

**Testimony of Robert Isaacson, Executive Director  
CUNY TV  
New York City Council Committees on Higher Education and Technology  
Wednesday, April 29, 2015**

Good afternoon, I'm Robert Isaacson, Executive Director of CUNY TV.

Madam Chair, Mister Chairman, members of the committees, and Council Members – thank you for inviting me to talk about CUNY TV. I am here today with my colleagues, Sonia Pearson, Executive Director of Human Resources at CUNY Central, and Garry Pierre-Pierre, a journalist, and a senior producer at CUNY TV. They will also brief you.

I'll begin with some background information.

CUNY TV is an independent, award-winning, non-commercial, educational TV station staffed by professionals. We operate Channel 75, a city-wide cable channel reaching 1.7 million homes, and a digital broadcast channel, Channel 25.3, reaching 7 million homes. Both channels are on the air 24/7.

Three years ago, WNYE needed to move from its Brooklyn facility. With New York City's approval, the University moved WNYE to CUNY TV at The Graduate Center, on Fifth Ave at 34th Street. To accommodate WNYE, we upgraded our facility, *without any funding from New York City*, and in return, WNYE assigned broadcast channel 25.3 & an HD radio station to CUNY TV for its exclusive use.

The new merged broadcast center is a state-of-the-art, tapeless, file-server based operation.

As stated in the University 2012-16 Master Plan approved by the Chancellor and the CUNY Board of Trustees, CUNY TV – reporting to the Senior Vice Chancellor for University Relations – has an important mission: to present the rich diversity, knowledge base, and talent of the best urban public university system in the country beyond its campuses and into the homes of all New Yorkers in the region with quality program content.

Our trademark is "Lifelong Learning through Quality Television."

Program development is decided by the Executive Director; our Executive in Charge of Production, Gail Yancosek; her deputy, Susan Iger; senior producers; and at times with input from Senior Vice Chancellor for University Relations, Jay Hershenson.

The goal is to reach audiences within the new demographics of the City and the University.

Our prime-time schedule is listed every day in *The New York Times*. We are often selected for a highlight or two in the paper's "What's on TV Tonight" column. Our programming has also been mentioned in the *Daily News* and the *New York Post*.

Since January 1, 2015 we have received press coverage nearly 60 times in a variety of print and online publications.

I want to pause here and show you a short video montage of CUNY TV's diverse programming...

(VIDEOTAPE)

I want to speak now about CUNY TV and students.

We work with students in three major ways:

#### THE GRADUATE SCHOOL OF JOURNALISM

In 2007, CUNY TV designed the technical infrastructure for the new Graduate School of Journalism. When the school opened in 2008, 21 CUNY TV staff members were assigned to the school full-time to support the student mastery of hardware and software technologies.

For the past 5 years, journalism students have produced a monthly half-hour news magazine for CUNY TV, in consultation with their broadcast professors.

#### CUNY TV INTERNSHIPS

Several CUNY campuses offer undergraduate broadcast programs – two campuses offer MFA degree programs. We often accept student interns for a semester or a year – some are hired when they graduate. CUNY graduates make up about 80 members of the 180 persons currently on staff ... many have been working at CUNY TV for more than 15 years.

#### COLLEGE PRODUCTIONS

Baruch, John Jay, Brooklyn, and Lehman Colleges provide us with their campus-produced programs on a regular schedule. Students participate in these programs, either in front of or behind the camera, under the guidance of the faculty.

As a file-server based facility, CUNY TV has digitally archived more than 35,000 programs. We have started to categorize the content, enabling us to create "research" websites.

The first two websites we will publish are:

- *Education Forum* – a collection of more than 100 programs hosted by The Honorable Herman Badillo, former Chair of the CUNY Board of Trustees, and
- *African American Legends* – a collection of more than 200 interviews hosted by Dr. Roscoe C. Brown, Jr. – an American legend himself.

Finally I would like to mention that in addition to winning 13 New York Emmys, we have been nominated six more times this year, for a total of 56 nominations. The latest Emmy Awards ceremony will take place this Saturday.

Our six nominations are for:

- *Study with the Best* - for Best Education Program or Special;
- *Nueva York* – for a segment on autism in the Latino community;
- *Asian American Life* – for a segment on adoption of Asian children;
- *Theater Talk* – for an episode on the play "A Raisin in the Sun," featuring Denzel Washington and our archival interview with the late Ruby Dee.

And we have two Craft nominations – for Post Production Editing and for Original Music Composition.

I'm very proud of the achievements of CUNY TV's mission of "Lifelong Learning through Quality Television," and I am grateful for the support from the University for our efforts.

Thank you for your time.

And now the Executive Director of Central Office Human Resources, Sonia Pearson, will brief you on our staff.

**Testimony of Executive Director Sonia S. Pearson**  
**CUNY Central Office Human Resources**  
**New York City Council Committees on Higher Education and Technology**  
**Wednesday, April 29, 2015**

Good afternoon. My name is Sonia Pearson and I am the Executive Director of Human Resources for CUNY's Central Office. I am pleased to have the opportunity to join my colleagues from the University in addressing the Committees on Higher Education and Technology about employment practices at CUNY TV, including hiring, promotions, management and diversity. I will preface my remarks with a brief overview of the University's employment policies and practices in this area.

Appointments to CUNY TV positions, like other titles in the University's Classified Staff series, are governed by Civil Service Law, which requires that, so far as is practicable, classified staff positions be filled through examinations that ascertain relative merit and fitness. To recruit the largest pool of applicants, vacancies for provisional appointments, as well as notification of scheduled examinations for permanent positions in the classified service, are advertised widely: on the CUNY website, in *The Chief*, and on numerous job boards.

Candidates for both provisional and permanent titles in the classified service must meet published minimum qualifications. In order to be eligible for permanent

positions, employees serving in provisional titles must complete the competitive exam process. Once they have successfully completed the examination process, candidates are placed on an eligible list for possible appointment, rank ordered by their exam scores. Following publication of the eligible list, persons serving in provisional titles must be replaced within 60 days by candidates on the certified list who are reachable.

The employees at CUNY TV fall within four title series: the Executive Compensation Plan, Classified Managerial, the Higher Education Officer series, and the Classified Service. The majority (66%) are employed in the Broadcast Associate title, which is a classified position with three assignment levels.

Assignment level is determined by the duties and responsibilities of the position, qualifications, seniority and/or specialization. Since January 1, 2014, 8% of CUNY TV's employees have received advancement, either from hourly to full-time titles, level movement within title, or appointment to a higher title.

In the event that an employee believes that he or she is working "out of title," the University has a process in place to review such claims. Interviews are conducted by CUNY Central Office Human Resources with both the complainant and, separately, with the complainant's supervisor, to ascertain the actual duties and tasks being performed by the employee. The findings are analyzed to determine if

the level of work is compliant with the job description, and the results are reported back to both the supervisor and the employee with appropriate recommendations.

