

UCATS *Momentum*

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

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NYU busts GSOC union



NYU community expresses outrage at Town Hall meeting over NYU's decision to bust GSOC union.

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Negotiations have begun



■ *Stephen Rechner, Vanderbilt Hall*

We should now be coming into the home stretch for a new contract. We had our first bargaining session with NYU on August 23rd, and will be meeting weekly until October when we will meet more frequently. Our goal is to have a great contract offer from NYU by October 31st.

Over the coming weeks you'll be hearing more about the GSOC situation. We will be working closely with them and coordinating our efforts for mutual support. Every UCATS member should understand that what is good for GSOC is good for us. We will fare better now, and in the years to come, if NYU is compelled to recognize the GSOC union.

Striking possibilities

You will also be hearing a lot of buzz about a strike. Will we? Won't we? Will GSOC? I don't know. Going on strike is not a goal, it's an action of last resort.

There are different kinds of strikes. In 1988 our union staged an "open-ended" strike — we walked off the job indefinitely until NYU negotiated a contract acceptable to us. The strike lasted three weeks. Our contract had expired on October 31, 1987, and we worked without an agreement for nine months before taking the drastic step of going on strike. During

those nine months we gave NYU every opportunity to resume bargaining to avoid a strike, but they chose not to do so.

In 1996, we staged a "limited duration" strike; shortly after the contract expired our members walked off the job for half a day,

Every UCATS member should understand that what is good for GSOC is good for us.

beginning at 12:30 pm. We went back to work the next day, but worked without an agreement with NYU for nine months, finally settling a new contract in July. Only when it became obvious to NYU that we would stage another job action at the start of the fall semester did they choose to resume serious bargaining.

The best way to achieve our goal of a great contract is to keep the pressure on — by being prepared

and willing to support your union leadership in every way we ask you to — even going on strike if all else fails. Without a doubt, we will have a contract offer from NYU on, or before, October 31st. Your participation between now and then, will determine whether it's a contract offer we can accept, or whether we will be forced to reject it and consider more drastic measures like the S-word.

For many months we've been communicating to you the importance of your involvement in this process (reading your union mail, attending meetings/rallies, supporting GSOC). If you're waiting to get involved until you see what kind of contract offer we have on November 1, that maybe too late.

The time is NOW!

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Taking care of business

■ *Leslie V. Jenkins, Law School*

With the contract expiration around the corner and negotiations underway, I've given serious thought to what I want to gain — for myself. I have always held the best interest of all my colleagues in my mind when I work with the Union, but what do I want? What do I need?

For example, I am not interested in the childcare fund because I don't have children. I will not focus my energy on that issue. I am getting older, thus I am more concerned about issues relative to my age group. As I prepared to write this, I kept hearing in the back of my mind the quintessential Aretha Franklin song, *Respect: R-E-S-P-E-C-T*, Find out what it means to me. So, I'll tell you what it means to me.

Reward my loyalty

I want to be paid fairly. I'll even use the "taboo" words: market value. I want to have decent, comprehensive benefits which cover mine and my husband's needs; as we age our needs may become greater. And, I don't want to pay more for it. I want to earn a pension that I can live on, even with Bush's plan to wipe out my social security. I want to work in a safe environment and not feel like a "cry baby" when I complain I can't breathe because of construction dust or paint fumes, or any other safety hazard. I want to be respected, valued, rewarded, and I want a return on my loyalty.

Working here and wanting these things should not be an unrealized dream. This may make you laugh out loud, like I'm living in a fantasy world, but maybe not. With the effort of all of you reading this, we can help each other achieve our dreams.

I digress. Recently I renewed with the same cell phone company. I shopped around because I had trouble with them at the beginning — there were some miscommunications, over-charging by a vendor and a lemon of a phone — but I persevered because the people were trying to satisfy me as they wanted to keep my business. I was given a better phone, bonus minutes and also "loyalty" minutes — extra minutes every month as long as I am their customer. With the renewal, I got a great deal, with no contract, and I felt completely satisfied. I was shown respect and rewarded for my loyalty. I'd still like to be as

valued and respected in my workplace, and I want to be satisfied the same way. I wouldn't mind a few "loyalty minutes" too — add them to my pension.

