

CUNY Adjunct Alert

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Produced by CUNY Adjuncts Unite! PO Box 254, NY, NY 10009

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212/780-2155

ADJUNCT AWARENESS CAMPAIGN

The new PSC leadership is following through on their campaign promises to advocate for adjuncts. In the June Delegate Assembly meeting the PSC won approval of a stand for equitable pay, benefits, and working conditions for adjuncts. In August, their Statement of Principles submitted at the first collective bargaining session on the 2000 contract included: "The PSC seeks pay and benefits for adjuncts on the basis of parity with full-time faculty and proposes one-time increments for staff titles that have suffered particular salary erosion. . . these proposals are in part a call for reinvestment in CUNY... to create a university that will define urban public education for generations to come...". In support of this vision for ourselves, our university, and the city, CAU! is initiating an adjunct awareness campaign that will reach out to the public as well as to fellow-adjuncts. We will kick off the campaign by a showcase of adjunct talents.

ADJUNCT EVENING AT THE NUYORICAN POETS' CAFE

October 14 Saturday—236 East 3rd St. (between Ave B&C) 7-9:30 p.m.

Read Poetry, A Story, A Part of a Play, Sing, Dance, Mime...as long as it's within 6 minutes.

Call the CAU! hotline to save your space—212 780-2155

SENIOR COLLEGE PAYROLL MESS NOT ENOUGH TAXES ARE DEDUCTED

Adjuncts who work in the senior colleges will have a rude and expensive awakening on April 15. That is when they will find out that the state has been taking NO STATE TAX out of their paychecks for the whole year and that the hapless adjunct owes around \$2,500. Not only that, federal taxes have been withheld at the rate of about 3.5%, which will cause a required payment of around \$2,500 to the feds as well. So you think that this can't happen to you? Do you think that you filled out your W4 form and asked for no deductions so you won't owe anything? WRONG! The state has been withholding tax as if each semester's pay was for the whole year. Since a semester's pay is about \$6000, you don't owe any state tax on it. Astonishingly, however, you would owe federal tax on an annual income of \$6000, and our paychecks reflect that. Many adjuncts earn about \$26,000 or more if they work at more than one school and/or teach in the summer, yet the state treats each semester or summer session as the adjunct's sole income for the entire year. It is particularly absurd considering that by the fall semester of the year it should be absolutely obvious to the state that the income for the year is in addition to the spring and summer. And if the idea of having to pony up thousands of dollars at tax time doesn't impress you, don't forget that you can be hit with federal and state penalties for under-withholding if you owe more than a certain percentage of your tax. And you are liable.

To remedy this, go to the payroll department at every college that employs you NOW; fill out a new W4 form, entering 0 deductions and add an amount on the line that says "Additional amount to be deducted from each check). You should enter about \$80 each for the feds and State if you do not want to be hit with a huge tax bill in April. Put down \$30 for the city if you live in NYC. These seem like huge amounts, but remember, you are having to pay for the tax you have not paid for the past 8 months as well as what you should be paying for the next 4 months. These amounts might not cover your tax liabilities, but they will avoid penalties and lower the April hit.

Rights Alert! If you believe your contractual rights may have been violated, please remember, you have THIRTY (30) days from the time you realized the violation to file a grievance. There are other resolution options available besides grievance, such as the "Informal" Complaint.

FROM ERIC MARSHALL, NEW PSC VICE PRESIDENT FOR PART TIMERS:

To those of you returning to CUNY, welcome back. To those of you who are new to CUNY, welcome. Let me also express special thanks to those of you who returned the PSC Adjunct Survey mailed out in early June, contributing to the extraordinarily high nearly 40% return rate (1,750 responses). The results are being encoded and entered into a database which will be cross-tabulated and analyzed. This will provide the union with much-needed hard data on the lives and concerns of CUNY's enormous part-time faculty. . Adjunct activists across the country eagerly await the results.

I'd like to reintroduce myself and the PSC to you. I am a PhD candidate in English at the CUNY Grad Center. Since 1991, I have been an adjunct lecturer in CUNY, first at Kingsborough, and, since 1993, at Queens College. From 1996 until I stepped down in May to become Vice President, I was a PSC delegate from Queens College.

The Professional Staff Congress (PSC) is the labor union representing *all* CUNY teaching faculty, both full and part time. It is comprised of 27 local chapters, each with its own chair and officers, a 100+ member Delegate Assembly, made up of representatives from each chapter and the Executive Council (the 21 general officers), headed by President Barbara Bowen. The union is involved in all issues concerning the terms and conditions of employment in CUNY, including the negotiation of the labor contract. All CUNY faculty are eligible to join the union, and thereby to run for office, and vote for officers and on the contract. *All are strongly encouraged to do so.* This Spring the following campuses will hold their triennial elections for chapter officers: BMCC, Staten Island, Kingsborough, Lehman, Medgar Evers, New York City Tech, and Queensborough, as well as Hunter College Schools and the Brooklyn and Manhattan EOC programs. To be eligible to run, you must be a member in good standing for one year prior to nomination. To be eligible to vote, you must be a member in good standing for at least four months prior to the distribution of ballots, which usually takes place around April 1. To join, fill out a yellow membership application card (or a green card if you are a GTF), available through the *con't*

Subscribe at no cost to CUNY part timers list serv:

datcc@sunyvm.cuny.edu

Check out the PSC website: <http://www.psc-cuny.org>

ADJUNCT ISSUES RE: HEALTH, DISABILITY, UNEMPLOYMENT

In the coming months, we will reach out to legislators, city council members and state and city executives with three critical issues that affect CUNY's 7,000 plus adjuncts: lack of disability; instability of health care; confused stand of unemployment insurance status. We want the city council and state assembly higher education committees to hold hearings on these issues and we will be working with the PSC to make this happen. We welcome your contacts, connections and efforts to make this happen. And we invite you to help by sending us your positive and negative experiences with these three items. David Tillyer and Alberta Grossman are working on this project. Send emails to Alberta ANG3715@aol.com or 212 675-4128,

