



October 5, 2009

Dr. Dierdre Glen Paul, President
MSUFT, AFT Local 1904
College Hall, Room 314

Dear Dierdre,

Dr. Cole has referred your letter of September 29th to me for response. First, I want to remind you that AFT Local 1904 was offered the opportunity to meet with the President early in September, and that opportunity remains available. Should you wish to schedule a meeting for AFT leadership to speak with me or the President about any issues of importance to the Local you would be very welcome to do so.

I want to assure you that the University is committed to the health and safety of our employees and our students and, to that end, we are fully prepared to meet any of the potential circumstances surrounding the outbreak of H1N1 that may occur on our campus. In your letter, you mention the 17 possible cases of H1N1 at the University, but that number is well within the normal incidence of flu-like illnesses we would expect to see among a population of the University's size. Nonetheless, we are carefully monitoring the situation and taking every necessary precaution to minimize spread of the illness.

In regard to the specific questions you raise in the September 29th letter:

- 1) You have asked that your unit members be allowed to get vaccinations and medical attention at the University Health Center. They can. In fact, as I think you know, the University did make available a vaccination clinic to employees until all of our supplies of vaccine were exhausted. The University has now made arrangements with the Montclair Health Department to offer the vaccine to MSU faculty/staff and students at the town clinics until the University is able to get additional supplies of vaccine. With respect to the H1N1 vaccine, Montclair State is a distribution center and we have arranged to get 14,000 doses to administer to members of our campus community. Once the vaccine has been received, vaccinations against H1N1 will be provided free of charge over a ten day period to University employees and students beginning, we believe, on November 9th. We will be seeking volunteers to verify recipient eligibility, move lines, transport supplies, and maintain records. Ideally volunteers will need to be available for 4-hour shifts. If you or anyone in your unit is interested, please feel free to contact Nancy Carver. Further, any employee who is on campus and is in need of care will be able to visit the University Health Center, but your unit members should know that the Center operates on the basis of scheduled appointments. Employees with medical emergencies will be immediately cared for by our EMT service as is our current practice.

- 2) At this time, we do not anticipate having to close any area in which our employees work because of H1N1 issues. However, should that occur, it would be our intention to reassign employees to work at another location on campus. We do not anticipate that employees contracting H1N1 would be eligible for Sick Leave Injury claims.
- 3) When residential students contract H1N1 on campus, if possible, they are sent home. In the small number of cases where that may not be possible, we quarantine them in their rooms, and, for the cases where that may not be possible, we have established potential quarantined areas. For commuting students, as well as for faculty and staff, the instructions we have communicated, and will continue to communicate, are that they should stay home if they believe they may have the flu so as not to compromise the health and safety of other members of the campus community.
- 4) There are no members of your bargaining unit who are involved in the cleaning operations of University facilities. However, you may wish to know that those employees who are responsible for cleaning received training last spring, as part of our preparations for H1N1, related to proper cleaning protocols in the avoidance and containment of any potential outbreak of contagious disease. Those enhanced protocols as well as stronger cleaning products have been in use since that time and will continue to be used throughout the flu season.

Finally, please rest assured that the health and safety of our employees and students is our highest priority. We remain open to considering any ideas you may have in this regard and I would encourage you to share them directly with me at any time.

Sincerely,



Judith Hain