



PSC-CUNY
Contract

A great university provides job security.

WHY NOT CUNY?



“Trying to secure a job in the weeks before the semester starts, you have to take whatever’s available. That’s why I’m joining the union’s campaign for a fair contract.”

–Ruben Rangel
Adjunct Lecturer, Bronx

A great university...

CUNY RIGHTLY ASPIRES to be a great university.

But great universities are not built by forcing half the faculty into last-minute searches for a job every semester. Adjunct faculty at CUNY have almost no job security. Even after dedicating years to CUNY, adjuncts can be told at the last minute that they no longer have a CUNY job. CUNY balances its budget on the adjuncts' back but treats them as little better than day laborers.

The result is that students suffer. Education suffers. When half the faculty have almost no job security, the essential element of continuity in education is lost. Students cannot count on having their professors on campus from one semester to the next. They cannot count on finding a favorite instructor from a previous course to write them a recommendation. And none of us can count on academic freedom when half of us teach without it.

If CUNY is serious about the quality of the University, it must provide stable positions for part-timers who have made a long-term commitment to the University and who have demonstrated over many semesters their ability in the classroom.

- The PSC is demanding a Certificate of Continuous Employment (CCE) for part-time faculty after multiple reappointments.
- The PSC is demanding recurring funds for the Adjunct Professional Development Fund to create a permanent resource to support part-timers' academic lives.

...job security

“My day starts with an early morning class at City College. I have to fend off my students afterwards not to slow me down so I can catch the train to Bronx. I teach for a couple of hours there. At midday I have a chance to meet with students, prepare for my next class, xerox, take care of paperwork for three different campuses with three different systems, check three different e-mail systems. Then I’m on to LaGuardia in the evening. I’m at LaGuardia till 10pm at night. I leave my house at 7am, back at 11, 11:30 at night.

The reason I took jobs at three campuses is economic, but more than that it’s because in the heat of trying to secure a job in the weeks before the semester starts, you have to take whatever’s available. You just never know. Job security for adjuncts would serve my students better: I could say ‘next semester I’ll be teaching “x” when they ask. And in terms of my own sanity, it would take away that sense of always being on the fringes. It would be better for everyone – the students, the department and the faculty – if we had that continuity and security.”

–Ruben Rangel



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.

