

Peter Lehrer,  
UFT Grievance Department  
52 Broadway  
New York, New York 10004

November 5, 2007

Dear. Mr. Lehrer,

I am writing within ten days of receipt of three certified letters (dated October 30, 2007) which were sent to me by the Bronx UFT. I write to request an appeal of the Bronx UFT's decision to drop my grievances before they were to proceed to Step III.

That José Vargas; Borough Representative of the Bronx UFT, would claim that he feels "that your case cannot be successfully pursued" speaks volumes to the UFT's deliberate failure to stand up to the DOE and defend the rights of it's dues paying members. The argument that a case cannot be successfully pursued, and therefore the UFT chooses not to back it, condemns both the grievant teacher and the union. Here, attitude all but predicts the success of the outcome. Workers used to depend on their unions to negotiate on their behalf for decent wages, pensions, job protection and decent working conditions. It appears to me that the UFT has failed to deliver on it's promise to assure teachers of the exercise of their contractual rights. What's worse, the Bronx UFT has informed me that they are unwilling even to try.

Of course, the demonstration of such cowardice on the part of the teachers union places both teachers as a whole and the UFT as a body in a dilemma. Why would a teacher who the union fails to represent have confidence in or feel solidarity with the UFT? And why has the UFT sold her out when they could simply opt to do their job?

I appeal to the UFT Grievance Department to demand that these grievances be pursued through Step 3. It is 'the right thing to do'. As a dues paying member; I have an expectation that the Union will do what it has been chartered to do - represent it's members and press the DOE to fulfill on it's contractual obligations. For the United Federation of Teachers to do any less will cause it to lose face among the membership. It also further demonstrates to the New York City Department of Education that the ethics and backbone of UFT Leadership has been eroded to the point where it dares not press valid member issues.

I feel that my grievance challenging the creation of a new department within the DOE called ICS; which further entrenches and establishes the 'rubber rooms', is valid. I have also made a particular grievance regarding the ICS requirement instituted at the beginning of the 2007 school year that all those at the Bronx Teacher Re-Assignment Center punch a time clock. Thirdly, I grieved the dictate that all TRC teachers must maintain a 8:00 a.m. - 2:50 p.m. time schedule; as we all had an option to a late schedule starting at 8:40 a.m. during the previous year.

Those were my grievances. I feel that the UFT should fulfill on it's obligation to it's membership and pursue my grievance cases; numbered 32666, X32667and X32688, to the full extent allowed by the contract.

Don't try to bury these issues. I have attached copies of Mr. Vargas' denial letters as well as the original grievances that I filed with the Bronx UFT for your review.

Sincerely,

Ms. Natalie Williams  
(Kennedy HS -D.72)

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(315) 542-5738  
[natwilliams@mac.com](mailto:natwilliams@mac.com)

6 Attachments:

Three denial letters regarding my UFT grievances from José Vargas of the Bronx UFT  
NW's Filed Grievance regarding the establishment and existence of the Rubber Rooms  
NW's Filed Grievance regarding the requirement of TRC teachers to punch a time clock  
NW's Filed Grievance regarding the restriction of TRC teachers to an early schedule  
only