Pension. Something I didn't think about much when I was younger, but now I definitely care more about it. I am concerned about what my pension calculation will be when I get ready to retire. I thought that when the pension multiplier goes up, after ten years of service, it also becomes retroactive to include all years of service. It makes sense. But it isn't retroactive. OK, it was a reality check, but, I'm still here, and I will continue the fight for what I need. Also, are you aware that overtime pay is not included in your pension calculation? I find that shocking. I thought overtime was "work". You work, you get the salary and any OT you do is included in your salary. You may not get overtime, nor want it, but all overtime should be included in the salaries used to determine your pension calculations. I know the government takes the taxes out and treats the OT as time WORKED, so should NYU. I want my OT included.

Retention helps bottom line

I also want to be able to take care of my aging teeth. Yes, receding gums, larger spaces, the possible need for implants — not pretty. I digress again: By the time I went to my new employee orientation, I was already signed up with our union. When I saw the dental schedule, I raised my hand and asked when we would get an updated one. "That is the current one", said the flustered administrator. I burst out laughing, as a knee-jerk reaction, and said I was glad I was a union member, because that will have to change! She turned pale, and I was never anonymous to the Benefits Office again. Of course, the union has since achieved parity with the administrators' dental plan, and I want the parity to continue, but I also want the reasonable and customary allowances and the yearly allowance increased to amounts more in line with the actual amounts charged by dentists.

Frankly, I never thought I'd be working here this long, but here I am. NYU has become my work home. While I don't think I am better at my job than my shorter-termed co-workers, I do believe my life experience, insight, and longer time on the job should be recognized.

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Grievances vs. gripe



■ Ana Lara, Law School

And over in this corner of the ring we have Grievance, at once big and weighing in at the top end of the heavyweight category. Grievance is not only the champion of the ring, but he also sports shorts and gloves with UCATS, NYU and LEGAL TEAM written all over them. In this other corner, standing just outside the ring and wondering if he should step in, is Gripe — a mere middle weight, cowering behind his gloves labeled SUPERVISOR and EMPLOYEE.

So what, then, is the difference between Gripe and Grievance? And who in the end is going to win? Sure, Grievance has the advantage of his size and sponsors behind him, but Gripe has got all the quickness and directness of being a lighter weight. And, not only that, Gripe understands that sometimes conflict doesn't have to go into the ring to be resolved.

The UCATS Collective Bargaining Agreement (our Contract) specifically states in Article 34:

“A grievance...shall be any dispute concerning the interpretation, application or claimed violation of a specific term or provision of this Agreement.”

In other words, a grievance is only initiated when there are *contract violations*. This means that if something comes up within the workplace that is of concern to you as an NYU code 104/106 employee and it is not covered under the contract — say, for example, a miscommunication between you and your supervisor — it is not something that the union can act upon as a grievance.

You must know your rights

However, if the miscommunication happens to be that your supervisor claims that you must work overtime for no additional compensation, and this action is applied to you specifically, or across the board to all the employees in your area, then this is in direct violation of your contract (Article 7 – Hours). You should first inform your supervisor of your contractual right to be compensated for your work and give them an opportunity to reconsider their position on the issue. If your request is refused and management continues to violate the contract, you should seek out your shop steward in order to begin a grievance procedure.

It is really important that you ask yourself, “If this is something that needs to be brought to the ‘ring’ to be resolved, or is it something that can be resolved through other means such as a one-on-one meeting with your supervisor?” Management will not remind you of your rights or tell you when and how to exercise them. **You** must know what rights you have under the contract, and **you** must exercise those rights.

