

Clarion

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Gary Schoichet

IN TALKS WITH CUNY, CITY, STATE PSC PUSH FOR FINAL DEAL

PSC members held an early-morning demonstration on February 16, before a bargaining session at the City's Office of Labor Relations. After CUNY backed off from a framework it had approved in November, union members and supporters turned out to say it's long past time for management to come through. Above, CSI student Wanda Calamia and PSC member Craig Topple.

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BROOKLYN Two new organizing goals

Chapter pushes for on-campus child care and curriculum changes

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BENEFITS

Buying insurance for long-term care

What you need to know to figure out whether you or your family need long-term-care insurance. It's expensive, but so is long-term care.

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ALBANY

PSC members push legislative agenda

Union members went to Albany to press state lawmakers to restore more funds for CUNY, as well as tackle problems in the laws governing pensions and unemployment insurance.

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CUNY WEEK

CUNY and the Katrina connection

Hurricane Katrina hit Dillard University in New Orleans fast and hard. But Dillard has also suffered the "slow-motion disaster" of inequality in education, with effects familiar to those at City University. CUNY Week, March 27-31, looks at the link.

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LETTERS TO THE EDITOR | WRITE TO: CLARION/PSC, 25 W. 43RD STREET, FIFTH FLOOR, NEW YORK, NY 10036. E-MAIL: PHOGNESS@PSCMAIL.ORG. FAX: 212-302-7815.

What it takes to break a bad 'pattern'

● The PSC and CUNY management agreed to a contract framework in November, but New York City and State objected. They said the deal went beyond the patterns for other public workers – and they're right. It's a credit to the union that we got CUNY to agree to these terms. Even the stunted deal now on the table is as good as or better than settlements for police, teachers or other city unions.

The problem is, *none* of these contracts were good ones. The nail in labor's coffin was the substandard pattern set early on in this round of municipal bargaining. The PSC had a smart, open leadership, a democratized process and a mobilized member-

ship – but still couldn't break a bad pattern. Is there anything that can?

How about a coalition of municipal unions joining hands, locking arms, and marching to the bargaining table as a unified force? That is the only way we have of ensuring that the "pie" for economic settlements with our employers is large enough to accommodate all our needs. How we slice it can be left to the respective unions, but we can only force a bigger pie if we bargain together.

The PSC leadership has long supported this. Will other unions climb aboard the solidarity train?

Bill Henning
City College

An injury to one...

● As PSC Treasurer John Hyland argued in the February *Clarion*, when the American Federation of Teachers uses our dues money to organize and educate teachers' unions across the country, it's a worthwhile

activity. If these unions are "eliminated or weakened, we may become an 'island of privilege' in the eyes of other workers," Hyland wrote.

The island metaphor also applies to a comparison of the conditions facing the 9,500 contingent faculty with the conditions facing full-time faculty at CUNY today.

The "island of privilege" exists at this very moment in the PSC's own backyard. As a CLIP instructor, I see the island from an overcrowded, listing, third-world ferry which isn't ever going to make it to the island, and nobody is undertaking a rescue mission.

While the organizing and educating in "right-to-work" states is invaluable, the financial and human resources of the PSC, AFT, and NYSUT must be used right here, right now. Go ahead, spend our money helping other nascent unions and worker groups around the world, but while you think globally, you

had better act locally, or your "island of privilege" will continue to shrink.

Steven Weisblatt
York College

More on students

● *Clarion* is an excellent publication. You once asked me how it could be improved, and I am writing with a suggestion: I don't see enough in *Clarion* about students.

The students in the journalism classes I teach at CCNY's Center for Worker Education are wonderful. They're diverse, articulate, motivated and smart, making huge sacrifices to earn their BAs. I'm sure students at other CUNY facilities are similar.

In my work at 1199/SEIU, the health care workers' union, we've tried to regularly feature patients in the union's magazine. They're the reason for health care workers' jobs. Our members care about their patients as individuals, and they care

about the quality of service they provide. We've featured patient photos and interviews about issues such as staffing, public funding for health care or the little things from union members that can humanize a patient's hospital stay.

I hope that such coverage helps conscientious members who are devoted to good patient care see that the union shares their concerns. To the public, I hope it accurately presents the union as having a heart, as being a fully rounded institution interested in more than just bread and butter.

Substitute the idea of education for health care in the above paragraphs, and I think it's just as true for members of the PSC. So I'd suggest more coverage in *Clarion* that lets us see and hear the students who are at the heart of our work.

Dan North
City College
(Former editor, 1199 News)

Write to Clarion

Letters should be no more than 150-200 words in length, and are subject to editing.

Demolition for Fiterman

By PETER HOGNESS
& LETICIA TAYLOR

Contaminated inside & out

Since September 11, 2001, the scarred, empty structure of Fiterman Hall has loomed over lower Manhattan – but that may be about to change. CUNY is about to release a plan for how Fiterman's 15 stories should be torn down, with new construction to follow. The first phase of work could start this spring.

Fiterman Hall had provided space for classes at Borough of Manhattan Community College, just south of the college's main building. The collapse of World Trade Center 7 left gaping holes in Fiterman's south wall, and the building was too damaged to repair.

While the large debris has been removed, Fiterman's interior contains contaminants such as lead, mold and dioxin. High levels of dioxin, a potent carcinogen that can be produced by burning plastics, were found in dust sampled from inside the building in 2002.

COMPLICATED

This means that dismantling Fiterman is more complicated than a normal building demolition – it cannot just be knocked down, but must first be decontaminated before it is taken apart. Without a careful approach, explained PSC Health and Safety Officer Bob Wurman, "the concern is that the dust would be released into the neighborhood again."

"We are concerned, along with our neighbors in lower Manhattan, that the work be done safely," said Joan Greenbaum, co-chair of the PSC Health and Safety Committee, in testimony at a February 27 city council hearing. The PSC is part of a local alliance, the WTC Community-Labor Coalition, that has acted as a watchdog on cleanup and reconstruction issues.

CUNY and the Dormitory Authority of the State of New York (DASNY), which carries out most CUNY-related construction, have developed a decontamination and deconstruction plan and sent it to the federal Environmental Protection Agency. That plan is not yet public, but when the EPA is finished with its review, both the plan and the EPA's comments will be posted on the web at www.lowermanhattan.info/construction/project_updates/fiterman_hall_39764.asp. After a chance for public response, said DASNY spokesperson Claudia Hutton, decontamination work will then begin.

"The PSC will monitor CUNY's plans for the demolition of Fiterman," said Greenbaum. "But who will monitor the EPA?" She said that the agency's track record on air quality and cleanup in lower Manhattan has been "dismal." The EPA's Wendi Thomi told *Clarion*

that the agency's comments should be completed by late March.

The CUNY/DASNY plan is based on environmental testing of Fiterman's interior that began in September, after a decontamination facility was built to allow for safe entry and exit of environmental consultants. But although that testing was largely completed last fall, the results have not been released. "All of us need to know exactly what contaminants are in the building," Greenbaum told the February 27 hearing. "And we need to know what procedures will be used to contain [them] when demolition takes place."

Soon after September 11, the PSC urged CUNY to replace, not repair, Fiterman Hall. CUNY agreed, but the State did not until last year.

INSURANCE DISPUTE

The biggest cause of delay in replacing Fiterman was a dispute with the insurance company, FM Global, which was settled in 2004 for \$90 million. Of that sum, \$27 million was reportedly used to help pay for temporary classroom space for BMCC.

DASNY estimates that cleaning up Fiterman and tearing it down will cost between \$18 million and \$22 million. "Decontamination is expected to take five to six months, and deconstruction five months," said Hutton. Putting up a new building in



Fiterman Hall will be torn down – but a cleanup must come first.

Fiterman's place will take two years and cost about \$125 million, she added. However, last September, Vice Chancellor Emma Macari told the NYC chapter of the American Institute of Architects that the total of all rebuilding costs would exceed \$200 million, of which \$187 million had been secured.

The loss of Fiterman's classrooms had a big impact on BMCC, a campus that was already severely

overcrowded. The college resorted to temporary trailers, put up partitions in common areas to carve out some replacement classrooms and rented space nearby.

Those who work or study at BMCC are eager for the process of replacing Fiterman to get started. "Space is an issue here all the time," commented Jane Young, chair of the BMCC's PSC chapter. "We're busting at the seams."

City, State nix framework

By PETER HOGNESS

On February 16, the PSC bargaining team met with representatives of CUNY, the City and State – and the union's prediction was soon confirmed.

Although CUNY negotiators and the union had agreed last November on a framework for a new contract, University management had failed to win city and state backing for the deal. At the February 16 session, CUNY officially told the union that management was withdrawing its support for the framework it had previously approved.

OFFERED LESS

City and state representatives had indicated they could not accept the November package because it was richer than those they had agreed to with other unions. Together with CUNY negotiators, they proposed a contract with a smaller economic offer.

The biggest change from the November framework was that management's proposals did not include an increase of more than 3% to the economic package, which it had previously agreed to in exchange for an additional office hour from full-time faculty. Without this 3%, CUNY's

Friction at contract talks

February 16 offer had less money for salary increases. Also missing, compared to November, were raising sabbatical pay to 80% and some equity improvements.

Across-the-board pay raises followed the settlement with SUNY's union, United University Professions: a lump sum of \$800 in the first year, pro-rated for adjuncts; a 2.5% raise in the second year; 2.75% in the third year; 3% in the fourth year; and \$800 added to base pay on the last day of the contract, after a ten-month extension. This adds up to an average across-the-board increase of about 9.5%; a portion of retroactive pay from the first and second years would go toward stabilizing the Welfare Fund reserves.

MORE FUNDING

In response, the PSC urged management to secure additional funding to retain the increase in sabbatical pay to 80%. In November, the union had agreed to support extending the time to tenure from five years to seven, in exchange for the raise in sabbatical pay and doubling reassigned time for scholarship by newly hired junior faculty. "The longer time to

tenure is typical of colleges and universities that provide much more research support than CUNY," PSC President Barbara Bowen noted.

The PSC called for restructured contributions to the Welfare Fund, and for funding for all of the equity increases that had been part of the November framework. The union's bargaining team outlined how both these changes could be done "within the economic package management presented," Bowen said in a report to members.

The next bargaining session, on March 1, began with management rejecting the idea of additional funding for improved sabbaticals. They also rejected the union's proposed changes to management's formula for Welfare Fund contributions.

Management's stance presented the union with "a difficult choice," Bowen said in a March 2 report: "work within this inadequate framework or walk away from the table with no contract." She said the PSC bargaining team decided to work within the economic package now offered by management, to try to find a "principled and imaginative" route to a settlement.

City, State won't break pattern

Key elements of the union's March 1 counter-proposal include:

- Providing all newly hired junior faculty with a full year of paid research time, beginning when the tenure clock is extended. While management has accepted an expansion of junior faculty research time, the union wants this time arranged to allow a full year at both senior and community colleges.

- Reorganize some funds in management's offer, including a proposed \$500 for employees with "permanent" status and some of the retroactive pay, to stabilize the Welfare Fund reserves and increase sabbatical pay to 80%. The union argued that this approach would provide a longer-term benefit to employees than the \$500 because it would not disappear when a given employee leaves CUNY or retires. While strengthening the Fund, it is unlikely that this level of funding would allow for restoration of the dental benefit.

- Include two equity provisions that had been agreed to in the fall: paid sick days for part-time CLTs and non-teaching adjuncts (who currently get none), and the proposal for 100 full-time conversion lines for eligible part-time faculty. (See also page 20.) The union also demanded that the addition to base pay at the end of the

agreement include all bargaining unit members, including faculty in Continuing Education.

- Across-the-board raises must not exclude faculty at CUNY's Educational Opportunity Centers, and professional issues at the Hunter Campus Schools must also be addressed.

SOME AGREEMENT

The two sides remained in agreement on several equity improvements worked out in November on issues such as faculty counselor annual leave, reduced teaching load at City Tech, research time for newly hired library and counseling faculty and higher minimum pay for CLIP faculty. Also remaining was union acceptance of a change of three days to the start of the fall semester and the extension of time to tenure (except for CLTs and Hunter Campus Schools). Previous management demands for concessions, including slashing HEO job security and removing department chairs from the union, are no longer on the table.

The next session was scheduled for the following week. Union negotiators would then see, said Bowen, "Whether management is seriously prepared to agree to a settlement that moves closer to our goals." (See www.psc-cuny.org for updates.)

PSC says, 'Settle now'

By DANIA RAJENDRA

More than 200 PSC members joined a morning rally before the bargaining session with the City, State and CUNY management on February 16. Union members voiced anger at management's failure to secure city and state approval for the contract framework that was worked out in November.

"I'm here to show support for the negotiating team. We've been more than reasonable and patient," said Sarah Durand, an assistant professor of biology at LaGuardia.

RAISES OVERDUE

"We haven't had a contract in three years, and that's outrageous," said Suzanne Wasserman, a higher education assistant at the Graduate Center. "The City really just shows a disrespect for union members."

Both Wasserman and Durand said that raises for CUNY faculty and staff are long overdue. "It's not right" to go three years without a raise, Wasserman told *Clarion*. "That money is ours!"

Members marched in two picket lines outside the NYC Office of Labor Relations, distributing leaflets to downtown commuters.

At the negotiating session, CUNY management was joined by repre-

Members join downtown picket

sentatives from the City and the State. The PSC had demanded to meet directly with all three after weeks of frustration over management's failure to finalize a settlement based on the terms it agreed to in November.

