fact of life is that the university, like nearly every other employer in the United States, is eliminating jobs, whether or not

such action is wise or in its own long-term best interest. However, thanks to UCATS our members do have a number of rights—some of them under the law, most of them under the contract (specifically Articles 15, 29 and 30) and side agreements the union has negotiated with the university. It’s these rights that the union has fought hard to enforce and protect.

In the case of the mass layoff in housing, the union, citing evidence that the action was driven by economic considerations, invoked its legal right to bring the university to the bargaining table. Explained Rechner: “The primary dispute over which we are bargaining is that in ‘re-engineering’ the staffing in the dorms, NYU has transferred bargaining unit work to non-bargaining unit employees. Our first goal is to restore those positions and have our laid off members reinstated; our second goal is to put NYU on notice that we will defend our contract.” The university has been slow to appear at the table, refusing to do so until after the members’ termination date. The talks are ongoing.

Members whose jobs are eliminated have the right, under certain circumstances, and provided they can immediately do the work, to transfer into vacant positions that the university is seeking to fill. Some members—mostly those with longer service—have “bumping rights,” which can allow them to displace more junior employees in a lower pay grade provided they have the ability to perform the work. Members have the right to be recalled during the first six months of their layoff if the university seeks to fill jobs for which they are qualified, and to be recalled based on seniority. Members have the right to severance pay—at the rate of one half week’s pay for every year worked, and to payment in lieu of notice, when the university does not give timely notice of layoff. These rights are all articulated in the union contract.

In addition, earlier this year the union negotiated an “enhanced severance” agreement with the university, providing, under certain circumstances, additional benefits for those members who choose to decline to exercise their bumping rights. Laid off members can apply for unemployment compensation and can have their health insurance extended for a limited period of time through the COBRA program.

## Don’t count on NYU to tell you your rights

The university has not been effectively informing employees of

their rights. “The process has been chaotic and hasn’t followed past practices,” said Linda Wambaugh, one of Local 3882’s professional organizers. “They’re not doing it correctly in many instances. People are often getting incomplete and incorrect information and being pressured.” For example, members from the Housing Department were given two different letters, both containing incorrect information about their rights. Many affected members contacted Human Resources to get more information—their calls were unreturned for days. Some jobs, such as in the mail services department and the bookstore, have been described to members as being more onerous than they really are, in order to discour-

**Every member should closely monitor their rights, especially in regards to work loads.**

age the use of bumps. The wording of severance agreements for the affected members from housing—language long standardized—was changed, until the union negotiated a return to the standard agreement.

As a result of this failure on the part of the university, Wambaugh and her fellow organizer, Greg Succop, have spent many hours meeting individually with dozens of affected members, making sure that they understand their rights and options and helping them to choose the course of action most beneficial to them. The officers of the local and several members of the executive council also met with a group of members from housing in order to discuss their situation. A few members have exercised their bumping rights, others have chosen to take the enhanced severance package. While this situation is by no means ideal the union has, through long

hours at the bargaining table and through its vigorous defense of the contract, made it somewhat less painful for many of its members.

### What lies ahead

It is no surprise, that the university has not been forthcoming about its future plans. It indicated at the bargaining table that “adjustments” might continue through the fall but to date it has not announced any new rounds of layoffs. Unfortunately, the culture of NYU has changed in recent years. As

Rechner put it, “I’ve been through other national/global economic contractions, but this is the first one that has resulted in layoffs of UCATS members. In the past, the university’s response was to delay

filling vacancies, eliminate a job when it became vacant, or issue edicts that there would be no paid overtime. As soon as faculty and managers started to feel our pain positions got filled and paid overtime was again an option.” The current administration seems to lack the virtues of those it has replaced.

For those who remain—and that is the vast majority of members—some important points should be kept in mind:

- Those who exercised their bumping rights should be welcomed into their new departments. This is an uncomfortable situation for everyone, but it should be kept in mind that it was management and not the member that is ultimately to blame.
- Every member should closely monitor their rights, especially in regards to work loads. All members should work steadily, at

a reasonable pace and ask their supervisors to prioritize their work. No member should ever work off the clock. Members should also monitor to make sure that union jobs are not transferred to non-bargaining unit workers (i.e. students, adjuncts, administrators, etc.).

