

UCATS Momentum

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

Volume 32 2011 Issue 3

NYU Profitship Enterprise



Going where no "Not-for-Profit"
has gone before!

—story on page 6

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How to get a good contract

■ *Stephen Rechner, Law School*

It isn't sufficient just to want—you've got to ask yourself what you are going to do to get the things you want.

—Franklin D. Roosevelt



Our contract with NYU expires on October 31, 2011. By the time you receive this issue of *Momentum*, we will have scheduled our first bargaining session with NYU. Since the beginning of the year, our leadership team has been preparing for the negotiation process.

Throughout the year, we have had numerous membership meetings on different days at different times of the day to provide opportunities for all of you to be part of the process. Your input at those meetings has informed the negotiating topics that were recently mailed to you.

Auxiliary bargaining team

For the next phase, we are inviting all members to participate in bargaining by volunteering to serve on an Auxiliary Bargaining Team (ABT). The ABT is open to all interested UCATS members. The ABT will meet once per week after work and you will be the first to learn from the core bargaining team what has occurred during that week's bargaining sessions. Each weekly meeting should take no more than 20 minutes of your time. Members of the ABT may also be rotated onto the core bargaining team for one or two sessions with the university on a voluntary basis. Following each weekly meeting, ABT members will be asked to distribute information to your coworkers. If you would like to serve on the ABT and find out what

is happening at bargaining in real time, call the union office at 646-602-1485.

Nothing can be taken for granted in bargaining this time around. While NYU earned a hefty \$114 MILLION profit last year, they are not going to come to the bargaining table and say, "One for you, one for me." Instead, they are going to want to talk about the numbers that tell their version of the story (the poverty line); they will want to talk about rising health insurance costs, and pressure to hold down tuition increases.

The bargaining environment has never been more challenging than it is this year. Across the nation, unions are under attack by politicians and under pressure from a depressed economy. But NYU continues to prosper despite the flagging economy. We are a part of NYU's financial success; we help create the wealth of the institution and we have a right to expect our fair share.

Your role in bargaining

We will continue to focus on the overall financial health of the university at the bargaining table,

in our member communications and in our interactions with the community. But that alone will not get us a great contract.

Your participation is essential to a successful outcome. Your role as a union member is to support your leadership team throughout the bargaining process. This is your contract. It will determine your economic well-being for the next several years. You have a vested interest in the outcome of bargaining.

Our job as your leadership team is to bring the strength of your support to the bargaining table. Together, I believe we can get a good contract: a contract that values the work of each of our members, a contract that continues to provide the best benefits and most affordable health insurance, and a contract that creates a more respectful and productive work environment. But you must do your part to achieve that goal. ☺

UCATS Momentum

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Momentum is published quarterly by and for the members of the Union of Clerical, Administrative, & Technical Staff (UCATS), at NYU, Local 3882, New York State United Teachers, AFT, AFL-CIO.

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Developing our contract proposals

■ Chris Crowe, Bobst Library

With our contract about to expire and negotiations for a new one set to begin early in the Fall, the leadership of the Union has spent much of the last few months actively reaching out to the membership.

The Union prides itself on being a democracy. There are elected stewards and officers and a pair of professional organizers who conduct our business day to day. Our agenda, however, is set by the membership as a whole, which is consulted on all major issues (such as what proposals to bring to the bargaining table) and votes on all important questions (such as whether to accept a proposed contract). Democracy is our philosophy; it is also our strength. No matter how intelligent and dedicated our leadership team, it cannot know everything or think of everything. That is where we rely on the collective wisdom and experience of our 1400 members.

Listening to you

Numerous provisions in our contract over the last thirty years have originated in ideas first brought forward by our members.

The childcare fund, domestic partner benefits, and the ability to use accrued sick time to care for children and family members originated with rank and file members and are now some of the most utilized benefits that are codified in the union contract.

All told there have been thirteen meetings open to members this year—one General Membership meeting on the evening of March 9th, at which the main order of



Chris Crowe

The contract we negotiate is going to impact your livelihood and working environment for the next several years.

business was the nomination of new stewards and officers and discussion of the upcoming contract; and twelve meetings between April and July specifically devoted to the contract. The small group meetings were scheduled at various times—in the mornings, at lunchtime, in the late afternoons—in order to accommodate as many members as possible. Most were held at the Union office but two were at the Dental Center, again, to accommodate the work schedules of as many members as possible.

