

GLADSTEIN, REIF & MEGINNISS, LLP
ATTORNEYS AT LAW

AMY GLADSTEIN
JAMES REIF
WALTER M. MEGINNISS, JR.
KENT Y. HIROZAWA
BETH M. MARGOLIS
WILLIAM S. MASSEY *
AMELIA K. TUMINARO
KATHERINE H. HANSEN *
JESSICA E. HARRIS *
ELIZA SCHULTZ
NICOLETTE E. MOORE
MICHAEL MIGIEL-SCHWARTZ
BEN HOLLANDER

39 BROADWAY • SUITE 2430
NEW YORK, NEW YORK 10006
(212) 228-7727
FAX: (332) 322-2347

JUDITH I. PADOW
YVONNE BROWN
Of Counsel

* ALSO ADMITTED IN NJ

September 24, 2026

BY ELECTRONIC MAIL

Donna M. Haugen
General Counsel
Nassau Community College
One Education Drive
Garden City, New York 11530
donna.haugen@ncc.edu

Re: Cease and Desist from Violating the CBA and Taylor Law

Dear Ms. Haugen:

As you know, this law firm is counsel to the Nassau Community College Federation of Teachers (“NCCFT” or “Union”). We write on behalf of NCCFT to strenuously object to the College’s rampant violations of the parties’ collective bargaining agreement (“CBA”) and the Taylor Law, and to demand that NCC immediately cease and desist this conduct. Specifically, the College must rescind the following directives:

1. The College’s insistence that bargaining unit members on release time “convert” their release time from contact hours to clock hours using a 2.25 multiplier, despite a binding arbitration award, recently confirmed by the Supreme Court, Nassau County, holding to the contrary. (On this point, I must note that, contrary to your September 1 letter to NCCFT President Dave Stern, the 2.25 multiplier is not, and has *never* been, “mutually acceptable” with respect to classroom faculty.)
2. The College’s directive that classroom faculty perform all work on campus during the hours 8 am to 5:30 pm, in direct contravention of the CBA.
3. The College’s unilateral determination, in violation of the CBA, that bargaining unit members may not teach asynchronous or late start courses.

4. The College's unilateral changes to already signed DI-6s, after the contractually permitted period for such changes.

The Union will not sit idly by while the College tramples on its members' statutory and contractual rights. We expect that you will revise these directives forthwith to comply with the CBA, the Taylor Law, and the court-enforced arbitration award.

Very truly yours,

A handwritten signature in black ink, appearing to read 'J. Harris', written over a horizontal line.

Jessica E. Harris

cc: Shinika Hunter
John Gross
Reesa Miles