



September 29, 2009

Dr. Susan Cole, President  
Montclair State University  
1 Normal Avenue  
Montclair, New Jersey 07043

Re: H1N1 Preparedness

Dear Dr. Cole:

As you are aware, the September 26, 2009 edition of **The Record** noted that seventeen (17) potential cases of H1N1 (swine flu) have been documented at Montclair State University. **The Record** added that approximately two-thirds of the reported cases involved students residing in the dorms.

“We don’t consider it an epidemic,” stated MSU spokesperson Paula Maliandi. “It’s consistent with what’s happening in New Jersey.”

While the University might opt against categorizing the outbreak as an epidemic, it is notable that MSU had more possible cases than any of the other NJ colleges/universities cited in that particular article.

On September 4<sup>th</sup>, three of the MSU campus-based Unions (Communication Workers of America—CWA, the International Federation of Professional and Technical Engineers—IFPTE, and the American Federation of Teachers—AFT) convened a leadership meeting to discuss the possible implications of an H1N1 outbreak on the campus community, as well as the impact on our respective memberships.

The outcome of the meeting was a collective request (dated September 10<sup>th</sup>) from CWA President Cristina Molinari, IFPTE President Randal Young, and AFT President Dierdre Paul for a meeting with you to discuss, among other things, this important health and safety issue.

The request was refused with no explanation. While the presidents were offered individual meeting dates because you did not wish to meet with us as a group, the three Unions maintain that dealing with H1N1’s impact is important to all employees regardless of bargaining unit.

We would like more information on the following:

1) We would hope that the University would allow employees to secure vaccinations and medical assistance at the Student Health Center in the event that they have no other recourse. Private physicians may not have access to vaccines in a timely manner and surely those who may be tending ill students in the dorms as Residence Life employees should have access to them.

As far as we know, the above restrictions are drastic departures from the recent past when flu vaccines were offered to all MSU campus members and their families and employees and students alike could visit the University Health Center upon falling ill.

2) We also want to know how any closure of an area where employees work would impact on their leave time or would they be transferred to another area? Will employees who contract H1N1 be eligible for SLI Injury?

3) When students come down with the flu while on campus, what happens? Are they sent home? Confined to their rooms? How is keeping them away from others enforced? When employees contract the flu, what happens? Are they kept away from campus in some way?

4) For those employees involved in cleaning, what sort of training is planned and under what circumstances will it take place?

We want to work with the University to safeguard the community and ensure that all members of the campus community receive equal protection.

The Unions remain willing to meet with you as a group. We would like to review the University's new pandemic flu plan and bring our points of view to your attention personally.

In the end, we want to prevent an escalation of the outbreak and take all precautions necessary to avoid any deaths on campus.

Sincerely,

Dierdre Paul  
President, MSUFT Local 1904

Cristina Molinari  
President, CWA Local 1031

Randal Young  
President, IFPTE Local 195

CC: J. Hain  
G. Rivera