Either way, if something has come up in your work with a direct supervisor, or any other employee, and the environment allows, the best approach is usually to discuss the situation at hand and come to a peaceable solution and compromise that works for everyone involved. Only when that fails, should you consider “going into the ring” for a resolution through the grievance process. ☘

Taking care of business

(Continued from page 3)

We are in this together, but there has to be some kind of tangible payment and appreciation for those who have made NYU their home. I don't need a pin or breakfast with the president; sure, I'll take it, but c'mon, get real. How about another five grand? Don't tell me you love me — show me with better benefits and cost of living boosts. I want to be rewarded for staying at NYU and for being a valued, loyal member of this community. I complain, yes, but I do my best and represent NYU very well.

Before writing this, I researched articles on workplace loyalty. Most of them talked about how to satisfy the employee — imagine that. They addressed issues regarding how to keep them productive and motivated, etc, with the stated or implied intention of retention. Retention of trained and knowledgeable employees helps the bottom line. I have never felt nor seen our HR be proactive regarding employee retention. I giggled when I read that HR folks were perceived as being there to look out for their employees.

It is well known among the HR people in the articles I read, that employees are more satisfied when they feel they are rewarded fairly for their work. They believe HR should consider all the employees' responsibilities and efforts made, their jobs well done and the demands of their jobs. They further suggest parity in rewards. It's ludicrous and embarrassing how NYU HR offices don't even come close to what the articles were talking about (thousands of dollars to noted administrators, but only a dinner or gym membership for "Violets" — and the Violets are for the entire NYU community, not only staff. Some parity.). Granted, it was more about the corporate world, but the bottom line is the bottom line, especially if you're a "non-profit."

NYU is the "penny wise, dollar foolish" example of management. We get dictates from on-high, outlining the plan for the (space ship) "Enterprise" but not once was the staff mentioned in this grand scheme. Faculty, administrators, deans and the like were part of the team to bring the university to the new world order, but with all these "Chiefs," and no mention of the "Indians," how did the gods think it was going to be fully implemented? The fact that the staff is never considered shows there is an insulting disregard for our contributions.

For example, more and more "temps" are brought in to cover empty desks. And they too, if hired, are imme-

diately chucked into the NYU culture of being snubbed. It is absurd that the administration will not recognize time served, the three months allowed by the Union, to count toward their accrual for benefits. I don't like temps being used in lieu of hiring a full time staff member, but if a temp is hired, they are our new colleagues and deserve equal respect and fair treatment regarding benefits.

And, by the way, I'd like to be properly trained in new procedures and software BEFORE implementation — I don't appreciate being dumped on at the last minute, and I don't appreciate having to do the old and new system together! How about testing or surveying with those actually doing the work to see if the new idea is practical.

R-E-S-P-E-C-T

Last, but not least, I want to be secure in my job. If I have to take an extended leave of absence due to medical issues, I want to know I have a job to come back to. By law, we are entitled to 3 months of leave via the FMLA. I've heard of three recent cases of our fellow employees who were terminated by NYU because they needed additional time. While the government says the employer must allow 3 months, it does not mandate any amount of time beyond that. The employer may grant the extensions, without pay, and promise the employee there will still be a place when they return. If you are a valued employee, one who gave years of service to NYU, why wouldn't they want you back? Did the terminated employees miss important changes or training in their jobs? Did their supervisors prefer the new/temp employee? What would be a valid reason to deny someone who wanted to come back to their place of employment, if they can work? NYU should give them the needed help if they missed training, find a place for them, and be grateful they have a dedicated, experienced employee. You could blame the HR people, as they seem to have a mind-set of expediency rather than value, but then they'll just say they're doing their job as dictated to by their superiors. And the buck continues to pass up the ladder. This must stop.

In summing up my needs, the key words are respect, loyalty and rewards. Don't hate me because I am aging, value me. Show me you love me.

What are your needs? R-E-S-P-E-C-T. Find out what it means to you! And let us know. Let your co-workers know. And do something about it. ☘

Town Hall travesty!



Sexton's charm sputtered in the face of community outrage over NYU's decision to not negotiate a new contract with GSOC.