Under the headline, "CUNY faculty want a deal," the morning daily *Metro* described union members' discontent. A CUNY spokesperson responded that bargaining had been complicated by the different patterns of state and city labor contracts. In the bargaining that led up to the November framework, however, CUNY indicated that its negotiating positions were guided by both of those patterns.

"I'm here to put pressure on the University administration, the City and the State to start caring about education," said Pat Lloyd, an assistant professor of chemistry at KBCC. Other union members agreed that the mayor and governor must step up to the plate.

RESOURCES

"The City and State say they value education for working people in New York," said Jerry Markowitz,

distinguished professor of history at John Jay. "The bottom line is that if CUNY really wants to be a great university, then it must pay what a great university pays its faculty and staff."

"Low salaries are an attack on the quality of education for CUNY students," said Lloyd.

Part-time PSCers had a strong presence at the demonstration. Some put on elephant masks and handed

out peanuts, representing the wages adjuncts work for. Others wore stickers that described adjuncts as the "CUNY canaries." When the old "canary in the mineshaft" fell ill, they explained, it warned miners to beware of toxic air. Adjuncts' conditions, they said, are a warning for the whole university.

"The governor, the mayor and CUNY are treating the whole union like adjuncts," said Mike Vozick, of the science department at BMCC. He carried a sign reading, "No to take-aways in health care." Vozick said, "The cutback in adjunct health benefits has hurt, and we know there is a threat of a bigger cut. It's a terrible situation to be in, to have to defend benefits that are already inadequate."

"That money is ours!"



Associate Professor Gerardo Renique teaches history at City College.

Several part-time activists told *Clarion* they had come to the rally despite unhappiness with the proposed framework. Michael Seitz, who has taught at CUNY for 18 years, said that top adjunct concerns like job security were not addressed. "I'm here out of solidarity," commented Seitz. PSC negotiators said that management has stubbornly resisted any structural improvements for part-timers, even those that would cost little money.

Retirees were also a visible part of the picket line, demanding a prompt and fair contract settlement. "I'm here to support the ac-

tive members, and to protect our benefits," said Patricia Bramwell of the Retirees Chapter.

STUDENT SUPPORT

A number of students added their voices as well. "Your working conditions are our learning conditions," declared a sign held by CSI student Wanda Calamia, who described herself as a "huge advocate for public education." She was there with her husband, Craig Topple, a PSC member and a Higher Education Assistant at CSI. "It was one of our first demonstrations," said Calamia – but she says it won't be their last.

“Academic Bill of Rights” comes to New York

By PETER HOGNESS
& DANIA RAJENDRA

Hearings in Pennsylvania

On January 9, the “Academic Bill of Rights” made its debut in New York. The Deputy Majority Leader of the New York State Senate, John De-Francesco, and eight other senators introduced a bill that would enforce “intellectual diversity” in the state’s universities through legislative means.

“Too often, students find many college classes biased or one-sided,” asserted the sponsors of S.6336 – and they want the New York State Legislature to do something about it.

Similar legislation has now been introduced in half the states in America. Couched in deliberately neutral-sounding language about “fostering a plurality of methodologies and perspectives” or “making students aware of other viewpoints,” these proposed laws aim to get government in the business of regulating thought among college faculty.

“This legislation supposes that there is a widespread problem of faculty members discriminating against students based on their political views,” said Steve Leberstein, chair of the PSC Academic Freedom Committee. “But there is absolutely no evidence that this is true.” As a remedy to this supposed problem, Leberstein said, the Academic Bill of Rights

(ABOR) “proposes some sort of political oversight into both curriculum and faculty personnel decisions.”

As the civil liberties coalition Free Exchange on Campus declared in a recent policy statement, “Passage of such measures, even when the provisions are not made mandatory, would be an invitation to tie up institutions of higher education in an endless round of public hearings and litigation, in which non-academics would decide whether enough balance was achieved in the reading list of a particular course.”

AMONG FRIENDS

When New York’s ABOR was introduced in January, it was in a sense coming home. The national campaign in favor of ABOR was launched by right-wing pundit David Horowitz, who says he first got the idea when he came to New York in December 2002 and met with arch-conservative SUNY Trustee Candace de Russy, SUNY Provost Peter Salins, and SUNY Board of Trustees Chair Thomas Egan. “I was sort of among friends,” Horowitz told the *Chronicle of Higher Education*. “It allowed me to think out loud.”

But the New York bill, S.6336, has had some rough sailing since it was

introduced at the start of the year. New York State United Teachers responded, and convinced three of the bill’s original nine sponsors to withdraw their support.

“NYSUT got on this right away,” said the PSC’s First Vice President, Steve London, “and their quick action had an effect.” The New York chapters of the American Association of University Professors were also quick to contact their State Senators and urge opposition to the legislation. At present the bill seems to have lost momentum, and has only been introduced in the State Senate. To have any chance of becoming law, it would first have to pick up significant support in the New York Assembly – and at the moment that seems unlikely.

The bill’s backers took a different tack in Pennsylvania. Rep. Gib Armstrong (R-Lancaster) complained that he had received some 50 reports of political bias against college students and demanded action. But instead of trying to get ABOR adopted as state law, Armstrong pushed for statewide hearings on the political climate at Pennsylvania’s public universities. The proposal for hearings required approval from the state’s House of Representatives only, whereas

ABOR would have required approval of the state Senate as well.

Pennsylvania lawmakers held hearings in the fall and in January, but Armstrong has yet to produce the letters. The hearings have demonstrated no abuses thus far, leading the AAUP to call ABOR “a solution in search of a problem.”

NO EVIDENCE

The January hearings did generate some news when Horowitz admitted that he lacked evidence for some of his most often repeated stories of bias, including the charge that a Pennsylvania biology professor forced his class to watch *Fahrenheit 9/11* just before the 2004 election. Horowitz has repeated this unsubstantiated anecdote numerous times, and it remains up on his website *FrontPage.com*. “I can’t investigate every story,” he told *Inside Higher Ed*, saying he had heard about this one from a legislative staffer. Horowitz said his critics were “nitpicking” and missing the larger picture. “Is there anybody out here who will say that professors don’t attack Bush in biology classrooms?” he asked.

But at the hearings, academics and politicians alike took issue with Horowitz’s sweeping claims. Rep. Larry Curry, (D-Montgomery) chastised Horowitz, telling him, “But you

asserted it [the story] as true and didn’t correct it!”

Academics who testified pointed out that part of the essential nature of being a college professor is teaching students to make careful arguments based on clear documentation. Those who appeared included the AAUP’s Joan Scott and Temple Association of University Professionals President William Cutler.

While the determined response of academic leaders and fair-minded legislators has blunted the impact of the Pennsylvania hearings, the hearings do illustrate how the ABOR campaign can set the agenda for public discussion, even if its advocates have a hard time turning their model bill into law. “Legislative enactment of ABOR is beside the point,” commented Bill Scheuerman, president of SUNY’s United University Professions. The real goal, he said, “is to scare college administrators and faculty so they are less likely to raise tough questions or discuss controversial issues in the classroom.”

The PSC’s Leberstein agrees. “Each ABOR proposal sets the stage for legislative or other investigations into the purported problem,” he told *Clarion*, “and this country has a long history of such investigations being used to silence dissenting views.”

“Intelligent design” backers plan to use ABOR

By PETER HOGNESS

“Teach the controversy”

David Horowitz declares that his “Academic Bill of Rights” has nothing to do with teaching “Intelligent Design” in science classes. “It would not force teachers to teach unscholarly, scientific points of view like Holocaust denial or Intelligent Design,” Horowitz told a legislative committee in Pennsylvania. “All of these claims are demonstrably false.”

Students for Academic Freedom, which Horowitz founded to campaign for the Academic Bill of Rights (ABOR), insists, “We have asserted publicly multiple times that since creationism is not a scientific theory, it has no place being taught in a science course.”

But proponents of “Intelligent Design – an essentially religious view of human origins – are enthusiastic about ABOR. They see it as a valuable tool in the fight they care about most.

“My interest in having an Academic Bill of Rights is that it would allow true freedom and diversity of opinion to explore Intelligent Design,” said Pennsylvania state legislator Paul Clymer. “Students should learn from more than just one theory.”

“In the name of diversity, would it not be fair to have another theory introduced, such as Intelligent Design?” Rep. Clymer told *Clarion*. “We should make sure that students are exposed to different theories.”

Pennsylvania Rep. Gib Armstrong,



Pennsylvania Rep. Gib Armstrong (R-Lancaster) supports “Intelligent Design.”

described by Horowitz as “the sponsor of the Academic Bill of Rights in Pennsylvania,” has also introduced legislation to require the teaching of Intelligent Design (ID) in science classes. In fact, 10 out of the 12 legislators signed on to that bill are also sponsors of Armstrong’s ABOR legislation.

The Seattle-based Discovery Institute is the most prominent organization promoting ID as a scientific theory. The institute does not support the Pennsylvania ID bill, explaining that legislators should not “mandate the teaching of Intelligent Design.” But the Institute loves the Academic Bill of Rights.

Instead of attempting to replace

the teaching of evolution with lessons on Intelligent Design, the Discovery Institute says that schools (including universities) should “teach the controversy.” Its method is to attack evolutionary theory, cause a fuss – and then say, “Look, there’s clearly a controversy. Shouldn’t we teach both sides?”

This approach is tailor-made to take advantage of ABOR’s legal requirement for a “diversity” of opinion among college faculty. “We completely support that,” said Casey Luskin, who heads the Discovery Institute’s program in Public Policy and Legal Affairs. “We think there should be no litmus tests for hiring

– or for grading students.”

Luskin particularly praised provisions of ABOR that would give students legal muscle in complaining about professors’ when students feel their own views are not being given enough weight. “We have had cases where professors literally said, ‘If you write against evolution you will be graded down,’” Luskin told *Clarion*. “That is outrageous!”

Horowitz himself is anxious not to appear anti-evolution. A couple of ABOR provisions even explicitly focus on the humanities and social sciences (though most cover all academia).

But it turns out that Horowitz’s arm’s-length stance toward Intelligent Design is a fairly recent development. His web-based magazine *FrontPage.com* features articles such as “The Scientific Case Against Evolution.” A regular *FrontPage* columnist, Lowell Pointe, complains that “leftist teachers and their labor unions demand that Darwinian evolution be taught in science classrooms where alternative views, such as Biblical Creationism or Intelligent Design, are excluded by law.”

One such article on Horowitz’s web site is particularly interesting because it was written not by a columnist, but by *FrontPage*’s own associate editor Jennifer Kabbany.

In “Intelligent Design Theory is

not Creationism,” Kabbany cites a string of anti-evolution books as “just a minute example of publications arguing against evolution, using scientific evidence.” She criticizes *Time* magazine for “presenting evolution as a fact, rather than an increasingly controversial theory,” and concludes that the evidence of a relationship between apes and humans is “very shaky and unproven.”

For those who think that Intelligent Design is not science, Kabbany has a warning: “This particular debate is not going to go away.” Publishing attacks on evolution, she concludes, is part of “*FrontPage*’s fight for intellectual freedom and debate.”

These articles were written in 2001, before Horowitz started his campaign for ABOR and began to style himself as “fair and balanced.” Kabbany is now a news reporter in San Diego County. Close association with opponents of evolutionary theory doesn’t suit Horowitz’s current purposes – it throws into stark relief the kinds of problems that arise when academic decisions start to be made by legislators instead of faculty members who are experts in their fields.

Apparently Horowitz has, in his own way, discovered that it’s more effective to “teach the controversy.” After all, if you blow enough smoke, you might convince people that there’s a fire.

Many legislators support both

Oops!...she did it again

Mellow memo can't muzzle members

By CLARION STAFF

Last November, LaGuardia Community College faculty and staff were surprised to receive an e-mail from President Gail Mellow insisting that all faculty and staff consult with her office whenever they communicate with the press. "In a crisis," Mellow concluded, "all communication should come from my office."

But the policy was short-lived. Days after a strong response from the PSC, CUNY said that the memo would not be enforced.

VIOLATION

"This memo seemed like an obvious violation of our First Amend-

ment rights," said PSC Chapter Chair Lorraine Cohen. "I know that we have a right to speak to the press – and the administration has no legal authority to tell us not to, or require us to consult with them first."

After Cohen discussed the media memo with others in the union, PSC Executive Director Deborah Bell wrote to Mellow to demand that the policy be retracted. Bell pointed out that "a similar requirement imposed by the commissioner of the New York City Police Department was an unconstitutional infringement on the union's and union members' free speech rights," according to a 2001 federal court rul-

ing. The letter underscored that the union would defend any member who was the target of retaliation under this illegal policy.

"It's pretty straightforward," PSC's Director of Legal Affairs Nathaniel Charny told *Clarion*. "The courts have consistently recognized that public employees have an interest in being able to express their views, and the public has an interest in their informed opinions. These are strong interests that cannot be outweighed by a college president's interest in controlling what the press know and when they know it."

The PSC got no response from Mel-

low, instead receiving a letter from CUNY General Counsel Frederick Schaffer – who took pains to re-characterize the e-mail policy statement as "not mandatory" but merely "suggestive." Mellow's "suggestions" were "a far cry from the mandatory policy of the NYPD," said Schaffer – and he specifically disavowed the idea of any disciplinary action.

RETRACTION

"In effect, he's retracting it," commented Michael Frank, a member of the LaGuardia PSC chapter's executive committee. "Normally, if management tells you that you 'should' do something, it isn't just a suggestion." Schaffer's interpreta-

tion "changes the substance of the memo," said Frank.

