

CUNY Adjunct Alert

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Produced by *CUNY Adjuncts Unite!* P.O. Box 254 NY, NY 10009 212/780-2155

**NOW IS THE TIME FOR UNION MEMBERS TOVOTE BUT
A GLITCH THREATENS ADJUNCT VOTING ELIGIBILITY**

BALLOTS SHOULD BE SENT TO YOUR HOME APRIL 3 ; THEY ARE DUE BACK APRIL 24

You may have voted recently in college PSC chapter elections, but they are not to be confused with these general officer elections, which take place every three years. You may vote for the entire slate of either the New Caucus or the CUUC/Unity Caucus, or vote for individual candidates of either caucus. These are important choices—the leadership negotiates our contract with city, state, and CUNY central administration, handles grievances, administers the union's seven million dollar budget, and represents us in Albany.

Union members in good standing for at least four months prior to the mailing of ballots on April 3 are eligible to vote for CUNY-wide general officers of the PSC union, and delegates and alternates to the New York State United Teachers and American Federation of Teachers conventions. To be included in the count, ballots must be returned in the sealed envelope by 10 a.m. on April 24. The February 2000 issue of the Clarion contained the notice of nominations and election procedures and stated that any member who does not receive a ballot by April 14 should call the American Arbitration Association at (212) 484 3220 for a duplicate ballot. CAU! says call by April 8.

BUT the first adjunct paychecks of this semester were delayed for hundreds of adjuncts at Baruch, Hunter, NY Tech and other schools. One consequence (see below***) of not being paid is that union dues are not deducted, and Diana Rosato, PSC Coordinator of Membership Services, doesn't know whether these individuals are still working and thus eligible to vote. She has sent letters out to try and verify membership and will continue to do so, based on subsequent payrolls. Look on your check stub, lower left hand corner. If you know you sent in your yellow card, it should say "PROF STF C-U with the amount (\$7.69 for adjuncts). If it doesn't, CALL MS. ROSATO 354-5230 (be nice to her—it's not her fault). CALL THE CAU! HOTLINE 212 780-2155 so we can help.

IF you know your JSN, you're in. According to city laws, in order for union dues to be deducted, there has to be an exact match of social security number with title, college, and the Job Sequence # on the union card authorizing dues deduction. The JSN number (from 1 to 9) can be found on your pay stub in a little box on the Electronic Fund Transfer Info line. Since this number is necessary for Community College payrolls, it seems inattentive of the PSC not to have highlighted this information for us!

NO BUTS, IFS OR MAYBES. If you joined the union before December 3, 1999, and informed the PSC of any changes in your college or title, you are entitled to a ballot and vote in this election. If you joined after December 3 you are entitled to vote in future elections and on the contract that is about to be renegotiated (the current contract expires July, 2000). Every two weeks a list of new joins is submitted, but deductions don't show up till the following pay check.

WHAT DO ADJUNCTS WANT? Join the discussion about adjunct demands for the next contract regarding salaries, job security, working conditions. There are 7,000+ of us—let's work together. Come to the CAU MEETING—FRIDAY 3 P.M. May 5th 25 West 43 St. 19th floor

***WHAT THE ADJUNCT PAY DELAY REALLY AMOUNTS TO

Many reasons have been given by CUNY Management and the union for the delay of the first paychecks of the semester. The primary one is that Department Chairs are late in sending in the Personnel Action Forms verifying adjunct employees to the college payroll offices. Therefore, they miss the state and city payroll deadlines. When this delay occurs, the amount of the first check is spread over the remaining checks (versus being paid in full along with the second check), thus amounting to adjuncts loaning their money to the University (with no interest payments!). As one adjunct wag put it: "Congratulations, you have been made a banker by the City University of New York. (And you thought you were just a teacher and a scholar!) I'm both proud and ashamed of you for loaning money, interest free, to our City and State: proud of your kind donation in these booming times, ashamed that you haven't received better recognition." Supposedly, the PSC and Chancellor's office are working to clear up this all-too-frequent problem, but it's happened several times before, so we hope this is the last "hold-up." By the way, isn't it illegal to withhold salaries?

CAU! REPORT CARD ON THE SLATES AND CANDIDATES

CAU! is an independent group, committed to representing the point of view of adjuncts. We are not affiliated with either caucus. The following assessment is based on our perspective as adjuncts, a perspective we intend to continue no matter which slate wins. Adjuncts are concerned with pay, job security, retirement and health benefits. We want respect for the work we do and have done; we want inclusion in the union, in our departments and in faculty governance.