Have you done your survey?

In addition, a postcard announcing our online contract survey at <http://tinyurl.com/ucats3882> was sent to every member in June. And,

of course, every steward and officer has had many conversations with members in their areas.

All of this has been very fruitful and many good ideas have come out of all this outreach. But if we have not heard from YOU yet, we want to. We NEED to. If you have not filled out the survey yet, take a few minutes and do so. (If you do it online, make sure you do it on a non-NYU computer on your own time. If you want to do it on paper give the Union office a call and we'll get one to you.) **There will be another General Membership meeting at 5:30 on August 23rd** where an outline of bargaining proposals will be presented and discussed (late arriving surveys will still be helpful in drafting the specific proposals).

The contract we negotiate is going to impact your livelihood and working environment for the next several years. Now is the time to come to meetings, share your thoughts, and make your voice heard! 💰

**General
Membership Meeting**
5:30 p.m.
August 23
UCATS Office
636 Broadway
Rm 606

Community partners

GREENWICH VILLAGE SOCIETY FOR HISTORIC PRESERVATION

■ *Stephen Rechner, Law School*

The Greenwich Village Society for Historic Preservation (GVSHHP) was founded in 1980 to preserve the architectural heritage and cultural history of Greenwich Village, the East Village, and NoHo. Under the direction of Andrew Berman, they are a leader in protecting the sense of place and human scale that define the Village's unique community. One way Berman has been fulfilling the mission of GVSHHP is by leading the fight against NYU's rapacious 2031 development plans for Manhattan's South Village.

Challenging NYU's insanity

The UCATS leadership team reached out to GVSHHP last year shortly after NYU fully unveiled their 2031 expansion/development plan. Our main concerns about the plan are funding and sustainability. Although NYU concluded a capital fundraising campaign in 2008 that raised \$3.3 billion, that is only a down-payment on the full cost of the 2031 plan. Future sustained fundraising of this magnitude is questionable given the current state of the global economy. Furthermore, the need for this massive expansion is also questionable. Since the global financial crisis, parents, students and politicians are questioning the value of high-priced private university education. NYU built itself up over the last 30 years in some measure because of their ability to raise tuition year after year at rates that far exceeded the rate of inflation. To support a larger campus, they will have to increase enrollment, continue raising tuition, and hold down operating expenses (a.k.a. employee compensation).

While we are not unilaterally opposed to expansion/development by NYU—in fact, we prefer to support it—there are many elements of the 2031 plan that are beyond reason and sanity. The first proposed project was a 400 ft. tall hotel tower that was to be constructed next to the Morton Williams supermarket on the Silver Towers superblock bounded by Bleecker, Mercer, Houston and LaGuardia. That project was officially scrapped on November 18, 2010, in the face of overwhelming opposition from the community, local politicians, and finally, I.M. Pei, the original architect of the site.

As previously reported, I testified against the tower at the Landmarks Preservation Committee meeting that precipitated NYU's decision to drop the proposed project. In my testimony I noted the inability of NYU's cur-



As an individual member of GVSHHP I had an opportunity to chat with Andrew Berman at their annual meeting on June 13.

PHOTO: BOB ESTREMEIRA

rent administration to adhere to the terms and conditions of a contract.

Berman had this to say on the death of NYU's proposed hotel tower: "I am deeply gratified that in the face of overwhelming opposition, including from architect I.M. Pei, NYU has chosen to withdraw its plans for landmarks approval for a 400 ft. tall tower in the Silver Towers complex. However, NYU's insistence on moving ahead with seeking public approvals for its alternative plans for a development on the adjacent non-landmarked supermarket site, as well as the remainder of its massive NYU 2031 expansion plan to add 2 million square feet of space around Washington Square Park, shows that the university still does not get it. NYU should be looking to places like the Financial District to absorb its massive planned growth—where it would be contextual and welcomed by leaders of that community. We will continue to strongly oppose NYU's massive over-development plans in our neighborhood."

More boondoggles ahead?

