

UCATS *Momentum*

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

Volume 28 Number 3 | Fall 2007

Steward Davis joins retiree club



Replaced by four



A summer of fun and work



Steve and Juanita celebrate her retirement.

■ *Stephen Rechner, Law School*

Another summer has passed and I hope each of you had an opportunity to take some time off to spend with loved ones, to travel, or just to relax. I took my first summer vacation since becoming UCATS president four years ago, but have vowed not to let four years go by again without one.

The UCATS leadership team also accomplished some very important work over the summer. First, we welcomed four new shop stewards onto the council and have profiled them in this issue of *Momentum*. Mary Baptiste attended the American Federation of Teachers (AFT) School Related Professionals Conference in May. Veronica Johnson attended the New York State United Teachers

(NYSUT) Representative Assembly in May and the NYSUT Regional Leadership Conference in August. Stacy Roberts will be attending the NYSUT School Related Professionals Conference in October. Mattias Sais has been introducing himself to the members in his area, Bobst Library. Our four new stewards have brought a fresh vitality to the council and we are all looking forward to working together over the next two years.

New benefits coming our way

Over the summer we had two meetings and a number of communications with NYU representatives regarding the implementation of two new benefits being made available to UCATS members. Beginning January 1, 2008, you will now be eligible to have both an Employee

Spending Account (ESP), and a Health Spending Account (HSA). Both accounts allow you to have pre-tax money deducted from your pay check to be used to reimburse yourself for eligible expenses. The ESP and the HSA are two distinct benefits. The guidelines and dollar limits are determined by the IRS.

The ESP works in conjunction with your union negotiated Child Care Subsidy. The money you set aside in the ESP can be used either for eligible child care expenses that exceed the amount of your subsidy or for elder care expenses *if* you claim a parent as a dependent on your income taxes. In order to allow you to sign up for the ESP during the open enrollment period the Child Care Subsidy applications will be sent out much earlier this year. There is a cap on the amount

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| Organizers | Greg Succop
Linda Wambaugh |
| Newsletter | Denise Shavers |

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you can have deducted for the ESP and it is reduced by the amount of your Child Care Subsidy. You will know the amount of your subsidy by the beginning of the open enrollment period.

The HSA allows you to use pre-tax money to reimburse yourself for a long list of health and medical expenses. You will be provided with the list during the open enrollment period. Included on the list of eligible expenses are CareMark copays, doctor visit copays, and many over-the-counter medicines. Used wisely, you can significantly reduce the financial impact of last year's health insurance cost increases with an HSA. For example, if you regularly see a specialist, which now costs \$20 per visit, by having that \$20 set aside pretax into an HSA, you can save approximately 25% in federal, state and city income taxes, effectively reducing the cost of the visit to \$15.

You should be aware, however, that you can lose money in these accounts. If you have more money set aside into these accounts than eligible expenses, the unspent money goes back to NYU to cover their costs of administering the program. Be sure you fully understand the details of these benefits before you enroll and decide on the amounts you want to set aside. If you have questions call the benefits office. We have requested that the benefits office offer an educational seminar to fully explain the benefits **and risks** of ESPs and HSAs.

Health and safety on our agenda

On July 27th I met with representatives from the university for one of our contractually mandated Health and Safety meetings (we are allowed to request two per year). Attending the meeting with

me were our organizers Linda Wambaugh and Greg Succop. The university representatives attending were Jo Katcher from Central HR, and Jules Martin and Jim Kerr, both from the Office of Public Safety.

Events inform planning

The meeting was prompted by a presentation I attended by Wendi Horde, NYSUT's Health and Safety Director, on the topic of a flu pandemic. Wendi's presentation asked us to consider the possibility that a severe flu pandemic could cause the university to shut down for up to twelve weeks. Some of the questions raised by such an event include: Will we be paid? If so, who will process the payroll at NYU, and who will be at the bank to disperse the funds? Will any of our members be designated as "essential personnel" who will be asked to come to work while the university is shut down? How will NYU communicate with our members during a shut down?

