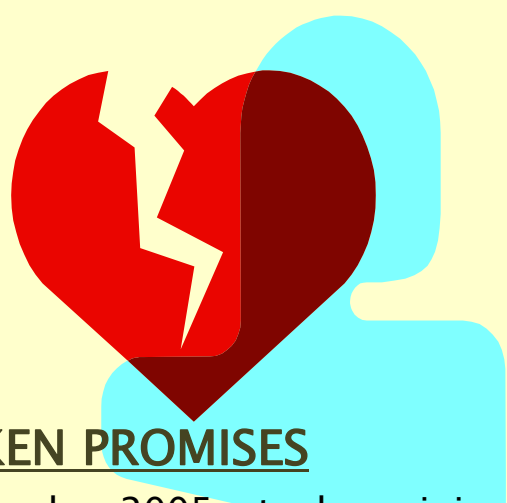


UFT AT UCP

FEBRUARY 2008

CONTACT US: 718-722-6958
UFTATUCP@AOL.COM



INSIDE THIS ISSUE

Broken Promises	1
Good Boss/Bad Boss	1-2
We’ve Heard It All Before	2
Odds and Ends	3
Chapter Bulletin Board/ Announcements	3

BROKEN PROMISES

In December 2005, at a bargaining session that lasted into the early morning hours of the next day, members of our dedicated UFT at UCP negotiating committee sat across the table from UCP Executive Director Ed Matthews and listened patiently while he pleaded his case as to why a strike by our members would be devastating to his agency. At that time and after years of bad blood between the parties, Mr. Matthews urged us to accept a four year contract that would provide both sides with the an opportunity to usher in a new era of “labor peace”.

Now two years later and with Valentine’s Day just around the corner, we dedicate this issue of our newsletter to the numerous unfulfilled promises past and present that we have heard from various members of UCP Management. Regrettably as you will see from this newsletter, not enough has changed.

Case in point... there has not been a labor–management meeting between the parties since September. A meeting originally scheduled for December was cancelled by the Union. Management has dragged its feet in response to the Union’s efforts to reschedule, and now intends to devote only one hour at the end of February to meet with your representatives. Apparently, they could not care less what we, on behalf, of you, have to say.

Midway through the current collective bargaining agreement, we take this time to remind UCP Management that the spirit of our members will not be broken. Our memory is long. And so is our list of demands already being prepared for the next round of bargaining in 2009.

GOOD BOSS/BAD BOSS

Recently, an article in the NY Times entitled “Good Boss, Bad Boss, Which Are You?” challenged supervisors to rate themselves on a 10 item test that included the following questions:

To find out how good or bad a boss you are, the National Federation of Independent Businesses suggests asking yourself these questions (HINT—one point for every “yes” answer, the higher your score, the more likely you are to be a BAD boss):

GOOD BOSS/BAD BOSS (continued from p. 1)

1. *Have you ever publicly criticized an employee?*
2. *Do you expect employees to do what you tell them without question?*
3. *Are you a yeller?*
4. *Do you demean employees as a form of punishment?*
5. *Do you play favorites?*

It is a safe bet that this test was not included in the management training sessions that many UCP directors attended in January. But from the steady stream of complaints to our office from certain work sites, we can think of the names of a few directors who most definitely deserve high scores.

To our Members—WE WANT TO HEAR FROM YOU—if you and your co-workers would like a copy of the complete test in order to evaluate the management staff at your work site, please call our office at 718-722-6958. All calls will be kept confidential. Results will be published in an upcoming edition of our newsletter. Best of luck to all those bad bosses out there.

KNOW YOUR RIGHTS**Due Process—**

You are entitled to union representation if placed on administrative leave pending an investigation or when required to attend any type of disciplinary meeting with Management.

It is your responsibility to contact the UFT at UCP Office and inform Management that you are making the request for representation prior to attending any such meetings. Management is not required and will not ask if you want union representation.

HOW TO REACH OUR OFFICE:***BY PHONE:******718-722-6958 (Olivia)******718-852-4900 x5355 (Audrey)******718-722-6902 (Ilene)******BY FAX:******718-852-9891******BY APPOINTMENT:***

***335 ADAMS STREET—25th floor
in downtown Bklyn
(Please call first!)***

**WE'VE HEARD IT ALL BEFORE.....**

When, if ever, will UCP Management do something about these issues raised repeatedly by the Union?