As I previously noted, an examination process is required by law in order to fill a permanent classified staff position. The University is currently conducting a job analysis of the Broadcast Associate title in order to update the job description and develop an appropriate examination. Going forward, it is our intention to offer an examination for the Broadcast Associate title that will allow provisional employees the opportunity to compete for permanent positions.

In addition, we will be offering career development for CUNY TV staff that will include test taking strategies. In order to prepare staff for future management opportunities, we will offer them professional development in a number of managerial competencies, featuring courses such as:

- “Preparing for Supervision”
- “Fundamentals of Supervision” and
- “Understanding and Supervising Staff”

Finally, I would like to point out the diversity of the staff at CUNY TV, which suggests the effectiveness of the recruitment and selection process. Of its 180 employees, 40% are Female, and 45% are from protected groups, including 16%

Hispanic/Latino, 14% Black/African American, 10% Asian, 4% Italian American and 1% American Indian.

Females comprise 45% of the 118 employees in the Broadcast Associate title. The racial and ethnic composition of this title reflects 45% from protected groups, including 21% Black/African American, 16% Hispanic/Latino, 7% Asian and 3% Italian American.

I want to assure you that we are committed to sustaining a systemic presence of diversity, inclusion, excellence and opportunity at CUNY TV and throughout our entire University. We continue to build on our strength as a workplace that welcomes all, and we look forward to working with the New York City Council to ensure that those ongoing goals are met.

Thank you.

**Testimony of Garry Pierre-Pierre, Senior Producer  
CUNY TV  
New York City Council Committees on Higher Education and Technology  
Wednesday, April 29, 2015**

Good afternoon. I'm Garry Pierre-Pierre of CUNY TV. Madam Chair, Mister Chairman, members of the committee, and Council members, it's a pleasure to address you at this time. I am a journalist who is the co-host and producer of the series ***Independent Sources*** on CUNY TV.

***Independent Sources*** is a unique show in that it covers news and views about ethnic and immigrant communities in New York City. At a time when media outlets in the city are cutting back on local reporting, it is refreshing to be part of a program that covers the city unlike any other.

I joined ***Independent Sources*** at the show's debut in 2007 and it's been one of the best associations I've ever had. CUNY TV provided me with an opportunity to explore new talents and skills. Since then I've learned the intricacies of television production and the nuances of conducting television interviews.

There are few opportunities for print journalists like me to make the transition to television and I'm grateful that CUNY TV gave me the chance to grow professionally.

As one of the show's producers, I travel across the city documenting people's achievements and challenges, particularly new New Yorkers. I've produced scores of segments. But I want to highlight a couple that stand out.

Last year I did a piece about the growing political clout of the Bangladeshi community in the Bronx – not Jackson Heights Queens, the neighborhood widely associated as the Bangladeshi enclave.

Another story I'm particularly proud of was a recent interview I did with the head of the Zoroastrian Church in New York City, focusing on efforts to revitalize this ancient religion in the metropolitan area.

Immigration stories, and stories about immigrants, are the focus of our half-hour weekly program. CUNY TV's commitment to diversity does not stop inside its offices – we are in the process of writing several grants to increase our coverage of New York City, at a time when the city's daily newspapers are cutting back, by hiring Graduate Fellows in television journalism.



You've heard the statistics about the diversity of CUNY TV. Let me tell you how affirming it is to work with Abi Ishola, Zyphus Lebrun, Judith Escalona, Wei Lu, Dash Henley, Sarah Pizon, Nikki Miller, Crystal Lowe and many others on the staff.

The staff's diversity is not only racial – it transcends ethnicities and nationalities.

Let me emphasize that this is no small matter. I spent 12 years working for daily newspapers, including *The New York Times*, where I was part of a team that won the Pulitzer Prize. I left mainstream journalism to found *The Haitian Times* in 1999. Eight years later, I joined CUNY TV and ***Independent Sources***.

I've never been around such diverse staff as I am at CUNY TV. As you know, the mainstream media do not represent the diversity of their communities. I'm proud to say that CUNY TV and ***Independent Sources*** do.

TYRIK WASHINGTON:

Music Producer

TWASHINGTON@CUNY.TV

212-817-7588

Good afternoon Chair Member Barron, Chair Member Vacca and fellow NYC Council members. First let me thank all of you for the opportunity to come before you today to testify on the topic of diversity, or lack thereof, of the senior staff and the elevation of people of color at CUNY-TV.

My name is Tyrik Washington. I joined the CUNY-TV staff in July of 2005. Therefore, July of this year (2015) will mark my 10<sup>th</sup> year of being employed at the station, operating as its only full time music producer. Over the years, including this year, I have been nominated for six (6) NY EMMY awards and won my first EMMY in March of 2014. To date, I hold the distinction of being the only CUNY-TV employee ever to win a Craft Specialty Award. The distinguished Craft Specialty Award is an award category that is dedicated to key technical disciplines and behind-the scene craft essentials to television production.

For the records, CUNY TV has won a total of 13 NY EMMY awards, which is one of the highest awards you can achieve in television. 10 out of the 13 NY EMMYs was won primarily by the work of Black and Latino producers. 9 of those awards were won by a show entitled Nuevo York. This show is staff by a team comprised primarily of all Latino producers. Even with this great accomplishment, these same Black and Latino producers are still the lowest paid employees at CUNY-TV.

While there are shows that cater to and display people of color such as the Bob Herbert TV, One on One, Study With the Best, Black Writers in America and Nueva York, all of the senior producers for these shows are white. The job of a senior producer dictates an approve the show's script, the show's guess, topics to be discussed on the show and the final edit that will be viewed. Wherein lie the power and the problems. For example, in 2006, I was given the opportunity to produce a 5-minute segment for the show, "Study with the Best," on the topic of Re-Entry and the School to Prison Pipeline. For this segment, I chose to feature a very successful Re-Entry Program housed at Medgar Evers College in Brooklyn. Myself and the crew spent days at the College and at Rikers island Correctional Facility interviewing Professors, former prisoners and elected officials, collecting factual data to be used for the show. While I was allowed to discuss the content and practices of the day to day activities of the Re-Entry

program at Medgar Evers, I was not allowed to present or discuss a full narrative that exposed the systemic reasons for re-entry in the first place, discussions such as the war on drugs, poverty, a poor education system in urban communities, etc. This information was either watered down or edited out.

I want to note here that I am also an independent film producer who have produced, written and directed two feature films outside of CUNYTV, with one of them receiving distribution through iTunes. I'm introducing this fact only because I want the Committee to understand that as an independent film producer I know how to bring a 5 minute clip to life and how to frame it so it tells a complete story. But because my senior producer and senior editor were both white, I truly felt it was easier for them to romanticize a success story of a former prison than to deal with the naked truth of incarceration in America. So this superb piece of work was watered down and presented in a fashion that made the prisoners a product produced by of their own circumstances, This leaves me to draw the conclusion that because there is no multicultural influence in top management, because there is no senior producers or supervising producers of color, the films and shows being produced at CUNYTV will never be able to depict the true existence and experiences of urban life and be a true voice of independent public broadcast television.. So how can the minority shows produced at CUNYTV have true meaning and validity?