Our meeting with Jo, Jules and Jim was quite an education. We learned that NYU is thinking way beyond a flu pandemic, and is in fact working on an "All Hazards Plan" (AHP). An AHP tries to consider all the many possible scenarios that could affect the NYU community to varying degrees. So far, the plan has been informed by our experiences with 9/11, the summer blackout four years ago, the transit strike two years ago, and even the steam pipe explosion this summer in midtown Manhattan. Lessons are learned with each event and incorporated into the AHP plan.

One of the main components of the plan is keeping the lines of communication open between NYU's decision makers and those who must implement the decisions. I suggested that there should be an

Used wisely, you can significantly reduce the financial impact of last year's health insurance cost increases with an HSA.

appropriate mechanism for communicating with the union leadership before implementing decisions that affect our members and they agreed that this was something that needed consideration.

More discussions ahead

Overall, the information provided by Jo, Jules and Jim was extensive and thoughtful. We were delighted to learn that NYU has begun to think through so many more issues than we went into the meeting to query them about. This meeting was, however, only intended to be our first discussion on these topics. We will digest what we've learned, ask more questions at future meetings, and decide at some point in the future if there are issues over which we should bargain.

The most important lesson to be learned is that our contract has been written by forward-thinking leaders. Article 37, page 33, of the union contract requires NYU to meet with us twice each year, at our request, to discuss health and safety matters. When we first negotiated this language in 1996, the health and safety issues affecting our members were construction, noise, dust, odors and temperatures. No one at that time was thinking of a 9/11 event or worse; but our leaders then negotiated contract language that allows us to discuss with NYU the bigger issues affecting us today. ♦

Protection from unfair discipline and discharge – thanks to the union

■ Linda Wambaugh,
Organizer

Did you know that the vast majority of American workers can be fired at any time—even without a good reason? Without a union, employees of private employers are governed by a doctrine called “employment at will.” “Employment at will” is an old legal doctrine which gives employers the right to fire workers at any time, for any reason, or even for no reason at all! It is estimated that at least 200,000 employees in the U.S. are unjustly fired each year.

Just cause

Unless an employee can prove that s/he has been fired on the basis of gender, age, race, religion, national origin, union activity or disability, there is nothing that can be done. However, even with these non-discrimination laws, employers are free to do whatever they want as long as they do it in a non-discriminatory way! In other words, employers can be terrible to everyone and there is no legal recourse.

While most workers have no protection

from unfair discipline or discharge, UCATS Local 3882 members do. Why? We have this protection because our union negotiated a “just cause” standard in our union contract. Article 31 of our contract says that NYU can discipline, suspend or discharge employees—but only for “just cause.”

In determining whether or not there was “just cause” for a disciplinary action or a discharge, a number of criteria are considered such as:

- ⊙ Did the employee know or should s/he have known the conduct in question could result in discipline?
- ⊙ Did management perform a fair and objective investigation?
- ⊙ Did the investigation produce substantial evidence or proof?
- ⊙ Did management consistently apply rules among all employees?
- ⊙ Is the level of discipline reasonably related to the seriousness of the

offense and the employee’s record of service?

When you consider what it would be like to be fired or disciplined without “just cause,” this may be the most important right in the contract. Any disciplinary action is a serious matter. If you receive a discipline, call your union steward or the union office at 646-602-1485 to discuss “just cause” and how to challenge an unjust discipline or discharge. ♦

SAVE THE DATE !

The UCATS Holiday Party!



Join your coworkers for
dinner, dancing
great fun, and a raffle!

Friday, December 7
5-8 p.m.

Rosenthal Pavilion
Kimmel Student Center, 10th Fl.

Family, Significant Others, Friends, and Agency Fee Payers welcome.
Non-dues paying non-members must join at the door.



■ John Sweeney,
President, AFL-CIO

This is a story about power. Working people had it. Corporations took it. And we've got to get it back.

America's economy is not delivering for working families today. We are the most productive workers in the world—but our wages and incomes are stagnant. We work longer hours than workers in any other developed country—but massive job losses have swamped us with income insecurity. Our economy generates more than \$13 trillion a year in income—but our health care and retirement benefits are disappearing. We're working more jobs and more hours and sending more family members to work—but we're struggling just to keep up.