"It's a victory for free speech and for the union," concluded Cohen. This was the latest in a string of retreats and reversals for LaGuardia college management, on issues ranging from annual leave to promotions to unilateral imposition of a dress code.

"We're satisfied," Bell told *Clarion*. "CUNY is now on record as characterizing Mellow's policy as a suggestion and not mandatory. PSC members on every campus have the legal right to speak to the press in their private capacities about matters on and off campus, without fear of discipline or retaliation."

Brooklyn College tackles two organizing goals

By MARIYA GLUZMAN
Brooklyn College

The PSC's Brooklyn College chapter has launched two campaigns this spring – organizing for on-campus child care for faculty and staff, and making four-credit courses standard at Brooklyn.

"Organizing is a continuous process," says Carolina Bank Muñoz, an assistant professor in the sociology department. "It doesn't end with contract negotiations."

"We've heard from junior faculty that the lack of child care is an impediment to their being on campus and conducting research," says chapter member Alex Vitale. "We intend to work with the existing children's center to explore the issue further."

CHILD CARE

According to Bank Muñoz, Brooklyn College has one of the best child care centers in the city. The Carleton Washburne Early Childhood Center provides excellent care and education for children four months to 10 years of age, and serves as the laboratory school of the college's School of Education. Currently, however, the center's facilities and programs are available only to students.

It is CUNY Central that says on-campus child care is for students only, so "we will need to work together with [other] campuses...to change this," said a March chapter statement. Funding is another challenge, and the chapter plans to work with the college administration and the Early Childhood Center "to develop a workable plan to finance this endeavor." The next meeting on this campaign is set for March 21.

The chapter's other campaign, re-designing the curriculum around four-credit courses, would "enrich

Child care & four-credit courses



Scott Dexter and Carolina Bank Muñoz are organizing for on-campus child care and four-credit courses at Brooklyn College.

the academic experience for the students," says Joseph Wilson, director of the college's Graduate Center for Worker Education.

Of some 3,000 courses that Brooklyn College offers, only about 440 are at least four credits. Tibbi Duboys, chair of the PSC's Brooklyn College chapter, says there is a growing national trend to make four-credit courses the norm rather than the exception.

The first and most obvious benefit of having more four-credit courses is that students get to spend more time with their instructors and delve more deeply into the subject they are studying.

Students who have taken four-credit courses at Brooklyn agree that the extra time matters.

major? But in fact, providing these challenging courses has had the opposite effect, Bermanzohn said: students really appreciate and enjoy them.

The four-credit courses in political science often combine lectures and labs, and focus on honing students' skills in research and scholarly analysis. Several examine a specific policy issue in depth, allowing students the time to explore the intricacies of policy analysis. Such experience can be invaluable in the future, whether students decide to work in the field after graduation or pursue an advanced degree.

FACULTY BENEFIT

Faculty would also benefit from the proposed shift – first, because this deeper study creates a more intellectually stimulating environment, both for students and the instructor. Four-credit classes also make it more possible for faculty to spend time on research – important in itself, but also something that enriches undergraduate education.

A full-time faculty member is required to teach an average of 21 credits a year, averaged over three years. More four-credit classes mean this obligation can be met with fewer classes. While more time must be spent on each class, there is less administrative "overhead." The number of hours per class would increase to facilitate a more concentrated focus on fewer classes, making teaching more productive – in several ways. A shift to four-credit classes can also offer scheduling advantages.

Improving faculty recruitment and retention is a major reason that the college's philosophy department began offering four-credit courses, says PSC member Edward Kent. Too often, Kent says, his depart-

ment was seeing talented junior faculty leave for other colleges – an alarming trend throughout the school. Four-credit classes allow faculty more freedom "to do the full range of things academics are supposed to do to help students." Kent says, and thus help the school to remain competitive.

"[Four-credit] courses are certainly a lot more involved," notes Bermanzohn. "They take more preparation and more work on the part of the faculty and the student." A major expansion of such classes requires "a huge commitment," Bermanzohn says, but one that will pay off. "Preparing students better is the motivation."

"Thus far, those faculty who have discussed the idea are excited about the possibility," says Duboys. "But to make it happen, the faculty must push for it," advises Wilson.

"This is a matter of faculty prerogative," says Duboys, noting that CUNY's governance rules give faculty authority over curriculum.

WELL WORTH IT

To move to a four-credit standard, departments have to decide the changes they want to make to their major and minor requirements before consideration by the college's Faculty Council. Re-designing individual department curricula will take some doing, as will shifting the core curriculum to four-credit courses. This effort will involve some administrative and scheduling changes, but this administration is "favorably disposed," Wilson says.

This entire process can take up to three years, but proponents argue it will be well worth it: "I think it's a win for both faculty and students," says Wilson.

A matter of faculty prerogative, chapter says.

SUCCESS

Sally Bermanzohn, chair of the political science department, says that when her department first decided to make certain four-credit seminars required for majors they wondered, "Are we shooting ourselves in the foot?" Would students shy away from a more demanding

CUNY retreats in Travia leave case

By CLARION STAFF

In January, CUNY management backed down from its effort to deny a retirement leave of absence to an employee on the grounds that she was too young. This was the latest in a line of unsuccessful efforts by CUNY to undermine PSC members' right to retirement leave, which is guaranteed by the union contract and state law.

GUARANTEED

After more than 25 years teaching at the Hunter College Campus Schools, PSC member Amy Liebov had decided to retire from CUNY. She did not plan to sit at home: she wanted to continue in her profession, and her one-semester retirement leave was going to give Liebov the economic cushion she needed as she transferred to her next position.

Retirement leave (also known as "Travia leave") is a paid leave of absence of up to one semester that can be taken by full-time PSC members

Drops objection over a member's age

who have decided to retire from CUNY, using one-half of their accumulated sick time. Liebov satisfied the few obligations under the contract – she was a member of the retirement system, she met the eligibility requirements for service retirement, and she announced her intention to retire from CUNY. When management denied her application for Travia leave because she was not yet 55 years old, Liebov turned to the PSC for help.

CUNY MUST PAY

Clarissa Weiss, PSC Director of Pension and Welfare Benefits, told *Clarion* why the age 55 rule is improper. "The question is not whether you will be collecting your pension, but whether you have earned the right to it," Weiss said. "Many faculty retire from CUNY and go on to teach at other institutions, and when they start collecting their pensions is

not for CUNY to decide. If you are vested in a CUNY retirement plan and you give notice of your retirement from CUNY, you have the right to Travia leave."

On the eve of the arbitration that would have decided Liebov's claim for the paid retirement leave, CUNY capitulated, agreeing to pay her the full amount. The Liebov arbitration case was settled immediately after PSC threatened to subpoena a former high-ranking CUNY administrator whom CUNY had found eligible for Travia leave prior to age 55.

"Although this settlement does not constitute a legal precedent," noted PSC Director of Legal Affairs Nathaniel Charny, "CUNY is now on notice that we will challenge their attempt to exclude those under 55 by calling witnesses to prove disparate treatment."

Liebov told *Clarion* that Charny and grievance counselor Charles Molesworth had both done "excellent" work in preparing the case. "I believe that CUNY would not have

settled were it not for the case presented by Charny and Molesworth," she said. "I felt very well represented." Liebov noted that she was paid the entire amount of her Travia leave.

CUNY had previously attempted to limit retirement

leave for most members of TIAA-CREF to those age 62 or older, a position decisively rejected by arbitrator David Stein in a 2004 decision that granted retirement leave to Rose Starr, a professor at the Hunter School of Social Work. CUNY emphasized that Starr would not be eligible to receive retirement health benefits until age 62 – but the arbitrator ruled that Starr had

earned the right to Travia leave and was eligible to collect it regardless of when her retirement benefits kicked in.

NO LAW SAYS 55

Faced with an arbitrator's rejection of CUNY's age 62 rule, management is now trying to insist that bargaining unit members must be 55 years old to receive retirement leave. CUNY's Director of Employee Benefits Leslie Williams recently stated this policy in a memorandum to all human resources directors. Neither the contract nor state law, however, contains any such requirement.

"We have filed a grievance on the new Williams memorandum, in which we challenge CUNY's attempt to impose an age 55 rule," said PSC Director of Contract Enforcement Debra Bergen. "In the meantime, if you are denied retirement leave based on this so-called rule, you should contact a union grievance counselor immediately."

If you are vested and give notice, Travia leave is yours.

Pensions, unemployment top PSC agenda

By ELLEN BALLEISEN
Bronx CC

This spring, dozens of PSC members are traveling to Albany to lobby for fair funding for CUNY. But the union's legislative priorities for 2006 go beyond the annual budget battle, in which the PSC is pressing for millions in restorations and 800 new full-time lines. They include several key pieces of legislation, with unemployment insurance and pension equity at the head of the list.

PENSION EQUITY

On the pension front, the union is pushing legislation that requires CUNY to take over the 3% employee pension contribution for members of TIAA-CREF and other programs in the Optional Retirement Plan, after they have 10 years of service. This would correct an inequity dating to 2001, when the state legislature eliminated the 3% employee pension contribution for Tier Four TRS members with 10 years' service. About 25% of the full-time instructional staff belong to TRS, while about 75% belong to the ORP.

KEEP PUSHING

"Senator Robach, who chairs the Civil Service & Pensions Committee, has encouraged us to continue pushing for this bill," said McCall. "He thinks our chances have gotten better – and this year, with a \$3 billion state surplus, we are making it a top priority." The 2001 change was the equivalent of a 3% raise for eligible members of TRS,

Members take it to Albany



State Senator Diane Savino (second from right) among PSC members.

McCall pointed out: "It is only fair for TIAA-CREF members to receive comparable treatment."

PSC members also focused on comparable treatment for adjuncts. Current New York State law makes it very difficult for adjuncts with a fall reappointment letter to receive unemployment compensation if they do not get a summer class. "The unemployment requirements for educators are different from the ones all other workers have to meet," says Marcia Newfield, PSC Vice President for Part-time Personnel. "This is unfair – CUNY adjuncts should be able to collect un-

employment if they are not working, just as entertainers and carpenters can."

Such barriers to unemployment compensation for adjunct faculty are doubly unfair, Newfield says, because even with a reappointment letter adjuncts may find that their class is cancelled due to enrollment or funding cuts.

RECOGNITION

When the PSC first raised this issue a few years ago, legislators were unaware of the problem. "Now it is a recognized issue in Albany," says PSC Legislative Coordinator

Cecelia McCall. "Our bill has the support of the Assembly Labor Committee – and its chair, Susan John, is the bill's chief sponsor."

Other elements of the PSC legislative agenda for 2006: include legislation to achieve the CUNY Master Plan's goal of having 70% of instruction provided by full-time faculty; barring the governor and mayor from appointing their own employees to the CUNY Board of Trustees; and ending the burdensome "ethics law" requirement that is inappropriately applied to most full-time faculty, compelling them to file reports about their personal finances.

MULTI-YEAR PLAN

Although the 70% mark for instruction by full-timers is part of CUNY's 2004-2008 Master Plan, the University is nowhere close to meeting this target. In fact, noted McCall, the proportion of instructional hours taught by full-timers at CUNY is on the decline (see page 20). The PSC is proposing a multi-year plan for adding new full-time lines that would achieve that goal and maintain it into the future, including conversion of adjunct positions to full-time lines.

The PSC supports strong ethics requirements for public officials, said McCall. But the financial reporting requirement for CUNY faculty is both "unnecessary and intrusive" for faculty and their spouses. As for the Board of Trustees, the PSC supports the formation of a blue-ribbon

commission to recommend appointees to the governor and mayor. "We want to ensure that trustees are independent, that they can take an objective view and put the University's interests ahead of political concerns," McCall explained. "State and city employees will inevitably be faced with too many conflicts."

In the PSC's lobbying in Albany, the union works closely with its affiliate, New York State United Teachers. "As the organization representing all K-12 and higher education teachers in New York, NYSUT has a lot of political leverage," said Eileen Moran, co-chair of the PSC's Legislative Committee. "The PSC has been working hard within NYSUT to make higher education as much of a priority as K-12."

TAX REFORM

To be successful, Moran added, the PSC and NYSUT must also look beyond the details of CUNY's budget. "As public employees, we can't accomplish any goals without tax reform," she said. "We need to change the current tax-cutting mentality." Along with other unions, NYSUT and the PSC are backing a proposal to restore the tax rates and personal exemptions in effect in 1972, with the appropriate adjustment for inflation (see *Clarion*, January 2006). With these changes, 19 out of 20 New Yorkers would pay less in taxes than they do today, but the State would have nearly \$8 billion in additional revenue.

Working closely with NYSUT

CUNY AND DILLARD: SISTER UNIVERSITIES

Katrina in slow motion

By JONATHAN BUCHSBAUM
and other members of the
PSC COMMITTEE FOR CUNY WEEK

2006 marks the sixth year in which the Professional Staff Congress has dedicated a week in the spring to creating a greater public focus on CUNY's historic mission.

That mission is to provide access to an excellent education for all New Yorkers.

What was the City University of New York?

In 2001, we called the event "Teach CUNY." Teach CUNY included teach-ins, forums and the proclamation of "CUNY Day" by the New York City Council. This year, the Executive Council of the Professional Staff Congress asks faculty, staff and students to "Teach CUNY Again." At a time when the PSC is once again fighting to win an equitable, livable contract – to defend and/or win back those critical terms that make up the clichéd phrase, "a decent contract" – everyone in New York City needs to know more about what CUNY was, what CUNY has become, and what each New Yorker has a right to demand that CUNY become once again.

