

UCU General Membership Update

October 28, 2020

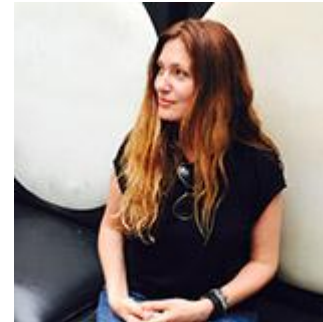
2020-2022 Executive Committee Members



Benefits Officer
Christian Carter



Discipline Officer
Toni Burrell



Grievance Officer
Inessa Shkolnikov



Negotiations Officer
Matt Bower



Outreach Officer
Sam Draxler



Secretary
Cecilia Cammisa



Treasurer
Open

Area Reps

Area Rep Responsibilities:

- Communicate directly with members in their respective areas
- Organize and attend meetings with members in their respective areas
- Attend meetings between management and UCU members in their area as needed
- Work alongside other Exec Committee officers to advocate on behalf of membership

Area Reps work with the union to represent members in each area, and they can provide more relatable information in those areas. However, they are not involved in executive decisions and do not have access to confidential information.

2020-2022 Area Reps

Area 200: Art & Architecture

Lea Cetera (Adjunct Instructor & Technical Assistant - Art & Architecture Shop)

Area 300: Facilities Management, Office Services

Dean Gunnison (Maintenance)

Area 400: Admissions, Development, Continuing Education,
Saturday Program, Student Affairs

Crystal Ortiz (Assistant Director, Special Events)

Area 500: Business Office, Computer Center, Communications, Library,
Lubalin Center, and President's Office

Max Steward (Business Intelligence Developer)

Open position: *we are looking for an Area Rep to represent*

Area 100: School of Engineering, CURF, The Writing Center, Humanities

Outreach Report

- UCU emails contain important information about working conditions, as well as requests for information that allow us to better understand the membership's concerns.
- If you or a fellow union member are not receiving UCU emails, please send a note to memberucu@gmail.com.
- Elections were held for UCU leadership positions in June. No position had more than one nominee, and consequently the nominees were all confirmed for the 2020-22 term.
- Since the election, two positions within UCU have become vacant: Treasurer and Area 100 Rep (School of Engineering, CURF, The Writing Center, Humanities).
- UCU is a self-governing union, and as officers and area reps we volunteer our time to represent the membership. As a union, we are strongest when all positions are filled, and we encourage anyone interested in becoming more involved to reach out to us.

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. UCU recently increased frequency of these meetings to every other week to stay on top of pressing Health and Safety 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.
- Union officers check the memberucu@gmail.com email regularly. If you have an issue with HR, or with an ongoing on-campus health and safety issue, be sure to CC UCU on your email, or contact UCU first so that we can confirm if the issue is already being addressed or if other members have similar experiences.

Treasurer Report

Bank Account Information:

- TD BUSINESS CONVENIENCE PLUS – \$60,833.63
- TD SMALL BUSINESS MMKT PLUS – \$40,322.84
- Accounts payable total payments 2020-2021 – \$773.75
- NYSUT dues are still being paid via check. Christian has possession of UCU's banking necessities. Toni is authorized co-signer for all checks issued and any bank related transactions.
- Cooper has and is collecting dues, since March, and sending to UCU via electronic transfers.
- Part timer dues calculations and deductions have some slight variations as of 9/01/20

Benefits Report

- Health Committee update: No communication or mention of committee from administration
- Part timer Vacation benefit: Email request for those owed vacation time sent out to all part-timers; UCU received 5 responses from those who we aware they were owed vacation time; Natalie requested a full search and review of all part time members vacation benefits; Resulted with 10 additional part time staff members being owed vacation pay
- Furloughed Vacation agreement: All vacation time negotiated that was carried over MUST be used by the start of the Spring 2021 semester, January 19, 2021

Benefits Officer (cont'd)

- TIAA one-on-one meetings: Three dates were made available for employees to schedule appointments to review their plan; HR will be scheduling more appointments and/or employees can contact Mary Ann to setup one-on-one meetings as needed
- COVID Testing: Due to the pandemic and Cooper requiring monthly testing (possibly changing), Cooper changed and updated the health insurance plan to cover Covid testing. Covid testing is NOT free everywhere so please check with your testing site
- Quarantine: Should anyone have to quarantine themselves because of a possible Covid positive exposure on campus, all staff will be paid their normal pay rate

Discipline Report

- CODE OF CONDUCT

- Discrimination - the unjust or prejudicial treatment of different categories of people or things, especially on the grounds of race, age, or sex.
 - Discriminatory Harassment - defined as subjecting an individual to humiliating, abusive, or threatening conduct that creates an intimidating, hostile, or abusive work environment;
 - Sexual Harassment - Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute
 - Pledge and Covid H&S policies
- Harassment and Bias training being rolled out to staff and faculty

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
 - A clear violation of the UCU contract and/or MOA that can be cited
- If you think you have an issue that necessitates the grievance process:
 - write to memberucu@gmail.com
 - Who is involved? What happened? Is it confidential? 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

- Officer Responsibilities:
 - Builds negotiations platform and plans strategic response to ongoing issues
 - Collects feedback from members to evaluate concerns and interests
 - Supports individual members in negotiating salaries and job/responsibility changes
- Negotiations Committee 2020: Matthew Bower, Toni Burrell, Liz Leon, Lea Cetera
- Current contract (Sept. 2017–August 2020) extended for one year via MoA (July 22) to secure benefits and furlough protections and allow time to negotiate contract in light of pandemic
- Collective bargaining platform has been developed based on feedback from UCU member survey, furlough MoA, and emergent COVID-19 concerns; Let's discuss
- We expect to begin negotiations in November

Update on Furloughed Members

- Of the full-time employees furloughed over the summer, 29 of the 33 have returned to work. 4 members remain on furlough, and we request regular updates from the administration on when conditions will allow for these members to resume work.
- Vacation time in MoA: *"No furloughed employee will lose their accrued, but unused, vacation hours/days. Determination regarding use of accrued, but unused days will be negotiated between the parties before their return from being furloughed."*

COVID-19 Updates for UCU Members

- UCU has been meeting regularly with the administration to advocate for the membership's interest and to voice staff concerns since the pandemic has affected Cooper.
- 7 part-time members were not scheduled for Fall 2020 due to lack of work. They remain employees of the Cooper Union and these positions remain theirs. While these were not classified as furloughs, the administration has indicated that they would not challenge unemployment claims filed by part-time members who were not scheduled. However, should things change, they will be called back first before reaching out to hire new employees.
- Spring 2021 semester still being discussed on how it will take place.

Health & Safety Updates

- Last week, we sent an anonymous survey about Health & Safety conditions on campus. If you have been working on campus, please complete this survey!!
- Following members' requests to the administration for more detailed procedures if there are positive coronavirus cases on campus, the administration has shared preliminary school-wide documents with us.
- Industrial Hygienist: NYSUT has contracted with a company for a reasonable rate who could provide air quality testing should a union and it's members want it done.
- Violations occurring on campus
- Reporting violations related to Covid safety protocol
- Cleaning and disinfecting schedule

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

Thank you

Email: memberucu@gmail.com

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

QUESTIONS/COMMENTS

NOW IS THE TIME TO SPEAK UP!!!!!!