Students, faculty and UCATS members packed the Town Hall meeting on July 12th in the Eisner and Lubin Auditorium.

■ *Stephen Rechner, Law School*

NYU President John Sexton felt the heat on July 12th from outraged faculty, students and staff, over the university's decision to terminate its' relationship with the Graduate Student Organizing Committee (GSOC) union upon the expiration of their contract with NYU. The town hall meeting took place in the Eisner & Lubin Auditorium of the Kimmel Student Center.

Bush NLRB anti-labor

GSOC is the union that has represented graduate teaching assistants at NYU since 2001 when the National Labor Relations Board (NLRB) ruled that the teaching and grading responsibilities they carried, in addition to their own studies, qualified them as workers entitled to form a labor union. The NLRB, now stacked with anti-labor George Bush appointees, recently reversed that decision. Although the NLRB decision reversal allows NYU to terminate its' relationship with GSOC upon the expiration of the

current contract on August 31st, it does not prohibit them from choosing to continue the relationship and negotiate a successor contract.

In defending the university's decision to terminate their relationship with GSOC, Sexton cited the amount of time the university has had to spend defending itself against grievances filed by GSOC over the past four years, and claimed that the overwhelming opinion of the university community was that the GSOC union wasn't in the best interests of all concerned — including the graduate teaching assistants.

Town hall meetings were John Sexton's signature method of diffusing student discontent when he was the dean of NYU School of law. He could always count on a collegial atmosphere because law students ultimately need letters of recommendation. Sexton was clearly hoping to charm the July 12th audience, but from the outset of this meeting he was visibly unnerved by the level of hostility in the room.

When the first speaker at the open mike identified himself as an

aide to congressman (and mayoral candidate) Anthony Weiner, Sexton refused to let him continue, claiming that the aide was "not a member of the [NYU] community." Sexton was loudly heckled and jeered by the audience for this which was out of character for him.

When state senator Tom Duane, state assembly member (and candidate for Manhattan borough president) Scott Stringer, and city council member Christine Quinn all showed up in person, Sexton reversed himself and "allowed" them to speak. In making the "allowance" Sexton asserted that it was his understanding that his staff had spoken with them (Quinn and Duane) and that they had agreed that this would be a community-only event. Quinn responded that she had been "told" this by Sexton's staff but that she had never "agreed" to anything. At one point Sexton asserted that the meeting was intended to be a "conversation" to which an audience member yelled out "How can this be a conversation when you are [only] 'allowing' us to speak?"

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UCATS interns Taneesha McMullen and Danlin Zhou display union banner outside the Town Hall meeting with other GSOC supporters who were denied entry.

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Professor Andrew Ross, Director of the American Studies Program, challenged Sexton to be more transparent about how the decision to not negotiate a new contract with GSOC was made. The university has claimed that they gathered input from students, faculty and administrators, but Professor Ross asserted that his input had not been solicited and he was unaware of any faculty in his department who had input into the decision.

University Professor Richard Schechner went on record against the union, but advised Sexton to postpone the final decision, warning him that if he made the decision “in the cloak of July” he would “regret it the rest of his [professional] life.”

A unilateral contract?

A steady stream of UCATS members attending the meeting on their lunch hours kept the auditorium full for over 2 hours. Shelley Ettinger, an administrative aide from the Psychology Department, and long-time UCATS activist, told the crowd that the history of financial

*...without a union,
NYU will be deciding
who is covered by it's
unilateral contract
and who is not.*

commitments made by employers during an organizing drive is one of broken promises once the union is gone.

Sexton had asserted earlier that the university’s “alternative” to a new union contract with GSOC, which includes promises of steady annual increases in the financial stipend and a commitment to continuing health insurance coverage, is a legally binding “unilateral contract.” Legally binding it may be, but Sexton failed to inform the audience, however, that without a union, NYU will be deciding who is covered by it’s unilateral contract and who is not. In other words, although NYU says it is making a commitment to graduate teaching assistants, they could simply create new titles going forward, such as “acting associate graduate teacher,” or “graduate

teaching fellow,” and decide that people holding those titles are not covered by the unilateral contract. They already do this with faculty titles to limit the number of tenured positions, and exclude many educators from participating in faculty governance.

