

**PSC-CUNY John Jay College Chapter**  
**response to Faculty Senate Reopening Plan [FSRP] (June 1, 2020 draft)**  
Submitted to the members of the Provost's Fall Planning Committee 6/15/2020

We note that many of the issues of concern expressed below regarding reopening CUNY campuses are currently being addressed through [impact bargaining between the PSC and CUNY](#).

**1. Inclusion of all campus workers, workplaces and spaces**

- a. The FSRP narrowly focuses on teaching faculty work in classrooms and single occupancy offices which does not include all or even most John Jay College workers.
- b. The Chapter demands flexibility in allowing all staff and faculty to continue remote work without medical or accessibility 'at risk' documentation. The PSC has [put forth the following proposal](#) which the Chapter endorses:  
*PSC and CUNY will negotiate procedures for providing accommodations to employees whose medical or other needs mean that they cannot return to on-site work safely, even after general on-site work resumes.*
- c. Many in the bargaining units and titles of PSC-CUNY, DC-37 and other workers are not explicitly discussed in the FSRP document. Therefore many of our members cannot find themselves and their units to determine under which phase they may expect to be called back to campus.
  - i. The majority of HEOs, CLTs, Adjunct Faculty, Librarians and DC-37 workspaces are not included in this plan. A few of their issues of great concern for these titles include:
  - ii. Lack of social distancing possibilities in shared and open plan offices often occupied by HEOs, CLTs, Adjunct Faculty and DC-37 Staff
  - iii. Lack of New York State guidance for non-classroom campus spaces including student services staff offices and Libraries.
  - iv. Decision making processes for workplace health and safety are being made by people far removed from the daily work of most units and without a clear understanding of the work. What mechanisms will emerge to get involvement and feedback from the stakeholders?
  - v. Devices and internet connectivity support is not mentioned, but required for successful remote work. PSC-CUNY has made [several proposals for providing and reimbursement for hardware and connectivity for remote work](#).

**2. Health and Safety**

- a. PSC-CUNY has put [forward many proposals](#) on a safe return to the workplace which the chapter endorses; the key demand is:  
*On-site work for PSC-represented employees, including teaching and non-teaching faculty and staff, both full-time and part-time, will not resume until there is a*

- consensus of scientific evidence and public health guidance that such work is safe and that travel in New York City to work locations is safe, and until agreement on the resumption of on-site work is reached with the PSC.*
- b. The chapter requests copies of the following documents required in [NY State Phase 1- Summary Guidelines for Higher Education Research](#) be made available to all employees considering returning to campus under JJCRP “Initial Site Access Phase”:
    - [NY State Business Safety Plan Template](#) for all areas to be occupied by this phase;
    - [INTERIM GUIDANCE FOR HIGHER EDUCATION RESEARCH DURING THE COVID-19 PUBLIC HEALTH EMERGENCY](#) affirmed and signed by appropriate John Jay College Administrator.
  - c. The chapter requests copies of the following documents required in [NY State Phase 2 - Summary Guidelines for Offices](#) be made available to all employees considering or called to return to campus under JJCRP “Low Site Access” and “Moderate Site Access”:
    - [NY State Business Safety Plan Template](#) for all areas to be occupied under this phase;
    - [NY State Detailed Guidelines for Offices](#) affirmed and signed by appropriate John Jay College Administrator.
  - d. The Chapter requests to know which [other NY State Forward guidelines](#) are being followed for face to face repetitive student services interaction points should they be re-opened in these first phases.
  - e. The New Building is now a COVID antibody testing site. This service should be made available free of charge to all in the John Jay Community.
  - f. The Chapter requests to know what other outside visitors will continue to be given access to the campus when community members begin to return to the workplace. Currently known uses include COVID testing, DASNY contractors, FEMA, Early Voting Poll Site and events scheduled in the Shiva Gallery.
  - g. HVAC and ventilation is of particular concern to our members. COVID-19 is known to be transmitted in aerosolized form. The Chapter requests documentation on steps to be taken to upgrade the operation of HVAC systems to minimize viral spread.
  - h. Shared restrooms are of particular concern to our members. COVID-19 is known to be transmitted through fecal matter and urine. The Chapter requests a plan for cleaning bathrooms and provision of materials to all bathroom users at all times including sanitizing wipes, paper towels, toilet seat covers.
  - i. The Chapter requests to see a plan to reduce bottlenecks at College entrances or elevators, and to avoid possible congregation in any open spaces such as cafeterias and other public spaces.

### 3. Privacy and Surveillance

- a. Body temperature checks, health and exposure checklists and FSRP proposal to “Monitor student and employee absence” are privacy invasive procedures. The Chapter requests details on who will perform these procedures and how records shall be kept and if they follow FERPA, HIPPA, CUNY and other privacy laws and procedures.
- b. The Chapter requests information on procedures in response to “failed” screenings, checks and body temperature readings. Will members of the John Jay community be turned away at the entrance?
- c. The Chapter suggests that Faculty, Staff, Students and Visitors (if any) be encouraged to perform self-checks before leaving for work. We suggest the following:
  - i. Distribute brochures with wellness self-checklists and health resource contact information;
  - ii. Distribute free thermometers to Faculty, Staff and Students who can use them to self-check at home. These are difficult to obtain at this time.
- d. The Chapter requests information on procedures and personnel assigned to monitor social distancing, mask and glove wearing if it is mandated. What if any punitive measures will be enforced for people who refuse to wear masks or to social distance?

### 4. Modes of instruction

- a. Online/distance learning decisions should be time-limited by semester in recognition of the unique nature of the pandemic. Modes of instruction of each semester’s classes should be announced at the time they are first scheduled and assigned to faculty, including the number of sections of synchronous/asynchronous delivery.
- b. Class sizes - please see the following [proposal by PSC CUNY](#), which our Chapter endorses  
*Class-size limits and minimum required class enrollments will not change from past practice for financial reasons during the COVID emergency. If social distancing is still required when on-site instruction resumes, the University will create additional faculty positions rather than reducing course offerings, increasing faculty workload or relying on technological solutions.*
- c. Online course development and teaching is much more labor intensive. Compensation for additional preparation and training should be bargained at the University level, PSC-CUNY has [put forth several compensation proposals](#).