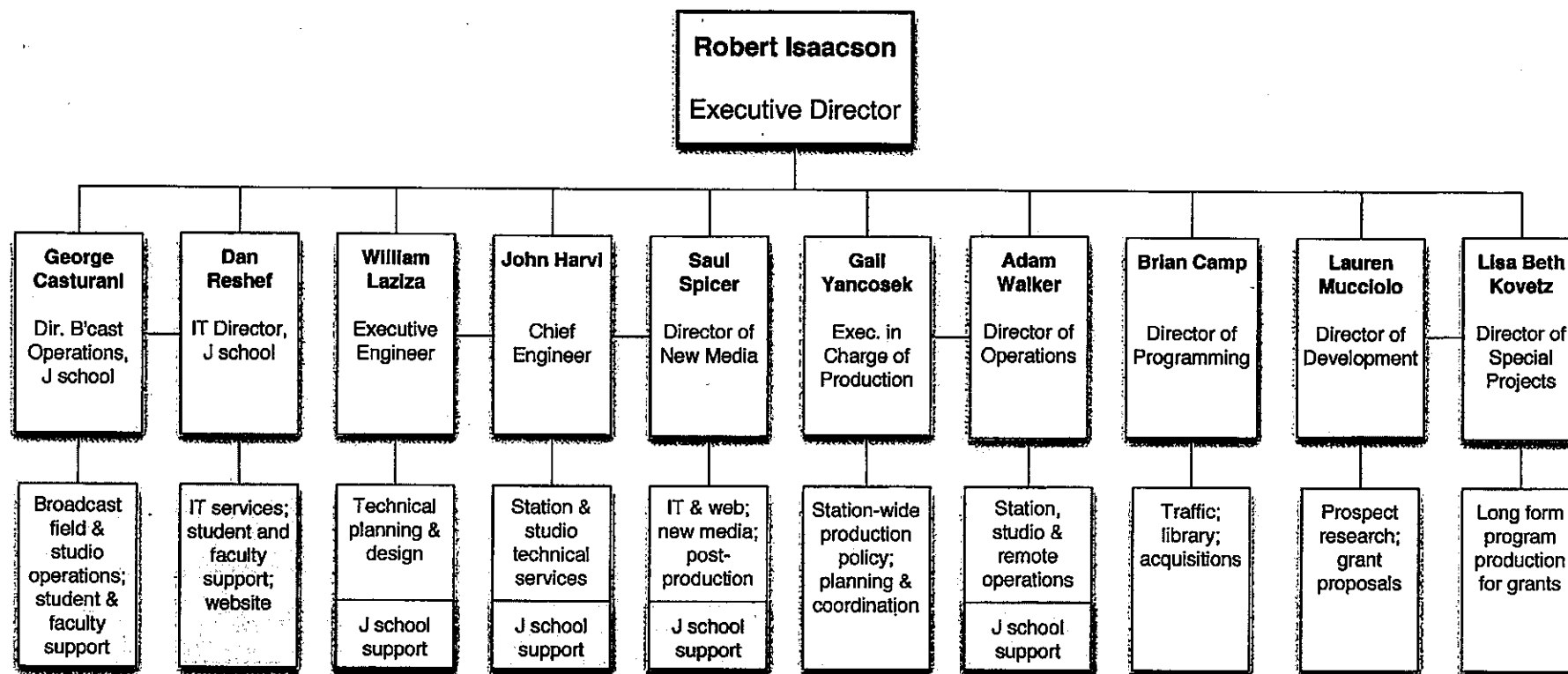
Finally, I ask you to turn to Attachment #1 given to you with my testimony. That attachment shows the employee flowchart distributed by the Executive Director of CUNY-TV, Mr. Robert Isaacson, highlighting the names of CUNYTV's Executive Management Staff. Please note there is not one person of color who serves as a member of the executive staff. My testimony today focuses on the fact that Black and Brown people do not have managerial positions of power that helps to shape the creative direction or day to day operation of the services CUNY-TV provides to the 5 boroughs of NYC; nor is the executive staff a reflection of the CUNY student population or a reflection of its reach of 7.3 million household in NYC. All of the minority staff at CUNY-TV is employed as Broadcast Associates while the White staff population varies in positions from Broadcast Associates to Higher Education Officers; positions which can result in higher pay and better City benefits.

I truly believe that the lack of multicultural voices represented at the highest level of staff management results in the lack of diverse show programming, the elevation of people of color and the overall respect given to the minority staff at CUNY-TV.

On a national scale, we are seeing a greater acceptance of multicultural voices on the senior level of media and entertainment in the public sector. (Consider the NYTimes, Epic Records, HBO, etc.)

In places like Los Angeles and New York we are seeing political initiatives and tax incentives all designed to encourage minority inclusion. Even here in the City Council, Members are calling for new bills that will force city contractors to disclose boardroom demographics. Council Member Darlene Mealy, a Brooklyn Democrat, was quoted as saying "I believe this bill is a good first step in increasing transparency and closing the pay gap that has existed for far too long in our city and country. Thank you for this opportunity and I look forward to your questions.

Senior Staff  
January 2011



Thank you Chairwoman Barron, Chairman Vacca, and members of the New York City Council for the opportunity to speak today. My name is Mario Rosales and I've been working at CUNY TV for 10 years and I've never got any raise and my pay rate is substantially lower compared to other editors or producers at the station.

I came to New York in 2002 to pursue my dream of becoming a filmmaker and to earn my Masters at The City College of New York Master Program.

In January 2005, I began working at CUNY TV. I was hired with a team of predominantly Latino producers for the creation of a new show called "NUEVA YORK" focusing on Spanish speaking culture in New York City. Since I began at CUNY TV, I've been responsible for creating the image of the show, providing essential ideas that remain to date as a hallmark of the program, such as logo, intro, promos and end credits of the show.

Each season many of these elements are renewed. The proposals and ideas, production (camera work), editing and postproduction are the result of my creative process.

In 2007, just two years after the creation of "NUEVA YORK", the show was first nominated for an Emmy in the category of Best Magazine Show. In 2008, "NUEVA YORK" won the Best Magazine category, making it the first Emmy-win in CUNY TV's history. In consecutive years, we continued to win Emmy awards for Best Magazine Show (2009, 2010, 2011, 2013). The NUEVA YORK has had 16 Emmy nominations in different categories and has won 10 Emmy's.

After we won our first EMMY we were hoped for a raise. Instead, the show went from monthly to twice a month, with no economic compensation.

As a producer of Nueva York, I've been focused on developing topics of great importance to the Latino community, related to social issues and cultural expressions. For example, together with my colleague Gisela Sanders, I was responsible for the planning, research, production, and editing of several thematic chapters of "Nueva York about the immigration movement in this country. This piece was nominated for a 2013 Emmy Award for Best Feature of Social Content.

