

UCU General Membership Update

May 12, 2020



Welcome Members!



New Members:

Anna Covatta

Jack Patterson

Nicole Garvin

Omari Douglin

Oskar Russakis

Michael Giglia

2018-2020 Executive Committee Members



Benefits Officer
Christian Carter



Discipline Officer
Toni Burrell



Grievance Officer
Inessa Shkolnikov



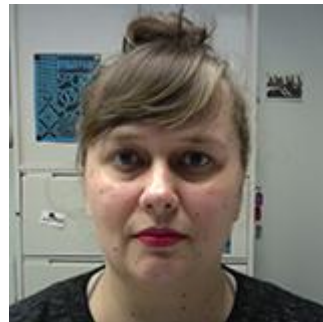
Negotiations Officer
Matt Bower



Outreach Officer
Sam Draxler



Secretary
Cecilia Cammisa



Treasurer
Simone Meltesen



BoT Representative
OPEN!

2018-2020 Area Reps

Area 100: Engineering – Brian Yudin (Student Shop/Mechanical Engineering Design Studio Technician)

Area 200: Art & Architecture – Lea Cetera (Adjunct Instructor
Technical Assistant - Art & Architecture Shop)

Area 300: Facilities Management, Office Services - Dean Gunnison (Maintenance)

Area 400: Business Office, Alumni Affairs & Development, Admissions, Student Affairs - Crystal Ortiz (Assistant Director, Special Events)

Please note, we are still looking for Area Reps for the following three areas:

Area 500: Continuing Education, IT Dept., Library, Communications

Outreach Report

- We need member participation! The Board of Trustees Representative position and the Area 500 Rep (Continuing Education, IT Dept., Library, Communications) are both unfilled.
- Elections were supposed to be held this semester. We are still discussing ways to hold an official election and will keep the membership posted as to when and how it will take place. Once a date is announced, nominations will be accepted for all positions.
- If you or a fellow union member are not receiving UCU emails, please send a note to memberucu@gmail.com! We're also requesting that members provide non-Cooper email addresses as their primary contact information for the UCU.

Secretary Report

- UCU usually meets every two weeks. Minutes for those meetings are recorded and saved.
- UCU has standing meetings with Natalie Brooks (Chief Talent Officer) once a month, sometimes more if needed to address specific issues. Minutes for these meeting are recorded and saved.
- Due to working remotely, UCU created a zoom account which we have been using since March 2020. We have continued to hold regularly scheduled executive committee meetings as well as standing meetings with Natalie.
- With the possibility of the Fall semester going remote, Zoom meetings will continue to be held for all meetings.

Treasurer Report

Bank Account Information:

- TD BUSINESS CONVENIENCE PLUS – \$73,829.61
- TD SMALL BUSINESS MMKT PLUS – \$40,229.06
- Accounts payable total payments 2019-2020 – \$1,069.83
- Payments made for General Membership meeting food, bookkeeper fees, office supplies, etc.
- NYSUT dues are paid up through April, which is what they required. We are following up to figure out how to pay in the future, as we have always paid via paper checks.

Benefits Report

- Health Committee update: Administration started to reach out to UCU, CUOP and CUCFT in January to form a health committee to review health benefits.
- No updates as of yet and committee hasn't been formed.
- Cooper will be looking to cut health benefits which we plan to not let happen and will be working with the other the unions, who are in agreement, to avoid cutting benefits.
- With pandemic and budget cuts, possibility of administration reopening plans to form committee to review cutting health benefits.

Discipline Report

- Family Educational Rights and Privacy Act (FERPA)
 - Cooper Union provided FERPA Training in February 2020
 - This was mainly for those who interact with student records which is the majority of Cooper Union employees
- Employee Performance Review Plan
 - It's important if an employee is having performance issues that the correct steps are taken to improve said employees performance before it gets to termination.

