

Minutes of Labor-Management Meeting of December 17, 2019

The College was represented by President Mitchell Wallerstein, Provost James McCarthy, Labor Designee Olga Dais and Chief of Staff Kenya Lee.

The PSC was represented by Chapter Chair Vincent DiGirolamo, Secretary Stan Wine and Professor Frank Cioffi.

Chair Vincent DiGirolamo asked Labor Designee Olga Dais about the schedule for disbursement of back pay. Olga stated there would be two dates in March, one for full-timers and another for adjuncts.

Vince next turned to 17 Lex, asking when the elevators would be finished and about the bathrooms. One bank of three elevators is done. In the other bank, one is done and the other two should be finished by the end of January.

President Mitch Wallerstein stated that re the ADA (American Disabilities Act) bathrooms, the contractor went bankrupt and the contract will have to be rebid. Mitch said that he cannot give us a date but we could assume 6 to 12 months. Progress is being made on the ADA-compliant entrance to 17 Lex; the completion date is February or March. After Phase I is completed, there will be a hiatus until completion of the Phase II design and then the work will be bid out. He mentioned a date of late 2021 or early 2022 – this is part of a ten-year project from the 2010's.

Provost James McCarthy said that the multi-year CUNY capital budget proposal shows an occupancy date for 17 Lex. Mitch stated that he had a good meeting with CUNY's new facilities manager.

Vince asked about the Phase II capital expense; Mitch replied that CUNY has money for this in the budget – about \$25 million for Phase II. Mitch said that the student center in the lower level of the Post Office will be completed in early January for student use in the spring semester. It is ADA-compliant. Mitch would like to take over one half of the first floor of the Post Office for student study space.

Vince brought up health and safety concerns regarding the ninth floor of the library building. He said this is a long-standing problem – there have been years of roof leaks. Vince mentioned that there were claims that the cell tower on the roof was causing the leak. Vince has pictures of the damage. Mitch asked how recently Vince had seen this – Vince replied it was last week. Mitch said they replaced the skylight, which presumably is the cause of most of this. The skylight was completed months ago. Vince responded by saying that employees say that they got sick and had headaches. Rooms 922 - 923 are supposedly the worst; they were locked when he visited. Vince stated that the fire alarms have been inoperable and that there was a claim that they had not been tested in two years. Mitch said that there is a fire watch every 30 minutes, 24-hours per day. Vince replied that he was most concerned about exposure to mold – there is no way there is no mold. Mitch replied that the fire alarm system is being replaced and that he had not realized that there is a continuing water leak problem. Lisa Edwards left the Facilities Department and a new person, Larry Manganello, is starting in January; a new Public Safety head is also arriving. Mitch said that Jim Kaznosky should check for mold if he hasn't already done so. Mitch also mentioned that the wood panels in the atrium are being renovated; he said that if there is a water leak, it must be addressed. Vince said that James Boyle, Superintendent of Buildings and Grounds

always responds. Mitch said that the cell tower has been in place for ten years. Jim said that there are plenty of leaks in plenty of buildings – he just got a report of a leak at 17 Lex.

Mitch said that we can do mold testing in a week or so. Kenya Lee said that we can report back to you. Vince said that people are afraid to speak about these things. Jim said that we are well aware of the problem of deferred maintenance. Mitch said that we will take care of problems, but that big problems are addressed by CUNY Facilities Management and require budget authorization.

Jim said there is a chronic deferred maintenance problem at CUNY – far beyond our ability to address it.

Vince then yielded the floor to Professor Cioffi so that he could talk about Lisa Blankenship's report on the General Ed breakdown between part-time and full-time faculty. The use of adjuncts is increasing – there is a much higher proportion of adjuncts (83%) to cover these courses than was the case years ago. Frank thinks we got a couple of lecturer lines in English. When there is a sudden increase in adjuncts, it affects us. He is looking for a management plan to address increasing casualization of the work force.

Jim responded that we are up against national secular trends in higher education (SUNY not as much as CUNY). Full-time faculty are declining as part-time faculty increase. There are structural factors; the labor agreement reducing workload is a small factor.

Jim has heard from English and Communication Studies visiting teams pointed out in stark terms the mandatory nature of observations as a workload factor of full-time faculty. Other departments with a high number of adjuncts faculty include Math. Jim is in negotiation with a couple of departments to make progress on reducing the part-time ratio. Jim said that the English Department is remarkably good about handling this. Jim brought up structural challenges and said a lot of it comes down to dollars. The English Department is a leader in devoting some senior faculty time to Gen Ed courses. Jim said to stay tuned in the next few days for an announcement on redirecting some senior faculty to freshman classes.

Mitch said that the budget proposal at last night's Board of Trustees' meeting proposes 500 new faculty lines, but there is a \$6 billion state budget shortfall. We were over-successful in fall admissions, creating challenges and hurdles. MBA enrollment declines caused large budget issues, but MBA enrollment is now increasing. We can't enroll any more students – there are no seats; we should revert to mean enrollments in Fall 2020.

Jim mentioned a SUNY-CUNY comparison of staffing – we would do much better if we had their ratios. He said that English Department lecturers are paid in the mid-60s – lecturers in other departments are paid in the low 70s. Jim said that the CUNY budget reflects a wonderful plan and good things for faculty, students and colleges – this is very important; the new Chancellor has a vision.

Submitted by Stan Wine, Chapter Secretary