Once upon a time, the City University of New York was the best this country had done so far in creating a model for a publicly funded urban university.

Our students and every other New Yorker need to know that there was a time when CUNY's tuition could attract students, not drive them away. It could attract students because tuition at CUNY was free.

Our students and every other New Yorker need to know that there was a time when faculty members were respected for what they did in the classroom, for what they said and wrote, for the research they did.

Our students and every other New Yorker need to know that there was a time when staff members were respected for the programs they led, for the students they assisted, for the labs they ran, for what they created or discovered.

RESPECT

Our students especially need to know there was a time when CUNY salaries could attract staff and faculty, not drive them away;

a time when CUNY's full-time faculty numbered 11,000, not 6,200;

a time when CUNY's part-time faculty were paid enough for teaching each class that they did not have to jump on the subway as soon as class ended to rush to another college to teach their next;

a time when CUNY staff and faculty could concentrate wholly on the challenges and joys of our work – a time when we did not have to worry about cuts to our medical and dental care benefits, or larger deductibles and co-pays forced on us by the combined weight of the CUNY, city and state administrations.

To "Teach CUNY Again" means to see CUNY anew, to see it whole, all its problems and all its potential, potential as great as that of each one of our students. "Teach CUNY Again" is a time to instruct and to open up new perspectives, in which we ourselves learn along with our students and colleagues.

To see CUNY anew we have to look in the mirror.

Right now that mirror is south; that mirror is New Orleans; that mirror is our sister institution, Dillard University.

Six months after Hurricane Katrina, the

destruction of New Orleans does not simply continue – the destruction mounts. With each week that passes, the damage done by an act of nature becomes a smaller and smaller part of the whole catastrophe.

The background to those mounting social disasters is the same as those that plague CUNY: systematic public disinvestment.

The reason such destruction can proceed on such an obscene scale in New Orleans is the same reason the city and state administrations think they can systematically defund CUNY: cities are not all-white suburbs. Cities are where more people of color live.

The flood waters hit Dillard fast and hard, but the reason its survival is now on the line has more to do with decades of inadequate resources. What's happened at CUNY could be described as "Katrina in slow motion." This year's CUNY Week combines a focus on our own institution with a union-wide campaign to raise funds for Dillard and the displaced public school teachers of New Orleans.

SISTER U.

Dillard University in New Orleans is our sister institution – except it isn't. And everything about why Dillard isn't already our sister institution is what the struggle for CUNY – including our struggle for an equitable, livable contract – is about.

Once upon a time, Dillard, too, was a model for an urban university.

Dillard was a model for an urban university because Dillard did not bar the door to students because they were black.

Today, the combined effects of flood waters, broken levees and 130 years of discrimination have put the very survival of Dillard University into question. Of all the higher education institutions on the Gulf Coast, Dillard suffered the greatest devastation. And just as our government abandoned Dillard and the people of New Orleans in the flood, they have largely been abandoned in the reconstruction as well.

In 1869, when Dillard was originally founded, Louisiana was in the midst of a different reconstruction – one that our government eventually allowed to fail. We must not allow today's reconstruction to fail as well.

In law, Dillard was not and is not a "public" urban university. Yet it has always worked in the public interest and has always had a public mission. But even after the end of slavery, African-Americans did not belong to the "public" recognized by Louisiana's state government. What they had once done in secret during slavery, now they might have had a limited right to do – read to their children at night, own books, keep a Bible. But to pursue their studies, the black citizens of Louisiana had to pay for their own education.

That is the true meaning of the neutral-sounding phrase, "historically black colleges and universities": "historically denied public monies." The fact that some historically black colleges became officially "public" and started receiving public support did not change the basic picture: even the public "historically black institutions" were never given equal treatment.

CUNY has been systematically underfunded. Dillard University was never funded by the city of New Orleans or the state of Louisiana in the first place.



Jackson Hill/Southern Lights

Dillard University in New Orleans has felt the effect of both social and natural disasters.

The audacity and mean-spiritedness of opposition to public education in Louisiana may be a little different. But the impulse to deny taxpayer funds to schools attended by large numbers of people of color is not peculiar to Louisiana or to the South, and that is starkly clear here at CUNY. CUNY instituted tuition after the color of the student body darkened.

Once tuition was in place, it went up – and CUNY's public funding fell. Today CUNY gets one-third less state money than it did 15 years ago, while tuition has doubled. SUNY's state-operated colleges, where the student body is mainly white, are also underfunded. But compared to CUNY, they receive almost twice as much state aid per student. This is not because CUNY students somehow cost less to educate – it is because they are being denied an equal education.

As the government slashed CUNY's funding, the salaries and working conditions for CUNY's faculty and staff began to decline as well. As long as CUNY's students are assigned a discounted education, those who teach them will be given discounted pay and benefits.

WAR ECONOMICS

Not long after he took office in 1963, Lyndon Johnson's Democratic administration "declared war" on poverty. At the same time, Johnson's administration poured thousands of 18- and 20-year-olds and billions of dollars into America's vain attempt to conquer Vietnam. It quickly became evident, and writers who have described the period have repeatedly reconfirmed, that the shooting and killing war had swallowed up every good intention about poverty. Vietnam "drew men and skills and money like some demonic, destructive suction tube," noted Dr. Martin Luther King in 1967. "I was in-

creasingly compelled to see the war as an enemy of the poor and attack it as such."

"For the sake of those boys, for the sake of this government, for the sake of the hundreds of thousands trembling under our violence," he declared, "I cannot be silent."

Today, the invasion and continued armed occupation of Iraq consumes men and women and skills and money like a biblical plague of locusts, leaving nothing but straw in its wake.

PLAGUE

The war is the enemy of the residents' reclaiming of New Orleans, cradle of so much of the vitality of our culture. The war is the enemy of the Iraqi reconstruction of Iraq, one of the cradles of all civilization.

The war on Iraq is the enemy of public education, at CUNY as surely as at Dillard University. The war takes far more from schools than every available dollar: there is no greater cruelty to education than the killing and maiming of children and young people, Iraqi and American. CUNY will never get back the public financial support it is due while the war rages in Iraq.

Millions "tremble under our violence" in Iraq today. Hundreds of thousands of homeless New Orleans residents scattered to the winds also tremble under the violence of the war in Iraq. Everyone aware of CUNY's dire situation should be trembling as well. For the sake of our students, for the sake of our government, we cannot be silent.

Teach CUNY. Teach Dillard.

Teaching CUNY is Teaching Dillard.

Teach CUNY Again.

For more information, or to contribute online with a credit card, visit www.psc-cuny.org/KatrinaFund.htm. Checks may be sent to: Gulf Coast Relief Fund, c/o PSC/CUNY Federal Credit Union, Room 311, 25 West 43rd Street, New York, NY 10036. Materials for Teach CUNY Again will be available at www.psc-cuny.org.

Teach CUNY Again: March 27-31

NEGOTIATIONS

Straight talk about the contract

By **BARBARA BOWEN**
PSC President

This has been a hard season of collective bargaining, and I know that you are angry at CUNY's failure to agree to a decent contract. The hundreds of e-mails you have sent in response to my recent reports often convey your support for the union bargaining team, but they also speak of frustration: at the poverty of the economic offer, at the need to use any retroactive pay to stabilize the Welfare Fund, at management's failure to bargain in good faith.

Why has it been so difficult to achieve even our modest goals? How can CUNY management countenance a settlement that is clearly inadequate? The reason is as stark as this: the City and State are exercising their power to force public employee unions in New York to accept substandard contracts, and CUNY management is supporting them. At the March 1 bargaining session, we came face-to-face with that power. Through the limits they put on our economic package, the City and State demonstrated that they are actively opposed to providing adequate salaries and benefits to CUNY instructional staff – if it means exceeding the punitive “pattern” of contract settlements they have forced other unions to accept. And CUNY management, far from being our advocate, has lined up right beside them.

PUBLIC EMPLOYEES

That's why the fight has been so long and hard. It's not a trivial fight. Every public employee union in New York City has either accepted an inadequate contract or is still without a contract at all, as are the school principals, nurses, fire officers, the PSC and others.

This is a moment that calls for straight talk and real analysis – about city and state power, and our own. It calls on everything we know as people engaged in a political world and committed to the project of public higher education. What won't help is magical thinking: denial of the political reality that impinges on our contract, or belief that a few different words at the bargaining table would expand the economic offer. In the spirit of offering you real information, even when it's difficult to hear, I summarize where we stand.

1) From the beginning, the strategy of the PSC contract campaign was to create so much pressure on our direct employer, Chancellor Goldstein and the CUNY Board of Trustees, that they would be forced to agree to an acceptable framework for the contract.

GAINS IN FRAMEWORK

2) As far as it went, that strategy worked. The PSC mounted the most ambitious campaign the union had ever undertaken, and in November 2005 CUNY agreed to a conceptual framework that, while not spectacular, was arguably richer than many settlements reached by other public employee unions in New York. The union's escalating campaign – pickets, rallies, picket captains, thousands of e-mails and faxes – moved CUNY off their insulting 1.5% offer and far beyond their “take-it-or-leave-it” proposal of 6.25%. The package they agreed to in November was worth more than 15%.

3) But either CUNY's negotiators did not do

their homework, or University leadership lacked the political will and political clout to make that settlement stick. Both the City and the State responded that the framework CUNY forwarded to them for approval was too rich. When we sat across the table from representatives of the mayor, the governor and CUNY on February 16 and March 1, they made it clear that they would not budge beyond the “patterns” they have forced other unions to accept. Despite budget surpluses in the billions of dollars in both the City and State, their patterns are below the level of inflation. That their agenda is to reduce employees' real salaries and benefits couldn't be clearer.

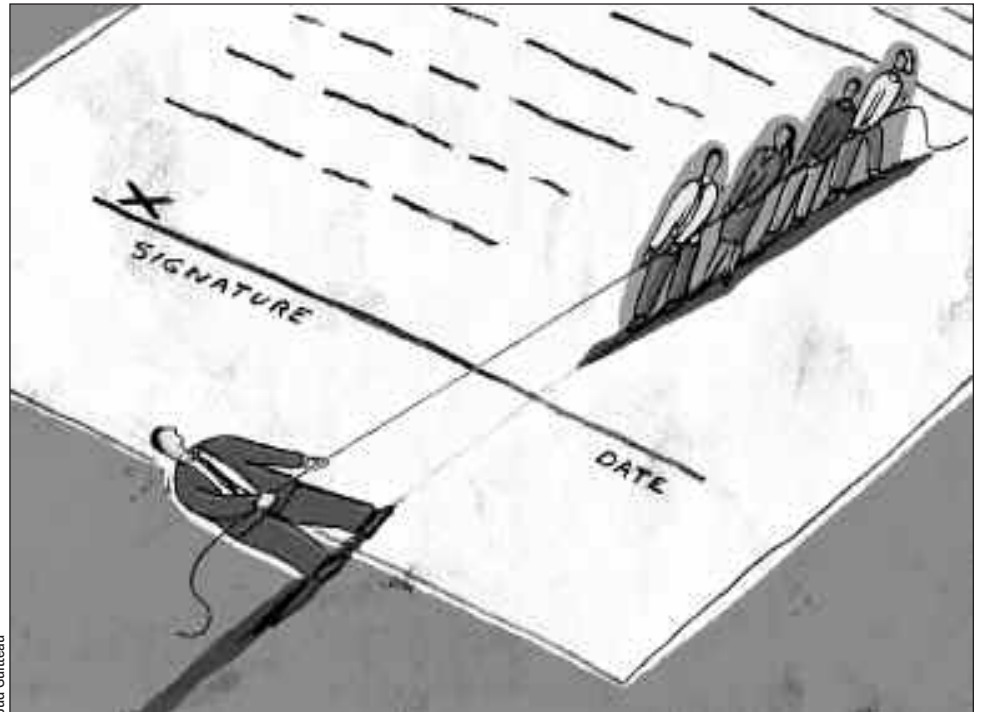
PATTERN BARGAINING

4) “Pattern bargaining” of this kind is especially damaging to CUNY. First, because CUNY is funded (poorly) by both the City and the State, the PSC contract has to be approved by both. That means that both the City and the State police our contract – down to the last penny – to make sure it does not exceed the agreements reached with other unions. Even though another 3% for the PSC might not seem so much, in management's eyes it is an additional 3% for every other public employee union. That's why they say no.

5) Second – and this is a point the City and State need to understand – the whole idea of a bargaining “pattern” based on the local market is nonsense for a university. All of the other public employee unions in the city have employers that recruit locally – teachers, firefighters, police. CUNY recruits nationally, and even internationally. Pattern wage increases don't make sense. They are guaranteed to leave CUNY unable to offer salaries that compete in a very different market.

6) The total package of just over 12% offered by CUNY, the City and the State simply does not contain enough money to provide for all three of the union's goals: salary increases of at least 10%, restoration of Welfare Fund benefits and improvements in equity and working conditions. That's especially true because the union would not accept the increase in the tenure clock without additional sabbatical pay and research time, both of which add costs. (Refusing to accept the tenure change would result in an even smaller package.) The union negotiating team has squeezed the fairest settlement proposal we can out of the package, but however you divide it, 12% or so over more than four years leaves several areas short.

7) The question faced by the bargaining team was essentially one of timing: is this the moment when the PSC is best positioned to embark on the extended fight it would take to force a better contract out of the State and City? Should we try to achieve the best agreement we can within these parameters and start right away to build a different kind of fight for the next round, or should we refuse the parameters and begin that fight now? The answers turn on an assessment of the current political moment, the forces that would stand with us in such a fight and the will of the union membership. Ultimately, you will make that decision yourselves when you vote on ratification of



Jud Gutierrez

a proposed settlement. But the bargaining team is charged with the responsibility of recommending contract settlements, and its conclusion was that it would serve members' interests best to move ahead within the City and State patterns.