Why is it so hard for so many working men and women to make a living

Power

in the richest country in history? Power.

The American economy didn't always work the way it does today. When the middle class was built in the years after World War II, a rough balance of power between labor and employers allowed us to negotiate a social contract that assured that workers would share in the increasing productivity they helped create. As productivity rose, real family incomes doubled—the swiftest jump in living standards in history. And incomes became more equally distributed because the poorest families made even faster gains than the wealthy. This was a period of great social movements and struggles for justice—for women's rights, civil rights and the rights of people with disabilities, to name a few. Unions thrived and the power of workers created a strong economy and a more just society.

But since the early 1970s, we've witnessed a massive shift in power from workers to corporations. Manufacturing jobs—the seed of our middle class—have disappeared while technology and globalization have enabled corporations to

ship work to low-wage, no-rights countries. As the share of workers who belong to unions declined, so did our bargaining strength.

And as this happened, the link between the work we do and the pay and benefits we receive was broken.

But the economy isn't like the weather. We don't have to sit around and wait for it to change. **We can change it.** Our economic problems are not accidents or acts of God. They are the direct result of unrestricted free market economic policies that have dominated our country for decades to the benefit of corporations, corporate executives and the wealthy. **And we can change them.**

With a populist majority in Congress and a real chance to take back the White House in 2008, change is well within our reach. Finally, working family issues are in the national spotlight again and we can begin replacing the corporate agenda that has ruled us for decades with a working family agenda based on our values:

- ✓ Anyone who wants to work should have a job;
- ✓ Workers are proud of the

work we do and deserve respect for doing it;

- ✓ All workers and our families should be able to live in dignity with health care and retirement security;
- ✓ Every worker must enjoy the freedom to form a union and bargain collectively;
- ✓ Workers want to contribute to, and share in, building a world-class economy.

Our path back to a balance of economic power is neither short nor smooth. But it **will** be successful. One of the first steps on that path is a massive economics education program we are launching to ensure that every AFL-CIO union member understands the forces undermining our living standards and the policies we need for a strong economy. We are training hundreds of union activists to agitate, educate and mobilize thousands of members beginning with the primary election cycle in 2008 and continuing throughout the year. With this educated, mobilized corps of activists, we will elect a working family-friendly president and Congress to enact our working family agenda. ♦

Long-time steward Juanita

■ *Stephen Rechner,*
Law School

The Law School community said farewell to UCATS Shop Steward Juanita Davis with a fabulous retirement party in Vanderbilt Hall's Golding Lounge on Wednesday, July 18. The event was coordinated by security guard Teresa Harris with funds and labor donated by staff, faculty and administrators. The party was a family affair with four generations of Juanita's family members attending.

Distinguished service

Juanita came to NYU in 1980, first as a temp, and then moving to a full-time permanent position with the Pre-Law Advisor in the College of Arts and Science. She then had a stint at the midtown center working for the director of the Program in Law and Taxation at NYU's School of Continuing Education (now SCPS); when the director came to the Law School, Juanita came with her. After just a few years Juanita was promoted to the position of Administrative Aide for Vice Dean Oscar Chase, distinguishing herself as the administrative backbone of the Vice Dean's

office. Juanita continued to work with Professor Chase after he stepped down from the Vice Dean's post in 2000 as well as for several other professors.

Juanita's union service was even more distinguished. For three weeks in 1988 she walked the picket line when we were on strike to achieve higher wages and union security contract language.

In November 2002, she joined 35 of her coworkers to stage a "sip-in" in the Law School Faculty Library, to protest the loss of our staff lounge and the proposed issuance of ration cards for "one complimentary cup of coffee or tea" from the student cafeteria, which the Dean pointed out in an e-mail could be "enjoyed" in the hallway or outside!