Flush with cash, NYU continues to forge ahead with the remainder of the 2031 plan, funded by the \$3.3 billion capital campaign that they completed in 2008. Instead of a 400 ft. tower, NYU plans to erect a 20-story building on the footprint where the Morton Williams supermarket now stands.

The history of New York City real estate is one of breathtaking booms and catastrophic busts. Is it just possible that NYU's 2031 plan will go down in the annals of New York real estate history as another boondoggle of epic proportions? Perhaps GVSHHP may actually save NYU by forcing them to scale back their development plans and proceed more judiciously. Otherwise, all employees had better pray that NYU's \$3.3 billion holds out. 💰

Member questions

Q: Why aren't we getting a raise in September?

A: This year's raise—if there is a raise—has yet to be negotiated. The current contract expires on October 31, 2011, and we have yet to begin negotiations with the university as this issue of *Momentum* goes to press. Historically, the raise we negotiate in the new contract is retroactive to September 1, give or take a day, depending on the start of the pay period. Assuming we come to a tentative agreement on or about October 31, and assuming that the membership ratifies the tentative agreement, you could receive the increase and the retroactive pay as early as the first paycheck in December.

Q: What happens if we don't get a contract?

A: In some measure, that will be up to you. In the event

that the UCATS leadership team does not believe that we can recommend NYU's final contract offer to the membership for ratification, at that time we will also suggest an action plan for your consideration.

Q: Will there be a strike?

A: A strike may be part of the action plan you will be asked to consider in the event that we are unable to come to an agreement with NYU on a new contract. For now, we should let the two sides do their work at the bargaining table. You can do your part by reading our communications to you, speaking positively about the union in your workplaces, and attending the meetings and events that will support your bargaining team.

Elections matter – Vote!

Every day, union members and the services we provide our communities, are being attacked. From challenging collective bargaining rights, to undermining the quality of public education and higher education, to decimating pensions and trying to put healthcare coverage further out of reach, working men and women across the country are under assault. And if this has taught us one thing, it is that **Elections Matter**.

The charge against our rights is being led by people who were elected to represent us. But recently, we have seen in too many places that once these anti-worker crusaders get into office, their power to strip away our rights is alarming.

For example:

In Wisconsin, immediately upon taking office, Gov. Scott Walker began an unprecedented assault on public employees and workers' rights. He cut funding for key public services, stripped workers of collective bargaining rights, and has proven to be one of the most anti-union, anti-working-family crusaders holding elected office anywhere in the nation. **Elections matter.**

In Florida, Gov. Rick Scott has been unrelenting in attacking public services and silencing the union voice of educators and working people. Scott supported a budget that weakens quality education, and has worked for

legislation that severely limits workers' rights and the power of unions to represent their members who would stand up to him. **Elections matter.**

In Pennsylvania, Gov. Tom Corbett, immediately upon his inauguration, demonstrated that his top priorities were to promote private school vouchers and break the unions. He signed a budget that will effectively increase class sizes and will weaken the overall quality of public education. He also stated that he would sign a "right-to-work" bill as soon as it came to his desk. **Elections matter.**

In New York, Gov. Andrew Cuomo has forced the states' largest unions, the Civil Service Employees Association (CSEA) and the Public Employees Federation (PEF) to agree to pay more for health insurance and pensions in addition to a three year wage freeze—effectively, a pay cut—while at the same time eliminating a 1% income tax surcharge on millionaires. **Elections matter.**

These attacks are sustained, coordinated nationwide, and dedicated to weaken not just our rights but our ability to stop the very people who are doing this to working people.

That's why it is critical that every union member votes—to ensure we elect people who will stand up for our rights, not strip them away. If you are not registered
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NYU Profits Soar

■ Stephen Rechner, Law School

The record now shows that for the fiscal year ending 2010 (the year faculty and managers got no raises) NYU had a record profit of over \$114 MILLION. That was after every salary, benefit and health insurance premium for every employee was paid. That was after every student received their financial aid packages. That was after paying for President John Sexton's Manhattan apartment, first-class air travel, his daughter's college tuition, and his income taxes. That was after UCATS members received last September's 3.25% increase required by the union contract that has been in effect since 2005—the same contract that will expire on October 31, 2011. That was after paying our wages that have increased every year for 32 years because we have had a union contract. That was after funding all the benefit improvements we have achieved through 32 years of bargaining.