Another initiative of this thematic shows is the annual special about "The Latin Alternative Music Conference" which is a showcase for emerging artists renowned throughout Latin America. Under my production, Nueva York has covered this 4 day event for several years, documenting concerts and interviewing the most outstanding artists each year, producing 2 full special episodes per season. The remaining material helped to augment the content of other episodes of "Nueva York", and has been included in other programs such as "Arts in the City" on CUNY TV.

In 2010 I was promoted to Senior Editor of Nueva York, so in addition to my contributions as producer on the show, now I'm responsible for overseeing the final export of half of the episodes each season. This means revising content produced by other producers, technical aspects of post-production and assembling each show program. However, these increased job responsibilities have not meant any elevation in my salary.

At this moment I'm currently renovating the image of "NUEVA YORK", meaning that I'm producing, shooting, editing and post producing a new intro for the show, portraying different characters in the current Latino community, as well as a series of interstitials (promos) that have just been nominated for an Emmy for Best Musical Composition by composer Tyrik Washington.

Since 2010 when the economic crisis occurred, CUNY TV cut the overtime for all the employees to avoid firing people, but that meant a big cut in my paycheck. Several months later, extra funds we're allocated to some at the station – but the recipients were selected by CUNY TV Management, and I was not one of them, as most of the Nueva York team don't receive this check. Since 2010 I've been living paycheck to paycheck. In addition to asking for a raise in my base salary, I have asked for this extra pay check at least twice and the answer was no, with the explanation that there's no money, but that check is significant to the people who receive it, and is who gets it and who does not get it appears to be arbitrary.

In September 2014 I asked for a raise in my base salary. I asked at this time because I got married in October and I'm going to become the father of twins in June.

I haven't received a raise in 10 years, even though my responsibilities have increased. When the founding members of the "NUEVA YORK" team were hired, we were hired under the Broadcast 2 line in our union contract. In fact, we have always been doing Broadcast 3 work, and all had the requisite Master's Degrees required for that line. What this means, is that those of us who founded the show have been underpaid for a decade.

At CUNY TV there are 10 employees who are alumni from the MFA program at City College. 6 are members of the "NUEVA YORK" team. We all earn an annual income of around \$58,000 or less. Outside the "NUEVA YORK" team, other alumni employees are earning between \$80,000 to \$90,000.

So this disparity leaves me with big and uncomfortable questions. What accounts for the big difference in pay scales? Why has there been no elevation in our pay rates when the "Nueva York" team has constantly been winning the biggest award in television, and other shows have not? Is Latino work simply seen as "cheap labor"?

When I found out my new wife was pregnant with twins, I went to Senior Management and asked for a raise. Not only did I get a "no", but I also got the comment that "with my pay rate, maybe I shouldn't have more kids." This comment stung. Not only because I was facing a real economic reality of needing to be the soul provider for a new family, but I felt like the comment had racist undertones.

What I hope coming out of this hearing is for everyone at CUNY TV to start having equal opportunity. I'm hoping for equality in pay scales, based on the actual work individuals are doing, regardless of skin color or ethnic background.

**THE CITY UNIVERSITY OF NEW YORK**  
**Classified Civil Service Position Description**

**Title** BROADCAST ASSOCIATE

**Title Codes** 04992 Full-time  
04992 (H) Hourly  
General White Collar Title Group (030)

**FLSA Status** Non-Exempt (Overtime Eligible)  
Certain individual positions may be exempt based on specific responsibilities.

**Date Issued** November 1, 2005  
Effective Date: July 1, 2005

**General Duties and Responsibilities**

Under supervision, Broadcast Associates perform technical work in a broadcasting operation and/or production environment. Such duties include designing, installing, operating, maintaining and/or modifying all types of broadcast equipment and related software.

There are three Assignment Levels for Broadcast Associate (Level 1, Level 2, and Level 3). All personnel perform related work. This specification describes typical assignments within this class of positions; related duties may be assigned as needed.

**Qualification Requirements**

Assignment Level

Level 1 A high school diploma or equivalent and two (2) years of full-time satisfactory related experience,  
**OR**  
An Associate Degree and/or 60 college credits from an accredited college in a related field and one year of full-time equivalent experience in a television broadcast environment,  
**OR**  
A BA degree from an accredited college with a baccalaureate major in a related field.

Level 2 Qualification requirements for Level 1 plus the following:  
Two additional years of directly related full-time equivalent experience,  
**OR**  
A Master's-level degree (such as MFA or MS) from an accredited college in a related field and one year of directly related full-time equivalent experience.

Level 3 Qualification requirements for Level 1 and Level 2 plus the following:  
Three additional years of directly related full-time equivalent experience.

All Levels Some positions may require a current, valid New York State motor vehicle license.

**Direct Lines of Promotion**

From: None To: None



## General Work Tasks

**ASSIGNMENT LEVEL 1** Under direct supervision, performs technical and operational tasks of ordinary difficulty related to the dissemination, duplication and broadcasting of video and audio signals. May perform work with either existing or emerging media technology as needed to operate station. Takes direction/instruction from the director and producer. Interact effectively with other members of the broadcast operation including actors and interviewees. Typical duties are outlined below.

- Operate equipment related to broadcast operations in both studio and on-location environments, such as cameras, teleprompters, monitors, lighting, audio, videotape recorders, editors and other equipment.
- Maintain all broadcast equipment performing routine preventative maintenance and emergency repairs. Check and test equipment to insure its proper mechanical and electrical functioning.
- Maintain and update video databases and libraries. Manage flow of videotape in and out of the tape library.
- Coordinate weekly and daily on-air program schedules with database and automated software systems.
- Assist in creating video graphic arts and animation for broadcasts.
- Assist in the creation and maintenance of related web pages and content including station website databases. Utilize computer hardware and software to create, revise and broadcast information, programs, and other data.
- Maintain equipment and parts inventories.
- Use various hardware and software tools to create broadcast-related media such as DVDs.
- Keep detailed records of all activities as required by the FCC, other regulators and/or management including transmission and program operations logs.
- May operate a motor vehicle in the performance of assigned work.
- Demonstrate sound awareness of health and safety issues related to broadcasting and the use of broadcast equipment.

**ASSIGNMENT LEVEL 2** Under general to limited supervision, performs complex technical work requiring considerable knowledge of studio and production operations. Functions as part of the production team as a video or audio technician and/or lighting grip. Works in remote field production locations, establishing field production systems and operating units.

### TYPICAL TASKS, IN ADDITION TO WORK PERFORMED AT LEVEL 1:

- Assist with planning and maintaining broadcast schedules.
- Assist in the non-linear digital and/or analog post-production process.
- Plan and maintain standards for all duplication services. Make duplicate recordings.
- Review the technical quality of video prior to broadcast and recommend edits and changes as appropriate.

- Monitor broadcast programs in progress to maintain consistent quality of picture and sound reproductions and program content in accordance with Federal Communications Commission (FCC) rules and regulations.
- May supervise and assist in training technical personnel engaged in certain phases of operating broadcast equipment and computer hardware and/or software.
- May create broadcast segments as part of a creative team and under the direction of a Senior Producer.