Grievance Report

- What is a grievance?
 - a formal complaint that is raised by an employee towards an employer within the workplace
 - reasons for filing a grievance: a breach of the terms and conditions of an employment contract, raises and promotions, or lack thereof, as well as harassment and employment discrimination
- If you think you have an issue that necessitates the grievance process:
 - write to memberucu@gmail.com
 - Who is involved? What happened? What documentation do you have of the incident(s)? How should this issue be resolved?
 - some issues can be resolved before proceeding to a formal grievance process

Negotiations Report

- Negotiations Committee: Matthew Bower, Toni Burrell, Cecilia Cammisa, Liz Leon, Lea Cetera
- Collected feedback from UCU member survey and in process of preparing collective bargaining platform
- Current contract ends August 31, 2020
- Plan to extend current contract for one (1) year which would ensure continued benefits coverage during that time. (includes time furloughed)
- Negotiations with The Cooper Union scheduled to begin in June, after decisions are made about Fall 2020

COVID-19 Update for UCU Members

- UCU has been meeting regularly with the administration to advocate for the membership's interests and to voice staff concerns during the pandemic.
- On March 31, we enacted a Memorandum of Agreement to reflect that non-essential personnel would work from home, and that essential personnel would be paid time and a half for each work day on campus. See attachment. If you have not received this pay, please email UCU.

<https://drive.google.com/open?id=1p9REJdcTBQk6-MnVWIAVExWgkMUJpTY1>

- The earliest possible date for staff to return to campus has been pushed back a few times. We continue to send these updates to the membership. The current return date is May 26. As always, if you have any concerns about working conditions, please share them with the UCU.

COVID-19 Update for UCU Members

- The administration continues to plan for multiple scenarios (returning to work, Fall semester teaching, etc.). We have been informed that the school will determine by the first week of June what scenario we will follow, and to what extent the campus will reopen in the Fall.
- We anticipate, per administration, that regardless of which scenario is chosen, some members will be directly affected. We have asked that all members receive a notice of their status for summer and fall, which the administration should provide by June 15th.
- Part time members who usually receive a scheduling letter by May 15 will be notified by June 15th as well; Should you not be scheduled to work and considering unemployment, administration advises following the normal NYS qualifications to apply. Summer Stem and Art Intensive will be notified by May 15th.

COVID-19 Update for UCU Members

- For members that are deemed unable to work, we expect and have confirmed that the administration is primarily considering furloughs.
- In the case of a furlough, members will receive unemployment (currently 39 weeks of unemployment benefits based on your salary, with additional CARES Act benefits~\$600) and will still receive health benefits for the duration of the furlough. You return to your position once the furlough ends.
- We have been guaranteed that members being furloughed will be informed ahead of time, and that they will be given advance notice regarding when the institution is ready for them to come back. At the moment, it seems most likely that furloughed positions would return Spring 2021.

COVID-19 Update for UCU Members

- We do not anticipate layoffs. However, the administration did advise that a worst case scenario would result in possible layoffs but very little, if any, and normal severance packages would be included.
- Next scheduled meeting with the Administration is on May 20th.

Human Resources and Payroll Contacts

Natalie Brooks: Chief Talent Leader, natalie.brooks@cooper.edu

Mary-Ann Nissen: Director of Human Resources, 212-353-4145,
maryann.nissen@cooper.edu

Christine Rodrigue: Human Resources Manager, 212-353-4156,
christine.rodrigue@cooper.edu

Tashay Gilbert: Payroll Manager, 212-353-4153,
tashay.gilbert@cooper.edu

Yolkey Tait: HR/Payroll Specialist, 212-353-4148,
yolkey.tait@cooper.edu

QUESTIONS/COMMENTS

- https://therealdeal.com/2020/05/06/aby-rosen-seeks-to-rework-chrysler-building-ground-lease/?utm_medium=social&utm_source=email&utm_campaign=single_content_share
- [Family Educational Rights and Privacy Act \(FERPA\)](#)

Thank you

Email: memberucu@gmail.com

Website: <http://memberucu.com/>