CUUC/Unity Slate

vs.

The New Caucus

We mustn't let the adjunct tail wag the dog." "Adjuncting is not a profession" are two of PSC President Richard Boris' recent remarks, along with a "cordial" letter from the Unity Slate about the "adjunct question," which states: "Unity Caucus stands opposed to an agency fee for adjuncts." What this means is that Unity opposes using the mechanism of automatic agency fee deduction that it uses for full-timers. This might result in more adjuncts 1) knowing there is a union, and 2) joining it. Consistent with this position, Unity has blocked recruiting of adjuncts, even when 1,200 faculty union members (most of them full-timers) signed a petition requesting a referendum on this issue. They have refused to release union authorization cards for adjuncts until pressured by the New Caucus.

Arnold Cantor, candidate for VP for Part-timers held the post of Executive Director from 1972-95, when he retired with a specially crafted six-figure retirement package. During his tenure he negotiated a contract clause which specifically forbade PSC chapter chairs from recruiting members during union time.

Unity has provided one Vice President and no other officer for 7,000 adjuncts. For years, Susan Prager, the VP and Grievance Officer for adjuncts, routinely discouraged adjuncts from filing grievances. Health insurance options were recently reduced, and reimbursement plans curtailed.

CUUC now says "the adjunct salary schedule needs to include paid office hours and improved benefits," yet during their 26-year tenure, they have not achieved this for the 7,000 adjuncts who comprise 60% of the faculty and teach 60% of the courses.

The New Caucus position is that providing pay parity for adjuncts with full-timers at the same rank is the only way to pressure the university to increase full-time lines. Adjunct lecturers must receive the same pay per course, including pay for office hours, as full-time lecturers, and so on up the ranks. At current starting pay, parity for adjunct lecturers would amount to \$3333 for a 3-credit course. The New Caucus helped adjuncts recruit 300 new members into the union this past fall.

New Caucus is committed to building a democratic union where transparency rather than secrecy marks the leadership's approach to negotiations, and participation and broad discussion is solicited. Barbara Bowen, the candidate for president, has 20 years experience working in, and writing about the labor movement (in addition to being a Renaissance scholar) and has revitalized the chapter at Queens.

Eric Marshall, candidate for VP for Part-timers is a graduate student adjunct in the English Department at Queens. As an elected member to the Delegate Assembly and the University Faculty Senate, he has brought forth many resolutions on behalf of adjuncts, and written about our predicament in higher ed. He is a founding member of CAU! and COCAL (The Coalition of Contingent Academic Labor), a former editor of the Alert and leader in the Doctoral Student Council.

Ingrid Hughes, another adjunct on the NC Slate, for Community College Officer, is a poet, editor of the Alert, and staunch activist for adjuncts in CAU!. She currently teaches at BMCC and the City College Center for Worker Education; she has also adjuncted at Bronx CC, Baruch, and LaGuardia.

CUNY ADJUNCTS UNITE! CAMPUS CONTACTS (communicate to build community)

Baruch	Sylvia Rackow	212-410-2455
BMCC	Shirley Rausher	212-721-0099
Bronx CC	Ingrid Hughes	212-254-0635
Brooklyn	Vinny Tirelli	212-642-2143
CCNY	Rob Wallace	212-650-8608
CSI	Libby Garland	718-875-0005
Hostos	Anna Lopez	212-427-3874
Hunter	Mark Halling	718-596-0654
Hunter Soc.	Susanna Jones	718-243-0660
John Jay	Michael Seitz	212-229-9180
Kingsborough CC	Jerry Karol	718-330-0916
La Guardia	Cynthia Wiseman	212-663-8055
Lehman	Kyle Cuordileone	212-491-2653
Medgar Evers	David Hatchett	718 862-9735
NYC Tech.	Wendy Scribner	212-982-0097
Queens	Kristen Lawler	718-997-2827
Queensborough	Howard Pflanzner	212-496-7452
York	Mike Vozick	212-874-7650

READ THE MAY ISSUE OF THE ALERT to find out what happened at City College when the new Dean of Humanities mandated that the English Department Chair observe all adjuncts, regardless of length of service. Since the contract says that after 10 semesters, only a Department Chair can initiate such an action, and the adjuncts and chair were in disagreement with this policy, the ombudsperson was called in.