She was elected to her first term as shop steward in 2003 while also being enrolled as a student in the School of Continuing and Professional Studies. One evening in November 2004, when returning to her home on Long Island after a class, Juanita was brutally attacked by a gang of purse snatchers who left her unconscious on the street with severe head injuries. After a convalescence of almost six months, Juanita returned



Above: Security guard Teresa Harris and Juanita. Below: Kenny Albert, Juanita, Lisa Williams and Rona Lee Linsy.

to work and school, *and* was elected to another term as shop steward. Less than a year later, Juanita was one of three UCATS members who volunteered to be arrested in a civil disobedience action on August 31, 2005, in support of the Graduate Student Organizing Committee (GSOC), the union representing NYU's graduate teaching assistants, when NYU refused to negotiate a new contract with

them. Juanita's *Momentum* article about her time in jail, *A Day in the Slammer*, won second prize in the 2006 International Labor Communications Association journalism competition.

Throughout her years at the Law School Juanita was a model employee and union member. On the job she took new employees under her wing and showed them the ropes during their first crucial

Juanita Davis retires



Front cover: UCATS retirees welcome Juanita to the club: (l to r) Elaine Antonacci, Pauline Yeagens, and Jean Abbot.

(l to r) What's a retirement without cake! Juanita with her grandchildren, Jessica and Kiana.

months when every form and procedure presents a challenge. As a union steward she introduced those new employees to the benefits of union

membership, represented several colleagues in grievances, and counseled many more who sought advice on how to handle challenging situations that

didn't rise to the level of a grievance.

Juanita will be sorely missed by UCATS and the Law School community, but she will be

remembered for her contributions, her team spirit, and her compassion for others. We wish her all the best in her future endeavors. ♦

New UCATS stewards

(Continued from backpage-Roberts)

create an open line of communication with Human Resources.

Stacy is dedicated, insistent and persistent to fight for the rights of our members; not a fight and flight person but steadfast in her responsibilities, concern and professional ethics.

Ms. Roberts's motto: Each one teaches one to reach all!

Welcome, Stacy!

(Continued from backpage-Johnson)

she was delighted to meet NYSUT president, Dick Ianuzzi. She is currently working on her first article for *Momentum*, which will appear in the December issue.

UCATS is fortunate to have Veronica on the leadership team. Like all of our new stewards she has already brought a fresh perspective to our monthly meetings and her energy is an inspiration to us all.

(Continued from backpage-Baptiste)

in SCPS. Mary's passion for writing is reflected not only in her choice of academic discipline, but also in her contributions to the SCPS Newsletter.

UCATS welcomes Mary to our roster of union activists. We look forward to her sharing her insights on how our union should be run, and we also hope that she will continue to share her writing talents by reporting for *Momentum* readers on her experiences as a steward in the Steinhardt School.

(Continued from backpage-Sais)

helping me acquire skills like negotiating conflict resolution."

Steward training is a standard component of our monthly council meetings and is augmented by one-on-one training with our organizers when representing a member.

Our members in Bobst Library are sure to benefit from Mattias' enthusiasm and commitment to their well-being.

Just in time for the holidays:

New discount for UCATS members at B & N

UCATS members and agency fee payers can save money by buying books, music and videos online. If you need books, college textbooks, books on your favorite interests or that new best seller—you should be able to find them all at up to 40% off at the New York State United Teachers (NYSUT) Member Benefits Trust/Barnes and Noble.com customized Online Bookstore. New York State United Teachers is our state affiliate union, so as a member of UCATS you are also a member of NYSUT

eligible for this discount program.

NYSUT members receive an additional 5% discount by going through our site and free shipping when you spend \$25 or more on products that include the Fast & Free Delivery message box—see the customized site for details.

Orders with eligible products will be delivered within 3 business days of leaving the B&N.com warehouse.

Add books to your shopping cart to view the discounted price.

If you intend to bookmark the site as a

favorite, be sure to do so by clicking on the “Please click here to bookmark this website” link posted on the customized online bookstore in order to save the correct site that provides the NYSUT Member Benefits Trust discount.