ASSIGNMENT LEVEL 3 Under limited supervision, performs the most complex technical work associated with broadcast operations. Manages designs and implements all aspects of work performed by Level 1 and Level 2 Broadcast Associates. Directs technical staff. May function as general shift manager or as manager of a specific technical area.

TYPICAL TASKS, IN ADDITION TO WORK PERFORMED AT LEVEL 1 AND LEVEL 2:

- Plan and maintain broadcast schedules.
- Independently operate non-linear editors with associated equipment and associated software.
- Provide recommendations to producers regarding technical aspects of television programs, segments and public service announcements.
- Develop/create program look and style through post-production techniques.
- Supervise and train staff, including other Broadcast Associates in technical operations.
- May develop/create programs as a producer with a creative team of segment producers, editors, etc.

### Job Characteristics

REQUIRED KNOWLEDGE English language: knowledge of the meaning of words that are used in written and spoken business communications.

Customer Service: principles and processes for providing quality customer services.

Broadcast Technology: current technological developments/trends; broadcast-related equipment, hardware, software and terminology; FCC rules and regulations pertaining to the transmission of broadcast signals; building and equipment security policies and procedures; on-air and remote broadcasting processes and procedures; safety practices used in high voltage electronics work.

Administration: basic recordkeeping and inventory control procedures.

REQUIRED SKILLS Setup, calibration, operation, repair and maintenance of state-of-the-art commercial audio and visual broadcasting equipment.

Effective use of hardware and software systems used in broadcast operations and duplication.

REQUIRED ABILITIES Ability to:

12/29/2014

Wage Grievance

Date: 12/29/2014 [03:14:05 PM EST]  
From: Setty Mc Intosh <settymc@gmail.com>  
To: ukutwal@local375.org  
Subject: Wage Grievance

Hello Uma,  
I spoke with Tim Whitney regarding his conversation for filing a wage grievance.  
I'm also interested in meeting with you as well.

As one of the longest working employees in the Broadcast Associate position. I feel it's necessary to inquire why I'm still at Level 2, after repeated attempts it's time to have our union involved in this matter.

Thank you for your assistance, we're looking forward to meeting with you.

Attached is my resume and the broadcast associate list of duties.

My duties include training students and faculty in Broadcast and Interactive Media productions consisting of equipment, software and work-flows for the Graduate School of Journalism.

Along with duties specific to Level 3.

My Contact Info is  
Setty McIntosh  
545 East 13th St. Apt. 3  
New York, NY 10009  
Mobile 917-331-1546  
Work 646-758-7745  
SM

Begin. To begin is half the work, let half still remain; again begin this, and thou wilt have finished.  
-Marcus Aurelius

Never discourage anyone...who continually makes progress, no matter how slow.  
-Plato

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## CUNY T.V.

Uma Kutwal, P.E.

### **Grievance Coordinator – Local 375**

I am a CUNY employee since 1985 serving as University Engineer Level III in the Department of Design & Construction Management. I am President of CUNY Chapter 36 of Local 375, DC 37 since 1994. Currently, I am on union release time serving as Grievance Representative for Local 375. I represent CUNY Chapter 36 members that also include members employed by CUNY T.V.

There are total of **67** Full-Time and **69** Part-Time Broadcast Associates (BAs) working at various CUNY Campuses for CUNY T.V. Majority of full time Broadcast Associates and all part time Broadcast Associates work at CUNY's Graduate Center. The rest of full time Broadcast Associates are assigned to various Campuses including School of Journalism, Kingsborough Community College, LaGuardia Community College, and John Jay College.

There are five (5) main issues that Broadcast Associates are facing, namely:

1. Lack of Promotional Opportunities
  2. No Civil Service Examination – All provisional
  3. Part Timers – No full Benefits
  4. Seating Space for Part Time Broadcast Associates
  5. Lack of Diversity at the top management
- **Lack of Promotional Opportunities** – Biggest complaint of Broadcast Associates is lack of opportunities to advance to higher levels in their title. There are many talented employees (BAs) who have achieved excellence in producing, editing, monitoring broadcast programs in progress to maintain consistent quality of picture and sound reproductions and planning and maintain broadcast schedules. Few of these employees (BAs) have won **EMMYS** - a clear testimony to their expertise and dedication. Lack of structure to promote or reward hard-working employees is non-existent at CUNY T.V.. To make thing worst, average salary of a Broadcast Associate is about \$50,000 which is way below salary that Cameraman, Producer, Editor Etc. command in commercial Media /Television Industry.
  - **All Provisional – No Civil Service Examination** – Since reclassification of Broadcast Associate Title in **2005**, CUNY has not given a Civil Service Examination for this title to

allow employees to apply and pass the examination and become permanent in their title. **All** full time and part time Broadcast Employees of CUNY T.V. are **pure provisional**. This is a violation of New State Civil Service Law that requires no employee be in a provisional status for more than nine (9) months.

- **Part Time – No Full Benefits** - More than half of Broadcast employees at CUNY T. V. are part timers. Being Part Time BA, one gets paid only for hours worked and don't get paid for any holiday or for personal time off. CUNY T.V. takes advantage by forcing some Part Time BAs to work up to **32** hours- just short **3** hours of regular 35 hours work week – thereby depriving these employees full benefits (full vacation time and paid holidays). Moreover, being a part timer one does not have any job security under CUNY Civil Service system.
- **Seating Space for Part Time Broadcast Associate** – There is no proper seating arrangement for Part Time BAs and for that matter similar situation exists for many full timers. Part time employees (BAs) are forced to sit in a Kitchen/Eating/Lounge area. We were told that some time there are close to twenty (20) people occupying space designed for no more than 8 to 10 people. Employees (BAs) were disciplined for taking occasional nap in the Lounge/Eating area. This takes away their professional dignity in an so called work place.
- **Lack of Diversity in Upper Management** – Although majority of CUNY T. V. employees (BAs) have their origin in foreign countries or belong to minority communities (Black, Latino et.) but makes a very small percentage of upper management at CUNY T. V. This is evident at CUNY T.V.'s community Programs where top managers are not from Black or Latino group of employees (BAs) who are actually planning, producing and editing subject programs but are not given on air credit for such programs.

We ask the New City Council Committee on Technology to look seriously in to issues Broadcast Associates are facing at CUNY T.V. We would like to see Committee on Technology to make recommendation to CUNY T.V. to improve on Civil Service issues and charter a plan to introduce minority participation at the upper level management of CUNY T. V.