Maida Rosenstein, president of GSOC, Local 2110, told the crowd “GSOC is here to stay.” When one GSOC member asked Sexton how NYU could not consider him a worker when he spends many hours preparing for each class, then teaches the class, and then spends even more time grading papers and exams, Sexton was empathetic, noting that he still teaches at the law school, and that he too devotes a considerable amount of time to class preparation and grading. He then asked rhetorically, “Am I president of the university? Yes. Am I a tenured professor? Yes. Am I a worker? NO!” The audience responded to that with loud and derisive laughter.

The overwhelming majority of the crowd was vociferously pro-union, but president Sexton saw the meeting through to the end, staying past 2 pm so that everyone who wanted to speak was able to do so.

Post-mortem

On August 5, NYU Executive VP Jacob Lew and Provost David McLaughlin sent an e-mail to the NYU community finalizing their decision to not negotiate a new contract with GSOC, and to implement their “unilateral contract” for graduate teaching assistants which includes a few additional sweeteners. If NYU doesn’t reverse this decision it is expected that GSOC will go on strike sometime after their contract expires on August 31st. UCATS will be there to support them in every way we can. 🌪

Transfers: The good, the bad and the ugly

■ Kerissa Ward, Health Services

It can sometimes happen. You've tried everything you can to make things better — classes, lectures, group therapy, etc. — but you finally have to face the truth — you are not happy in your job.

Yet, you're in a tricky position. You can't afford to quit and you have no spare time to interview for a new job. And while you like the work you're doing, the demands placed on you by your supervisor, along with the increased workload, outweigh the benefits. "There's nothing I can do," you say with a sigh.

Transfers not easy

Au contraire. There is something you can do and it's called a transfer and it can be the answer to all of your silent prayers and unanswired wishes. However, it's not an easy process at NYU. After reading this handy guide to the transfer process you should be more prepared for the twists, turns, and pitfalls that can spring up along the way.

First of all, there is one thing every UCATS member should know before beginning their transfer: Union members wouldn't even have transfer rights if it weren't for the union contract. "What rights?" Well, rights like being granted an automatic interview for a position you're qualified for if you've applied within five days of it being posted. Or that if you get the position, your new salary is set and cannot fluctuate.

But — and this is a big but — being able to get the interview does not guarantee that you will get the job. In fact, in many instances your mandatory interview will be with

the Human Resources representative and at the end of the interview you will be politely told that they will pass your resume on to the hiring manager and that you will hear from them within two weeks whether they would like to meet with you again or not. Sometimes you will get this second interview, but most times you will not.

"What's the point, then?" you may be asking yourself right now. Well, the point is that transfers are not just for those in bad work environments. Transfers are also for employees wanting either a grade promotion or more challenging opportunities within the University. Maybe you feel that you can be a more effective employee if you worked in a different school or department. A transfer can help you achieve that professional goal.

The transfer process, like so many other processes at the University, is fraught with paperwork and meetings. The first thing you must do in your quest for a transfer is meet with either your supervisor or your HR representative. While it shouldn't make a difference if you meet only with your HR representative, it unfortunately does. The presumption is that if there is no recommendation from your supervisor then there must be "something wrong" with you, and prospective supervisors will eliminate you from the hiring pool before meeting you. Plus, you should know, any disciplinary action you may have had in the past — whether justified or not — will be noted on your transfer application.

You should note, though, these are just obstacles, and obstacles can

Ask co-workers and friends to help you fine-tune your resume and practice those left field interview questions.

always be overcome. The best way to do this is to create an excellent resume and perfect your interview technique. Many books on resumes and interviews are available to assist your search. Also, ask co-workers and friends to help you fine-tune your resume and practice those left field interview questions. With enough confidence, you will be able to go into every one of your interviews and make a strong, lasting impression.