- Any member who is told that they are being laid off or bumped should document exactly what they were told by management and then contact the union immediately. A summary of the information the union needs is at <http://www.ucats3882.org>.
- Members should be constantly upgrading their job skills. “The best job security is to have the best skill set,” said Ms. Wambaugh. “If you don’t have the skills, you can’t exercise your full rights.” The union has negotiated for tuition remission for numerous training courses (listed in Appendix D of the contract and updated each semester) and every member should take advantage of them.
- All members should consider themselves to be the eyes and ears of the union.
 

“The leadership team is doing all we can to preserve jobs and ensure that our members’ contractual rights are respected,” said Rechner. “In these situations there isn’t always a winning strategy that says if we take all the right steps we will achieve the result we want. By going through the process of using all the tools that our contract allows, however, we put the university on notice that we are watching and analyzing their every move, which we hope results in fewer job eliminations and better treatment of those individuals whose jobs are eliminated.” ☞

# NYSUT Solidarity: Manhattan Higher Ed Leaders Meet

■ Diana Hamilton,  
6 Washington Place

**O**n Wednesday, September 23rd, the UCATS office hosted the first meeting of NYSUT Higher Education Clerical Local leaders in Manhattan. Representatives from Cooper Union, Marymount, FIT, and NYU met over dinner to discuss ways in which the locals can work together to make each union stronger. Topics discussed included how both our own meetings and NYSUT training can better address the specific needs of private sector higher education locals, what help the younger locals might need in organizing at their respective institutions, issues relevant to each local's pending contract renegotiation, and the possibility of inviting guest speakers for future meetings.

## New locals face challenges

The newest local at the meeting was the Marymount Union of Staff Employees (MUSE), represented by Michael Roberts. The National Labor Relations Board (NLRB) certified the Marymount staff's vote for union representation on June 8, 2008. Though they do not yet have a contract negotiated, simply forming the union was a two year campaign, in which the college was represented by the notorious anti-union firm, Jackson-Lewis. Conservative estimates put Marymount's efforts to defeat the union drive at over a million dollars in fees paid to the firm. UCATS members were able to learn from Roberts' description of his experience with Marymount's



Contracts were exchanged and UCE of FIT won. (l to r) Maria Zervos UCE, Steve Rechner, Betsy Alwin UCU, and Mike Roberts MUSE.

continuing struggle to gain representation (which included a very successful day leafletting during Parent Orientation). Roberts is part of the negotiating team currently working on getting a contract for Marymount's staff.

Marymount is not our only sister local in private sector higher education: the executive council of the Union @ Cooper Union was also in attendance, including Betsy Alwin (president), Alexis Thomson (vice-president), Leah Hebert (treasurer), and Marilyn Whitesides (secretary). UCU was formed in 2006 in an election sponsored by the NLRB in which employees voted in favor of union representation by a margin of 5-1. Cooper Union's struggle for union representation was similarly hard fought, as the administration was represented by the known union-busting law firm Proskauer & Rose. The UCU members shared

what concerns may be specific to their situation, a local much smaller than UCATS (the school itself has only 900-1000 students) at a school where, as Alexis Thomson put it when describing her motivation for being active in UCU, "the staff are really a part of the education and mission of the school." Marilyn Whitesides said of Wednesday's event, "We came away with invaluable information and our spirits were buoyed."

## Contracts exchanged

The United College Employees of FIT (UCE of FIT) were represented by Maria Zervos, the Vice President for Staff. Zervos shared information about their new salary schedule, talked about her work on the negotiation committee for approving applications for job upgrades, and discussed the elimination (through reclassification) of lower level jobs at



Discussion was lively as each local shared their unique experiences.

FIT. As a long-time involved member of the union at FIT where she has worked for 34 years this September, Zervos offered a wealth of information and advice for all of the locals in attendance.

Both UCATS and FIT had copies of their contracts available for exchange. Many in the room were excited to hear about differences in the contracts, since knowing what neighboring locals have been able to secure for their members will provide much needed additional leverage at the bargaining table when the current contracts expire. Stephen Rechner, UCATS' president and the host of the meeting, offered advice and contacts for the other union leaders and opened the table to suggestions for ways to form a stronger relationship between our locals and ways to better communicate the locals' needs to NYSUT, where the leadership may not be familiar with the needs of private sector locals.