## **CUNY TV**

### **Main Issues: Broadcast Associate**

- 1. Lack of promotional opportunities**
- 2. Supervisory Cadre lacks Diversity**
- 3. Provisional Title since 2005. No Civil Service Exams**
- 4. CUNY TV Part Timers**
- 5. Seating Space Problems**

<b>Row Labels</b>	<b>Count of Contract Title</b>
<b>Full-Time Total</b>	<b>144</b>
Architect	5
Architect Asst	3
Broadcast Assc	67
Engineer	7
Engineer Asst	3
Engineer Technician	3
Facilities Coord	8
Graphics Designer	24
Interior Designer	1
Project Mgr	23
<b>Part-Time Total</b>	<b>69</b>
Broadcast Assc	69
<b>Grand Total</b>	<b>213</b>

CUNYfirst as of 3/4/2014

# DC37, Local 375 Titles

Contract Title	Full/Part	Last Name	First Name	Employee Class	College
Architect	F	Chen	Lijing	Provisional	Medgar Evers College
Architect	F	Colban	Manuela	Permanent	Central Office
Architect	F	Hermida	Peter	Permanent	Kingsborough CC
Architect	F	Sanden	Bernt	Permanent	Central Office
Architect	F	Waeldner	Frederick	Permanent	Baruch College
Architect Asst	F	Dowell	Orlando	Permanent	LaGuardia CC
Architect Asst	F	Grgurevich	Bosiljka	Provisional	LaGuardia CC
Architect Asst	F	Jamil	Munia	Provisional	Brooklyn College
Broadcast Assc	F	Badger	Elvin	Provisional	Central Office
Broadcast Assc	F	Bednarski	Sebastian	Provisional	Central Office
Broadcast Assc	F	Belcher	Jonathan	Provisional	Central Office
Broadcast Assc	F	Bernhard	Chad	Provisional	Central Office
Broadcast Assc	F	Braverman	Bruce	Provisional	Central Office
Broadcast Assc	F	Brown	Darrell	Provisional	Central Office
Broadcast Assc	F	Cacioppo	Alfonso	Provisional	Central Office
Broadcast Assc	F	Cardozo	Luis	Provisional	Central Office
Broadcast Assc	F	Cassata	Philip	Provisional	Kingsborough CC
Broadcast Assc	F	Cortes	Julian	Provisional	Central Office
Broadcast Assc	F	Cruz	Rosse	Provisional	Central Office
Broadcast Assc	F	Desir	Alex	Provisional	LaGuardia CC
Broadcast Assc	F	Difilippo	Michael	Provisional	Central Office
Broadcast Assc	F	Evangelista	Luis	Provisional	Central Office
Broadcast Assc	F	Felicies	Luis	Provisional	John Jay College
Broadcast Assc	F	Ferguson	Duane	Provisional	Central Office
Broadcast Assc	F	Fernandez	Jose	Provisional	Central Office
Broadcast Assc	F	Gallagher	Daniel	Provisional	John Jay College
Broadcast Assc	F	Giuliani	Bruno	Provisional	Central Office
Broadcast Assc	F	Green	Gregory	Provisional	LaGuardia CC
Broadcast Assc	F	Haskins	Susan	Provisional	Central Office
Broadcast Assc	F	Israilova	Oksana	Provisional	Central Office
Broadcast Assc	F	Ivanov	Kalin	Provisional	Central Office
Broadcast Assc	F	Joiner	Chauncey	Provisional	Central Office
Broadcast Assc	F	Kim	Hoon Sung	Provisional	John Jay College
Broadcast Assc	F	Lane	Arleen	Provisional	John Jay College
Broadcast Assc	F	Larochelle	Edward	Provisional	Central Office
Broadcast Assc	F	Lebrun	Zyphus	Provisional	Central Office
Broadcast Assc	F	Levine	Anoah	Provisional	John Jay College
Broadcast Assc	F	Livchits	Steven	Provisional	Central Office
Broadcast Assc	F	Lopez	Eduardo	Provisional	Central Office
Broadcast Assc	F	Lowe	Crystal	Provisional	Central Office
Broadcast Assc	F	Lu	Wei	Provisional	Central Office
Broadcast Assc	F	Lukasiewicz	Sylvester	Provisional	Central Office
Broadcast Assc	F	Mathema	Deeya	Provisional	Central Office
Broadcast Assc	F	Mcintosh	Setty	Provisional	Central Office
Broadcast Assc	F	Mitchell	Barry	Provisional	Central Office
Broadcast Assc	F	Montalbano	Joseph	Provisional	Central Office
Broadcast Assc	F	Moskowitz	Paula	Provisional	Central Office
Broadcast Assc	F	Moulder	Scott	Provisional	Central Office
Broadcast Assc	F	Mouner	Vanessa	Provisional	Central Office
Broadcast Assc	F	Negron	Luis	Provisional	John Jay College
Broadcast Assc	F	Nemchyonok	Boris	Provisional	Kingsborough CC
Broadcast Assc	F	O'Brien	Nolan	Provisional	John Jay College



# DC37, Local 375 Titles

Contract Title	Full/Part	Last Name	First Name	Employee Class	College
Broadcast Assc	F	Orbegozo	Jose	Provisional	Central Office
Broadcast Assc	F	Pamintuan	Cristina	Provisional	Central Office
Broadcast Assc	F	Pierre-pierre	Garry	Provisional	Central Office
Broadcast Assc	F	Pina	Tinabeth	Provisional	Central Office
Broadcast Assc	F	Rodriguez	Amaurys	Provisional	Central Office
Broadcast Assc	F	Rosales	Mario	Provisional	Central Office
Broadcast Assc	F	Ryan	Darren	Provisional	Central Office
Broadcast Assc	F	Surman	Mikhail	Provisional	Central Office
Broadcast Assc	F	Tarmu	Lisa	Provisional	Central Office
Broadcast Assc	F	Thomas	Ronald	Provisional	LaGuardia CC
Broadcast Assc	F	Thompson	Craig	Provisional	Central Office
Broadcast Assc	F	Vanpatten	Richard	Provisional	John Jay College
Broadcast Assc	F	Vidal Balanzat	Carmen	Provisional	Central Office
Broadcast Assc	F	Vinca	Vianora	Provisional	Central Office
Broadcast Assc	F	Wallace	Alistair	Provisional	Central Office
Broadcast Assc	F	Washington	Tyrik	Provisional	Central Office
Broadcast Assc	F	West	Audra	Provisional	Central Office
Broadcast Assc	F	Whitney	Timothy	Provisional	Central Office
Broadcast Assc	F	Williston	Harriett	Provisional	Central Office
Broadcast Assc	F	Wilson	Glenn	Provisional	LaGuardia CC
Broadcast Assc	F	Xu	Weiyuan	Provisional	Central Office
Broadcast Assc	F	Zhai	Qingming	Provisional	Central Office
Broadcast Assc	F	Zidaru	Catalin	Provisional	Central Office
Engineer	F	Bouma	Gezina	Permanent	Lehman College
Engineer	F	Kutwal	Uma	Permanent	Central Office
Engineer	F	Lazar	Ovidiu	Permanent	Hunter College
Engineer	F	Naraghi	Mehdi	Temporary <6 Months	Central Office
Engineer	F	Olson	Steven	Permanent	Central Office
Engineer	F	Patel	Ilesh	Permanent	Brooklyn College
Engineer	F	Zohrabian	Michael	Permanent	Queensborough CC
Engineer Asst	F	Djari	Salim	Provisional	LaGuardia CC
Engineer Asst	F	Gorodnitskiy	Leonid	Provisional	Brooklyn College
Engineer Asst	F	Tan	Min	Provisional	LaGuardia CC
Engineer Technician	F	Martinez	Clemente	Provisional	NYC College of Technology
Engineer Technician	F	Morson	Patricia	Provisional	LaGuardia CC
Engineer Technician	F	Taylee	Edgar	Provisional	LaGuardia CC
Facilities Coord	F	Aguirre	Maria	Provisional	Kingsborough CC
Facilities Coord	F	Cassella	Nicholas	Provisional	Lehman College
Facilities Coord	F	Cuya	Sara	Provisional	John Jay College
Facilities Coord	F	Dicostanza	Peter	Provisional	Central Office
Facilities Coord	F	Greene	Elizabeth	Provisional	College of Staten Island
Facilities Coord	F	Ruiz	Carlos	Provisional	Hunter College
Facilities Coord	F	Samuels	Anita	Provisional	Borough of Manhattan CC
Facilities Coord	F	Viquez	Illeana	Provisional	Kingsborough CC
Graphics Designer	F	Amare	Abraham	Provisional	City College
Graphics Designer	F	Castillo	Wendy	Provisional	City College
Graphics Designer	F	Chan	Louis	Provisional	Borough of Manhattan CC
Graphics Designer	F	Cherry	Donald	Provisional	Graduate Center
Graphics Designer	F	Edo	Idongesit	Provisional	Medgar Evers College
Graphics Designer	F	Finnel	Andrew	Provisional	College of Staten Island
Graphics Designer	F	Fung	Susan	Provisional	Queensborough CC