Keep records

Once you've prepared yourself and met with either your supervisor or HR representative, you're ready to begin the application and interview process. Remember, to guarantee an interview for the positions you want you must apply for it within five days after it is posted. You're only allowed five applications per week, too, so be sure to evaluate the positions closely to determine if it's a job that you would like.

Also (and this is important) make sure you write down the position names, departments, and job codes you apply for because after your submissions are made the departments

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A paycheck without UCATS

Ever wonder what it would be like to be an NYU staff member without UCATS? Non-unionized NYU employees are required to contribute to the 403B retirement savings account because they don't have our union negotiated pension plan, they are required to purchase a basic long-term disability plan, they pay for the same dental coverage we have if they are covering a spouse, child or domestic partner, and

they pay a lot for health insurance (in addition to having to pay much higher co-pays and deductibles that we don't pay with our union negotiated plans). In fact, if we didn't have a union contract, we'd have the same inferior benefits they do, and the following amounts would be deducted from your paycheck to pay for them.

GRADE 8 MONTHLY SALARY: \$2961.83

Additional Deductions Without UCATS	Monthly Amount
5% mandatory contribution to the 403B Retirement Savings Plan	\$148.09
1.77% for required basic disability plan	\$52.42
Oxford Health Plan* (self/self+child/family)	\$51.00/\$141/\$223
Dental Plan (self/self+child/family)	\$0/\$21/\$33
Total Monthly (self/self+child/family)	\$251.51/\$362.51/\$456.51

For a grade 8 employee paid **biweekly** this translates into additional deductions of \$116, \$167, or \$210 **per paycheck**, depending on the category of coverage needed.

All totaled, these deductions would reduce your annual salary by \$3,000-\$5,460 per year! Can you afford to pay NYU \$3,000-\$5,460 per year for your

benefits? Our union contract protecting us from these charges expires on **October 31, 2005**. If you don't want to be paid **\$3,000-\$5,460 less** in 2006 then it's time to —

GET INVOLVED — IT'S YOUR FUTURE!

** The Oxford Health Plan was chosen for this example because among all the health care plans offered, it has the most UCATS members enrolled in it.*

Strike prep 101

■ Kerissa Ward, Health Services

Did you know that the current UCATS contract expires on October 31st? And did you know that, even though the deadline seems like a long way off, the effects of not having a finalized contract could catch you by surprise?

“What surprise?” some may say. “We can just keep working under an extension of the current contract.” Maybe, but the reality could be far grimmer, because what could happen is that UCATS could decide to strike.

That’s right — strike. It’s a scary word, made even scarier by the fact that there hasn’t been a strike at NYU in approximately eight years. Which means that large portions of UCATS members have no experience with labor strikes.

Historically, UCATS has only gone on strike three times. The first time was in the 1970s, before creation of the union. A system of rolling strikes was initiated and consisted of the employees from different NYU buildings striking on particular days. These strikes were meant to build support for the clerical, administrative and technical employees who wanted to organize a union at NYU.

The second major strike occurred in 1988 when the UCATS contract expired and members picketed for three weeks. The third was a half-day strike in the 1990s. Each strike was successful in that it was enacted to protect employee rights.

That’s not to say, though, that each bargaining unit goes into

If all UCATS members join together as one voice, before the contract expires, our demands can be heard by NYU

negotiations with the intention to strike. On the contrary, the goal of every contract talk is to avoid going on strike; but it’s not just those on the bargaining team who can work to avoid this outcome. In fact, the best way for a strike to really be a last, possible resort is for UCATS members to demonstrate before the contract expires.

These demonstrations help project union solidarity to University officials. It lets the administrators know that we care about keeping our health benefits intact, that we care about the safety of our work environments, and that we will not settle for anything less than a fair contract for all union employees.

The most common set back for effective demonstrations, though, is non-participation by union members. “I don’t have time” and unpredictable lunch times are commonly heard excuses for why members can’t participate.