For newer members of the UCATS executive council, hearing updates from other locals offered revealing information about the kind of work that goes into forming and strengthening a new union. Shop Steward Eddie Hopely said of the meeting, "It was a great opportunity to hear about the variety of issues which other unions emphasize as important for their members and to hear about some techniques of organizing a union from the ground up." The work Marymount and Cooper Union are doing to strengthen their unions also offered a welcome reminder about the importance of member participation and support in union organizing.

This was only the first meeting of many, as the union leaders agreed to meet every semester going forward. UCATS member Chris Crowe described the meeting as "a good step forward toward solidarity. If each institution knows they are dealing with a united front, we will all be more powerful." At Wednesday's meeting, it became clear that all four locals could benefit from that kind of solidarity in the current bargaining climate. ☺

# OPEN ENROLLMENT!

■ *Stephen Rechner, Law School*

**OPEN ENROLLMENT** is upon us (October 19 - November 6), and if you have not reviewed your benefit selections in recent years, this is the time to do it. Is your current health insurance plan still the best choice for you? Are you enrolled in Wageworks? Do you need to update your beneficiaries on your insurance plans? Is that VSP Vision benefit really a good value (hint: NO!)? Are you eligible for a child care subsidy? Do you understand how each benefit is best used to your advantage? These are just a few of the questions all of us should be asking ourselves. Don't assume you know it all. Check out the NYU benefits website, go to one of the benefits fairs on October 28 or November 4, and if you don't have access to a computer on your job or at home, ask your supervisor where you can get access to a computer on campus.

As for VSP Vision Care, you can review the Fall'08 and Winter'09 issues of *Momentum* (online at [www.ucats.org](http://www.ucats.org)) for what I think of that. If you need glasses this year you can once again get a complete pair of eye-glasses, exam included, for just \$99 from General Vision Services (GVS) located on 14th St. between 5th and 6th Aves. If you have Oxford Health Insurance a pair of glasses with exam from GVS is just \$60 (\$70 for bifocals). I recently checked out their \$60 and \$99 frame selections and they are much improved since I wrote on this topic last year.

# Are you taking advantage of Appendix D?

■ Diana Hamilton, 6 Washington Place

**T**he most common question a shop steward fields is how to ensure job security in the current economic situation. First, we have to deliver the bad news: there are no guarantees. While having a union puts all of us in a better situation than at-will employees, management reserves the right to eliminate positions under certain conditions. But the good news is just as important to know: as a UCATS member, you have many opportunities to put yourself in a better situation, whether you are preparing for the worst or simply preparing for the next step in your career.

Every semester, as per our contract, the university releases a revised version of Appendix D, a list of non-credit courses at the School of Continuing and Professional Studies for which the university agrees to reimburse the 20% tuition typically paid by staff members. Note that this 20% is only reimbursed upon successful completion of the course, so if you sign up for one of these courses, make sure you understand the course requirements. This list comes in an email from Employee Relations every semester, but you can also find it on the UCATS website.

The classes offered are selected based on requests from members and course availability at the time. If your priority is job security, you should be thinking about what skills are necessary not only for your current position, but for a position you may need to fill should your job be eliminated. The jobs we see disappearing most quickly at NYU are the lower-skilled positions that may not have required computer and writing skills as advanced as those required by newer openings. If you can identify any weaknesses in your skill set, now is the time to fill those gaps. Luckily, many essential skills (writing, communication, MS Office Suite, and web-design are some examples) are covered by courses that become free after the 20% tuition fee is reimbursed.

## Grad school prep courses covered

At the same time, many of our members may be focused on planning beyond careers at NYU. Appendix D is designed to cover these needs as well, as it ensures 100%



Diana Hamilton

coverage of the cost of courses that prepare you for the LSAT, GMAT, or the GRE. An entire section of Appendix D is devoted to how to advance your career, and many of the subjects taught in those classes aimed at professional development within the university would be just as useful applied to positions pursued outside of NYU.