8) The proposal we put on the table on March 1 would maintain parity with the salary increases achieved in this round at SUNY, for total salary increases of about 9.5% over four years and 10 months. In addition, it would provide some relief for the Welfare Fund, but probably not enough to restore the dental benefit. Money for the Welfare Fund reserve would be created by a one-time allocation of a portion of the retroactive cash to the Welfare Fund; the percentage of salary increases would not be affected.

SETTLEMENT PROPOSAL

9) The union's proposal for an immediate settlement is described more fully on page 3, and it's clear that even within frustrating constraints, it includes some breakthrough elements. Sabbaticals at 80% pay would mean, for the first time, that many of us could actually take them. Additional paid research time would support junior faculty, who already face heightened demands for research and who would, in the future, operate under a seven-year tenure clock. The proposal for 100 new full-time lines for which our longest-serving adjuncts could apply is a major step in the right direction, as are the proposals for simple but hard-to-win things, like paid sick days for non-teaching adjuncts and a reduction of the 26-hour teaching load at City Tech.

10) What's *not* there in the proposed settlement is also significant. Among management's dearest demands were reductions in job security for HEOs and the removal of department chairs from the bargaining unit. We forced both off the table. At the March 1 bargaining session, the union made it clear to management that if we were willing to work within their “pattern” we would expect some flexibility on their

part and a willingness to meet our final demands. It's now up to them to come to the table with an offer that will allow us to settle this contract.

11) I can't imagine a more important decision for a union than the one we confront together. We have reached the limit of what can be achieved across the bargaining table; we will not win a better economic package by simply asking for more, or even by organizing one more rally. We also will not win it alone. Look at the effort made by the courageous workers in the TWU: even a strike that crippled the city for three days has not yet succeeded in breaking the stranglehold of the State. It's clear that an even more powerful campaign would be needed.

HIGH STAKES

12) For the PSC, such a campaign would mean, at a minimum, gaining serious student support, forming a united front with other unions, building our capacity for job actions and asking our national and state affiliates for resources to mount a nationally visible campaign. Waiting for a different governor or mayor alone is not the answer; CUNY was deeply de-funded under Governor Cuomo, and pattern bargaining has been upheld by Democrats and well as Republicans. It will take more than a slightly friendlier face in office to break through a system whose effect is to wreck the University.

13) To win even the union's modest goals this round – let alone transformative salary advances or a livable course load or a reversal of the adjunct system – would demand a level of union militancy and risk-taking that New York has not seen in at least a generation. It's a fight worth making. But we have to decide, as a union, whether the moment is now. As we continue to press management to meet our final terms and settle this contract, the union will engage in broad, democratic discussion about the kind of fight it would take to break through the concerted power of City and State. The stakes are high – we've invested our academic careers in CUNY, and our students have invested a part of their life-chances. I think the question should be not whether we do it, but when.

A summary of where we stand

HEALTH CARE CRISIS

Rx: Organize state by state

By LEONARD RODBERG, ROBERT PADGUG
and other members of the
PSC HEALTH CARE REFORM COMMITTEE

The escalating crisis in employer-based health insurance has meant rising costs, declining coverage, and shifting of costs from employers to workers. But even as the number of uninsured grows by a million or more each year, there is no real action in Washington to reform our health care system. In this non-responsive federal climate, state-level initiatives are coming to the fore. Some focus on prescription drugs, while others tackle the lack of insurance coverage.

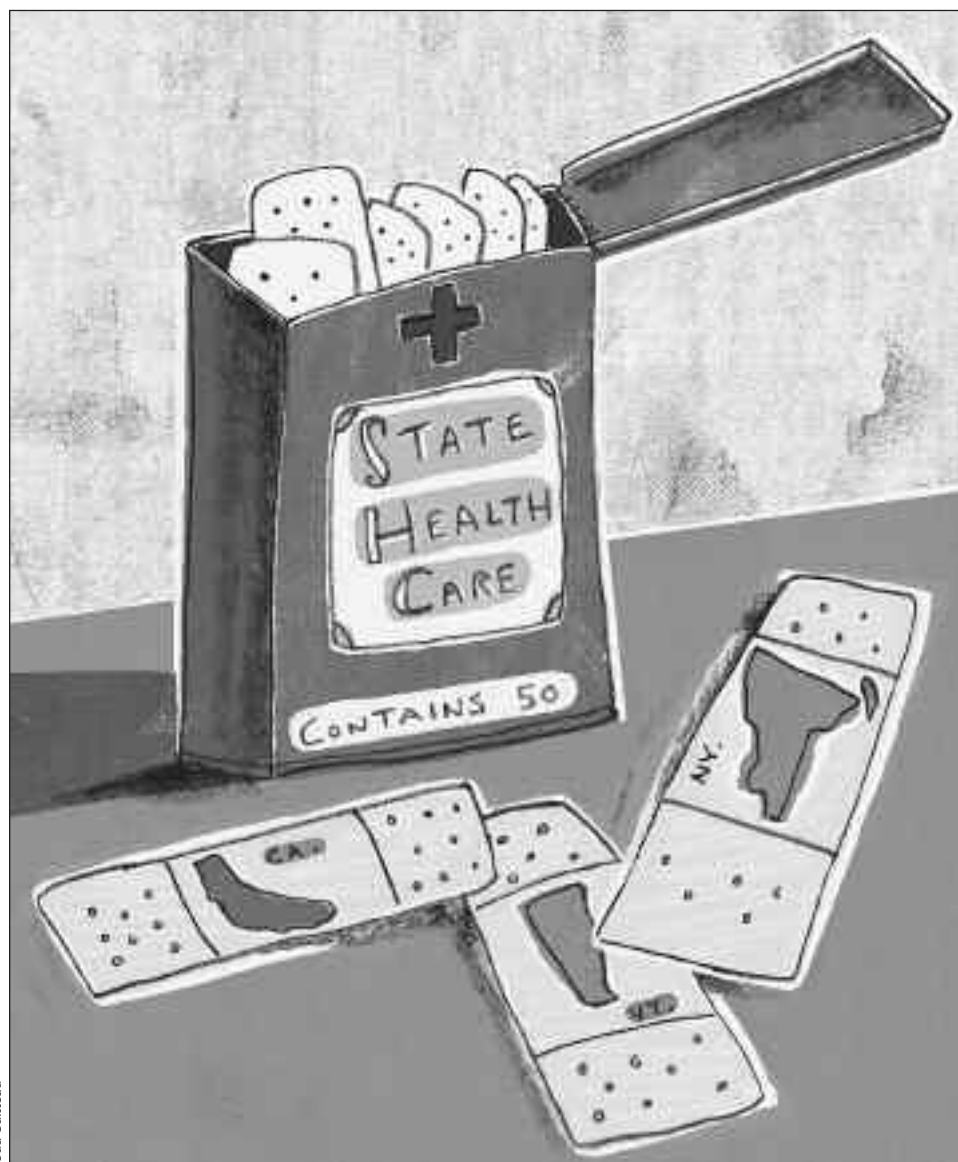
In a move that has grabbed headlines, some states are encouraging residents to buy prescription drugs from Canada. Cities were first to take this step, starting with Springfield, Mass., which estimates savings of about 30% as a result. Illinois has led the formation of a network with Wisconsin, Kansas, Missouri and Vermont, through which residents can purchase Canadian drugs via a single website or toll-free number. Several other states have similar programs, and their number is growing.

PRESCRIPTION DRUGS

But these state programs are for individual purchases only, and require participants to pay the entire cost out-of-pocket. The federal government insists that buying drugs from Canada is illegal – and while it has generally not prosecuted individuals, bulk purchasing by the states themselves would likely be a target for legal action. In 2003, New Hampshire announced that it would buy drugs from Canada for prisoners and some Medicaid recipients – but it never followed through.

As cross-border purchases have grown, Canada has started to consider restricting them. Clearly, everyone in the US can't buy their drugs from Canada. And there's no reason why we should. "Why are [drugs] cheaper up north?" asked Robert Kuttner in the *Boston Globe*. "Because Canada has a policy of controlling drug prices through its national health insurance system...It's not the drugs we should be importing – it's the policy." In several US states, activists are organizing to do exactly that, with a broader reform of how American health care is financed.

Perhaps the most advanced plan for system-wide reform is moving forward in California. Introduced by State Senator Sheila Kuehl, a Democrat from Santa Monica, legislation is moving through the State Legislature to create a statewide system of public health insurance for all services that would



cover every Californian. Studies by the Lewin Group have shown that such a "single-payer" proposal would save billions of dollars through administrative simplification – elimination of the complex billing systems that now burden hospitals and physicians, and reduction of insurance claim processing costs and profits – as well as through bulk purchasing of drugs and other products. A single system that covers everyone would also create strong incentives for prevention, which could reduce the cost of care.

Advocates in Vermont, Massachusetts, Illinois and New Mexico are organizing sup-

port for similar proposals. But statewide single-payer measures have to compete with other reform plans that would reaffirm our current uncoordinated multi-payer, employment-based approach to health insurance.

COMPETING PLANS

In Massachusetts, the State Legislature has been contending over rival proposals that would, in one version, require employers to provide insurance for their employees and, in the other, require individuals to buy insurance if their employers didn't provide it. In Maine, the Dirigo Plan passed two

years ago was supposed to provide "universal coverage" through state subsidies for low-wage employers. But because it is completely voluntary, and its subsidies are inadequate for many low-wage workers, the plan has far fewer enrollees than its advocates had expected. And by leaving in place the vast bureaucracy of HMOs and the private insurance industry, such measures fall short when it comes to cutting costs.

In California, a proposal that would have required employers with more than 50 workers to provide insurance for their employees was defeated by a narrow 51-49 percent referendum vote. The AFL-CIO is now backing more limited employment-based measures in some 30 states; these "Fair Share" proposals would require Wal-Mart and other "big box" chains with thousands of employees to cover their workers. Such a proposal was just approved in Maryland, over the governor's veto.

MORE MEASURES

Measures aimed at big chains could help slow the growth of low-wage giants like Wal-Mart, and might lessen the competitive pressures now accelerating the decline of private, employer-based insurance. But they would do little to help workers who are uninsured.

In the Bush Administration's ill-conceived drug plan for senior citizens, government bargaining with pharmaceutical companies for lower prices is prohibited. Many states, however, are taking this simple, logical step to reduce drug costs for their Medicaid programs. Kentucky estimates that its Medicaid program saved \$42 million in 2005 by participating in a nine-state purchasing alliance that won lower prices.

The state of Maine has gone further. Manufacturers who refuse to participate in a statewide discount plan have their brands placed on a "prior authorization" list, which requires physicians to prescribe competitors' products, where available, for Medicaid patients. In other words, Maine is using the considerable power of the state Medicaid program to lower the cost of drugs for the non-Medicaid uninsured and low-income.

PROGRESSIVE ACTION

In New York, a bill proposed by Assemblyman Dick Gottfried aims to negotiate the lowest possible drug prices for an even larger group of people. A.6336 would create a giant pharmaceutical pool for New York's state, county, and some city employees, plus individuals and groups, such as union welfare funds, that desired to join.

So far no state has made major headway in addressing America's lack of good, cost-efficient health care coverage. But the ferment of proposals at the state level is significant.

Canada's national health insurance system began in the single province of Saskatchewan. The groundwork for the New Deal was laid in New York State in the 1920s and early 30s. State action on today's crisis in American health care has a similar potential, to show the way for progressive action on a national scale.

If you are interested in working with the PSC's Health Care Reform Committee for real change in New York State, contact Francine Brewer at frangail@earthlink.net.

Improving health care policies and drug prices one state at a time

Clarion MARCH 2006

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Editor: Peter Hogness / Assistant Editor: Dania Rajendra / Designer: Margarita Aguilar / Intern: Fernando Braga
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CALENDAR

WEDNESDAY, MARCH 15: 6:00 pm / Racial Diversity Committee meeting, at the PSC office, 25 West 43rd St., 5th floor. Contact Sabrine Hammad, shamad@psccmail.org, 212-354-1252.

THURSDAY, MARCH 16: 6:00 pm / Health and Safety Watchdogs meeting, at the PSC office, 25 West 43rd St., 5th floor.

MONDAY, MARCH 20: 9:00 am–3:00 pm / Women's Committee hosts a workshop on "Women and the Iraq War." For info, write to nchase391@aol.com.

SATURDAY, MARCH 25: 9:30 am / International Committee meeting. Contact Renate Bridenthal, RBriden1@juno.com for location.

SATURDAY, MARCH 25: 10:00 am / CLT general meeting and leadership workshop. Lunch provided. CUNY Grad Center, Rm 4102. RSVP to shellym@brooklyn.cuny.edu.

SATURDAY, MARCH 25: 7:00 pm / Celebrate the 30th anniversary of the Save Hostos Movement, a student and community struggle to save Hostos Community College from being closed. \$7 suggested donation. At Hostos Community College, Grand Concourse at 145th Street.

MONDAY, MARCH 27 – FRIDAY, MARCH 31 Teach CUNY Again: PSC members will discuss years of underfunding of public education, the events during and after Hurricane Katrina, and political realities connecting them. See www.psc-cuny.org for details.

THURSDAY, MARCH 30: 6:30 pm / CCNY Center for Worker Education shows *Brownsville: Black and White* at 99 Hudson St., 6th floor. Screening followed by panel discussion with Clarence Taylor and Paul Becker.