Wages flat for managers/faculty

And what are they doing with that hefty profit? Well, so far, they are not giving it to employees. Despite a profit more than double the previous year, NYU only gave faculty and administrators 1.5% raises last September. Then they took some of that back by increasing their health insurance premiums and reducing their tuition remission benefit to only 90%.

NYU has been claiming they have a budget crisis ever since the global financial panic of 2008-2009. In an email to the NYU community on January 27, 2010,

Provost David McLaughlin and Executive VP Michael Alfano wrote: "... neither faculty nor administrators at NYU received salary increases for the 2009-10 academic year... Although continuing uncertainty in the economy and pressures on the budget remain, we will recommend to the Board of Trustees that the following salary pools be available for annual merit increases in the 2010-11 year: Faculty 1.5%; and Administrators 1.5%..."

Perpetually poor NYU (boo-hoo)

NYU did not start pleading poverty with the onset of the global economic crisis of 2008. They have been pleading poverty for the entire 32 years that UCATS has been negotiating contracts with them. What is evident in the \$114 MILLION profit, however, is that the cost of everything we have achieved has been reasonable and affordable for NYU.

It will be several months before we know what NYU's profit for the 2010-2011 fiscal year will be, but the bean counters must have some idea that it will be ginormous because this September faculty and managers will be getting 2.5% increases!

What will the increase be this year for UCATS members? That remains to be negotiated. Clerical/technical staff will not receive raises until the union and the university come to a tentative agreement and then that agreement must be ratified by UCATS members—YOU.

Until then, the \$114 MILLION question is: What budget crisis? 💰

NYU Finance Overview

Fiscal Year	Operating Revenue	Operating Expenses	Profit
2009-2010	\$2,211,389,000	\$2,096,718,000	\$114,671,000
2008-2009	\$2,047,226,000	\$1,993,793,000	\$53,433,000
2007-2008	\$2,006,991,000	\$1,923,449,000	\$83,542,000

Moving on

■ Phil Ingram, SSSW

This August, I will be leaving NYU to pursue a law degree as a graduate fellow at CUNY School of Law. While I'm very excited to begin a new chapter in my education and career, I am sad to leave my position as a shop steward here at UCATS 3882. I feel like my time on the Executive Council has really enhanced my understanding of my rights at work, my responsibility to protect my rights, and the importance of organizing and solidarity.

Since I started at NYU as a full-time employee in 2008, I have been proud to be a member of a strong union. However, getting really involved in 2010 gave me so many opportunities to roll up my sleeves and collaborate with other members to do the work that makes UCATS so strong. Helping members as a volunteer and then as a shop steward has helped me see the potential for empowerment and democracy presented to us by the founders of our union.

During the course of my activities with the union, I have tried to represent the growing younger demographic

of our membership, while also contributing in concrete ways. I have served on the MyTime Task Force, worked with the Executive Council and our organizing staff on issues surrounding contract bargaining, helped individual members resolve workplace issues, collaborated to create and disseminate the UCATS Contract Bargaining Survey, and helped to create marketing and communication strategies for the bargaining unit.



Phil Ingram

While I wish I had gotten more involved with UCATS sooner during my time at NYU, I am grateful for all the opportunities afforded to me through my activities over the last year. As the union approaches bargaining this year, I encourage all members to see where you can be involved: a union is only as strong as the dedication of its membership, and during this time of economic crisis and class warfare, all hands should be on deck! It's a great growing experience, and I encourage all of you to make the effort to participate. ☺

UCATS addresses MyTime issues

■ Phil Ingram, SSSW

From the beginning MyTime has been a dirty word all around the university for staff and managers alike. From work areas throughout the bargaining unit you have been sending a loud and clear message: MyTime is not as great as we were told it would be. We have heard your concerns and we are responding. In February, UCATS established the MyTime Task Force and a designated email address to collect your MyTime stories and begin to work on the problems you have been reporting. As a member of the MyTime Task Force, I wanted to report on what we have been doing to make sure that your concerns with MyTime are addressed, both on an individual level and with NYU management.

