

1 Equality for CLTs Resolution
2 Submitted by PSC/CUNY CLT Chapter (Revised 10/27/2020)

3
4 Whereas, unions owe a duty of fair representation to the people they represent; and

5
6 Whereas, College Laboratory Technicians (CLTs) have been part of the tenure process and collective
7 bargaining since the 1930s, and were granted by-law tenure rights in 1938 by the Board of Higher
8 Education, and statutory tenure in 1940 by the New York State Legislature; and

9
10 Whereas, after much activism from CLT leaders in collaboration with the PSC leadership, the PSC union
11 has fought for the continued inclusion of CLTs for tenure; secured union-wide access to paid parental
12 leave and adjunct sick leave; made available funds for professional development to staff; passed a union
13 policy to allow CLTs to attend campus chapter executive committee meetings and labor management
14 committee meetings; and

15
16 Whereas, to not include CLTs in the above would be a misrepresentation of the CLT Chapter; and

17
18 Whereas, due to expansive workloads and responsibilities beyond the antiquated 1960s CUNY defined
19 CLT title series descriptions and minimum qualifications, and overall high cost-of-living in the NYC
20 metropolitan region, the asymmetrical lump sum increases for full-time CLTs in the 2000-2002 and
21 2017-2023 contracts were inadequate and did not succeed in achieving equity; and

22
23 Whereas, the Legislative Conference was founded in 1939 and lobbied on behalf of the instructional
24 staff of the city colleges - primarily the full-time employees, including CLTs; and

25
26 Whereas, CLTs and the professoriate operated under a spirit of unionism under the Legislative
27 Conference union banner; and

28
29 Whereas, CLTs are founding members of the Professional Staff Congress of the City University of New
30 York (PSC/CUNY) union established in 1972; and

31
32 Whereas, CLTs are the lowest paid full-time and adjunct employee titles in the University, are paid less
33 than their peers in other unions and other institutions, and fall further behind every time across-the-
34 board percentage raises are negotiated; and

35
36 Whereas, Article 22.2 of the PSC/CUNY Collective Bargaining Agreement specifies percentage goals for
37 CLT promotions to higher rank, "In order to increase promotional opportunities," yet these targets are
38 often treated by management as caps in a quota system that restricts such promotion; and

39
40 Whereas, the non-promotional nature of the College Laboratory Technician title series was ratified in
41 the 1986 Malz arbitration decision which held that the definition of higher level CLT positions was a
42 management prerogative; and

43
44 Whereas, Article 22.2 of the PSC/CUNY Collective Bargaining Agreement specifies the delivery of a
45 report on CLT promotion procedures, to wit, "There shall be [a] University-wide labor management
46 committee composed of two members designated by the Chancellor and two members designated by
47 the PSC to review the promotion procedures applicable to instructional staff in the College Laboratory
48 Technician series. The committee will conclude its work by issuing a non-binding report to the
49 Chancellor and the President of the PSC no later than October 30, 2002," yet to date, no CUNY-PSC joint
50 committee report exists; and

51
52 Whereas, urgent demands and excessive workloads cause CLTs to work repeatedly beyond the
53 contractual 35-hour work week without contractual or FLSA overtime compensation; and

54
55 Whereas, CLTs manage resources allocated to the department through job placements, budget
56 planning, service contracts, assessment management and inventory control; and

57
58 Whereas, the College Laboratory Technician (CLT) title series is a tenure bearing title protected under
59 academic freedom; and

60
61 Whereas, CLTs as defined by CUNY are members of the permanent non-teaching instructional staff,
62 however CLTs perform teaching duties equivalent to instructional counterparts in the teaching
63 instructional staff; and

64
65 Whereas, CLTs play a key role in the authorship of art and science laboratory/studio manuals,
66 laboratory/studio safety procedures, and other instructional tasks including grading, proctoring and
67 skills examination; and

68
69 Whereas, CLTs serve as the technological undergirding of the University; and

70
71 Whereas, as PSC President Barbara Bowen stated, "College Laboratory Technicians (CLTs) are the
72 backbone of CUNY's science and technology programs. Without you, the University's growing
73 prominence in scientific fields would not be possible, nor would CUNY be able to prepare students for
74 twenty-first century careers in scientific and technical specialties. You do demanding, hands-on work
75 with faculty and students on every campus. I am proud to represent you."; and

76
77 Whereas, CLTs bridge the gap between faculty and students with hands-on instruction in emerging,
78 current, and legacy technologies; equipping students for continued success; and teaching them to marry
79 theory with techniques for real-world applications; and

80
81 Whereas, CLTs are the majority of PSC/CUNY members designated as "essential employees," and
82 required to work under any and all conditions, regardless of risks to safety and health, and are among
83 the staff who have stepped up since the beginning of the coronavirus outbreak to report to campuses to

84 perform institution functions in support of the University's comprehensive transition to distance
85 education, remote instruction, streaming of classes, and telecommuting; and

86

87 Whereas, PSC/CUNY has been ineffective in addressing CLT grievances in the areas of wages, working
88 conditions, workload, promotion, health and safety, and bullying; and

89

90 Whereas, historian Irwin Yellowitz stated,

91 "The United Federation of College Teachers (UFCT) was formed in 1963...The competition
92 between the two groups [*Legislative Conference and the UFCT*] led to a collective bargaining
93 election in CUNY in 1968. The New York State Public Employee Relations Board (PERB)
94 determined the units for this election. It put all full time faculty and staff in one unit, including
95 CLTs, and all temporary faculty and staff, principally lecturers and adjuncts, into a second unit.
96 The UFCT argued against this arrangement on several grounds, but one directly involved CLTs.
97 The UFCT claimed that although CLTs were full time employers, they did not share the necessary
98 "community of interest" with full time faculty. Instead they essentially were supportive, auxiliary
99 personnel. To prove this crucial difference from the full time faculty, the UFCT stressed that CLTs
100 could not serve on governance committees; unlike faculty, they had fixed 9-5 hours of work on
101 campus; and they were subject to the authority of faculty in a manner quite different from the
102 collegial culture of the professoriate."; and

103

104 Whereas the bargaining agenda for the successor to the 2017-2023 contract acknowledges these
105 deficiencies;

106

107 Therefore, be it resolved, PSC/CUNY takes urgent and appropriate actions to prioritize the needs of
108 College Laboratory Technicians, end discriminatory practices, abolish the misuse of rankism, and
109 commits to equity and inclusion of CLTs at all levels of governance; and

110

111 Resolved, PSC/CUNY commits to increasing the salaries for the entire College Laboratory Technician title
112 series to match similar titles in other unions and comparable professions in the private and public
113 sectors; and

114

115 Resolved, PSC/CUNY strongly encourages union members to amend college governance plans and
116 bylaws to permit CLTs full voting rights and rights to serve on college-wide and department committees;
117 and

118

119 Resolved, PSC/CUNY provides fair representation, quality care and equal treatment to the CLT Chapter
120 in a way that ensures members' dignity and treats them with respect at all times.