



Contract 2011 Strategic Timeline

January 2011

- ▶ January 26, Notice of council elections mailed (also included in Momentum).
- ▶ Saturday, January 8, Strategic Planning meeting for Executive Council.

February 2011

- ▶ February 5, 8, 10, & 22: Four sessions of leadership training offered for members interested in becoming shop stewards at various times to accommodate the variety of schedules our members work.

March 2011

- ▶ March 9, UCATS membership meeting to take nominations for council elections.

April 2011

- ▶ April 11, Election ballot for all nominees cast by Secretary.
- ▶ April 5- 19: four membership meetings to discuss upcoming contract expiration and negotiations, offered at various times to accommodate the variety of schedules our members work.
- ▶ April 19, Contract 2011 survey goes live online, postcard notice sent to members; hard copies available on request.
- ▶ April 24, Executive Council bargaining planning meeting.

May 2011

- ▶ May 1, 2011, New Executive Council term begins.
- ▶ May 11, Steward training session.
- ▶ May 11, Coalition meeting with leaders of other NYSUT Higher Ed Clerical Unions, including Union of College Employees at FIT, The Union at Cooper, and Marymount Union of Staff Employees.

June 2011

- ▶ June 8, Executive council bargaining planning session.
- ▶ June 28 & 29, Membership meetings.

July 2011

- ▶ UCATS receives NYU financial statements for Fiscal Year 2009-2010 which reports \$114 Million profit.

August 2011

- ▶ August 23rd, UCATS membership meeting to discuss Contract negotiations, the general bargaining environment, and what members might expect. President Steve Rechner begins collecting non-NYU email addresses for "first-to-know" list.

September 2011

- ▶ Bargaining sessions with NYU on September 13, 22, 27.
- ▶ Fall issue of Momentum published reporting NYU's \$114 Million profit to members.
- ▶ September 14, first bargaining report sent to members.
- ▶ September 21 & 26, Bargaining team prep sessions.
- ▶ September 22, First UCATS blog posted to our website. Subsequent postings after each bargaining session and member event. Post-bargaining email updates begin to members who provide non-NYU email address.
- ▶ Wednesday, September 27, NYU wastes an entire bargaining session with a presentation of their 2031 capital construction plan by Dr. Lynne Brown.

October 2011

- ▶ Bargaining session with NYU on October 5, 12, 13, 17, 20, 25, 26, 27.
- ▶ October 10, Bargaining team prep session.
- ▶ October 12 bargaining session, NYU makes proposal to **strip the constitutionally guaranteed rights of members** to seek relief for discrimination with the EEOC. Members rallied in lobby of 7 East 12th St. to support our bargaining team.
- ▶ Tuesday, October 18, Membership meeting to discuss status of bargaining and ramifications of NYU's discrimination proposal.
- ▶ Thursday, October 20, Bagpipe march from Washington Square Arch to Bobst library rally. That afternoon, NYU refuses to provide UCATS bargaining team with Wage/Health Insurance proposal unless we agree to some bupkus proposals they have presented. UCATS team refuses.
- ▶ Wednesday, October 26, Rob Lesko and Steve Rechner each take ½ of a vacation day to leaflet members outside the health benefits fair in Kimmel for the rally after work. At bargaining that afternoon, NYU presents what they say is their complete package of proposals including Wages and Health Insurance. Approximately 100 members picket outside 7 East 12th St. after work.
- ▶ Thursday, October 27, Speakout/fakeout. Bargaining team calls for "Day of Rage" in response to NYU's proposals, leading NYU to believe there would be another rally, while in fact, members were invited to attend bargaining session and tell NYU what they thought of their proposals. For approximately two hours over 125 members spoke out.
- ▶ Friday, October 28, NYU's Lead Negotiator, Terrence Nolan, informs UCATS bargaining team that he will be on "vacation" from November 2-11, effectively suspending bargaining for the two weeks following expiration of our contract.

November 2011

- ▶ Tuesday, November 1. Bargaining session. UCATS members hold biggest rally yet, joined by union members from GSOC, Cardozo, NYSUT regional staff director Mark Laffer & AFT Secretary Treasurer Loretta Johnson.
- ▶ UCATS membership meeting on November 7.
- ▶ Bargaining Session November 16, Chump Change action; management walks out twice.
- ▶ Bargaining Session November 17.

December 2011

- ▶ Bargaining Session December 1
- ▶ Membership meeting December 7
- ▶ Bargaining Session December 8; Tentative Agreement achieved.