The bottom line is this: even if your job is not at risk, or if you do not foresee career change soon, even if you would be content to continue to serve in your current position for the foreseeable future, there are few posi-

tions that do not grow over time. UCATS members should be asking themselves whether they are taking every opportunity available to grow with those positions.

What if you have already exhausted Appendix D's offerings, or if none of the courses included appeal to your current needs? The 80% tuition remission for other non-credit courses at SCPS is still a good deal (you can take a full foreign language course for as little as \$100 in a semester, for example), and the course offerings cover a broad range of fields. Or if you have already taken that GRE prep class and excelled on the test, it might be time to apply for a part-time MA program at one of NYU's schools (but do make sure to familiarize yourself with applicable taxes on graduate tuition remission before finalizing any plans).

Finally, do not forget that our contract stipulates that this list of courses is determined in part by "interests expressed by the union membership". If there is a non-credit course regularly taught that you would like to see on Appendix D, please let our union staff know. ☺

*If you can identify any weaknesses in your skill set, now is the time to fill those gaps.*

## Computer deferred payment program for full-time staff

It took two years of negotiation and patience, but we're happy to report that New York University is finally offering the Computer Deferred Payment Program to full time staff members (codes 104 and 106) who have been employed at the university for a minimum of two full years.

The Computer Deferred Payment Plan offers the opportunity to purchase computers, software, and peripherals on a deferred-payment basis. The deferment is interest-free and repaid through payroll deductions over a maximum 2 year period. Purchases must be made through the NYU Computer Store and there is a minimum deposit required. The amount of deposit depends on how much you wish to defer. You can defer up to a total of \$3000.

To place an order under the program, you can go to the Computer Store and speak with a sales representative. You place your order with the minimum deposit required and then your deferment is processed for approval. The approval process typically takes less than a week. Once you are approved, you can pick up your computer order and deductions will begin from your paycheck.

For complete information as well as deferment and order forms, please visit the NYU Computer Store website or call 212-998-4672.

The Computer Deferred Payment Plan offered through the NYU Computer Bookstore is completely separate from the Dell Discount Program offered to UCATS members through our state affiliate, New York State United Teachers (NYSUT), that we reported on in the fall 2008 issue of *Momentum*. With the NYSUT program UCATS members can receive discounts ranging from 2% to 12% on Dell computers. For complete details on the discounts and bundles currently offered through NYSUT on Dell computers go to [www.nysut.org](http://www.nysut.org) and click on "Member Benefits."

The NYSUT Dell Discount Program is only available at [www.nysut.org](http://www.nysut.org) and cannot be combined with the Computer Deferred Payment Plan offered through the NYU Computer Store.

## Member's questions

*Q: Why can't I negotiate with my supervisor to skip lunch and leave an hour earlier every day?*

Under New York State law your supervisor is required to give you a meal break between the hours of 11 a.m. and 2 p.m. Our grandparents (or great grandparents) fought long and hard against exploitative employers to achieve midday meal breaks as well as child labor laws, the eight-hour work day, the five day work week, over-time pay, social security—and the right to have their terms and conditions of employment negotiated by a union—among other things.

The Union Recognition clause of our contract (article 1) articulates that UCATS is the "sole and exclusive bargaining agent" for the members of our bargaining unit.

Though it may seem logical that your lunch time belongs to you to do with as you please, the right to a lunch hour is not yours to negotiate, nor are any of your other rights and benefits yours to negotiate. If you were allowed to negotiate away your lunch hour for your personal convenience, what would stop NYU from insisting that another member "negotiate" away their lunch hour for NYU's convenience? Taken a step further, if any UCATS member had the right to negotiate away their rights and benefits at any time, in the end, none of us would have any rights or benefits.

*Send your questions to Stephen Rechner, [ucatspres3882@hotmail.com](mailto:ucatspres3882@hotmail.com).* ✉

## 'Tis the season to buy union

BUY AMERICAN and looking for the union label are two tangible ways you can do your holiday shopping and keep Americans working. Union made products are easy to find at [www.shopunionmade.org](http://www.shopunionmade.org), a web site endorsed by the AFL-CIO. There you will find an up-to-date list and links to purchase goods that were manufactured by union workers and/or made in the United States.