Note: Barnes and Noble offers member discount cards to the public for an annual fee of \$25. Please be aware Barnes and Noble member discounts cannot be combined with corporate, institutional or organizational (i.e., Member Benefits) discounts. The NYSUT Member Benefits discount does not apply to

the purchase of gift cards, gift certificates, Readers Advantage membership purchases, and items available for purchase through a shopping cart not controlled by the Barnes and Noble.com site link below.

This offer is not available in Barnes and Noble retail stores.

To visit the NYSUT Member Benefits Trust/Barnes & Noble.com Online Bookstore and check out the great deals online, go to: www.nysut.org, select the NYSUT Benefits Trust tab and then select “discounts, Barnes and Noble.” ♦

Who’s paying for your lunch?

■ *Rob Lesko,*
29 Washington Square West

There is a dark side to some of the \$5 lunch specials in New York City—exploitation.

As we went to press a boycott of the Saigon Grill is in effect, on University Place between 12th and 13th Streets. This past March, the restaurant’s delivery workers, responding to wages of less than \$2 per hour, policies that left them subject to fines

for a variety of alleged infractions, and the general abusive behavior of the restaurant’s owners, banded together to demand remedies to these conditions. The owner responded to these demands by firing the workers.

The Saigon Grill workers then joined the city-wide *Justice Will Be Served! (JWBS)* Campaign coordinated by the National Mobilization Against Sweatshops. This campaign, by directing



the collective action of restaurant workers and the public against poor working conditions, has had much success in improving these conditions,

despite the low level of actual union representation in this industry (for more information on JWBS, go to: www.nmass.org).

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A very special delivery!

■ *Lucindy Edwards,*
726 Broadway

Every day, UCATS Shop Steward Frank Santos, works diligently in Mail Services. However, last year in early August, Frank and his family were blessed with a delivery of another sort. They welcomed a special new baby into their home. Special because Frank and his wife, Eladia, became foster parents to a child born to a mother addicted to heroin.

Each year thousands of children are born to mothers addicted to drugs and alcohol and put into the



Eladia and Franks Santos with baby Mia.

foster care system. These special children have physical and emotional challenges that can last for years. Only the best foster parents with the biggest hearts and the most love

to give are up to the challenge. I interviewed Frank recently about their new child and found his story to be very inspiring.

Q: How did you find out about this baby?

A. My wife and I were interested in having another child. Through relatives that foster children already, we went to a private agency where we participated in training to get us ready to foster a child and (later) adopt a child. The training was intensive and rewarding. We became certified foster parents upon completion of the training. About a month later, we received the happy news that there was a baby for us. Mia was brought into our home as a foster child. Her mother had abandoned her at birth but fortunately, my wife, Eladia, and I were ready, willing and able parents for this baby.

Q: What is the greatest joy you get from her?

A. A great joy is that when the agency comes or you take the baby to the doctor and they congratulate you on the care of this baby. However, our greatest joy is that Mia is now calling us mommy and daddy!

Q. Would you adopt again?

A. If my health permits, absolutely! However,

Our greatest joy is that Mia is now calling us mommy and daddy!

we would wait until Mia is just a little older.

Q: Any words for someone considering adoption?

A. Adoption is rewarding. As a foster/adoptive parent, you have a new family member that brings smiles, laughter, and happiness to each member of your family. The foster/adoption process, however, is not easy because everything in your home has to be almost perfect. The investigation process is difficult, especially if you already have children. Until the adoption process is complete, there is also a chance that the child can always be removed at any time for any reason.

Frank and Eladia are the proud parents of Mia. It was a pleasure sitting with Frank because he talks with so much joy and pride in the accomplishments of their now one-year-old daughter. I am proud also of the courage and strength it took Frank and his family to welcome this beautiful child into their loving home. ♦

Who's paying?



(Continued from page 8)

The Saigon Grill workers and their supporters currently hold pickets during lunch and dinner hours on Tuesdays, Fridays and Saturdays. The UCATS Executive Council requests that our union sisters

and brothers support this campaign, by refusing to patronize the Saigon Grill until the owners have met the demands of their workers. Let's not ask the delivery people of Saigon Grill to pay for our lunches. ♦



What's all the buzz about?



