

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

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

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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

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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

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

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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

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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

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

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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

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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

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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

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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

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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

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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

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

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

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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

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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

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

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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

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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

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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

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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

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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

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

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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

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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

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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

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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.