# Artist profile - Pauline Yeargens

■ Edward Hopely, 14 East 4th Street

**A**s the November date of the Union Art Show draws closer and excitement builds for what promises to be an excellent display of artistic talent from our fellow workers, I had the opportunity to speak with Pauline Rooney Yeargens, the sole retiree participant, to discuss her history with UCATS, her background in teaching the arts, and some of the concepts and methodologies that ground her artistic practice.

Pauline was born in the Bronx and attended school in Brooklyn before majoring in Studio Art at Queens College. She continued to study at the Art Students League, the Brooklyn Museum, and the New School, eventually enrolling at NYU School of Education to receive an M.A. degree with a concentration in Studio Art and Art Education. Growing up in a household with working parents and a younger sibling, Pauline's educational experiences were of course intercut and sustained with wage labor: "My parents worked from the time they were fourteen years old and I understood how hard they worked all their life...I felt that it was important for me to prepare myself to enter the world of work, and I got my first job as a clerk in an office at the age of seventeen just after graduating high school. I was very proud to become a wage earner."

Prior to enrolling at NYU, Pauline took the Civil Service Exam and became a recreation leader in the NYC Department of Parks where she was a member of their DC 37 union. Although her M.A. enabled her to secure part-time teaching positions at Stuyvesant High School, Brooklyn Museum, and Essex County College, Pauline found that part-time work did not afford her a steady income: "There were no benefits. I only got paid for the actual hours that I worked. I did not have paid vacations and there was no medical coverage. So I decided to work full-time as a secretary at NYU and to have steady employment with benefits of vacation days, sick days, a medical plan for me and my husband and a pension at retirement, rather than to continue teaching art. That was a big decision for me to make, and I believe I made the correct choice."

## Growing with the union

When Pauline first began working at NYU in 1981, UCATS had very recently been organized. "Some of my fellow workers told me that in the past, there were no annual raises for secretaries and some clerical work-



Pauline Yeargens (l) shares one of her pieces with Liz Schnore, chair of the UCATS Art Show Committee.

ers qualified for food stamps...Gradually over the years I watched the union grow in numbers and in strength and continue to increase benefits to employees. The Art Exhibit is another example of creating opportunities for NYU staff, and I hope that this exhibit will encourage others to create new work of their own." Pauline has a great deal of praise for the committee organizing this exhibition, and credits the encouragement of the coordinators and fellow participants with inspiring each other to produce new work regularly.

As may be apparent from her lengthy tenure as a student and teacher of the arts, Pauline's considerable talents are spread across a variety of mediums, including woodblock printmaking, watercolor, and colored pencils, though she emphasizes her enjoyment at working within disciplines such as sculpture or silkscreen that allow her to manipulate materials more directly. This pleasure in materials is clear even in work which might appear to the eye as inherently planar: "I love working on paper. There are so many varieties of paper: smooth, textured, translucent, handmade, and each type of paper affects the composition."

She cites Mark Rothko, Monet, and Van Gogh as major influences, as well as John Ferren, who taught a course titled "Color" at Queens College. "He went into great depth to explain color theories and every week we had a new project. It was a very intense experience and his words still are alive. He said: "Make the color sing." This is what I try to do." Based on the selection of submitted and older work I had the pleasure of seeing, Pauline has been achieving this goal for a long time. She will have 5 small drawings made with colored pencil in the upcoming Art Show and is currently focused on working even more with color, with drawing, and compositions based on drapery and plants. ✎

# Delegates elected for NYSUT RA

■ Diana Hamilton,  
6 Washington Place

**O**n Wednesday, September 16, UCATS held a brief general membership meeting to elect our delegates to the NYSUT Representative Assembly. The election was conducted by secret ballot, and the nominated delegates were Diana Corzen, Robert Crandall, Edwin Guzman, Mardi Herrick, David Langkamp, Anita Prokesch, Stephen Rechner, Stacy Roberts, Vanessa Sejourne, Johanna Tyson, and Kerissa Ward.

## How to become a delegate

The NYSUT RA will take place in Washington, DC from April 29 to May 1, 2010. You do not have to be a member of the executive



Diana Hamilton (l) and Mardi Herrick (r) cast their ballots.

council to be elected as a delegate to the NYSUT RA. While nominations for this year have already been placed, the event happens every year, so please consider representing UCATS in 2011! Members who have attended past NYSUT RAs describe the event as both educational and empowering. UCATS has seven release days per year for conferences,

so you may not even need to use a vacation day to attend.