Assessing member input

The MyTime Task Force has been meeting frequently to review and discuss the problems that have been reported. Even if we have not responded to your email directly, we have assessed it with other emails to find the

common themes in what members are telling us about MyTime. The most widespread issues we are finding is that MyTime seems to operate very slowly around the peak times of 9:00 a.m. and 5:00 p.m., that computer issues regularly make signing in on time difficult, and that the new Payroll Service Center has been unresponsive and frustrating for people who call with questions. Since these are all issues that can impact your pay, we take these issues very seriously.

Meeting with management

Last month, we generalized these themes into core issues and met with senior management from Payroll, the Payroll Service Center, and Employee Relations to discuss them. They seemed receptive to the concerns you have expressed, and even candidly agreed with some of the challenges posed by MyTime. The managers we met with proposed solutions that seemed constructive, and they promised to look into issues

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Why we defend collective bargaining

■ *Richard E. Casagrande, Esq.,
NYSUT General Counsel—*

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WISCONSIN. OHIO. FLORIDA.

INDIANA. Across the country, there is a coordinated drive to destroy public sector unions and end collective bargaining — the right of working men and women to stand together to negotiate with their employer about wages, hours, safety and other working conditions. The drive has gained strength since the last election, but it is not new. There have always been those who seek to repress the rights and aspirations of working people.

For much of our history, people had few workplace rights. Human labor and, more shamefully, human beings themselves, were often treated as commodities to be bought and sold at whatever price the market would bear. Indentured servitude was common in the American colonies. Slavery, based on race, was preserved by the original U.S. Constitution, and was not abolished until the 13th Amendment was enacted eight months after the Civil War ended.

It took 70 more years, enormous struggle, sacrifice and the Great Depression before private sector American workers truly gained the right to organize and bargain collectively, with the 1935 passage of the Wagner Act, named after New York's Senator Robert F. Wagner. By recognizing unions, the Wagner Act gave people a voice at work and the ability to obtain fair wages and decent benefits through collective bargaining.

New York has a particularly proud tradition of supporting col-

lective bargaining. In 1938, our state constitution's Bill of Rights was amended to provide, in Article 1, § 17: "Labor of human beings is not a commodity nor an article of commerce and shall never be so considered or construed... Employees shall have the right to organize and bargain collectively through representatives of their own choosing."

New York thus not only forcefully renounced the dark past of treating labor as a commodity, but declared that the right of working people to associate for collective bargaining is as fundamental as the right to free speech, the freedom to worship, and the right to equal protection of laws. In 1967, with the passage of the Taylor Law, this fundamental right was extended to New York's public sector.

Yet, today, the voices against collective bargaining are louder than ever. Governor Walker in Wisconsin, Governor Kasich in Ohio, Governor LePage in Maine, Governor Christie in New Jersey, to name a few, rail against unions and seek to weaken or eliminate them. Other politicians claim to support collective bargaining, but propose measures that would harm the right to organize and bargain collectively.

These politicians are supported by shrill voices on talk radio and in cable news, and by a shadowy network of anti-union groups, endowed by corporate billionaires. All share the same goal: Working people must work harder and longer for whatever wages and under whatever working conditions as are dictated by their employers, and they must have no right to stand together to raise a voice on their own behalf, on behalf of their families, or those they serve.

But, theirs are not the only voices. Abraham Lincoln not only emancipated Americans from human bondage, he spoke eloquently in support of the right of free working people to organize. Franklin Roosevelt, who led us through the Great Depression and World War II, said he would join a union if he could, and his Labor Department issued posters showing a defiant Uncle Sam standing behind the right to organize.

Dwight Eisenhower said he had no use for "reactionaries" or "fools" who stood against the right to organize, and who would see workers returned to a "hapless mass."

Dr. Martin Luther King, Jr. argued there could be no racial equality without equal economic opportunity, and there could be no equal economic opportunity without unions and collective bargaining. Dr. King was murdered in Memphis, while supporting a strike of that city's public sanitation workers. Even Ronald Reagan admitted that freedom cannot truly exist where the right to collective bargaining is denied.

Generations of Americans and New Yorkers fought for the right to bargain collectively. Many labor pioneers were murdered, beaten, jailed or fired in this quest. The current efforts to deny this basic right do not reflect the American way, and they certainly do not reflect the New York way. Whatever success these efforts may have is sure to be ephemeral because, in the long run, Americans just don't take well to being deprived of basic, fought-for rights.

