



PSC-CUNY
Contract

A great university provides parental leave. **WHY NOT CUNY?**



“Paid parental leave is an equity issue; anyone who is interested in having a child should have access to paid time off. That’s why I’m joining the union’s campaign for a fair contract.”

–Karen Miller
Associate Professor, LaGuardia

...parental leave

“I teach mostly Urban Studies classes with an interdisciplinary focus. My teaching experience has been challenging and exhilarating. One of the things I like about teaching is how excited students are to engage new ideas. At the same time, I have learned never to take their enthusiasm or interest for granted. I have gained an enormous amount from my students. I have been regularly awed by their insights, their creativity, and their uncanny ability to introduce me to fresh ways of understanding the world that we share.

My passion as a union activist is around issues of equity, and

I've gotten involved in the union's push for paid parental leave for that reason. I will be using sick days to get time off to have my baby, since there is no provision at CUNY for paid parental leave. The way it works now, people with compassionate chairs or good relationships with supervisors are able to work out better deals than other people. It should not be like that. This fight for paid parental leave is about giving everyone the same benefits across the board. *Everyone* should be able to have adequate time off if they want to have a child.”

–Karen Miller



A great university...

CUNY RIGHTLY ASPIRES to be a great university.

But CUNY does not offer faculty and professional staff a single day of paid parental or family leave. To maintain such a policy—in 2008—is not just embarrassing; it's cruel.

If CUNY is serious about recruiting the best new faculty and staff, it must enable us to combine professional and family life. Management's failure to provide paid parental leave has already caused job candidates to decline CUNY positions and has prompted others to leave. That's why the PSC is demanding paid parental and family leave in this round of bargaining. We believe CUNY students are entitled to work with the best of the new generation of scholars, teachers and professionals—and that will be impossible if CUNY does not provide faculty and staff with paid parental leave.

- The PSC is demanding a full-paid, semester-long leave for the introduction of a new child into the household or for the medical care of an immediate family member.
- The PSC seeks an agreement with the University to work jointly to achieve legislation providing access to childcare for faculty and staff.

What YOU can do to help win a fair contract

For a full list of the PSC's bargaining demands, management's demands, the latest bargaining news and more, visit the negotiations section on the PSC website, www.psc-cuny.org. "This Week in the PSC," published electronically every Monday, also reports on the latest negotiations news (if you are not receiving it, you can sign up on the website homepage).

Here are four things you can do right now to advance the campaign for a good contract:

- 1.** Talk to your colleagues about the issues at stake in these negotiations, about the issues that matter to you.
- 2.** Ask your PSC chapter chair about the actions planned on your campus to deliver our message to CUNY management.
- 3.** Become a "My Five" organizer. My Five organizers take responsibility for staying in touch with five colleagues about developments in the negotiations and the contract campaign. See the PSC website for more information, or contact Nick Cruz at ncruz@pscmail.org.
- 4.** Come and observe one of the bargaining sessions; contact Britt Minott in the PSC office at bminott@pscmail.org if you would like to attend a session.

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FOR MORE INFORMATION on how you can get involved in the contract campaign, contact Nick Cruz at the union office or at ncruz@pscmail.org.

