



Office of the Senior Vice Chancellor
for Labor Relations

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TO: The College Presidents
The Deans of the Professional Schools
The Human Resources Directors
The Labor Designees

FROM: Senior Vice Chancellor Pamela S. Silverblatt 

DATE: April 29, 2021

SUBJECT: Return to Campus

As you know, CUNY is planning for a safe, partial return to in-person instruction and support services effective with the start of the Fall 2021 semester. The University's primary objective, now and in the future, is to ensure that the reopening of the Colleges' classrooms and all other spaces prioritizes the health and safety of all students, faculty and staff in accordance with each College's phased reopening plan. As the Colleges continue to plan for the Fall 2021 semester, it is vital that you regularly communicate with the unions representing your employees about your planning and keep them updated concerning when employees will be required to return in-person.

Communication is the single best way to alleviate the concerns of unions and employees, and to prevent disputes that could threaten a smooth implementation of your return-to-campus plan. Unions should be informed of the following information as soon as possible in advance of the return-to-campus date(s):

- Which employees will be returning;
- Which work locations will be utilized;
- What COVID safety measures, including occupancy limits, health screenings, and workspace preparation, are being implemented;
- Alternate scheduling practices the College will be implementing pursuant to its reopening plan;
- Plans for partial remote work; and
- Any other information you believe is relevant to the interests of those employees the union represents as they are returned to your campus.

Information regarding return-to-campus should be shared with unions before it is shared with employees when possible, or concurrently when it cannot be shared in advance. To the extent your College holds information sessions for employees, you may want to consider inviting unions representing those employees to attend. You are reminded that upon request, unions are entitled to schedule campus walkthroughs. This return to the campus may be challenging for many employees, and they will turn to their unions for support.

Keeping unions aware of relevant information will help ensure that labor and management can work together to address the concerns of both.

We strongly encourage the Colleges to maintain open communication with the unions representing your employees and attempt to discuss and address concerns that arise. As always, the relevant offices in Central Office (including Operations, Environmental Health, Safety and Risk Management; Labor Relations; Human Resources; Facilities; Public Safety) are available as a resource to assist the Colleges in working through these complex issues.

- c: Félix V. Matos Rodríguez, Chancellor
- Hector Batista, Executive Vice Chancellor and Chief Operating Officer
- Howard Apsan, University Executive Director of Environmental, Health, Safety and Risk Management
- André Brown, University Executive Director of Public Safety
- Doriane Gloria, Vice Chancellor for Human Resources Management
- Chancellor's Senior Staff