Today, as New Yorkers, our right to organize and bargain collectively is under attack. We defend this right because whether you are a teacher,

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Out and About



May 11— The spring meeting of the coalition of NYSUT Higher Ed Clerical Locals in Manhattan met. The meeting was hosted by the Union of College Employees at FIT. The coalition meets once each semester and consists of UCATS, UCE-FIT, Marymount Union of Staff Employees, and the Union @ Cooper. UCATS was represented by Diana Corzen, Chris Crowe, Hetty Dekker and Stephen Rechner.



June 2— Hetty Dekker and Stephen Rechner attended the New York Committee for Occupational Safety and Health (NYCOSH) annual awards dinner. NYCOSH provides valuable assistance to UCATS at no cost throughout the year whenever our members report health and safety issues. Industrial Hygienist Dave Newman (pictured with Hetty) is our NYCOSH contact.

June 4— New York State United Teachers (NYSUT) First VP Maria Neira presented Stephen Rechner with the Best of the Best Award in the NYSUT Journalism competition. The award was received on behalf of all contributors to *Momentum* in 2010. (See box on page 12)

June 13— Stephen Rechner attended the annual meeting of the Greenwich Village Society for Historic Preservation (GVSHP). GVSHP is the leading opponent of NYU's 2031 over-development plans for the village.



June 15— Rob Lesko and Stephen Rechner participated in the Real Rent Reform rally on 3rd Avenue and 41st Street. The New York State Legislature has since extended the rent stabilization law for 4 years with some minor pro-tenant reforms.

June 20— Stephen Rechner testified before the Rent Guidelines Board (RGB) against excessive proposed rent increases for rent stabilized tenants, noting the inability of working people to get decent raises (or any raises) from their employers. The public hearing was held in the Great Hall at Cooper Union. Despite passionate testimony by tenants and city politicians citing the effects of the economy on household income, the RGB adopted the highest city-wide rent increases since 2007. In the coming year, the increase for one-year leases will be 3.75% and two-year leases will increase 7.25%.

June 30— The New York City Central Labor Council (CLC) adopted a new constitution and new executive officers of the CLC were elected. Stephen Rechner attended as a proxy at the request of NYSUT. Going forward Chris Crowe and Stephen Rechner will be UCATS delegates to the CLC which meets the 3rd Thursday of each month.

August 9— Stephen Rechner attended NYSUT Board meeting in Albany.

August 16-18— Diana Corzen, Chris Crowe, Edwin Guzman and Stephen Rechner attended the NYSUT Tarrytown Regional Leadership Conference in Princeton.

Affordable Care Act update

States and federal agencies are in the process of implementing the Patient Protection and Affordable Care Act (also known as “PPACA,” “the Affordable Care Act,” “the Act,” or simply “healthcare reform”). UCATS members are already benefiting from the consumer protections that the Act provides, such as extending coverage to children with pre-existing conditions (adults will get the same protection in 2014), eliminating lifetime limits on coverage, phasing out annual limits, and allowing young adults up to age 26 to be covered under their parent’s plan. The Act also narrows the Medicare prescription “donut hole” and forbids insurance companies from retroactively cancelling your policy when you become sick.

In 2014, each state will be required to establish an exchange, or marketplace, that will provide one-stop shopping for individuals and small employers. In 2014, most people will be required to have health insurance coverage, and large employers may be subject to penalties for not insuring their workers.

The Affordable Care Act also envisions changes in the way healthcare is organized and delivered, and contains a number of initiatives to increase quality and efficiency of care. Some of these changes may supersede the way health insurance benefits are administered by NYU’s current plans.

Here is an update on some of the major healthcare reform developments that we have been following.

LEGAL CHALLENGES

- The Affordable Care Act has withstood a number of legal challenges, most of which target the individual mandate.
 - Three out of five district court decisions have upheld the constitutionality of the ACA.
 - The decisions are headed to appeals court.
- The PPACA remains the law of the land unless the U.S. Supreme Court decides otherwise.
- Meanwhile, conservative efforts to defund the law continue. In May, the U. S. House of Representatives voted to cut off federal funding for state healthcare exchanges. However, this effort is not expected to pass the Senate.

