



January 12, 2012

Dear UCATS Member,

The UCATS Executive Council is presenting to you a tentative contract agreement (attached) for your consideration and ratification. It is the recommendation of the Executive Council that you vote FOR ratification of this tentative agreement. Ballots for ratification will be mailed to your home next week.

Your bargaining team began preparing for negotiations in January 2011. Shortly thereafter, the state legislatures of Wisconsin and Ohio brazenly stripped public employees in those states of most of their collective bargaining rights. Other states then embarked on their own initiatives to limit the union rights of public employees. Even in "union friendly" states like New York, the governor demanded, and got, from the state's largest public employee unions, agreements that included 3 years of wage freezes, in addition to concessions on health insurance and pensions. This, coupled with the bad economy, has emboldened all employers, including NYU, to demand unprecedented concessions from their unionized workers even when there is no economic justification for concessions.

Against this backdrop, the UCATS Executive Council is confident that our bargaining team, with your support, has negotiated one of the best union contracts in the country. If ratified, this tentative agreement extends our 31 years of annual raises for another 6 years while continuing to provide affordable health insurance and job security. Furthermore, even after 31 years of negotiating contracts we continue to break new ground for our members in this tentative agreement with the addition/improvement of the long-term disability plan and new language on the requirement of doctor's notes.

While six years may seem like a long time, it should be noted that during our 2000-2005 contract, UCATS members received a 3.5% raise in 2003 when NYU faculty and administrators received 0%; during our 2005-2011 contract, UCATS members received a 3.25% raise in 2009 when NYU faculty and administrators again received 0%; and in 2010, UCATS members received 3% when NYU faculty and administrators received just 1.5%. In dollar terms, those three raises alone add up to over \$3,000 per year in the base pay of every UCATS member.

Just as important is what is not in this tentative agreement. NYU made proposals for concessions on civil rights, seniority rights, bumping rights and job security, all of which were successfully repelled by the bargaining team with your support. For these reasons, the Executive Council unequivocally recommends a vote FOR ratification of this tentative agreement.

Sincerely,

Stephen Rechner

President, UCATS, Local 3882