



PSC-CUNY  
**Contract**

# A great university treats its professional staff as professionals. **WHY NOT CUNY?**



“CUNY central management wants to be able to get rid of people even after years of professional service. That’s no way to treat people who have dedicated their careers to this University. That’s why I’m joining the union’s campaign for a fair contract.”

–Sherrian Grant-Fordham  
*HEO Associate, York*

# A great university...

**CUNY RIGHTLY ASPIRES** to be a great university.

A great university treats its professional staff as professionals. That means giving them the respect and opportunities they deserve. But CUNY management has a long history of violating the contract on the workweek for employees in Higher Education Officer (HEO) titles and is using this round of bargaining to try to slash their job security.

Employees in the HEO series titles are the hidden human infrastructure of the University. They are the registrars, financial aid advisers, admissions counselors and program directors whose work makes CUNY function. CUNY functions best when HEOs are treated with respect and given both stability and opportunities for advancement.

CUNY needs experienced professional staff. It must also provide better avenues for advancement to build and keep such a staff. That's why the PSC is committed to defeating management's demands to cut job security and why we are calling for more professional treatment of HEOs.

- CUNY management is attempting to weaken job security, making it easier to fire even HEOs who, after eight years of satisfactory work, have earned a Certificate of Continuous Administrative Service.
- The PSC is demanding increased opportunity for advancement through a fairer and more transparent reclassification process.

## ...professionalism



I started working at York when I was as a student here in 1985, and worked my way up. Now I'm a HEO Associate; my functional title is Director of Events. I assign meeting space to faculty and staff, and also for students, and manage the contracts for outside groups renting space. I serve on several committees and am involved in policy development on regulations and guidelines. Busy season is May and June, when there are up to 25 public school graduations, sometimes four in a day. And then commencement!

I know a lot of people who've spent 20, 25 years in the same title with no promotion. We need better avenues for advancement. And we need *more* job security, not less—management wants to be able to get rid of people even after years of professional service. That's so disrespectful. After all, we play a major role in making the University run. Eroding our job security would hurt the colleges' ability to function and their ability to serve the needs of students, faculty and administrators.”

–Sherrian Grant-Fordham



# 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](http://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](mailto:ncruz@pscmail.org).
- 4.** Come and observe one of the bargaining sessions; contact Britt Minott in the PSC office at [bminott@pscmail.org](mailto: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](mailto:ncruz@pscmail.org).