END OF THE EARLY RETIREE REINSURANCE PROGRAM

- The Early Retiree Reinsurance Program, which reimbursed employers for a portion of the cost of

early retiree health insurance coverage, ran out of money earlier than expected. The program announced in May that it is no longer taking applications.

- Legislation has been introduced that would replenish the fund, allowing it to continue to make grants. We will continue to track the legislation.
- For a state-by-state list of employers who received reimbursements, go to: <http://www.healthcare.gov/law/provisions/retirement/index.html>

DEFINITION OF A 30-HOUR WORKWEEK

- Starting in 2014, the Affordable Care Act levies penalties against large employers (having 50 or more full-time equivalent employees) who do not insure their full-time employees, or who offer them coverage that is unaffordable (single coverage exceeds 9.5% of household income) or inadequate (pays for less than 60% of covered expenses). The penalties apply when an employee receives a subsidy to buy insurance in their state’s exchange.
- For the purpose of assigning penalties to employers, the Act defines “full time” as working 30 or more hours per week.
- The three agencies responsible for implementing the Affordable Care Act (HHS, Department of Labor, and Treasury) are in the process of defining “full time” for employees who do not work a standard 30 hour week, year-round.
- AFT has been active in this dialogue with the agencies. We raised the issue of 10 month and academic-year employees at a DOL forum, and we are currently drafting comments to submit to the Treasury. We will let you know when the agencies clarify what they mean by “full time.”
- Remember, employers do not have to cover full time employees. However, they may be subject to penalties if they do not.

HEALTHCARE REFORM IN THE STATES

A look at Vermont and Utah shows how differently states are approaching healthcare reform:

- Vermont has passed single-payer health care! The Governor of Vermont has signed a law that paves the way for a single-payer system in Vermont. Vermont will also create a health insurance exchange, which will “vastly simplify insurance purchasing for all

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MyTime issues

(Continued from page 7)

with NYUHome and the servers that power MyTime to make it faster and more accessible. They also committed to providing better training for frontline managers and better service to employees with questions about Payroll, compensation, and ways to make MyTime work for their unique situations. Unfortunately, since we met with them, they have failed to deliver on their promises. Nevertheless, we are following up with them and holding them accountable.

As we review responses to the 2011 Contract Bargaining Survey, one thing is certain: MyTime will be a bargaining issue. We are working on information requests to assess how data collected on MyTime is kept

Collective bargaining

(Continued from page 8)

clerical worker, nurse, professor, police or corrections officer, firefighter, letter carrier, factory worker, plumber, retail clerk, or just about anyone else who earns a paycheck, you should never be told that you cannot associate with your co-workers to sit—as an equal—across from your employer at the bargaining table.

Remember, when we stand up for collective bargaining, we stand up not only for ourselves, but for our co-

Affordable Care Act

(Continued from page 10)


Vermonters, regardless of how [they] pay for it,” according to the governor’s office.¹ The state has applied for a State Innovation Waiver, which would allow them to fully implement single-payer in 2014, instead of waiting until 2017, as PPACA currently requires.

- In contrast, Utah’s exchange is an example of an unregulated marketplace. Utah chose not to negotiate with insurance companies to get high-value plans for consumers. Instead of being an “active purchaser,” Utah admits to the exchange any qualified plan that applies, regardless of price or quality. Not surprisingly, plans offered in the Utah exchanges often cost more than plans offered outside the exchange.

Utah’s exchange caters to businesses that want to offer defined contribution plans. In such plans, the employer gives a limited amount of money to each em-

(and could potentially be used) by the university. We will also be incorporating your experiences and suggestions about MyTime into our bargaining proposals and strategies. Even if MyTime issues cannot be addressed in the contract, it will definitely inform how we negotiate with the university about the contract language that is *impacted* by MyTime.

MyTime probably is not going away soon, and NYU has committed a lot of resources to this system. Nevertheless, we will continue our efforts to make sure that MyTime works for our members and, most importantly, gets us paid for every minute we work!

Whenever you have issues with MyTime, we want to know! Email us at MyTime@ucats3882.org. 

workers, for our families and for all working people.

