

GSOC RESOLUTION IN SUPPORT OF UCATS LOCAL 3882 MEMBERS' LEGAL RIGHTS

The Graduate Student Organizing Committee (GSOC-UAW Local 2110) stands in solidarity with the Union of Clerical, Technical, and Administrative Staff at NYU (UCATS), representing 1,400 employees of New York University, including the nearly thirty workers in Bobst Library's Access, Delivery & Resource Sharing Services Department (ADRSS). We cannot but feel the parallels between what our union struggles for and the rightful demands of UCATS. The fight of university workers across the country against the corporate university is a fight for the recognition of the work and effort that university staff, faculty and student workers commit to the university. We join UCATS' voices in reprimanding NYU's poor labor policies and see this instance as a further example of NYU's shameful labor practices towards staff, faculty, and student workers. We extend our solidarity to the Clerical, Technical, and Administrative staff at NYU and call upon our university to recognize their efforts, hold good faith bargaining, and move towards meeting their demands.

WHEREAS, the Union of Clerical, Technical, and Administrative Staff at NYU (UCATS), Local 3882, NYSUT, NEA, AFT, AFL-CIO, is the legal representative of 1,400 employees of New York University, including the nearly thirty workers in Bobst Library's Access, Delivery & Resource Sharing Services Department (ADRSS); and

WHEREAS, ADRSS comprises six separate units, providing a great variety of services to library patrons and demanding from their staffs a diversity of skills specific to each job; and

WHEREAS, in November, 2013, the University unilaterally changed the titles and job descriptions of the ADRSS staff members - essentially merging the six units into one - fundamentally changing the terms and conditions of their employment, without regard either to the work they were originally hired to perform or to their suitability to their new duties; and

WHEREAS, UCATS immediately demanded that the University bargain over the effects of these changes and has periodically renewed this demand; and

WHEREAS, the University has consistently refused to bargain with UCATS; and

WHEREAS, this refusal constitutes a violation of the National Labor Relations Act; and

WHEREAS, UCATS filed an unfair labor practice charge with the National Labor Relations Board (NLRB) against the University based on its refusal to bargain; and

WHEREAS, after a full investigation, the NLRB decided in UCATS' favor and filed a formal complaint against the University and issued a proposed settlement agreement; and

WHEREAS, UCATS was prepared to accept this proposed settlement and to enter into bargaining but the University rejected it and refused to bargain; and

WHEREAS, because the University refused to cease violating the law the NLRB prosecuted it and brought it to trial; and

WHEREAS, this trial occurred between December, 2014 and February, 2015, and resulted, in April, 2015, in a decision by an NLRB administrative law judge vindicating UCATS' position and ordering the University

Statement ratified by the GSOC-UAW-Local 2110 Assembly of Stewards



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to bargain over the effects of the changes it had unilaterally imposed; and

WHEREAS, the University has appealed this decision and still continues to refuse to bargain; and

WHEREAS, in November, 2015 a three-member panel of the NLRB denied the University's appeal, upheld the original decision, and again ordered the University to bargain, which, to date, it has not agreed to do; and

WHEREAS, through all this the ADRSS staff has not been quiet, having twice petitioned the University to bargain with UCATS, and

having conducted ribbon and button campaigns, and having consistently spoken to management about the effects of these changes; and

WHEREAS, the result of these changes has been a huge increase in workload for staff members and degradation in services for patrons; and

WHEREAS, this case is vitally important not just to the thirty members of the Bobst ADRSS Department but to workers all over the University who could see their jobs transformed overnight without an opportunity to bargain the effects of changes to their conditions of employment

THEREFORE, BE IT

RESOLVED, that GSOC stands in solidarity with UCATS and with the staff of the Bobst Library ADRSS Department; and be it further

RESOLVED, that GSOC calls upon the University to enter into good faith bargaining with UCATS over the effects of the changes that it imposed on the ADRSS staff; and be it further

RESOLVED, that GSOC calls upon the University to adhere to the law, including all provisions of the NLRA, in all of its dealings with all of its employees; and be it further

RESOLVED, that GSOC recommends to each of its members and to all interested parties that they sign the petition entitled "NYU - Bargain with your Employees, Restore Library Staffing Levels" located at <http://petitions.moveon.org/sign/nyu-bargain-with-your>; and be it further

RESOLVED, that upon its adoption by GSOC, copies of this resolution be sent to UCATS Local 3882, 636 Broadway, Suite 1219, New York, NY 10012.

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