MONDAY, APRIL 3 6:00 pm / HEO-CLT Grant Committee will review applications. For info, call Linda Slifkin at 212-354-1252.

FRIDAY, APRIL 7: 12 pm – 5:30 pm / Surviving and Thriving at CUNY: A professional development workshop for junior faculty. At 25 West 43rd St., 19th floor. Party to follow. Contact Jeremy Borenstein, jborstein@psccmail.org, 212-354-1252.

FRIDAY, APRIL 7: 4:00 pm / "First Friday" part-timer meeting. At the PSC office, 25 West 43rd St., 5th floor. Contact Marcia Newfield, mnewfield@psccmail.org.

FRIDAY, APRIL 7: 6:00 pm / Labor Goes to the Movies shows *Burn!* At CCNY Center for Worker Education, 99 Hudson St., 6th floor. For more information, contact Dania Rajendra, drajendra@psccmail.org. No RSVPs.

MONDAY, APRIL 10: 6:00 pm / Women's Committee meeting, at the PSC office, 25 West 43rd St., 5th floor.

MONDAY, APRIL 10: 6:00 pm / Solidarity Committee meeting, at the PSC office, 25 West 43rd St., 5th floor. Contact Jim Perlstein, jperlstein@bassmeadow.com.

Plan for long-term care

By PETER HOGNESS
& DANIA RAJENDRA

In case of severe impairment or incapacitation

If you've got aging parents, or if you know someone who's been unable to care for themselves after a serious accident or illness, you may find yourself wondering whether you should have long-term-care insurance.

There are 3,500 people who have long-term-care insurance through the PSC/CUNY Welfare Fund. But this is just one of the many policies available, and the coverage they provide can be very different. How do you decide whether this is something you need – and if so, how should you choose a plan?

FIRST, WHAT IS LONG-TERM CARE?

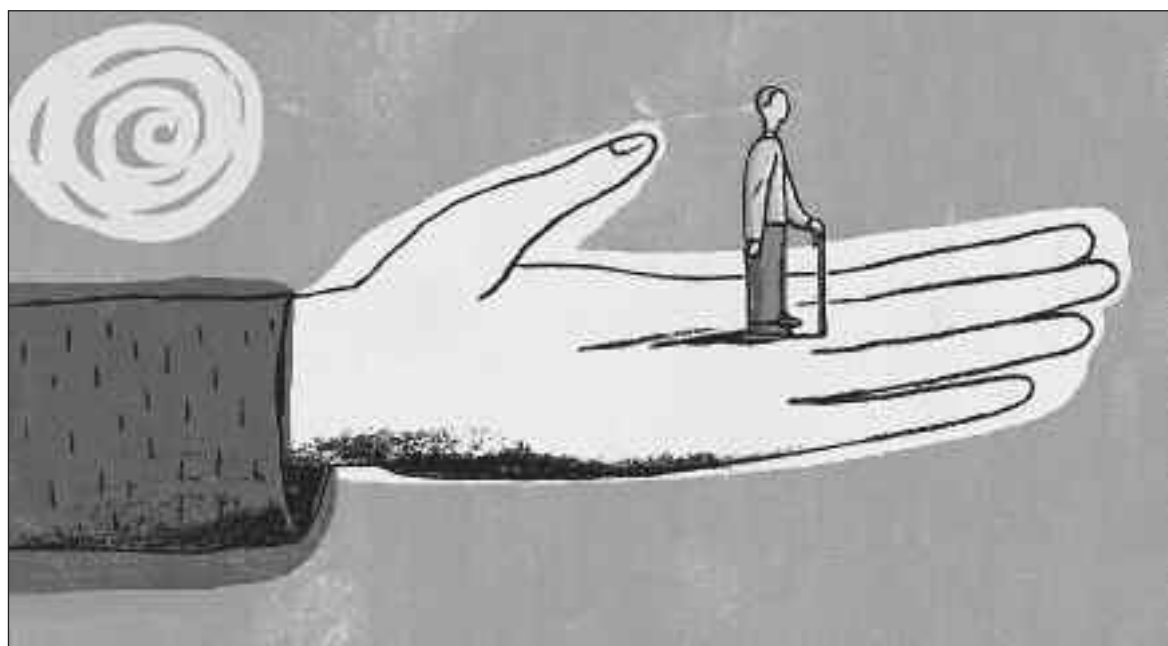
Long-term care is not care that is delivered in a doctor's office or hospital. It's not short-term rehabilitation. It's the help an individual might need for an extended period of time to live his or her normal life after becoming severely impaired.

Long-term care can be provided at home, or in a nursing home, assisted living facility or an adult day care center. Long-term care is defined as assistance with the activities of daily living – such as bathing, eating, toilet or dressing – in the event of chronic disease or cognitive impairment.

WHAT IS LONG-TERM-CARE INSURANCE?

Long-term care is expensive, and getting more so. According to the federal government, the annual average cost of a semi-private room in a US nursing home is more than \$60,000 – and going up by about 5% a year. If that trend continues, in 2032 that average annual cost will be \$190,000. Long-term-care insurance can help you to meet these costs.

Typically, neither health insurance nor disability insurance covers long-term care. Many people assume they don't need it because they are too young – although more than 40% of those who need some kind of long-term care are younger than 65. Others expect that if they need such help, family members will be their caregivers. But providing long-term care can be more effort than a full-



Jud Guitteau

time job, and often turns out to be too much for any family member, no matter how willing they are.

A common – and mistaken – assumption is that Medicare will

YOUR BENEFITS

cover any long-term-care needs. Medicare does cover some long-term care, but with severe limitations. For example, its nursing home coverage is only available if you have first been hospitalized and then need skilled-nursing care, and it requires a *daily* co-pay of more than \$100 after the first 20 days. And it only lasts for 100 days per incident.

Medicaid, the health insurance program for the poor, does cover long-term care coverage, but participants must "spend down" all their assets – i.e., become poor – to qualify.

HOW SHOULD I DECIDE IF I NEED IT?

First, be clear about why you would want long-term-care insurance. If your main concern is care in old age, you may not want to buy coverage when you are younger.

While you can lock in a lower premium rate by buying younger, that low-rate policy may not cover forms of care that are developed in the future. (Assisted-living facilities, for example, did not exist when many current policies were sold.) *Consumer Reports* suggests that most people consider buying coverage around age 65 but before age 70 (after which costs and your odds of flunking the qualifying physical both increase).

REALISTIC IDEA OF COSTS

On the other hand, if you develop a chronic disease (like diabetes) or are hurt in a severe accident, having purchased long-term-care insurance at a younger age could make a huge difference in your quality of life.

Second, be sure to get a realistic understanding of the costs of long-term care. Insurance will do you little good if it is not enough to pay for the care that you need. You can call care facilities or home-care agencies that you might want to use, and check their costs against the coverage provided by policies you're considering.

Third, understand the costs of long-term-care insurance. Make sure you could afford to continue paying the premium if you are living on a lower income in retirement. Some policies offer ways to recoup some of your past payments if you are unable to pay the premiums later – but of course, policies with such provisions will cost more.

Consider the possibility of a premium increase. Once you buy coverage, you will not be hit with an individual increase on your policy alone, but insurers can ask regulators for permission to raise rates on all their long-term-care coverage at once if costs exceed the premiums.

Finally, evaluate what kind of coverage you could afford. Long-term-care insurance policies can vary widely in the percent of costs or type of services that are covered. And like other kinds of insurance, coverage that has fewer restrictions

will be more expensive. If you have limited assets, using Medicaid may be a better option than buying a restricted policy on your own.

WHAT TO LOOK FOR

If you decide to buy long-term-care insurance, check the provider's financial health. Some are shaky, which puts you at risk of losing your coverage just when you need it.

Look carefully at what is covered – whether it includes assisted-living facilities, the types of services or number of hours per day that are covered for home care, etc.

What does it take to qualify for benefits? *Consumer Reports* recommends looking for a policy that goes into effect when you are unable to do two "activities of daily living" on your own, one of which should be bathing. Some policies are more restrictive.

See whether a policy has "inflation protection," and whether it is enough to ensure that your benefits keep pace with the fast-rising cost of long-term care. While this could sharply increase the premium you must pay, without it your policy may not provide the care you need.

And always compare premiums.

One place to start is by looking at the policy available through the PSC-CUNY Welfare Fund. Since 1988, the Fund has sponsored long-term care coverage through the John Hancock Life Insurance Company. More than 3,500 members are currently enrolled – but only you can decide if it would be the best choice for you.

INFORMATION RESOURCES

For more information on deciding about long-term-care insurance, check the following:

www.consumerreports.org/cro/personal-finance/longterm-care-insurance-1103/overview.htm

www.aarp.org/research/longterm-care/

www.ltcfeds.com/lte_basics/overview.html

Research experience needed

Which projects will get PSC/CUNY research grants? You decide!

The University Faculty Senate will nominate a pool of candidates from among CUNY's full-time faculty to lead award panels in these disciplines: Anthropology, Chemistry, Computer Science, Education, Health and Human Services, Health Sciences, Psychology, and Sociology. (Panels in other disciplines will be named in 2007 and 2008.)

In exchange for this service, you will receive intellectual excitement, collegiality, and an in-service allotment account of \$6,000 to fund your own research during your three-

year term. (The allotment can be used for any purpose covered in the current PSC-CUNY Award Guidelines except summer salary.) Chancellor Goldstein appoints the final University Committee on Research Awards (UCRA) candidates in late June and the three-year appointments begin in early September.

Please send your CV to Kathryn Richardson, UFS Research Committee, 535 East 80th Street, Room 110, NY, NY 10021 or to Stasia.Pasela@mail.cuny.edu. For more information visit www.soc.qc.edu/ufs and www.rfcuny.org/PSCCUNY, or call Stasia Pasela at 212-794-5538.

PSC elections – April 2006

Vote for union-wide officers

The PSC is holding union-wide elections this spring. Ballots will be mailed to eligible members' homes by the American Arbitration Association (AAA) on April 3. Completed ballots must be received by the AAA by 5 pm on April 24, and will be counted the following day.

On the following pages are statements and advertisements from candidates and their

slates. They are printed in accordance with the PSC's election rules, which guarantee all candidates access to union publications in order to put their views before the members. Each candidate for PSC office is given a certain number of words for a statement; candidates running on a common slate may pool this amount and devote some of it to a state-

ment from the slate as a whole. Candidates may also purchase advertising space, with slates allowed to purchase up to one page each.

PSC elections occur on a three-year cycle. In 2007 there will be elections for chapter-level positions in half of the union's chapters, and chapter elections in the other half will fol-

low in 2008. The next election for union-wide offices will be held in 2009.

You are eligible to vote if you have been a PSC member in good standing for at least four months when ballots are mailed out on April 3. If you have not received your ballot by April 10, contact the AAA at 800-529-5218 for a duplicate ballot.

CUNY ALLIANCE candidates for delegates to New York State United Teachers and American Federation of Teachers conventions

Ellen Ackrish	Baruch	Merle Edwards	Medgar Evers	David Leveson	Brooklyn	John Robinson	NYCCT
Patricia Allaire	Queensboro	Mona Fabricant	Queensboro	Reisy T. Litvay-Sardou	LaGuardia	Guillermo Rocha	Brooklyn
Jean Claude Bailey	Hunter	Jonas Falik	Queensboro	Cindy Lui	Kingsboro	Gerald Roskes	Queens
Colley Baldwin	Medgar Evers	Ronald Forman	Kingsboro	Michael Maller	Queens	Lydia Rosner	John Jay
Michael Barnhart	Kingsboro	Alfonso Garcia Osuna	Kingsboro	Gerald P. Mallon	Hunter	Howard Ross	Baruch
Joyce E. Barrett	Baruch	Donna Genova	BxCC	Theodore Markus	Kingsboro	Jonathan B. Rosser	John Jay
Dorothy Beatty	Medgar Evers	Christos Giannikos	Baruch	Frank Marousek	John Jay	Anna Jo Ruddel	Baruch
Barbara Brauer	Queensboro	Wallace Goldberg	Queens	Edward Martin	Kingsboro	Bharat Sarath	Baruch
William Burger	Kingsboro	David Gordon	BxCC	Yvonne McCallum	Medgar Evers	Charles Scott	NYCCT
Lloyd Carroll	BMCC	Elizabeth Gordon	Queensboro	Lynn McCormick	Hunter	Fern S. Sisser	Queens
Madalena Carozzo	Kingsboro	Elba Grau	Kingsboro	Lilia Melani	Brooklyn	Dereck Skeete	Medgar Evers
Edward Catapane	Medgar Evers	Fred Greenbaum	Retiree	Edward Molina	Queensboro	Earlean Smiley	Medgar Evers
Arthur Chikofsky	Staten Island	Peter Gutmann	Baruch	Shailaja Nagarkatte	Queensboro	Brad Stoller	Hunter
Sheila Chustek	Queensboro	Cliff Hesse	Kingsboro	Elizabeth Nercessian	Queensboro	Martin Teplitzky	Lehman
Terry Cole	LaGuardia	James Hladek	Staten Island	Michael Nisbett	Hunter	Walter Wang	Baruch
Edvige Coleman	York	John Huntington	NYCCT	Rhona Noll	Retiree	Paul S. Weiss	Queensboro
Vaughn Columbine	Baruch	Samuel Hux	York	Stanley Ocken	CCNY	Robert Weiss	Queens
James T. Como	York	Gerald L. Itzkowitz	Queens	Ann O'Farrell	Retiree	Sherman Whipkey	Staten Island
Gregory D. Crosbie	Hunter	Matthew Johnson	Baruch	Peggy Ogden	Retiree	Jennifer Whitehead	Queens
Lisa Decker	Hunter	Michael Johnson	LaGuardia	John H. O'Neill	Hunter	Lisa S. Wong	Kingsboro
Walter Dixon	York	Jacqueline Jones	Brooklyn	Joseph Onochie	Baruch	Patricia Woodard	Hunter
John Donoghue	NYCCT	William Jones	Hunter	Harini Patel	Medgar Evers	Rina Yarmish	Kingsboro
Robert Dottin	Hunter	David Klarberg	Queensboro	Sandra Peskin	Queensboro	Jason Young	Hunter
Ilze Earner	Hunter	Bernard Klein	Kingsboro	Stanley Rabinowitz	Kingsboro	Mohamed Yousef	Staten Island
Chuck Eberle	NYCCT	Marianne LaBatto	Brooklyn	Rishi S. Raj	CCNY	Arthur Zeitlin	Kingsboro

