



Contract Ratification Bulletin #6

What's in this contract for adjuncts?

Welfare Fund

The most important gain for adjuncts is the stabilizing of the Welfare Fund. Adjunct health insurance is paid for entirely from the Welfare Fund, because New York City refuses to put CUNY adjuncts on the City health insurance plan. Thus, the viability of the Fund is a critical adjunct issue. There are other incremental gains for part-timers, but the contract does not dismantle the shameful system of underpaid labor at the heart of the CUNY budget. It will take the united force of the entire union to pry CUNY loose from its attachment to treating adjuncts as academic piece-workers.

The incremental gains, however, are meaningful:

- ✓ the creation of a professional development fund to support part-timers' research and scholarship
- ✓ adjunct access to college e-mail and voicemail
- ✓ improved ability to claim back pay in case of errors
- ✓ bridging of service in Substitute titles when salary steps and other benefits are computed.

And there is one structural breakthrough – the creation of 100 new full-time positions, reserved for adjuncts who have given extensive service to CUNY. For the first time, CUNY will convert part-time positions to full-time, reversing the direction of decades. While management would not sign a contract that included

a system of adjunct job security, the proposed contract does include these 100 new positions with the full security and benefits of the Lecturer title.

How will the new Lecturer positions work?

The 100 new positions will be allocated to the CUNY colleges by the Chancellor, just as other full-time positions are. College presidents will then determine which departments within the college will receive the positions, most likely those that rely most heavily on adjuncts. Up to 50 lines will be filled by Spring 2007; the balance of the 100 total will be filled in the 2007-08 academic year. In pressing for the new positions, the union made clear that our goal was to provide opportunities to the adjuncts whose teaching has sustained the University during years of budget shortfalls. Full-time Lecturer positions will also benefit our students, as students are better served when their professors are available full-time.

To be eligible to apply, adjuncts must be teaching at least 6 classroom hours in the departments to which the lines are allocated during the semester when the search is conducted, and they must have served in the department for 8 of the 10 most recent semesters (excluding summers) and have taught at least 6 classroom hours in at least 7 of those 10 semesters. (Substitute service will bridge immediately preceding and subsequent adjunct service.) Otherwise, the hiring process will be exactly the same as for other full-time faculty positions.

The union negotiated these terms in order to create the greatest opportunities for adjuncts who have made the largest contribution to the teaching in their departments. Once the new Lecturer line is filled, it will be treated exactly as other Lecturer lines are: employees will be eligible for the Certificate of Continuous Employment after five years, they will be covered by the grievance protections of the contract, and they will be placed on the Lecturer Doctoral salary scale if they hold a Ph.D. The only exception is that if the line is vacated within the first three years, it is expected that the same adjunct eligibility criteria will apply when it is re-filled.