

## 2017 RESOLUTION 2

### Call for All Colleges and Schools to be Sanctuary Institutions

Whereas, President Trump was elected following a campaign that mobilized racism, misogyny, Islamophobia, anti-Semitism, homophobia and other forms of violent, systematic oppression and his cabinet choices signal an unchanged commitment to normalizing racism; and

Whereas, all members of the community are affected when any of us are unsafe. No educational institution can operate in a climate of fear; and

Whereas, schools and colleges must be safe spaces for all students, faculty and staff; learning and collaboration cannot occur in an atmosphere of fear; and

Whereas, there are thousands of undocumented students and children in New York State's public schools and colleges who were brought to this country as children or infants and now have no access to citizenship; and

Whereas, undocumented youth are at immediate risk. President Trump has vowed to revoke President Obama's executive actions, particularly those concerning immigration reform, such as Deferred Action for Childhood Arrivals (DACA), which grants reprieve from deportation and allows undocumented youth to work. Trump has also proposed to create a dedicated task force that will focus on detaining and deporting undocumented residents; and

Whereas, the revocation of DACA places the most vulnerable new immigrants in danger. It could rip apart students' families and destroy the lives they have worked to build for themselves against great odds. The "Dreamers," as the students protected by DACA are known, are among the most determined and courageous; and

Whereas, there is a growing movement by students, faculty and staff to declare educational institutions "sanctuary campuses" defined by AAUP to be colleges and universities that make all efforts to guarantee the privacy of immigrant students and pledge not to grant access to information that might reveal their immigration status unless so ordered by a court of law and not to gather information about the citizenship or immigration status of people who have interactions with the administration, including with campus police. College and university police should not themselves participate in any efforts to enforce immigration laws, which are under federal jurisdiction. Faculty members should join efforts to resist all attempts to intimidate or inappropriately investigate undocumented students or to deny them their full rights to due process and a fair hearing; therefore be it

*Committee recommends concurrence as amended from the floor.*

RESOLVED, that NYSUT call on its affiliated locals to seek the support of their members to demand that their schools and colleges be declared sanctuary institutions; and be it further

RESOLVED, that NYSUT support locals in demanding that

- their institutional administration unequivocally condemn any acts of violence, any threats and any expressions of bigotry; and
- administrations refuse to allow immigration officials into their institutions unless specifically ordered to do so by a warrant or court of law; and
- administrations refuse to provide information on the immigration status of undocumented students or any other sensitive information about faculty, staff or students to federal officials unless required by subpoena or court order, or unless prior, explicit authorization has been given by the individual concerned; and
- administrations direct institutional security personnel not to take any role in enforcing federal immigration laws and not act on behalf of U.S. Customs and Immigration Enforcement or any other immigration enforcement agents; and
- they oppose surveillance of students, faculty and staff who are Muslim or Arab American, or members of any other community, and they issue a public statement that urges state and federal governments to protect students, faculty, staff, and families from deportation, and calls for a path to permanent residency and citizenship for students, faculty, staff and families.

### 2017 RESOLUTION 3

## Freedom of Speech and Assembly for all Faculty, Staff and Students at the City University of New York

Whereas, there is no place on a university campus for any form of bigotry or systematic oppression including anti-Semitism or Islamophobia; and

Whereas, some recent charges of anti-Semitism on college campuses have been shown to be part of a nation-wide effort to oppose the Boycott, Divestment and Sanctions movement and criticism of the government of Israel more generally; and

Whereas, in 2015, billionaire Republican donor Sheldon Adelson convened a group of wealthy donors for the Campus Maccabees Summit with the objective of raising \$50 million to fund organizations, such as the Zionist Organization of America, to make charges of anti-Semitism against critics of Israel's policies on college campuses and a website, "Canary Mission," which conceals the names of its backers, publishes names and pictures of individuals it describes as "pro-Palestinian" activists and scholars, including CUNY faculty and students, with the putative aim of documenting "people and groups promoting hatred;" and

Whereas, after a heated debate in March 2016, the New York State Senate's one-house budget resolution for 2016 included the governor's proposed \$485 million cut to State funding for CUNY, in order, the Senate majority announced, "to send a message" to the CUNY administration that it had not done enough to fight anti-Semitism;" and

Whereas, on March 30, 2016 a group of Legislators in the New York State Assembly called for "the immediate suspension of Students for Justice in Palestine (SJP) from CUNY;" and

Whereas, on June 5, 2016 Governor Andrew Cuomo issued Executive Order 157 directing divestment of state funds in institutions that support the Boycott, Divestment and Sanctions movement; and

Whereas, on September 14, 2016 the New York City Council passed a nonbinding resolution to condemn the Boycott, Divestment and Sanctions movement; and

Whereas, on September 9, 2016 CUNY Chancellor James B. Milliken released a report based on an independent investigation of alleged instances of anti-Semitism on CUNY campuses; the report concluded that the "tendency to blame SJP for any act of anti-Semitism on any CUNY campus," is a mistake. The report found that SJP was not responsible for any of the most controversial instances of alleged anti-Semitism at the CUNY campuses, and concluded that while the situation is "hardly perfect," the charge of "unchecked

