



UNITY/UFT

FROM COGEN TO MULGREW

UNITING THE LABOR FORCE

PROTECTING PUBLIC EDUCATION

September 2015

ACTIONS SPEAK LOUDER THAN WORDS

The Unity Caucus of the UFT began taking action on behalf of ATRs well before other caucuses even started talking about them.

While other major school districts around the country have suffered through layoffs and have dismissed teachers and other pedagogues from closing schools, that has not been the case here in New York City. Why? Because of the leadership of the Unity Caucus.

The Bloomberg administration made no secret about its desire to fire members of the ATR pool (a group of hardworking teachers, counselors, and other pedagogues) even while they swelled the ATR ranks through the sham closing of schools at a pathological rate. In fact, this was one of the reasons why we were without a contract for so long. Bloomberg and his cronies would not agree to any contract that did not include language to eliminate the ATRs. The Unity Caucus would not agree to any such demand.



When the DOE and the UFT entered into the fact-finding process that resulted in the 2014 contract, Bloomberg et al. demanded that ATRs be allowed only two months to find a permanent position. Simply and directly, their position was that if these members did not secure a job within 60 days, they should be terminated. The Bloomberg administration tried to leverage raises for more than 150,000 members on this proposal, insisting that there was no money for any kind of raise (retroactive or otherwise) if we didn't get rid of the ATRs. But Unity leadership stood by the members of the ATR pool. We have consistently

stated that we would not abandon the ATRs, and we never will.

Ultimately, the contract we negotiated protects ATRs and provides 18% pay increases including lump-sum payments stemming from the raises we should have gotten six years ago. The first of these lump sum payments will be in your October 15th check.

While taking steps to reduce the size of the ATR pool, Unity leadership continues efforts to improve working conditions for every UFT member who remains in the ATR pool. Unity/UFT has:

- Prevented school-closings in two consecutive years.
- Negotiated the ATR Severance Agreement for those ATRs who were ready to retire or resign.
- Required the placement of ATRs in schools that have vacancies or leave positions available after October 15th.
- Eliminated the budgetary disincentive for schools to permanently hire teachers from the ATR pool.
- Addressed the issue of abusive Field Supervisor behaviors and practices.
- Successfully fought against the DOE's demand for ATRs to be terminated after a fixed amount of time in the pool.

Others have said that Unity/UFT has not done enough to protect the members of the ATR pool. In fact, nothing could be further from the truth. Unity/UFT has and always will continue to work on behalf of ALL members. As evidenced by the above, the members of the ATR pool can rest assured that with Unity, their jobs will continue to be protected.

In Solidarity,

Unity/UFT