NEW CAUCUS candidates for delegates to New York State United Teachers and American Federation of Teachers conventions

Julie Anderson	Queensboro	James Davis	Brooklyn	Peter Hitchcock	Baruch	Norma Peña de Llorenz	Hostos
Jean Anyon	Grad. Ctr.	Iris DeLutro	Queens	John Hyland	LaGuardia	Jim Perlstein	Retiree
Jay Appleman	Queensboro	Arthurine DeSola	Queensboro	Peter Jonas	Retiree	Michael Perna	Hunter
Stanley Aronowitz	Grad. Ctr.	Scott Dexter	Brooklyn	Laura Kaplan	Hostos	Sharon Persinger	BxCC
Alice Baldwin-Jones	CCNY	Leonard Dick	BxCC	Glenn Kissack	Hunter HS	Vasilios Petratos	Staten Island
Carolina Bank Muñoz	Brooklyn	Susan DiRaimo	CCNY	David Kotelchuk	Retiree	Maureen Pierce-Anyan	Queens
Kathleen Barker	Medgar Evers	Tibbi Duboys	Brooklyn	Steven Leberstein	Retiree	Marianne Pita	BxCC
Steven Barrera	York	Gregory Dunkel	Central Office	Penelope Lewis	BMCC	John P. Pittman	John Jay
Ann Batiuk	Grad. Ctr.	Hester Eisenstein	Queens	Patrick Lloyd	Kingsboro	Charles Post	BMCC
Barbara Bowen	Queens	Michael Fabricant	Hunter	Steve London	Brooklyn	Ernest Richardson	John Jay
George Brandon	CCNY	Samuel Farrell	LaGuardia	John Maerhoffer	Queens	Nancy Romer	Brooklyn
Thomas Brennan	BxCC	Alan Feigenberg	CCNY	Nichole McDaniel	BxCC	Julius Rosenthal	Kingsboro
Mary Alice Browne	NYCCT	Michael Frank	LaGuardia	Shelly Mendlinger	Brooklyn	Patricia Rudden	NYCCT
Jonathan Buchsbaum	Queens	Shirley Frank	York	Diane Menna	Queens	Wendy Scribner	NYCCT
Harry Cason	Staten Island	William Friedheim	BMCC	Maria Mercedes-Franco	Queensboro	Sigmund Shen	LaGuardia
Robert Cermele	NYCCT	Anne Friedman	BMCC	John Mineka	Lehman	Ellen Steinberg	Hunter
Nora Chase	Retiree	Donna Veronica Gill	Hunter	Eileen Moran	Retiree	Steve Trimboli	Lehman
Holly Clarke	John Jay	Ralph Giordano	Staten Island	Gary Morgan	NYCCT	Santiago Villafañe	BxEOC
Coleen Clay	York	Mariya Gluzman	Brooklyn	Michael Neal	BMCC	Alex Vitale	Brooklyn
Janice Cline	York	Tami Gold	Hunter	Marilyn Neimark	Baruch	George Walters	LaGuardia
Lorraine Cohen	LaGuardia	Mark Goldberg	Hunter	Marcia Newfield	BMCC	Vera Weekes	Medgar
Lizette Colon	Hostos	Marci Goodman	Queens	Anthony O'Brien	Retiree	Jean Weisman	CCNY
William Crain	CCNY	Joan Greenbaum	LaGuardia	Susan O'Malley	Kingsboro	Robert Wurman	Retiree
Frank Crocco	Lehman	David Hatchett	Medgar Evers	Terry Parker	LaGuardia	Jane Young	BMCC
Kyle Cuordileone	NYCCT	Ronald Hayduk	BMCC	Phillip Pecorino	Queensboro		

Advertisement

The CUNY Alliance Wants to Save Your Union

The New Caucus has failed you in every way

OUR PHILOSOPHY

- ▲ Our Union should focus on the needs and well being of its members
- salary, benefits, working conditions and job security.
- ▲ Equal benefits for retirees and active members
- ▲ An open books policy is essential to sound governance
- all financial records and minutes of meetings will be posted on the web
- ▲ Union members should help guide union policy - we will seek your views with frequent surveys

OUR EXPERIENCED SLATE INCLUDES:

- ▲ Two current Chapter Chairs
- ▲ Three past Chapter Chairs
- ▲ A founding member of the PSC
- ▲ Experienced negotiators, grievance officers, and others with years of experience in, and commitment to, the union
- ▲ Representatives from sixteen CUNY campuses

THE NEW CAUCUS FAILURES

- 1) *The New Caucus put global politics first and union business second, and it has cost us plenty.*
 - ▲ Under New Caucus management Welfare Fund reserves dwindled from \$15 million to less than \$2 million
 - ▲ The New York City Comptroller now rates the Welfare Fund at risk of insolvency in a year or two
 - ▲ By putting their passion for global politics ahead of their duty to manage union business, the New Caucus eroded our benefits: the dental plan decayed away; we lost a free \$50 thousand term life insurance policy; and we are in the verge of having a \$400/\$800 (Individual/family) drug deductible imposed on us
- 2) *The New Caucus negotiating tactics have failed*
 - ▲ We've been without a contract since 2002, and with each passing year inflation eats more of our salary: real income/purchasing power has declined by 12.5% since 2002 due to price inflation in the NYC metropolitan area
 - ▲ The blame rests largely with the failed tactics of the New Caucus
 - ▲ They weakened our bargaining position by threatening a strike that the members did not support
 - ▲ Their noisy street theatrics proved a poor substitute for tough negotiations

OUR PLAN

- A) The New Caucus spends money and energy on issues unrelated to contract matters and work conditions
We will focus your funds and our efforts on union business to help restore your benefits
- B) We will devote our energy to tough and sustained negotiations, but will deny the university a contract until they satisfy our need for better benefits and working conditions
- C) We will post all financial records and minutes of meetings on the web. When tough choices have to be made, we will let your informed views guide our decisions

WE CAN'T AFFORD ANOTHER THREE YEARS OF NEW CAUCUS MANAGEMENT

- ▲ They routinely demonized management, and then expected them to look kindly on our needs
- ▲ Past is prologue. If you reelect the New Caucus, they will continue to focus on global politics and fruitless confrontation. The Welfare Fund will drift closer to bankruptcy, you will continue to lose benefits, and be forced to accept a poor contract negotiated by inept leaders
- ▲ We cannot afford another three years under New Caucus mismanagement. The CUNY Alliance will make union business our only business. We'll devote our energy to negotiating fair contracts and to protecting your benefits

VOTE CUNYALLIANCE IN APRIL

AND PUT **YOUR** INTERESTS AT THE TOP OF THE UNION AGENDA

President: Rina Yarmish ◆ First Vice President: Lilia Melani ◆ Secretary: Mona Fabricant ◆ Treasurer: Howard Ross

See the CUNY Alliance profile in this issue of the Clarion for biographies of all 27 Executive Council candidates, and for a more detailed description of our plans

To contact us via email write to: ca@cunyalliance.org ◆ For more information go to: www.cunyalliance.org

CUNY ALLIANCE

INTEGRITY AND LEADERSHIP

We've joined together as the CUNY ALLIANCE in order to provide the membership with an alternate slate, and an alternative vision, for the union in the April Executive Council elections. We are a group of your colleagues who want to provide union representation that is committed, first and foremost, to the needs and well-being of CUNY's faculty and staff, full-time and part-time, active and retired. We intend on changing the leadership and the direction of the PSC. We believe the leadership should focus on the interests of its members: our salaries and benefits, our working conditions, grievances and job security.

The Alliance has members from across the university, and our slate includes representatives from sixteen campuses. Among our candidates are two current, and three former, chapter chairs; a founding member of the PSC and former member of the Executive Council; members of campus chapter executive committees; grievance officers; and others with years of experience in, and commitment to, the union.

Responsible Unionism

The Alliance promises responsible unionism. The bad judgment of the current Executive Council is clear. For months, they promoted a job action, despite no signs of interest among large parts of the membership. Last spring, they asked the Delegate Assembly to authorize a strike referendum; only after this were informational pickets held on the campuses. The poorly attended pickets revealed the membership's lack of support for New Caucus policies and weakened the Union's bargaining position in the eyes of management. Without solid faculty support, a strike would not only fail, it could do serious harm to the union.

The Contract

Our first priority is to negotiate a successful contract with the university, one that will include substantial increases and improvements in wages, benefits and working conditions. As you well know, we've been without a contract since October 2002. Inflation and the cost of living in the New York region have eaten away at our salaries: in the last forty months, PSC members have lost 12.5% in purchasing power. Those at the top of their scales have not seen a raise since August 2001. Nor will we accept the further erosion of our benefits. Our opponents have paid lip service to the same goals, but have failed to honor them and – as yet – have failed to make meaningful progress in achieving them.

The Welfare Fund

The Alliance will also serve your interests by competently managing the Welfare Fund, something that our opponents have failed to do. The New Caucus have not been good stewards. When they took office, they inherited a reserve of \$15.4 million. Today the reserve is less than \$2 million. As reserves dwindled, so did our benefits. For example, our opponents eliminated a free \$50,000 term life insurance policy and switched to a dental plan that requires us to pay \$623 for root canals that were previously cost-free. They have already approved a plan to impose a \$400 deductible on individuals (and \$800 for families) for prescription drugs, contingent on Fund reserves falling below \$1 million.

According to a 2005 NYC Comptroller's report, the Welfare Fund in 2003 ran a deficit of \$3.4 million on revenues of \$26.4 million and was at risk of insolvency in one to two years. The Welfare Fund avoided bankruptcy this year only because the university agreed to a transfer of professional development funds. Asking for such a concession was not a good position for a union in the middle of contract negotiations. We realize that with rising costs for insurance, difficult choices have had to be made. However, we have never been told how our money was being allocated. Members have a right to know exactly how some \$29.8 million dollars a year are spent while benefits are reduced. When elected, we will survey the membership about priorities, shift funding accordingly, and negotiate for greater investments for the Fund. We will strive to restore your benefits in the most cost-effective ways with the best possible providers.

Retirees' Welfare Benefits

There should be no distinction between the benefits of retirees and active faculty and staff. This is a principle that the current officers overturned when they applied to retirees a \$50 deductible for prescription drugs. A small amount, but a dangerous precedent. The contributions that retirees have made to CUNY entitle them to equal consideration and benefits. We are committed to negotiating a better benefit package for retired and for active faculty and staff.

Our Commitment to Individual Groups

The Alliance recognizes that many constituencies make up the PSC. In consultation with them, we will identify and address their needs.

Adjunct faculty. We are committed to increasing the base pay for part-time faculty. Adjuncts, especially those with long-term service to the university, deserve improved job security, working conditions, and access to professional development resources.

HEOs, CLTs, Librarians. HEOs, CLTs and Library faculty all deserve increases in annual leave and development opportunities.

Counselors. We will fight to protect the rank of Faculty Counselors.

Continuing Education. We will insist on a salary scale for Continuing Education Teachers.

Negotiating with the University

The goals of the Alliance's platform are ambitious. We intend on going into serious and sustained negotiations with the university. While we recognize that the union and the university are natural opponents in the collective bargaining process, we do not believe that demonizing the administration is a productive strategy. We want, and will get, better benefits, wages and working conditions by tough and tenacious negotiating, not by theatrics and empty strike threats. We pledge to stay at the bargaining table for as long as it takes to get an agreement that substantially advances our members' interests. We are prepared to deny the university a contract unless and until we meet that goal.

The CUNY Alliance Means Leadership

The central issue in this election is leadership. Our platform and proposals are only a small part of achieving our goals. They must be modified through the bargaining process in any case. The problem has been that the PSC cannot reach the goals broadly shared by the entire membership – substantial gains in salary and improvements in benefits and working conditions – because of the poor judgment and the misplaced militancy of our opponents.

We cannot afford another three years under New Caucus officers who care more about global politics than they do about union business. There is an alternate future: choose the CUNY Alliance, and we will devote our energy to negotiating fair contracts and to protecting your benefits.