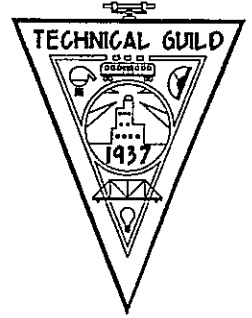
# DC37, Local 375 Titles

Contract Title	Full/Part	Last Name	First Name	Employee Class	College
Broadcast Assc	P	Demillo	Ernabel	Classified Hourly <6 Months	Central Office
Broadcast Assc	P	Diamond	Alexander	Classified Hourly <6 Months	Central Office
Broadcast Assc	P	Doloff	Steven	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Eldridge	Ronnie	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Escalona	Judith	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Falzon	Andrew	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Finger	Adam	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Foudy	Sarah	Classified Hourly <6 Months	Central Office
Broadcast Assc	P	Fuchs	Laura	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Gilliam	Michael	Classified Hourly <6 Months	Central Office
Broadcast Assc	P	Ginocchio	Thomas	Classified Hourly <6 Months	Central Office
Broadcast Assc	P	Goldberg	Ari	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Goldensohn	Martin	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Hamblett	Jennifer	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Hangey	Byron	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Hanover	Donna	Classified Hourly <6 Months	Central Office
Broadcast Assc	P	Henley	James	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Herbert	Robert	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Holmes	Marisa	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Hotzler	Tiffany	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Howard	Raven	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Iger	Kathleen	Classified Hourly <6 Months	Central Office
Broadcast Assc	P	Ishola-Ayodeji	Abimbola	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Johnson	Matthew	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Karls	Kathleen	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Koko	Bob	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Korneyev	Michael	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Levin	Brenda	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Lin	Paul	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Lora-Cercos	Alex	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Malave	Ernesto	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Maric	Milan	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Mckenna	Sheila	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	McNeil	Shari	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Monte	Amy	Classified Hourly <6 Months	Central Office
Broadcast Assc	P	Mortimer	Lenina	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Mulvaney	Devan	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Ortiz de Jesus	Rosaleen	Classified Hourly <6 Months	Central Office
Broadcast Assc	P	Padilla	Kareem	Classified Hourly <6 Months	Central Office
Broadcast Assc	P	Pilotti	Eric	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Pizon	Sarah	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Porath	Sara	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Reyes	Luz	Classified Hourly <6 Months	Central Office
Broadcast Assc	P	Reyes-moreno	Wilson	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Riddell	Carol	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Riedel	Michael	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Rothbard	Michael	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Sanders-alcantara	Gisela	Classified Hourly <6 Months	Central Office
Broadcast Assc	P	Shepard	Andrew	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Shepley	Michael	Classified Hourly <6 Months	Central Office
Broadcast Assc	P	Talijancic	Petar	Classified Hourly >=6 Months	Central Office

## DC37, Local 375 Titles

Contract Title	Full/Part	Last Name	First Name	Employee Class	College
Broadcast Assc	P	Tutschulte	Derek	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Vargas	Diana	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Wang	Jiayi	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Wolfson	Stanley	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Yancosek	Gail	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Yip-Lord	Maria	Classified Hourly >=6 Months	Central Office
Broadcast Assc	P	Zizza	Susan	Classified Hourly >=6 Months	Central Office

# Civil Service Technical Guild



**LOCAL 375, DC 37, AFSCME, AFL-CIO**  
125 Barclay Street, 6<sup>th</sup> Fl., New York, NY 10007-2179

Telephone: (212) 815-1375  
Fax: (212) 815-7533

## OFFICERS

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**1<sup>ST</sup> VICE PRESIDENT**  
Michelle Keller-Ng

**2<sup>ND</sup> VICE PRESIDENT**  
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## NEW YORK CITY COUNCIL OVERSIGHT HEARING

**CHAIRPERSON:** HON. CITY COUNCILPERSON INEZ BARON

HON. CITY COUNCILPERSON JAMES VACCA

HON. CITY COUNCILPERSON FERNANDO CABRERA

HON. CITY COUNCILPERSON JUMAANE WILLIAMS

HON. CITY COUNCILPERSON LAURIE CUMBO

HON. CITY COUNCILPERSON YDANIS RODRIGUEZ

HON. CITY COUNCILPERSON VANESSA GIBSON

Good afternoon Honorable Chairperson Inez Baron and Honorable Committee Members.

I am Claude Fort, President of Local 375, Civil Service Technical Guild of DC 37/AFSCME.

Our Local represents 6,800 Engineers, Architects, Scientists and other technical professionals. We cover more than 200 civil service titles in 30 municipal agencies all throughout this great City including the City University of New York.

We are very proud of our members and the work they do for the City they love. In general, they design, maintain and preserve the infrastructure of New York City.

On behalf of Local 375, I want to thank you for this hearing which gives us the opportunity to share with you and the public some of the issues our CUNY members face in the workplace.

Working with the members we have identified five areas of concerns:

- #1. The lack of promotional opportunities.
- #2. The lack of Civil Service Examination – all are provisionals.
- #3. The use of part time workers.
- #4. Seating arrangement for part time Broadcast Associate
- #5. Lack of diversity.

At this time I would like to turn it over to my colleague, Local 375 Grievance Supervisor Uma Kutwal who is a CUNY employee and a University Engineer, Level III, to go into some specifics.

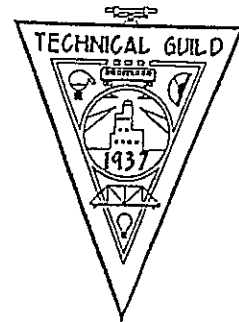
Thank you very much for your time.

