

CLT Contract Demands for 2023 Contract (Summary)

Submitted by CLT Chapter EC to PSC Principal Officers on December 1, 2022

For pay equity:

- Shift CLT salary schedule to HEO salary schedule starting with CLT to HEAssistant rate based on current CUNY hiring practices and job advertisements.

For professional respect:

- Modify CUNY employment categories to move CLTs from “Support Staff” to “Managerial / Professional”.
- Title name change: from “college” to “higher education” lab technicians.
- Amend Article 11: Classification of titles to state CLTs are permitted assignment of and use of functional titles.
 - For example, Technical Specialist, Lab Director, Lab Manager, Lab Coordinator, Studio Director, Studio Manager, Clinical Technologist
- Required office space independent of supplies rooms, chemical or equipment storage rooms, and laboratory prep rooms.
- College governance plans permitting CLTs voting privileges, shall be supplied with CUNY ID cards recognizing faculty status; permitted to attend and vote at departmental faculty meetings, and permitted to serve on departmental committees as part of their normal work assignment.

For educational technology:

- Staff computer replacement plan: CUNY shall furnish to all staff a new computer in good and working condition at least once every five years.

For remote work policy:

- Permit permanent remote work policy for entire year: 60% in person and 40% remote per week.
- Make available an option to work fully remotely (100%) during Winter Session.
- Make available an option to work fully remotely (100%) during Summer Session (June 1 to August 15).
- Denials of requests to work remotely shall result in employees being supplied with a reasons letter, and shall not be arbitrary and capricious.

For workload:

- Specify the hours of evening work schedule and the hourly rate (Article 24.7c).
- Minimum one month (30-days) notice of work schedule changes.
- Permit accruals of comp time and comp hours to be used during the annual leave year (September 1 to August 31).
- Right of refusal to work overtime hours without penalty or retaliation.
- Amend Article 15.4c with underlined text. “Employees on the non-classroom Instructional Staff of the City University of New York shall not be required to work an excessive number of hours, or be assigned an unreasonable schedule, or unreasonable workload it

being recognized by the parties that members of the staff have the obligation to perform their responsibilities in keeping with the proper staffing of the day session, evening session, summer session, extension divisions and special programs of the University.”

- Unreasonable workload is defined as assigning additional responsibilities or tasks beyond the currently assigned tasks without relief.
- Full-time CLTs shall be permitted to teach a maximum of six classroom contact hours without additional special Presidential approval.

For leave:

- Remove 45 day annual leave carryover limit.
- Remove 160 day sick leave carryover limit.

For promotion:

- Increase promotional opportunities.
- Standardize (uniform) promotion criteria and procedures.
- Automatic promotion with tenure (CLT -> Senior and Senior -> Chief).

For job security:

- Adjunct CLTs shall be eligible for a two-year contract after working four consecutive semesters in the same college.
- Adjunct CLTs shall be eligible for a CCE after completing one two-year appointment.

For HEO-CLT Professional Development Funds:

- Increase award reimbursement amounts to \$4,000 per applicant.
- Permit CLTs use of funds to purchase technical equipment.