

1           **AFT MEMBERS SUPPORT PSC'S AND ALL LOCALS' CAMPAIGNS FOR**  
2                           **FAIRNESS AND EQUITY FOR ADJUNCTS.**

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6       WHEREAS, teachers' unions were formed in order to demand and win professional pay  
7       and treatment for work that had previously been undervalued and viewed as non-  
8       professional; and

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10       WHEREAS, as teachers' unions have multiplied and grown, they have expanded their  
11       work, winning better pay and treatment for other educational workers, for  
12       paraprofessionals and for others in service of the public good; and

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14       WHEREAS, in higher education, however, the past 40 years have seen a slow but  
15       devastating hollowing out of the profession, as public funding has been systematically  
16       reduced and universities and colleges have responded not by challenging the premise of  
17       austerity but by accommodating to scarcity: they have cut costs by replacing full-time  
18       tenured faculty with part-time contingent faculty, who are paid at a fraction of the full-  
19       timers' rate; and

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21       WHEREAS, the AFT has long taken the position that part-time faculty should be paid on  
22       the basis of parity with comparable full-time instructors; the first sentence of the AFT's  
23       document on part-time faculty, *Fairness and Equity*, reads: "Part-time/contingent faculty  
24       should be paid a salary proportionate to that paid full-time tenured faculty of the same  
25       qualifications for doing the same work"; and

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27       WHEREAS, the Professional Staff Congress/CUNY has spent the past two years  
28       developing and intensifying a campaign to fulfill the AFT's stated standard for adjunct  
29       pay; and

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31       WHEREAS more than 70 percent of faculty appointments in higher education nationally  
32       are now held by non-tenure-track, part-time and/or contingent employees, and colleges  
33       that serve the poor and people of color often rely most extensively on low-wage part-time  
34       faculty; and

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36       WHEREAS, the City University of New York, whose academic employees are  
37       represented by the PSC, employs an exceptionally large number of adjunct faculty,  
38       currently more than 13,000, and

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40       WHEREAS, CUNY is able to attract outstanding adjunct faculty despite low pay because  
41       of its location in New York City and the power of CUNY's mission to draw committed,  
42       progressive teachers; and

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44       WHEREAS, the starting pay for CUNY adjuncts is \$3,222 for a regular 3-credit college  
45       course; and

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47 WHEREAS, several thousand CUNY adjuncts rely for their entire paycheck on their  
48 adjunct teaching at CUNY, cobbling together multiple courses for an annual income of  
49 about \$25,000 for a full teaching load; and

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51 WHEREAS, given the number of hours required for teaching a course, \$3,222 per course  
52 barely amounts to \$15 an hour, forcing some CUNY adjuncts to rely on public assistance  
53 and others to be evicted from their apartments; and

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55 WHEREAS, CUNY adjuncts typically have advanced degrees, including multiple  
56 Master's degrees and PhDs; and

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58 WHEREAS, PSC has made major improvements for adjuncts during the last 17 years,  
59 including winning health insurance, paid office hours, three-year appointments with  
60 guaranteed income, professional development grant funds, improved sick leave and  
61 bereavement leave, and the conversion to full-time, salaried positions of more than 300  
62 adjuncts and part-time instructors; and

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64 WHEREAS, PSC is now attempting the hardest and most important adjunct improvement  
65 of all—fair pay—the goal of its collective bargaining demand for a minimum of \$7,000  
66 per 3-credit course for adjuncts; and

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68 WHEREAS, the PSC's campaign builds on the successes of other higher education locals  
69 in the AFT, which have also recognized that it is time for a fundamental transformation  
70 of adjunct pay and waged winning campaigns for new salary standards for adjuncts,  
71 graduate employees and other contingent faculty; and

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73 WHEREAS, each local must determine its own strategic goals and capacities; and

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75 WHEREAS, every victory for any adjunct union is a victory for all education workers,  
76 especially for those that represent adjuncts, because the persistence of substandard pay  
77 devalues the education profession and creates an incentive to maintain low pay  
78 throughout education employment; and

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80 **RESOLVED, that the AFT supports PSC's campaign for \$7K and all other AFT**  
81 **locals' campaigns for fair adjunct pay, and that the AFT leadership will call on AFT**  
82 **members to support the PSC in actions, demonstrations and advocacy for \$7K,**  
83 **because a victory on \$7K at CUNY would be a victory for every teacher, professor,**  
84 **education worker and student in the country.**