



*FROM COGEN TO MULGREW
UNITING THE LABOR FORCE
PROTECTING PUBLIC EDUCATION*

SCHOOL SECRETARIES:

A PROUD HISTORY OF PROGRESS WITH UNITY/UFT

Prior to 1960, school secretaries were represented solely by the Secretaries' Association, an independent group with no union affiliation. Soon after the UFT came into existence, at the urging of school secretary and union advocate Goldie Colodny, a representation election took place. The UFT won this election, becoming the exclusive bargaining representative and recognizing school secretaries as a functional chapter in 1965.

Since that time, UNITY/UFT has never wavered in its commitment to school secretaries as the backbone of our school system, worthy of dignity and respect. During the past fifty years, under the UNITY/UFT leadership of former Presidents Albert Shanker, Sandra Feldman, and Randi Weingarten and current President Michael Mulgrew, our Union has a proven record of advocating for the salaries, benefits, and essential job protections that school secretaries deserve:

PROTECTING AND PRESERVING OUR PROFESSION:

From 2008 - 2013, DOE cut the number of school secretaries by 17% while continuing to assign secretarial duties to non-secretarial staff. But **UNITY/UFT** fought back.

- As a result of a 2008 **UNITY/UFT** arbitration win, DOE was required to "cease and desist" from assigning secretaries' duties to out of license personnel.
- In 2014, **UNITY/UFT** leadership negotiated with DOE to implement a new hiring policy, replacing outdated shorthand requirements with qualifications based upon education and experience and enabling many new secretaries to be hired.

COMPENSATION THAT REWARDS THE EFFORTS OF OUR MEMBERS:

Our first contract between the Board of Education and the UFT School Secretaries Chapter ran from July 1, 1965 through June 30, 1967. At that time, the maximum salary for school secretaries was \$6,470 annually. As a result of **UNITY/UFT**, school secretary salaries have climbed steadily over the years, with strong contracts that recognize the talents of our members.

- The current contract guarantees raises of 18% over seven years and five lump sum retroactive payments.
- Right now, the top salary for school secretaries is \$68,843. On May 1, 2016 the top salary rises to \$71,246. By the end of the contract in 2018 it will be \$78,226.
- Additionally, members who have retired since 2009 have had their pensions re-calculated based on these raises.

SECURITY NOW AND FOR THE FUTURE:

Michael Mulgrew and his **UNITY/UFT** Team are negotiating with the City right now to work out the details of a new paid parental leave policy. We know this is an issue of great importance, and will continue to work tirelessly in pursuit of a fair agreement that benefits our members and their families.

Persistence, courage, and vision—as always, you can count on **UNITY/UFT** to get the job done.

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UNITY = PERSISTENCE + COURAGE + VISION