

evaluation of teaching faculty; and the inclusion of observation reports in the personal file and their accessibility to the observee. (See story on page one.)

### LECTURERS FULL-TIME

#### Welfare Fund:

First-year Lecturers Full-time were not eligible for membership in the City University Welfare Fund.

The PSC and BHE have agreed that first-year Lecturers Full-time should now be eligible for membership. CUNY will make a full contribution for each first-year Lecturer Full-time.

#### Promotions:

The PSC will present to the fact-finders the following proposals to meet the needs of Lecturers Full-Time in the area of promotions.

a. Effective September 1, 1972, all Lecturers Full-time shall be promoted to the title of Assistant Professor upon receiving the doctorate or equivalency.

b. All Lecturers Full-time who have the master's degree and have served ten years of cumulative service full-time, shall be promoted to Assistant Professor effective at the beginning of the eleventh year of service.

#### Tenure:

Lecturers Full-time now receive a certificate of continuous employment after five years of satisfactory continuous service. However some Lecturers Full-time are promoted to an assistant professorship before they complete five years of continuous service.

The PSC is demanding that, beginning with this contract, years of service as a Lecturer Full-time shall be included as service towards tenure in the new rank, and that where part of this service has been part-time, such service shall be pro-rated.

#### Voting Rights:

At the present time many Lecturers Full-time cannot vote for department chairmen and members of P & B Committees.

The PSC is proposing that all Lecturers Full-time shall have the right to vote for chairmen and members of the P & B Committee by secret ballot.

### ADJUNCTS

#### Tenure & Job Security:

Adjuncts cannot obtain tenure at the present time. The PSC demand is that adjuncts shall receive tenure upon the eleventh semester appointment, effective September 1, 1972.

#### Preferential Hiring and Rehiring:

The PSC proposals state that adjuncts shall have preferential hiring rights for full-time positions for which they are qualified.

#### Salary:

Adjuncts shall receive a \$5.00 hourly increase each year.

#### Fringe Benefits:

Adjuncts at the present time are eligible for membership in the Teachers Retirement System but have no other fringe benefits.

#### Tenure:

Research Assistants and Research Associates have no job security at the present time. The PSC is demanding that Research Assistants and Research Associates shall be granted a Certificate of Continuous Employment after five years of satisfactory service.

#### Salary:

Research Assistants and Research Associates have an inferior salary schedule. The PSC is proposing that Research Assistants should be slotted into the proposed Lecturer Full-time schedule at the nearest higher step, and that Research Associates should be slotted into the proposed salary schedule, from Lecturer Full-time through Professor, at the nearest higher salary step.

### COLLEGE LABORATORY TECHNICIANS

What is a College Laboratory Technician? The CLT performs all the technical work necessary to keep a Science or Engineering department functioning. The CLT prepares the laboratory materials, prepares and demonstrates lectures, builds and modifies laboratory, lecture, and research equipment, and must be familiar with the operation of sophisticated laboratory equipment, requisition supplies and equipment.

As the negotiations wore on and finally turned into mediation this is what the CLT contract demands boiled down to:

#### Salary

• PSC Demand: A single salary schedule, the elimination of the three grades A, B, and C, properly reflecting our contribution to the educational function, salaries for technicians outside the City University and our Board of Education counterpart, the Laboratory Specialist, who has a single salary schedule of \$13,050 to \$19,250 in 12 steps.

BHE response: In negotiation and mediation this is what was offered by the Board negotiators: no change in salary schedule; no increments; for those under \$14,000, a 6% increase per year; and for those earning \$14,000 to \$15,600, a 5.5% increase per year. The increment would be part of the 5.5% or 6% increase.

#### Workload

• PSC demand: 35 hours per week (30 hours assigned, 5 unassigned for professional development); option for a 4- or 5-day week; 30 hour workload effective from last recitation in Spring Semester until Labor Day. Early dismissal from non-air conditioned offices and laboratories for excessive heat; uniform calendar which includes official holidays, recesses, and annual leave periods; and no assignment to guard, security, maintenance, or other non-professional duties.

BHE response: 35 hours per week, assigned day, afternoon or evening, or night, any day of the week; no 30-hour summer schedule.

#### Annual Leave

• PSC demand: In an effort to induce agreement by the BHE the original proposals were reduced to 45

third-class citizens.

Added to the insult of insecurity, former Vice Chancellor Bernard Mintz, shortly before he left office, directed college presidents that HEO's and Business Managers with more than one year of service were to be given only two months' notice of reappointment or dismissal and that those with less than one year were to be given only one month's notice. His successor, Vice Chancellor David Newton, has continued this policy.

Since most of these professionals wish to remain in higher education, the notice of nonreappointment comes too late in the year for them to find other employment.

The PSC is demanding in the new contract some kind of job security for these groups, plus the same notification of appointment or reappointment as enjoyed by the rest of the instructional staff. We also seek an increase over the current 23-day annual leave period and the option of a four-day week.

For Business Managers, we are asking for parity rights between the senior and community colleges; the introduction of a new title, Associate Business Manager; the use of the Business Manager series for positions in purchasing and accounting; and minimum staffing patterns to provide adequate Business Managers in each of the four titles in accordance with the student population at each college.

### LIBRARIANS

No one in the CUNY community denies that libraries are an essential part, "the heart," as the cliché goes, of every college campus. Many, however, would be at a loss if asked to explain exactly why the library function is so crucial to the educational process. And a few of the so-called "friends of the library," especially the administrators, look at the librarians as outsiders who somehow should pay for the privilege of being members of the faculty.

It is this paradoxical attitude of high regard for libraries and low regard for librarians which is responsible for depriving librarians of approximately 15% of their salaries as compared with other faculty members holding the same rank and having the same or equivalent qualifications, and which seriously impairs their promotional opportunities by denying them the academic annual leave.

What is the reason for this unreasonable attitude? On basis of our experience in negotiating for the new contract we can clearly state that the roots of this attitude grow from a lack of knowledge or misunderstanding of the true nature of library's function and librarians' responsibilities in the present setting. And partly, we must admit, it is the fault of librarians themselves who did not push aggressively enough for recognition of their work.

With new trends in education emphasizing individualization of learning and with the Open Admission program which brings in students who need more individual attention, advice and help—the librarians have