- ✓ The pathetic quality of the food that students at the Brooklyn Children's Program are being served for breakfast and lunch — no action taken, and still waiting for a visit from upper management (promised since May 2007!)
- 3. ✓ On-Call Staff told by Management that they are not part of the Union—untrue!
- ✓ Overtime at the residences—still being assigned with favoritism!
- ✓ Vans at Michelangelo (and other sites) drifting to the left, with faulty brakes, torn upholstery, and assorted unresolved safety issues!
- ✓ A consistent driver training program at all the work sites—still not implemented, and no information received from Management (as promised it would be last October!).
- ✓ Probationary employees told that they are not entitled to union representation—still taking place!
- ✓ On-Call Staff still not receiving time and attendance sheets—in violation of the contract.

ODDS AND ENDS

Member Surveys—To help us serve you better, please complete and return our “How Are We Doing?” member survey, now being distributed at all unionized UCP work sites.

Salary Information—In response to a number of inquiries from our members, the Union has requested and received from UCP Management a spreadsheet detailing each employee’s salary before and after the November 2007 raise. If you have questions about whether or not your increase was correctly calculated, please call our office at 718-722-6958.

New Reporting Procedures— UCP is now conducting training sessions at all work sites to familiarize employees with new procedures for reporting suspected misconduct. Please do not sign your name to any documents indicating that you have received the training until and unless you are clear about your responsibilities under the new process.

Extra Holiday— One thing UCP Management is to be commended for is the decision to designate December 24, 2007 as an additional paid holiday for its staff:

- Day programs were closed.
- Full time salaried residential staff accrue one additional day of holiday leave.
- Part time residential staff who worked on that day accrue additional holiday leave equivalent to the number of hours worked.

If you have questions about how to record or use your accrued holiday, vacation, or sick time, please contact the UFT at UCP Office.

CHAPTER BULLETIN BOARD/ANNOUNCEMENTS

- **Free Income Tax Preparation**—You are eligible if you have dependent children and earned under \$40,000 or are single and earned under \$20,000 in 2007.

Visit the Sovereign Bank/SI Bank and Trust Offices listed below:

- Bronx- 12 Water Street, 212-436-1000
- Queens—59-17 Junction Blvd, 718-760-6019
- Manhattan—290 Broadway or 55 West 125th Street, 212-436-1000
- Brooklyn—195 Montague Street, 4th floor, 347-563-9841
- Staten Island—10 Richmond Terrace, 718-556-3874

January/February/April Hours

- Mondays – Thursdays, 12 pm – 7 pm
- Fridays—12 pm – 5 pm
- Saturdays—9 am – 5 pm

March Hours

- Tues. – Thurs, 12 pm – 7 pm
- Saturdays, 9 am – 5 pm
- closed Mondays and Fridays

Bring with you the following—W2, social security card, govt. issued id card, secondary form of id, 2006 tax documents, bank routing and account numbers. For more information, call any of the numbers above.



A caption is a sentence describing a picture or graphic.

The Eeents of a Newsletter

By Author Name

In the course of adapting this template to suit your needs, you will see a number of newsletter elements. The following is a list of many of them, accompanied by brief definitions.

Body text. The text of your articles.

Byline. A line of text listing the name of the author of the article.

Caption text. Text that describes a graphic. A caption should be a short but descriptive full sentence. For photos, it ought to explain what’s happening without being insultingly

obvious. It should also add to the reader’s understanding of the photo by, for example, explaining prominent or unusual objects.

“Continued from” line. A line of text indicating the page an article is continuing from.

“Continued on” line. A line of text indicating the page on which an article will be continued.

Date. Either the date of publication or the date you expect the newsletter to be at the height of its circulation.

Please see *Elements* on page 6

“To catch the reader’s attention, place an interesting sentence or quote from the story here.”

Company Name
Street Address
City, ST ZIP Code

Phone:
Phone number

Fax:
Fax number

E-Mail:
E-mail address

Motto

We're on the Web!

Visit us at:
Web site address

