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October 21, 1986

Dear CUNY Adjunct:

The misuse of the adjunct position has become a deep and wide-spread problem of American higher education nationally. The reasons are clear: reductions in student enrollment and in federal aid and the threat of further reductions have forced colleges and universities to trim their budgets. Among the exigencies they have resorted to, one of the most prevalent has been to decrease the number of full-time positions, increase the number of part-timers and diminish or sustain their already poor working conditions and compensation.

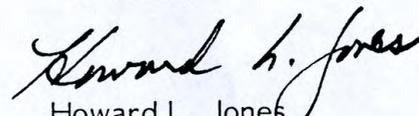
Nationally, adjuncts have been powerless to protect their interests against this onslaught.

At CUNY, these problems emerged earlier--with the city's fiscal crisis of 1975-76--but were confronted much more effectively than elsewhere--by the union. Building on terms and conditions of adjunct employment that were already among the best in the country, the union has won salary increases for adjuncts in every contract negotiated since then. Today, minimum CUNY adjunct salary rates substantially exceed the average rates nationally.

In addition, each contract negotiated by the PSC has improved the other conditions of adjunct employment at CUNY. The current contract, for example, provides employer-paid health insurance benefits and tuition remission, which very few adjuncts enjoy anywhere else in the country. The previous contract expanded the course load opportunities--and income potential--of adjuncts by fifty percent. These benefits, as well as the due process rights of CUNY adjuncts, are protected by contract and by a union organization that is affiliated with the labor movement and that is highly proficient, professional and experienced in the redress of grievances and the protection of legal rights.

No separate organization, isolating the vulnerable interests of adjuncts and competing against the rest of the professional staff, can legitimately promise comparable strength. It can only threaten the hard-fought gains won by the union for CUNY's adjuncts.

Sincerely,


Howard L. Jones
First Vice President

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