

Professional Staff Congress
25 West 43rd Street, Rm. 620
New York, N.Y. 10036

✓ ADJUNCTS
✓ ASSISTANTS
✓ COUNSELORS
✓ NON-TECH
✓ GAY
✓ CHAIRMAN
STUDENTS

RESOLUTION FOR A DECENT CONTRACT
PART-TIME INSTRUCTIONAL STAFF

September 7, 1973

The Part-Time Instructional Staff of the Professional Staff Congress, meeting in city-wide assembly, rejects the proposed contract between the P.S.C. and the Board of Higher Education because it violates basic principles of unionism and common decency: no one group should gain or lose excessively in collective negotiations. Adjunct and part-time staff will lose excessively if this contract is ratified:

1). No money: Our salary increases average only four percent a year, less than the cost of living increase.

2). No multiple positions: Adjuncts can no longer work "more than a maximum of two courses or sixty percent (whichever is less)" of the department average classroom contact hour workload to supplement their income.

3). No fringe benefits: Part-time staff receive neither health nor faculty welfare benefits.

at present beyond safety
retirement & disability benefits

4). No tuition exemption: Part-time staff have lost their right to tuition exemptions for undergraduate courses at City University of New York.

grad. too many (5,000)

5). No job security: Redress for violations of remaining rights probably is severely limited by the new definition of "academic judgement" which now extends to contractual procedures, rather than applying only to judgements based on the academic disciplines. Furthermore, the arbitrator no longer has even the power to reappoint or promote. This, we predict, will make a mockery of "due process" rights.

We believe that cheap labor is bad policy for any union. A contract which fails to benefit the weak as well as the strong violates our sense of decency. This contract deserves rejection by the membership of the PSC.

William Leicht, V.P.
Part-Time Personnel