*Committee recommends concurrence.*

anti-Semitism” at CUNY is baseless; and

Whereas, the courts have affirmed that advocating or opposing a boycott is protected speech; and

Whereas, the right of members of a university community to form associations for the pursuit of particular political or policy objectives is guaranteed by the Constitution, which explicitly protects both the freedom of speech and the right of the people peaceably to assemble; and

Whereas, providing the space to articulate strongly held views on all sides of critical issues, however controversial, is one of the essential elements of a university’s mission; and

Whereas, CUNY’s own history of purges of faculty accused of holding unpopular political beliefs in the 1930s, 1940s and 1950s demonstrates that politically motivated attacks on free speech, often pursued under the guise of protection of safety, damage the University’s moral standing and the education of its students; and

Whereas, respect for diversity of beliefs and experience is especially important at CUNY, one of the most racially and ethnically diverse universities in the country, and one where the interaction of faculty, staff and students from different backgrounds has helped to generate breakthroughs in thought and research; and  
Whereas, the Professional Staff Congress/CUNY, as a union whose mission includes advancing the interest of CUNY faculty, staff and students, has a strong tradition of opposition to all forms of repression and bigotry; and

Whereas, the PSC has an equally strong history of asserting the importance of free speech, free assembly and open debate — provisions that are the lifeblood of a university; therefore be it

RESOLVED, that NYSUT reaffirm its unequivocal condemnation of all forms of systemic discrimination including racism, anti-Semitism, Islamophobia; and be it further

RESOLVED, that NYSUT oppose any attempt to deny public funding to CUNY based on the constitutionally protected speech or actions of its students, faculty and staff; and be it further

RESOLVED, that NYSUT affirm that the Governor’s Executive Order 157 and City Council resolution 1058-A, by condemning protected forms of speech and assembly, present a chilling effect on the freedom of speech; and be it further

RESOLVED, that NYSUT call on the CUNY administration, New York City and New York State to treat all accusations of discrimination and repression seriously and equally, and to affirm its support for

freedom of speech and assembly for all faculty, staff, and students at CUNY.

## 2017 RESOLUTION 5

### Call for Pay and Other Associated Employment and Loading Equity for Contingent Academic Labor in Higher Education

Whereas, New York's colleges and universities have long been recognized as world leaders in higher education, both in instruction and in research; and

Whereas, access to and success in higher education are more important than ever to ensure that students reach their fullest potential and that New York continues to develop as a just society, a vibrant democracy and an engine of opportunity; and

Whereas, frontline academic workers — college faculty — are central to the mission of providing a high-quality education to students; and

Whereas, the promise of higher education is under attack in New York State by those who demand and pursue austerity, polarization, privatization and deprofessionalization; and

Whereas, state appropriations for public higher education in New York State have still not recovered to pre-recession levels even as enrollments continue to rise especially among first-generation, low-income and minority students, an ongoing disinvestment that disproportionately impacts the public institutions they serve; and

Whereas, more than 75 percent of the jobs in the statewide instructional workforce are contingent, and there is a growing trend of replacing full-time faculty with underpaid contingents to save money and to balance college budgets; and

Whereas, contingent faculty in some areas of New York State are paid as low as \$2,500 for a three-credit course; and

Whereas, the Modern Language Association has advocated for \$7,000 for teaching a three-credit course; and

Whereas, contingent faculty teaching the same three-credit course as a full-time faculty member should be paid proportionally (taking into account other factors like college service, committee work and research that full-timers perform); and

Whereas, many contingent faculty still face precarious employment situations from term-to-term, uncertainty about their prospects for being rehired, and uncertainty or late notifications about which courses they will be teaching when they are rehired, adversely affecting their ability to prepare for these courses; and

Whereas, the reliance on contingent labor hurts not only adjunct instructors but the entire institution because their commitment and hard work notwithstanding, the low pay, lack of benefits and job

*Committee recommends concurrence, as amended.*

insecurity make it extremely hard for adjuncts to offer their best to students inside and outside the classroom thus hurting the quality of education; further, adjuncts are unable to contribute meaningfully to work beyond classroom teaching like curriculum development and student advising, and the lack of a career track and paucity of funding for professional development makes it very difficult for adjuncts to contribute through their research thus depriving institutions of both pedagogical work and diversity of research initiatives; and

Whereas, reliance on low-paid, time and resource challenged contingent faculty also directly hurts full-time faculty whose administrative workloads have increased as full-time faculty are an increasingly smaller percentage of all faculty; and

Whereas, polling data show that almost half of contingent faculty would prefer full-time, tenure-track positions; therefore be it

RESOLVED, that NYSUT reaffirm its commitment to improving the lives of contingent faculty by ending the rank exploitation of the majority of the higher education instructional workforce; and be it further

