

AN APPEAL TO THE CITY UNIVERSITY COMMUNITY --  
FACULTY, STUDENTS AND PARENTS

THE CITY UNIVERSITY OF NEW YORK IS AN EXPLOITER OF LABOR --  
YOUR TEACHERS QUALIFY FOR WELFARE

*DON'T CHEAT THE NEW STUDENTS*

An unscrupulous City University administration has introduced  
sweatshop wages for teachers to obtain cheap labor for the open  
enrollment program.

~~Here are some examples:~~  
Here are the Facts

The United Federation of College Teachers signed a contract  
with the Board of Higher Education for lecturers with the clear  
understanding that the ~~basic~~ basic teaching of open enrollment  
students would be carried out by highly motivated teachers who  
would be hired on a full-time basis. These ~~f~~ Lecturers (Full-  
Time) would be paid ~~an~~ an annual salary and receive the same  
vacations and other fringe benefits to which the other members  
of the instructional staff are entitled.

The UFCT contract also established an hourly pay schedule for  
part-time teachers who were to be called Adjuncts. These teachers  
generally were to teach one or two courses in the Evening  
Divisions. In most cases they have full-time employment elsewhere.

This is what the CUNY administration did!

The City University administration has now utilized the  
adjunct title to hire teachers on a 10 hour basis instead of a  
12 hour basis which would constitute a full workload and entitle  
the teachers to an annual salary and full benefits.

This is sheer exploitation. A Lecturer (Full-Time) on a 12 hour basis would receive a starting salary of \$11,950 and all benefits.

Teachers hired on a 10 hour basis are receiving \$4800 a year and have no benefits!

These are highly qualified teachers and this represents their only source of income.

□□ Here are the Facts  
~~Another Example:~~

■ The UFCT contract established five adjunct titles: Adjunct Professor, Adjunct Associate Professor, Adjunct Assistant Professor, Adjunct Instructor and Adjunct Lecturer. Under the old system all hourly paid teachers were called lecturers regardless of length of service, hourly pay or qualifications.

The UFCT agreed to a conversion schedule by which the former hourly salary became the basis for the conversion to the new titles. This has not been honored. Instead, all hourly paid lecturers regardless of length of service or teaching ability have been converted to the title of Adjunct Lecturer if they lacked the PH.D. degree. This is a clear violation of our agreement.

□□ This is what the CUNY Administration did

□□□ Here are the facts

The union and the BHE also agreed that each lecturer must receive a minimum increase of \$2.00 per hour, <sup>□□ This is what CUNY</sup> <sup>↑</sup> The City University

← administration did

has now issued new contract containing salary decreases! This in a period of intense inflation.

□□□□ Here are the facts  
~~An example of union busting:~~

The UFCT contract established tenure for Lecturers (Full-Time) after five years of satisfactory service. It provides for job security during the five year period. It provides for annual appointments.

The Instructor title is covered by the contract of the Legislative Conference and under its contract the Instructor line is non-tenured <sup>and</sup> there is no job security and no annual appointment.

□□□□ How the CUNY Administration is union-busting?

The City University at many of its units is converting large numbers of Lecturers to Instructors to deprive them of the protections afforded them by the UFCT contract. This is union busting pure and simple.

□□□□ - Here are the facts  
More union busting:

The UFCT contract established a two step grievance procedure ending with binding outside arbitration. The first step is the College President level. The second step is the Chancellor's level. These grievance procedures are farcical.

□□□ ← More CUNY Union busting  
The City University hasn't the slightest notion of the meaning of enlightened labor relations.