

UCATS

# MOMENTUM EXTRA!

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Union of Clerical, Administrative, & Technical Staff at NYU, Local 3882, NYSUT, AFT, AFL-CIO, 636 Broadway, Rm. 614, NY NY 10012

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July 19, 2005

## YOUR BENEFITS - The real story

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In a July 12<sup>th</sup> e-mail to NYU staff, Asst. VP for HR, Karen Bradley announced that the Faculty, Staff Assistance Program (FSAP) would be outsourced, and benefits expanded. She presented a lovely fairytale of the history of the FSAP, that requires us to set the record straight.

Ms. Bradley correctly stated that the FSAP was established by NYU in 1992, but failed to mention that it was preceded by the Local 3882, Membership Assistance Program (MAP). Our MAP program was established in 1990 with a \$20,000 grant that allowed Local 3882 leaders to receive professional training in providing referral services to our members for problems that were not work related.

Although our program was a success, we were unable to sustain the program due to leadership attrition, and the fact that the grant was not renewable. As a result, we proposed during contract negotiations that NYU fund our program, so that we could train a new generation of MAP volunteers. NYU rejected our proposal but countered with the establishment of the FSAP, and a new benefit for NYU employees was born (*article 33 of the UCATS contract*).

Like many of the benefits we receive as a result of our contract, NYU is happy to take credit for them. While NYU disparages the benefits to employees of having union representation (think of GSOC) they shamelessly present themselves to you as a virtuous employer for providing the benefits required by the negotiated contract.

FSAP, child care, health care, yearly salary increases, job protection have all been negotiated into our contract by the Union for the benefit of our members — **you**. Karen Bradley didn't tell you that. She gives the University credit for the hard work of your

fellow union co-workers past and present.

As we begin to negotiate our new contract it's important to listen to what NYU tells us and doesn't tell us. We're sure to hear that they can't afford to provide a living wage and much needed health insurance, but won't hear about the **2.5 billion dollars** their fund raising is generating (that's over **1 million dollars** a day!).

In Ms. Bradley's email we hear how pleased she is to announce an enhanced FSAP program without relating the long history of concerns expressed over the years by the union that necessitated the change. She doesn't mention the union at all.

The University will be making it's case during contract talks in much the same manner — you'll only get part of the picture — the part they want you to see. So it's important to have a reliable source of information, it's important that you know who to talk to and who to believe.

Our contract expires on October 31<sup>st</sup>. Your stewards, bargaining team members, officers, and organizers will be communicating directly with you in the weeks ahead. If you haven't received a contract survey yet, please contact your steward or call the union office (646-602-1485) and we will arrange for someone to meet with you.

Keep an eye out for Momentum, Momentum Extra!, post card mailings, and flyers to find out what's really happening. Enclosed is a notice in the mail of our upcoming General Membership Meetings.

***Get Involved, It's Your Future!***