If you are interested in attending the RA but were not able to commit to becoming a delegate, you should know that NYSUT's website states that "all NYSUT members are welcome to attend the annual representative assembly, 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 might be brought before the representative assembly according to NYSUT constitution and bylaws provisions or policy".

Following the meeting, members enjoyed "Italian Bistro Night" with a selection of wines, pizza, cookies and music. ☺

**SAVE THE DATE**

**The UCATS 30th Anniversary Holiday Party!**

Join your coworkers  
for dinner, dancing, great fun, and a raffle!

**Friday, December 11, 5-9 p.m.**

**Rosenthal Pavilion  
Kimmel Student Center, 10th Floor**

**Family, Partners, Friends, and Agency Fee Payers welcome.**

# How to Keep Your Union Strong

It's always important to do your part in keeping your union strong. It's important to have a strong union in good times, but it is especially important in bad times. During this period of NYU's "re-engineering," here's what you can do to help keep your union strong:

## KNOW YOUR RIGHTS

- ☞ **Read and refer** to your union contract to know what your rights are.
- ☞ **Keep up with information** from your union. Read *Momentum*, your union newsletter. Periodically check the UCATS website [www.ucats3882.org](http://www.ucats3882.org) for updates. Read your union mail.

## ENFORCE YOUR CONTRACTUAL RIGHTS

- ☞ **Report contract violations** or potential violations to your union steward or the union office.
- ☞ **Contact your union steward** or the union office ([ucats@erols.com](mailto:ucats@erols.com)) if you have been approached by management about changes in your job; if you are told your job is going to be eliminated or restructured; if you are told you are being bumped; if you have been issued a discipline, etc.
- ☞ **Document what management** tells you about what the "re-engineering" means in your area, or to you personally, and let your union steward or the union office know the specifics of what you've been told.

## MAINTAIN UNITY WITH YOUR UNION CO-WORKERS

- ☞ **Work cooperatively** with your union co-workers. Don't let management play you off against each other.

## SUPPORT YOUR CO-WORKERS

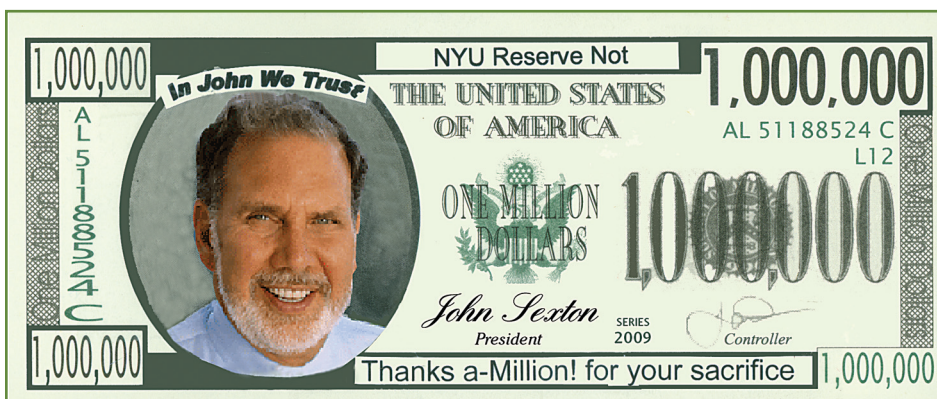
- ☞ **Advise your co-workers** to contact their union steward or the union office if their jobs are eliminated, if they are told they are being bumped or if they are having any problems on the job.
- ☞ **Help union employees** who have been displaced from their jobs and are placed in your department through filling a vacancy or by bumping.

## DON'T SPREAD RUMORS

- ☞ **This is a difficult time** when many members are fearful of what is going to happen to their jobs and their families. Spreading rumors creates more anxiety. Stick to the facts.

**In unity, strength.**

## Austerity in Action



John Sexton 2007 \*  
Compensation – \$1,265,110  
Benefits – \$32,365  
Expense account – \$87,864  
Plus a FREE Manhattan apartment and trips to Abu-Dhabi.

\*Most recent year available.