Claude Fort, P.E.  
President

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## NEW YORK CITY COUNCIL OVERSITE HEARING

CHAIRPERSONS: CITY COUNCILPERSON INEZ BARON

CITY COUNCILPERSON JAMES VACCA

RE: DIVERSITY IN CUNY – TV

Good afternoon New York City Council, Chairpersons: Inez Baron and James Vacca, distinguished colleagues, Labor and Community partners.

I am Michelle Keller-Ng, First Vice President of the Civil Service Technical Guild, DC 37, and Local 375 AFSCME.

Our Local represents 7000 Engineers, Architects, Scientists, Technical and Professional titles, we are 275 Civil Service titles in 35 Municipal agencies all throughout this great city. Also inclusive is the School Construction Authority, NYC Transit Authority, NYC Housing Authority and - CUNY.

We are so proud of our members and the work they do to move, build, maintain, educate and preserve NYC. Thank you for convening this hearing to give Labor a platform to speak out to the public. Our presentation serves to illuminate the lack of equal opportunity of our members in systematic positions of power that offer real and positive educational entertainment for our communities of color.

The City's equal opportunity mandate cites *in part*, "That the Municipal workforce reflects the diversity, spirit, talent and dedication of our City's population. When City employees experience discrimination, it threatens the productivity and efficiency of City government. Discrimination is illegal, and will not be tolerated. Agency heads, managers, and supervisors should understand their obligation to prevent discrimination" ... Mayor 2003.

The members you have heard from today are talented, professional, productive and seasoned but consider themselves to be unfairly browbeaten. The member's careers are being constructively eroded. They have been maintained as provisional with no civil service examinations, since the program's inception, in 2005. They have remained in this nebulous position toiling for this program for decades. Over the last few years CUNY has chosen to completely **snatch the member's job security**, leaving them frightened, stressed, and vulnerable. Our members are now being hired part-time (no choices). They work hard with no recognition; kept short of logging in full time hours and receiving total benefits. Black and Hispanic workers known as **Broadcast Associates** lack the full recognition and comparable salaries of their white counterparts. This is both sad and disrespectful given their exemplary experience. Repeated EMMY – award winning honors, year after year.

Built into our Civil Service system is a natural order of promotional opportunity and progression. The occupational group; in this case **Broadcast Associate** offers three levels of duty and assignment responsibility. Each of these levels has its own minimum to maximum salary wage spectrum.

It is so easy to provide timely and grateful recognition for good work. **WORK HAS DIGNITY!!!** Beyond the jurisdiction of our Collective Bargaining Unit are management's levels of administrative assignment. Supervising, reviewing, reporting and analyzing information, project management, strategizing, consulting and moving the priorities of the Industry. While Labor has no representation in this area of assignment, we have been told that there are no members of color being hired or promoted into these powerful prestigious and influential positions. It's been a long time.

How is the Community best served with our on-line staff stifled and ignored? These members get no respect; endure daily stress, low morale, inequitable compensation, and ghost maneuver for others to deliver their creative product to the public. **We have got to fix this inequity now!**

We want to be clear that the members who have stepped out today will not experience any retaliation overtly or subtly as they return to their work floor. We want all the members who do the good work of this Organization, that have placed CUNY TV in this stellar standing of media entertainment, reap the benefits as well

**"...If you can make it here you can make it anywhere"...** Frank Sinatra

Thank you for listening and thank you for your attention to this most serious matter of equal opportunity. We understand that and we are handling with care. We demand that CUNY investigate these circumstances and find reasonable resolution immediately.

**THE COUNCIL  
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. \_\_\_\_\_ Res. No. \_\_\_\_\_

☐ in favor ☐ in opposition

Date: 4/29/15

(PLEASE PRINT)

Name: CLAUDE FORT

Address: 125 BARCLAY Street

I represent: Local 375/DC 37

Address: 125 Barclay St. NY NY 10007

**THE COUNCIL  
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. \_\_\_\_\_ Res. No. \_\_\_\_\_

☒ in favor ☐ in opposition

Date: \_\_\_\_\_

(PLEASE PRINT)

Name: Mario Rosales

Address: 436 S 4th AV suite 1400

I represent: \_\_\_\_\_

Address: \_\_\_\_\_

**THE COUNCIL  
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. \_\_\_\_\_ Res. No. \_\_\_\_\_

☒ in favor ☐ in opposition

Date: 4/29/15

(PLEASE PRINT)

Name: UMA KUTWA

Address: 10532 63rd Road FOREST HILLS NY 1137

I represent: LOCAL 375. DC 37

Address: 125 Barclay St. New York

**THE COUNCIL  
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. \_\_\_\_\_ Res. No. \_\_\_\_\_

☐ in favor ☐ in opposition

Date: \_\_\_\_\_

(PLEASE PRINT)

Name: Tyrick Washington

Address: 365 5<sup>th</sup> Ave New York, NY 10016

I represent: \_\_\_\_\_

Address: \_\_\_\_\_

**THE COUNCIL  
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. \_\_\_\_\_ Res. No. \_\_\_\_\_

☐ in favor ☐ in opposition

Date: \_\_\_\_\_

(PLEASE PRINT)

Name: Michael K. Kiser

Address: 120 5th Ave St

I represent: DC 27

Address: 1215 Broadway St

**THE COUNCIL  
THE CITY OF NEW YORK**

CUNY Panel 1 of 3

Appearance Card

I intend to appear and speak on Int. No. \_\_\_\_\_ Res. No. \_\_\_\_\_

☐ in favor ☐ in opposition

Date: 4/21/15

(PLEASE PRINT)

Name: Robert Isaacson, Excc Dir. -CUNY TV

Address: \_\_\_\_\_

I represent: CUNY TV

Address: \_\_\_\_\_

Please complete this card and return to the Sergeant-at-Arms



THE COUNCIL *CUNY Panel 2 of 3*  
THE CITY OF NEW YORK

Appearance Card

I intend to appear and speak on Int. No. \_\_\_\_\_ Res. No. \_\_\_\_\_

☐ in favor ☐ in opposition

Date: *4/29/15*

(PLEASE PRINT)

Name: *Sonia Pearson, Exec. Dir. - office of Human*

Address: *Resources & Labor Designee*

I represent: *CUNY*

Address: \_\_\_\_\_

◆ Please complete this card and return to the Sergeant-at-Arms ◆

THE COUNCIL *CUNY Panel 3 of 3*  
THE CITY OF NEW YORK

Appearance Card

I intend to appear and speak on Int. No. \_\_\_\_\_ Res. No. \_\_\_\_\_

☐ in favor ☐ in opposition

Date: *4/29/15*

(PLEASE PRINT)

Name: *Garry Pierre Pierre, Senior Producer*

Address: \_\_\_\_\_

I represent: *CUNY TV*

Address: \_\_\_\_\_

◆ Please complete this card and return to the Sergeant-at-Arms ◆