The truth is that any amount of time that can be spared is helpful. Fifteen or thirty minutes on the picket line or distributing leaflets can help tremendously. The immediate benefit is the feeling of

pride by being an active part of your union. The other benefit is that it could help divert a strike on November 1st.

Save! Save! Save!

Each contract talk is a gamble. “Will we settle on a contract before November 1st or will we go on strike?” The one thing not to gamble on, though, is how prepared you will be in the event of a strike.

No one knows how long a strike can last. While the last strike was only half a day, the strike of ‘88 was three weeks and, frankly, a strike of any length can have a damaging impact on your finances. The best way to avoid a bad outcome on your bank account is to start saving now. Take a look at your expenses and begin to plan on how much you will need for necessities such as rent, food, utilities, and transportation. Be sure to have a bit set aside as well for any last minute emergencies like medical or dental expenses.

Talk to your family.

In the event of a strike, it’s good to have support at home as well as on the picket line. It’s important to let them know how important a better contract is to you, and explain the sudden belt tightening. After all, everyone will need to sacrifice to help make ends meet and, just remember, a fair contract for you will affect them just as much as it will affect you.

Talk to your supervisor.

The most important thing to emphasize when you speak to your

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Transfers: The good, the bad and the ugly



Also starring frustrated NYU employees.

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must contact you within one week after your submission to schedule your interview and this information will become valuable tracking tools. For instance, was there a position that really interested you, but you've heard nothing from the HR representative or the hiring manager? Have you inquired into the position only to find that it's filled? Well, you wouldn't be alone. Increasingly, employees seeking transfers are

finding their rights blocked and ignored by the university. If it happens to you contact your union steward and the UCATS organizers, who will help you file a Step 1 grievance against the university for contract violations.

Feeling daunted? Don't be. Scared? No need. With this guide in your hand, and after all is said and done, you will hopefully have the transfer you want and the happy workplace we all desire. ❀

Strike?

(Continued from page 10)
supervisor is that your participation in a strike is not a personal attack against them. Let them know that you are striking to retain the rights you already have, as well as gain better rights. It's also important to stress how employee benefits, such as the holiday schedule and employee raises, are also beneficial to NYU administration since the contract and not the supervisor make uneasy decisions.

Get involved now!

If all UCATS members join together as one voice, before the contract expires, our demands can be heard by NYU. Getting involved can also help avoid the possibility of a strike. To find out how to get involved with leafleting, mailings, meetings, and demonstrations, you can speak either to your shop steward or call the UCATS office at 646-602-1485. ❀



UCATS members attend informational meeting to prepare for contract negotiations and discuss the possible strike. In all, seven meetings were held at various times to allow all members an opportunity to attend.

New hire luncheon



New UCATS members learned about the advantages of having union representation at a luncheon hosted by the executive council.

■ *Lucindy Edwards, 269 Mercer Street*

A new hire luncheon was held on Wednesday July 20, 2005 12:00- 2:00 pm in our union office at 636 Broadway, 6th Floor. Over 100 new members were invited to attend the event which was hosted by the executive council

The meeting was an opportunity for the new union members to discuss union issues and address any questions they may have. Addressed during the luncheon was the hot topic of "Contract 2005 Negotiations" and the importance of an active union membership. The union President, Steve Rechner (who lead the brief discussion) talked to the new members not only about getting involved in this process but also various ways they can maximize a return on their union dues. Examples he suggested included taking advantage of discounts available exclusively to union members, and by staying informed about their rights and benefits as NYU employees. Overall, it was a very informative and helpful meeting. So if you are now curious (as you should be) as to what is going on at our union office, speak with your local shop steward, call the union office and be on the lookout for mailings that will keep you up to date! 🍷

UCATS **Momentum**

636 Broadway, Room 614
New York, NY 10012

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Local 3882 Office: (646)602-1485
E-mail address: ucats@erols.com
www.ucats3882.org

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Newsletter	Denise Shavers Margarita Aguilar Leslie Jenkins



Sexton turns his back on GSOC union.