You might have heard your colleagues talking about MAP, the Member Assistance Program available from NYSUT Member Benefits Trust. Or maybe you've already joined. But if you haven't, you may want to once you read about MAP's benefits.

By joining MAP, an e-mail based program, you'll be among the first to hear about new, endorsed programs and program updates. You'll receive special offers from Member Benefits or from providers of its endorsed programs. Your opinions will be solicited on new programs under consideration for endorsement. When possible, you'll help Member Benefits test potential new programs and provide feedback.



Frequently, MAPers are entered into drawings for prizes donated by providers of endorsed programs and Member Benefits. Since MAP's introduction last spring,

MAPers have entered drawings for Bose® Quiet Comfort 3 Acoustic Noise Cancelling Headphones, free admissions to the National Baseball Hall of Fame and Museum, a summer fun pack filled with a variety of items, and an OfficeMax gift card worth \$100. In addition, new MAP enrollees and existing MAPers are automatically entered into quarterly raffles; to date, prizes included digital cameras and an iPod nano.

MAPers receive e-mail communications from Member Benefits and occasionally from

its providers of endorsed programs. Member Benefits oversees the frequency of e-mail communications to ensure you will not be bombarded. On average, a MAP e-mail alert is sent once every three weeks.

Rest assured, Member Benefits does not share your e-mail address with outside interests other than endorsed program providers and then only under controlled circumstances. Once a program provider receives approval from Member Benefits to send you an offer or information, the vendor will be required to destroy the e-mail listing after sending the communication.



This exciting, new program allows you to help shape future programs and services exclusively available to you and your colleagues.

Help make a difference. Become a MAP team member. Enroll on our secure page by logging on to www.memberbenefits.nysut.org and see the feature on our home page.

For information about this program or about contractual expense reimbursement/endorsement arrangements with providers of endorsed programs, please call NYSUT Member Benefits Trust at (800) 626-8101, e-mail benefits@nysutmail.org, visit www.memberbenefits.nysut.org, or refer to your NYSUT Member Benefits Trust Summary Plan Description.



Unions take on global warming

■ Rob Lesko,
29 Washington Square West

Global warming, the heat-trapping effect on the earth's atmosphere that results from the release of carbon dioxide when fossil fuels are burned, has been a subject of international scientific consensus since the early 1990's. Only in the past 18 months, though, has the issue risen to a high level of consciousness for the American people. Partly due to the successes of the documentaries *An Inconvenient Truth* and *The 11th Hour*, and accounts of the intensified storm activity of recent hurricane seasons, a large majority of the U.S. public now regularly expresses in opinion polls that it views global warming as the most important environmental concern of our age.



Unions address warming

This past May 7th and 8th, the North American Labor Assembly on Climate Crisis was held in New York City. Organized by the Cornell University Global Labor Institute, the NALACC was sponsored by 10 international unions, and attended by over 350 trade unionists from 26 countries, making it the largest meeting yet held to discuss the role of U.S. trade unions in addressing global warming.

Over the course of two days, the NALACC presented projections of the consequences of failing to reduce carbon emissions. Most descriptive of these, perhaps, was the view of chief British scientist David King, who upon the release of his government's *Stern Review on the Economics of Climate Change*, the most detailed economic analysis of the issue conducted to date, advised that "If we don't take action...we will be faced with the kind of economic downturn that has not been seen since the Great Depression and the two world wars." Representatives from the environmental groups Sierra Club, National Resources Defense Council, and the Climate Crisis Coalition offered equally grim projections of the social and political costs of large-scale displacement of human communities, increased incidences of food supply disruptions, and catastrophic species loss resulting from the effects of unmitigated global warming.