CHANGE IN CURRENT COVERAGE

Adjuncts are eligible for health coverage in their third semester if they are teaching six credits that semester. This summer the PSC Welfare Fund negotiated for a change from the Blue Cross/Blue Shield Prestige to the Direct Connection Select Network. This expands hospitals and offers 67,000 providers. You need to choose a primary care physician and make co-payments, but don't need a referral to see any other doctor. If you have changed schools or are teaching at a new school, call the Welfare Fund adjunct coordinator, Ms. France (212 354-5230).

NAFFE

CAU! recently joined NAFFE, the National Alliance for Fair Employment. NAFFE consists of over 40 organizations fighting unfair conditions associated with contingent work (part-time, temporary and contracted employment). They stand for equal treatment (pay, benefits and protections under the law) regardless of employment status. Other member organizations include COCAL (Coalition of Contingent Academic Labor) to which CAU! also belongs, and our union, the PSC. For reports and information on a wide range of issues affecting contingent workers, check out their web site at: FairJobs.org

COCAL CONFERENCE—JAN 12-14, 2001 SAN JOSE, CALIFORNIA

In association with COCAL, the California Part-Time Faculty Association (CPFA) is organizing the third national COCAL hprior ones were in New York and Boston). The conference will kick off plans for a National Equity Week, modeled on the A2K effort that collected 40,000 petition signatures from 86 California community college campuses. The conference is intended to be an agenda-setter for a true national breakthrough for contingent labor. Let CAU! know if you want to attend. Maybe we can organize a charter flight for a CUNY contingent and do some spectacular fundraising.

NEW ADJUNCT ORGANIZER

Ingrid Hughes, PSC Community College officer has been appointed CUNY Adjunct Organizer. Call her with your suggestions, questions, and help. She is at the PSC office on Tuesdays (354-1252) Ingridhug@aol.com

COME TO THE NEXT CAU! MEETING
Sept 22 -Friday -5:30 p.m.
25 West 43 St. 19 floor

Write or email your thoughts to the Adjunct Alert editor at revolu@earthlink.net or the CAU! postal box.

Continued... Eric Marshall

PSC membership office (25 West 43rd St, 5th Floor - 212/354-1252), through your local chapter office, me, or CAU!.

The new PSC leadership took office on May 18th, and has been very busy ever since. As many of you know, our current contract actually expired on July 31st—though New York State's Triborough Laws ensure the maintenance of our contractual rights and benefits until the ratification of a new contract. So we have been actively engaged in preparing for negotiations, which began in late August. Also, the PSC has been closely involved in the enrollment situation at the community colleges, and is paying particularly close attention to the impact this may have on adjuncts.

In addition, as promised, we are preparing for the implementation of Agency Fee for *all* members of the bargaining unit, both full and part-time. This is a complicated process that involves arrangements with CUNY management and New York State Payroll in Albany, as well as with our affiliated unions (the AFT, American Federation of Teachers and NYSUT, the New York State United Teachers), to whom we pay affiliate dues for every member. It seems like this process make take a bit of time to work out, but it is a top priority which the PSC takes very seriously. I remain hopeful that implementation of agency fee will be coordinated with reduction in dues for the part-time faculty.

Finally, a reminder: **currently adjuncts are NOT paid to maintain office hours, and MUST NOT be required to do so.** If your department insists that you keep office hours against your will, and without compensation, please contact me as soon as possible.

Please feel free to contact me if you have any questions, concerns, or suggestions. I can be reached at the PSC office on Mondays and Thursdays during the Fall term. **And don't forget to join the PSC!**

CAU! CAMPUS CONTACTS

Baruch	Sylvia Rackow	212-410-2455
BMCC	Shirley Rausher	212-721-0099
Bronx CC	Costas Panayotakis	718-622-3456
Brooklyn	Vinny Tirelli	718-850-0551
CCNY	Rob Wallace	212-650-8606
CSI	Libby Garland	718-875-0005
Hostos	Ana Lopez	212-427-3874
Hunter	Mark Halling	718-596-0654
Hunter Soc.	Susanna Jones	718-243-0660
John Jay	Holly Clarke	212-229-9180
Kingsborough	Jerry Karol	718-330-0916
La Guardia	Chris Knight	212-734-3488
Lehman	Susan de Raimo	718-601-7963
Medgar Evers	David Hatchett	718-862-9735
NYC Tech	Wendy Scribner	212-982-0097
Queens	Kristen Lawler	718-997-2827
Queensborough	Howard Pflanzner	212-496-6452
York	Mike Vozick	212-874-7650

DISTANCE LEARNING

CUNY management has invested more than ten million dollars in distance learning infrastructure and technology over the last few years. Over 1000 current courses vary from simultaneous presentations at four different campuses in real time to using the internet for on-line offerings. Unlike fulltimers, adjuncts are not provided with released reassigned time to develop new courses, nor are they automatically eligible for grants. If requested to teach in this fashion, they should be reimbursed at a fair rate (i.e., \$3000-5000 per course). Issues of intellectual property rights are still being processed in the courts. At York University in Toronto a three-week strike by unionized faculty successfully gained contract language that afforded control by individual faculty members over the introduction of classroom technology. Chapter 4 of Dan Schiller's Digital Capitalism: Networking the Global Market System (MIT Press 2000) discusses the higher learning industry.