

PSCeuny

COMMITTEE FOR PART-TIME PERSONNEL

TO: Members and potential members of the Committee
for Part-time Personnel

FROM: David Allen, Chairperson

The next meeting of the committee will be held on Thursday,
October 16, 1975 at 4:00 p.m. in the PSC office.

AGENDA:

1. Report on negotiations
2. Discussion and revision of arguments
for factfinders (see enclosure)
3. New business

10/10/75
opeiu #153/jc

Arguments Relating to Adjuncts for Submission to Factfinders

- I. Recision of workload increase and rehiring of adjuncts. This should be the union's first priority. Every attempt should be made to avoid a solution which will enable the BHE to decrease workload and eliminate faculty by some other means (e.g. consolidation of schools).
- II. Retrenchment and preferential rehiring of part-time faculty.
A. Adjuncts, Graduate Fellows, and fractional line faculty should be regarded as a single category and "retrenched" and rehired on the basis of seniority (provided their only source of income is from CUNY).
B. Note that adjuncts are often more experienced and better qualified than Graduate Fellows.
- III. Job security. It should be made explicit in the contract that adjuncts are responsible for classroom instruction only. We are paid on an hourly basis to perform classroom instruction only. Since we are not responsible for such matters as research and committee work, it is inconsistent and unfair to allow such criteria to be used as bases for evaluating adjuncts' work.
- IV. Eliminate restriction on adjuncts teaching at more than one campus. As this was a union proposal in the previous contract, the BHE should be willing to consent to its removal.
- V. Money for adjuncts. We recognize that the financial crisis of the city makes impractical at this time realization of the union's demand for pro-rata pay for adjuncts. However, we believe that it is consonant with that demand that every effort should be made to narrow the disproportionate gap in salary between full and part-time faculty. Therefore, the adjuncts should receive on a percentage basis a larger salary increase than the full-time faculty. Arguments:
A. Adjuncts have historically been used by the City University as "cheap labor." The massive use of adjuncts in this manner is nearly unique to the City University.
B. Note that salary of adjuncts varies greatly from school to school.
C. Obtain details on mayor's salary guidelines. Some provisions do not apply to people earning less than \$10,000 per year. Do these apply to adjuncts?
D. Note that previous increase for adjuncts was below percentage increase for full-time faculty on the average. The \$1.00 per semester hour increase was not enough to keep up with inflation. We received no increase at all in the last year of the contract.
E. Note that University saves on fringe benefits for adjuncts.
F. Note that percentage of adjuncts who depend on work at CUNY for a living is increasing--effect of job market and retrenchment policy. Underpayment of adjuncts can no longer be justified by the argument that they are "moonlighters."