There are corrective measures

Although it did dedicate time to review the latest descriptions of the problem of global warming, the intent of the NALACC was to stimulate discussion of prescriptions for the problem—corrective measures that Americans could take in their roles as trade unionists. Accordingly, 21 roundtable sessions offered a breadth of topics, and addressed such key questions such as:

- Can environmentally-sound jobs drive a reindustrialization of the U.S.?
- What are the opportunities for ending sprawl by promoting smart urban growth and investment in mass transit?
- How can labor shape the next global agreements on global warming?
- What can U.S. unions learn from the successes of overseas unions in affecting environmental public policy in their societies?
- Can a shorter working week and other work style changes contribute to a lower carbon future?
- What role can collective bargaining play in the greening of the workplace?
- What have been the global experiences of Blue-Green Alliances (union-environment coalitions and campaigns)?
- Can emissions be controlled by trading carbon?
- How can unions most effectively educate their members on global warming?

This attendee left the NALACC having drawn two conclusions. One is that quite clearly any serious effort to avoid the effects of global warming will necessitate a global re-tooling of human production and consumption systems, a project of a scale with no precedent in history. A second is that this re-working of human activity presents an equally unprecedented opportunity for the U.S. trade union movement to take a leading role in representing the working and poor populations of the world, and effect this global reorganization so as to establish worldwide levels of sustainable wage and social benefit structures, job security, and healthy and safe workplaces and communities.

To view video of the North American Labor Assembly on Climate Control go to: www.ilr.cornell.edu/globallaborinstitute

To join efforts toward solving the problem of global warming, write to Rob Lesko at rlro@nyu.edu. ♦

Four new UCATS stewards



Stacy Roberts

Michele Cox, Dental Center

We have a new steward amongst us, Stacy Roberts, NYU College of Dentistry. Ms. Roberts has worked at the College of Dentistry for 9 years; 1 year as a supply clerk before transferring to Central Sterilization.

Although Stacy has been a member for many years her commitment to become a steward only surfaced recently. Her desire increased after serving on Core Committees through Human Resources, whose goals were for employee improvement; however, after a while she saw these goals not realized and saw members suffer rather than succeed.

Ms. Roberts' expectations as a steward are to help our members find a way to deal with personal challenges that effect them professionally, get all members on board that we are here to assist them and to

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Veronica Johnson

Kerissa Ward, 726 Broadway

Veronica Johnson joined the NYU Purchasing Services team in 2001. Prior to working at NYU she worked at Coney Island Hospital near her home. As the new steward at 726 Broadway, she replaces Lucindy Edwards, who has

stepped down from the position to attend graduate school.

As an NYU employee Veronica enjoys her coworkers, the employee benefits, tuition remission, film screenings, and other learning opportunities that seem to be around every corner. As a new steward she is looking forward to gaining leadership experience, helping her coworkers, and being part of the union process.

Veronica has already attended her first annual convention of our state affiliate, New York State United Teachers (NYSUT). She also attended her first leadership conference in August where

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Steward Mary Baptiste

Rob Lesko, 29 Wash. Sq. W.

Momentum readers first learned of Mary Baptiste in our last issue, where she wrote of her transition from new member to union steward (*The Reasons I've Become Involved*). Mary works as an administrative aide in the Steinhardt School's Department of Occupational Therapy. There she assists students

throughout their own transitions from incoming graduate applicants to doctoral recipients. She also aides her department's faculty members in meeting their varied instructional needs.

Born and raised in Barbados, Mary moved to New York when she was 22 years old, and currently lives in Jamaica Queens. Prior to coming to NYU, she performed clerical work in a variety of industries in the city, most recently at JFK airport. This, though, is her first experience in a unionized workplace.

Like many other UCATS members, Mary is also an NYU student, pursuing a B.S. in Humanities, with a focus on creative writing,

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Mattias Sais

Stephen Rechner, Law School

Mattias Sais is a copy cataloger in Bobst Library since July 2006. His responsibilities include catalog maintenance and processing new books to make them available on the shelf. He joined UCATS immediately and with some encouragement from Rick Victorino, our veteran shop steward in Bobst, he

attended our leadership training program in February before becoming a shop steward himself in June. Prior to NYU he worked for the New York Historical Society for six years.

When asked what he likes most about his current job Mattias replied, "It's educational and socially useful working for, and contributing to, an academic institution." He also likes books and described his colleagues in Bobst Library as "brainy."

As for being a shop steward, Mattias wants to make his contribution to the union. Of the training in which he has already participated he said, "It's

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