We stand up for America, and we stand up for New York.

NYSUT is the state affiliate of UCATS and represents more than 600,000 teachers, administrative/clerical staff, academic and professional faculty in higher education, professionals in education and health care and retirees. NYSUT is affiliated with the American Federation of Teachers, National Education Association and the AFL-CIO.

ployee to buy his or her own plan on the exchange. The employer contribution may not be enough to pay for a policy, and it may not increase as premiums increase.

Utah’s exchange does not help consumers choose among plans; instead, it overwhelms them with a bewildering array of plans.

Utah’s exchange has not expanded health coverage in the state, nor has it attracted as many participants as it expected.

Many other states are in the process of establishing exchanges, and have opportunities for public involvement in the process. Monitor your state’s progress, and look for chances to advocate for a strong exchange in your state.

¹Governor Peter Shumlin, State of Vermont. “Gov. Shumlin signs historic health care reform bill,” May 26, 2011. <http://governor.vermont.gov/newsroom-health-care-bill-signing>

BULLETIN BOARD

2012 Child Care Subsidies

APPLICATIONS FOR THE UNION-negotiated childcare subsidy will be sent out by NYU in the coming weeks before we have concluded bargaining on a new contract, and will be due before members will have a chance to ratify a new contract—assuming we come to a tentative agreement with NYU on or before October 31. In any event, you should submit your completed application by the deadline set by the university; this is the only way we can ensure that the subsidies will be available to you by the first of the year, assuming again, that there is an agreement on or about October 31. If an agreement is not reached or ratified, further instructions will be provided.

New NYU staff IDs

NYU'S DEPARTMENT OF PUBLIC SAFETY is issuing new ID cards to everyone in the NYU community. All students, faculty, staff, and administrators are required to have a new picture taken and to turn in their old IDs (to avoid a fee) in exchange for a new one by October 14, 2011. Beginning August 29, hours at the NYU Card Center—383 Lafayette Street—will be extended from 8:00 a.m. to 8:00 p.m.

Healthcare Spending Account Reminder

IF YOU HAVE A HEALTHCARE FLEXIBLE SPENDING ACCOUNT you must use all the remaining funds before December 31. While you are able to submit receipts for your expenses after December 31, the eligible expenses must be incurred during the 2011 calendar year. If you do not spend the pre-tax money you have placed in your account through voluntary payroll deduction you will lose it and the unspent money goes to NYU (this is an IRS regulation over which we have no control).

UCATS Holiday Party Cancelled

AT THIS TIME WE HAVE NOT SCHEDULED A HOLIDAY PARTY because we expect bargaining to be difficult and it is possible that we may not come to an agreement with NYU by October 31st. In light of that possibility, the leadership team has decided that it would be inappropriate to enrich NYU with your dues dollars by renting the ballroom in Kimmel and catering a dinner for 400 as we have done for the last several years. We also assumed that you would want your leadership team to focus our energy on contract negotiations without the distraction of party planning. At this early stage we remain hopeful for a better outcome and look forward to returning to the Rosenthal Pavilion with our holiday party in the future.

Momentum wins big

Momentum contributors received awards in the following categories in this year's New York State United Teachers Journalism Competition for newsletters published in 2010:



BEST OF THE BEST TED BLEECKER AWARD

Union of Clerical,
Administrative
& Technical Staff at NYU
Momentum
Author: All contributors

FIRST PLACE

Best Feature Story

Headline: *Art show success*
Author: Chris Crowe

FIRST PLACE

Best News Story

Headline: *NYU 2031 overview*
Author: Kerissa Ward

AWARD OF MERIT

Best Opinion Writing

Headline: *Exploiting a crisis,
NYU manufactures misery*
Author: Stephen Rechner

Elections matter – Vote!

(Continued from page 5)

to vote, now is the time. New York voter registration forms are available online in four languages with instructions at: <http://vote.nyc.ny.us/register.html>. We will continue every day to push back against these assaults, but ultimately, the surest recourse is your vote at the ballot box. The stakes have never been higher!

Sources: Larry Doyle, Alex Hanna, AFT press release, Department of Transportation; Lauren Samet, editor; Jane Feller, copyeditor; Natalie Smalls, Production Assistant.