RESOLVED, that NYSUT will continue to work with its affiliates and promote their successes in collective bargaining to bring about:

- pay equity, including compensation for class preparation time and office hours; and
- equitable access to employee benefits; and
- access to and compensation for opportunities for professional development; and
- meaningful job security, including job security comparable to tenure, long-term academic appointment contracts or certificates of continuing employment, which guarantee the presumption of rehiring; and
- opportunities for career advancement, including conversion opportunities to full-time, tenure-track positions; and
- enforceable standards for the timely notification of teaching appointments; and
- protections for academic freedom, regardless of tenure status; and
- full inclusion in and compensation for participation in all institutional work, including service, protection of contingent staff, research and governance; and be it further

RESOLVED, that NYSUT will continue to work with and mobilize its affiliates to increase funding for instruction and student support services and ensure that funds are used to build a stable faculty corps and expand access for contingent faculty to health care, retirement and unemployment insurance; and be it further

RESOLVED, that NYSUT will continue to engage in collective action with our affiliates, our members, our students and our communities to build a movement that educates people about the impact of

contingency on the lives of teachers and their students and effectively advocates for high-quality, student-centered public colleges and universities that are grounded by a stable, fair and equitably paid instructional workforce that is guided by the concept of equal pay for equal work among the whole instructional workforce; and be it further

RESOLVED, that NYSUT will work toward these ends in unity with students, parents, faculty, staff and the community to reclaim the promise of higher education.

<b>2017 RESOLUTION 19</b>	
<b>In Support of Caregivers</b>	
<p>Whereas, there is a lack of affordable child care and elder care; and inadequate family leave policies; and</p> <p>Whereas, many people spend a considerable portion of their lives in multiple caregiving roles that hinder their economic well-being and financial plan for retirement; and</p> <p>Whereas, there is a lack of financial recognition for the performance of caregiving tasks; therefore be it</p> <p>RESOLVED, that NYSUT investigate H.R. 3099, recognize, assist, include, support and engage Family Caregivers Act of 2015, to determine the practicability of lobbying for its enactment; and be it further</p> <p>RESOLVED, that NYSUT support and urge the American Federation of Teachers (AFT) and the National Education Association (NEA) to lobby for federal legislation for paid family leave to care for new children and aid sick relatives.</p>	<p><i>Committee recommends concurrence.</i></p>

<b>2017 RESOLUTION 26</b>	
<b>Seeking Legislation Allowing Medicare to Negotiate Drug Prices</b>	
<p>Whereas, prescription drugs are a major factor in the rising cost of employer-provided health insurance; and</p> <p>Whereas, the cost of prescriptions has a major effect on disposable income of seniors and therefore on their quality of life; and</p> <p>Whereas, many seniors are forced to choose between medicine and food, sometimes forcing them to skip or reduce dosages resulting in deteriorating health and leading to increased impact on the cost of health care; and</p> <p>Whereas, the Veterans Administration already exists as a successful model of negotiating drug prices; and</p> <p>Whereas, the same drug by the same manufacturer can be purchased for significantly less in other countries; therefore be it</p> <p>RESOLVED, that NYSUT and its national affiliates, the American Federation of Teachers, the National Education Association and the AFL-CIO, continue to seek legislation which allows Medicare to negotiate drug prices.</p>	<p><i>Committee recommends concurrence.</i></p>

<p><b>2017 RESOLUTION 39</b></p>	
<p><b>Lift the Cap on Social Security</b></p>	
<p>Whereas, under the Roosevelt administration, Social Security was enacted as an insurance program to provide financial support to retired workers and to surviving dependents of workers who die or who are incapacitated; and</p> <p>Whereas, for several generations, Social Security has been credited with reducing poverty among retired workers, particularly women; and</p> <p>Whereas, wages, pensions and financial security have been reduced for the average private-sector employee, and attempts are underway to reduce job security in a similar way for public sector workers; and</p> <p>Whereas, only the wealthiest households are able to save the recommended 10 percent of annual income for retirement; and</p> <p>Whereas, retirement security is being replaced by retirement insecurity through stagnating wages, poorly designed retirement plans and contingency and part-time employment so that many economists, including Teresa Ghilarducci of The New School for Social Research, predict an impending retirement crisis; and</p> <p>Whereas, those retiring without adequate income will rely on Social Security benefits for an increasing proportion of their income; and</p> <p>Whereas, the trustees of the Social Security Trust Fund have advised that, after 2034, the fund will no longer pay 100% of benefits; and</p> <p>Whereas, cutting Social Security benefits by raising the retirement age further erodes retirement security; therefore be it</p> <p>RESOLVED, that New York State United Teachers support the augmentation of the Social Security Trust Fund by calling upon Congress to eliminate the cap on Social Security wages, currently \$118,500, and that it urge its affiliates, the American Federation of Teachers and National Education Association, to do the same.</p>	<p><i>Committee recommends concurrence.</i></p> <p><i>NYSUT will forward this resolution to our national affiliates and seek to augment and support their efforts to address this issue.</i></p>