**VOTE CUNY ALLIANCE,
FOR AN EFFECTIVE UNION**

FOR PRESIDENT

Rina Yarmish, a Professor of Mathematics at Kingsborough Community College, has been Chair of the Department of Mathematics and Computer Science since 1997. She served as University Faculty Senator representing KCC from 1994 to 1997 and as PSC Chapter Chairperson from 1998 to the present, after a 3-year term as chapter Vice Chair. Rina was a long-term member of the Board of Trustees of the PSC-CUNY Welfare Fund during the presidencies of both Professors Polishook and Bowen, and served as Treasurer of the Welfare Fund for many years. She has been KCC representative to the Welfare Fund Advisory Council for over a decade. She thus has comprehensive understanding of the Welfare Fund, its operation, and its finances. A product of CUNY, Rina received her BA in Mathematics from Queens College and her MS (Applied Mathematics) and PhD from New York University. She has authored three books on programming languages; her book *Assembler Language Fundamentals* has been translated into both Russian and Malaysian. She has published extensively in the fields of programming languages, mathematics, and mathematics education. Her experience as department chair and with the PSC and the Welfare Fund, along with extensive and detailed understanding of issues affecting our professional lives, makes her eminently qualified to assume the leadership role in the PSC at this very critical time. Rina believes that the PSC should focus on the needs of its members – particularly bread-and-butter



unionism. Attention must be refocused on salary, compensation, benefits, grievances, job security and working conditions, and on improved relationships with state and city officials, the press and the public.

FOR FIRST VICE PRESIDENT

Lilia Melani's commitment to our union has moved her to run for office again. Her union experience is extensive and seminal. She was a founder of the PSC; member of the first PSC Executive Committee, of several contract-negotiating committees and of the Central Grievance Committee; Brooklyn College Chapter Chairperson; delegate to the Delegate Assembly; and grievance counselor. As a member of the Executive Council, she helped plan, voted for, and participated in the activities leading the membership to the strike votes of 1972 and 1973. The membership's overwhelming support of the Union leadership forced CUNY to sign a contract. The two strike referendums were part of a carefully orchestrated plan involving informational pickets, mediation, fact-finding, and the support of politicians and students. Despite this successful example of how – and when – to use a strike threat, the New Caucus amateurishly authorized a strike referendum; they followed up with poorly attended informational pickets which revealed how little support the strike threat had to CUNY administration and declared their strategy a success! The real result – no contract and a weakened union. Founder and Coordinator of the CUNY Women's Coalition



(CWC), Lilia organized the class action suit *Melani et Al. v. the BHE* in federal court. It is still the largest and most successful suit charging a university with sex discrimination: \$8 million was distributed among all women faculty and staff based on longevity, several millions more were distributed to women with individual cases of discrimination, and hundreds of women were promoted. Nearly one hundred CUNY students have been awarded the Melani Scholarship, which CWC established. She helped create the Women's Studies Program and the Women's Center at Brooklyn College. Lilia wants to use her considerable skills and experience to restore the PSC as an effective union.

FOR SECRETARY

Mona Fabricant is a Professor of Mathematics at Queensborough Community College and Co-Director of TIMEQCC, an NSF-funded program to prepare future secondary school mathematics teachers. From 1993-2002 she served as Chair of the Department of Mathematics and Computer Science. Mona served as the founding secretary of the CUNY Council of Mathematics Chairs (1995 - 1999). She received the QCC Award for Excellence in Faculty Scholarship (2002), the Mathematical Association of America Metropolitan New York Section Award for Distinguished College or University Teaching of Mathematics (1997), and the New York State Mathematics Association of Two-Year Colleges Award for Outstanding Contributions to Mathematics Education (1992). She has published numerous articles and co-



authored two textbooks, including *Advanced Mathematics: A Precalculus Approach*, which won the Text and Academic Authors Association Excellence Award (Texty, 1994). She was the Co-PI on several U.S. Department of Education grants to improve the teaching of calculus and provide research opportunities in mathematics for undergraduate students. For CUNY to grow in stature, it must attract top faculty and staff. This can only be accomplished if the PSC focuses on its mission to provide competitive salaries and excellent working conditions for its faculty and staff.

FOR TREASURER

Howard Ross graduated from the Bronx High School of Science and Columbia University, A.B. and Ph.D. He taught at Yale, Vassar and is currently Professor of Economics and Finance at Baruch College. Howard served as a consultant to the United Nations Development Program and the government of Greece and as Visiting Professor to the People's Republic of China and to Russia. Howard was Baruch's Chapter Chair to the PSC for two terms as well as Chair of the department. His current research focuses on productivity and employment and tracking the changes in productivity due to technological and non-technological forces, 1960 to the present. Past research was in the area of industrial organization and the behavior of prices over the business cycle and antitrust behavior. He is currently teaching macroeconomics. As treasurer who monitors revenues and expenditures, Howard pledges truthfulness, transparency and accountability so that members will have no doubt how their dues and fees are spent. The treasurer's reports will be informative and, he trusts, enlightening and reflect the changing economic and financial forces which determine how we live.



FOR UNIVERSITY-WIDE OFFICERS

Edward Catapane is a Professor of Biology at Medgar Evers College. He was Chair of the Department of Biology for thirteen years. He has been heavily involved in grant-funded programs designed to increase the number of under-represented individuals completing undergraduate degrees in sciences and going on to graduate and professional schools in biology and medicine. He also has an active physiology research program, with over one hundred articles and presentations on his research work. Edward has been an active member of the PSC during his entire thirty-year CUNY career, initially serving as a Chapter Member-at-Large, then as Vice Chair and currently as Chapter Chair since 1998. He also has been active in the college's Faculty Senate throughout his career and has been an Executive Member for most of his tenure.



Lydia S. Rosner is an Associate Professor of Sociology at John Jay College of Criminal Justice. She has served on the Sociology Department Personnel and Budget Committee for many years, the College Council, the Faculty Senate, and various other college and university committees. A child of the labor movement and a born and bred New Yorker, she attended NYC public schools, Hunter College, and received her Ph.D. from the CUNY Graduate Center. Lydia is a criminologist with a specific interest in migration. Her book, *The Soviet Way of Crime*, examined the migration from the USSR to Brighton Beach and the transference of migrant behavior patterns, both criminal and non-criminal, to the new environment. She has consulted with the Organized Crime Task Force, appeared on both national and international TV, broadcast for the Voice of America, and published both here and in Russia. She is particularly interested in global organized crime and migration patterns.



Michael Maller is a Professor of Mathematics at Queens College. He received his BA from Columbia, his MA from Harvard (philosophy), and his Ph.D. from the University of Warwick. Michael has been at Queens College since 1980. He previously taught at USC and Northwestern, and as an adjunct at Hunter College. He has published pa-



pers in differential topology, in dynamical systems, and in continuous computational complexity. He has received grants from the NSF and the PSC-CUNY grant program; has been a reviewer for *Math Reviews*, *Foundations of Computational Mathematics*, and other journals; and served on the PSC-CUNY math panel. His political point of view was shaped by a summer spent as a voter registration volunteer for the Mississippi Freedom Democratic Party in the Mississippi Delta in 1965. In 1970, Michael was one of the organizers of an attempt to form a union of teaching fellows at Harvard. As the child of a NYC public school teacher, he is a second generation member of the AFT. He is a certified instructor and holds a fifth-degree black belt in Aikido. Michael believes the PSC should focus on issues of bread-and-butter unionism and leave world politics to other organizations.

Michael Barnhart is a Professor of Philosophy at Kingsborough Community College. He teaches courses in all areas of philosophy, but his research centers on issues in comparative philosophy and ethics about which he has written numerous articles and published a book, *Varieties of Ethical Reflection*. He is also active in the University Faculty Senate where he is Chair of the Academic Policy Committee. Michael serves as Kingsborough's PSC-CUNY grievance counselor and as a delegate to the Delegate Assembly.



Terry Cole graduated *cum laude* from Lehman College with a B.A. in English (with minors in Black Studies, Psychology and Education), and was a member of the first class to enter the college under Open Enrollment. He has an M.A. in Creative Writing from City College and is ABD at the Graduate Center. He began his teaching career in NYC high schools and taught for twenty-eight years at LaGuardia Community College, spending his first year as an Adjunct Teacher at the Queensborough House of Detention before moving into a full-time position in the college proper. At LaGuardia, he has participated in a number of student-centered activities, at times being the mentor for the Bangladesh Club, the Dominican Club, the Student Government Association, the literary magazine and the college newspaper. He also has served on LaGuardia's College Senate, Tenure Review Committee, and Personnel and Budget Committee. He presently serves as one of the Directors of the Composition Program and continues to publish and make presentations on race, religion and popular culture. He has also written a series of poems, short stories and plays.



FOR VICE PRESIDENT FOR SENIOR COLLEGES

Rishi S. Raj has been teaching Mechanical Engineering at City College for the past thirty years, where he also served as a dean. Rishi served on the City College Senate for more than fifteen years and also served on the CUNY Senate. He served as a Distinguished Fellow of ASEE-US Navy, NASA, and a technical specialist in the U.S. Army. Rishi has written four books: *Science and Logic of the Absolutely Pure*, *Balance*, *Turning Point*, and *Applied Chemistry*. He was recently appointed by the Governor of the State of NJ to serve on the State Board of Engineers and Land Surveyors. He was also the founder and president of the Society of Indian Academics in America and has lectured extensively in India, Russia, Australia, Israel, UK, Germany, Canada, Holland, Belgium, and the US.



FOR SENIOR COLLEGE OFFICERS

James T. Como, Professor of Speech Communication at York College, founded the Speech discipline in 1968. His books, articles, lectures, radio interviews, and television appearances dealing with the English scholar and religious author C. S. Lewis are widely known. He has also written on rhetoric and the rhetorical culture of Peru, where he has lived and visited with some frequency. At York he is Chair of the Department of Performing Arts, a position he has held for several years. James also served on numerous standing and ad hoc committees. He al-



so served for many years as a Senator (including as parliamentarian and as vice chair). In opposing the hegemonic presumption, the ideological expropriation of legitimate union functions, and the vanities and posturing of our current self-promoting, exhibitionistic, power-mongering non-leadership, he supports recovery of transparency, professional employment standards of compensation, workload, quality-of-life, of genuine due process, and the efficient delivery of union services.

James Hladek is a graduate of Cooper Union and Pratt Institute. He is presently an Associate Professor in the Department of Engineering Science and Physics at the College of Staten Island. A Professional Engineer, James holds two United States patents. He joined Staten Island Community College in 1972 as a member of the Mechanical Engineering Technology Department. James has concentrated much of his academic effort to developing and improving the laboratory-based courses in his department and has been a primary participant in the accreditation process of four different programs. James has fifteen years of consulting experience with various corporations, both in the USA and abroad. Four years were spent working with Staten Island high schools in the world's largest competition for students – the internationally acclaimed FIRST Robot Competition. His sculpture has been accepted for juried exhibition by the Liberty Museum in Philadelphia, PA and by Urban Glass in Brooklyn, NY.



John Huntington is an Associate Professor of Entertainment Technology at City Tech. He also is a visiting Associate Professor at the Yale School of Drama, where he teaches entertainment control systems and show control. Huntington's book, *Control Systems for Live Entertainment*, was the first on the topic of entertainment control and show control and continues to be the leading book in the field. Mr. Huntington has published more than forty articles, one of which – "Rethinking Entertainment Technology Education" – won USITT's Herbert D. Greggs Merit award in 2004. He has sound designed over twenty productions in New York City and regional theatres, like Seattle Rep, and has given more than twenty-five master classes, workshops, presentations, papers, and talks at conferences and trade shows throughout the United States. Mr. Huntington studied technical design, production, theatre engineering and sound at the Yale School of Drama (MFA) and Ithaca College (BFA). He is a member of Local #1 IATSE.



FOR VICE PRESIDENT FOR COMMUNITY COLLEGES

Ronald Forman began his CUNY career more than forty years ago at Brooklyn College. Following his Bachelor of Science and Master of Arts in Mathematics degrees, he continued his studies at New York University's Courant Institute of Mathematical Sciences. While at NYU, he began his teaching career as a lecturer and adjunct professor at Brooklyn College before taking a faculty position at Kingsborough Community College in 1969. Ronald currently teaches mathematics and statistics at KCC and for the last six years has served on the Executive Committee of Kingsborough's chapter of the Professional Staff Congress. He has served as the chapter Grievance Officer. He also served as Mathematics Coordinator for the College Now program. Ronald has had an attachment to CUNY for his entire life: his father, Dr. William Forman, was a mathematics professor at Brooklyn College for sixty years, two of his sons were students at the College of Staten Island, and a third son attended Hunter College High School. For the last seven years, he has hosted a radio program on WKRB-FM that traces the history of American popular music.



FOR COMMUNITY COLLEGE OFFICERS

Lloyd Carroll is a graduate of Columbia University (BA, Economics, 1979) and the NYU Graduate School of Business Administration (MBA, Accounting, 1981). He received his CPA license in 1983. He joined the accounting faculty at



Borough of Manhattan Community College in 1985 and has served as Chair of the Accounting Department since 2000. He has written numerous articles that have appeared in such publications as *The New York Daily News*, *Crain's New York Business*, *Accounting Today*, *The Queens Chronicle* and *The Nassau Observer*.

David Gordon teaches history at Bronx Community College and the Graduate Center. He received his B.A. from Brooklyn College and his M.A. and Ph.D. in History from Brown University. David authored two books, *Merchants and Capitalists: Industrialization and Provincial Politics in Mid-Nineteenth Century France* and *Liberalism and Social Reform: Industrial Growth and Progressiste Politics in France, 1880-1914*, as well as a number of articles on French and African history. He has taught at the University of North Carolina, Chapel Hill; the University of California at Riverside, where he was a union organizer; and the University of North Carolina, Charlotte. David also taught for two years as an exchange professor at Kaohsiung Teachers University, Taiwan, and was a seminar director at the Ecole des Hautes Etudes, Paris. He has participated in numerous student and faculty study abroad initiatives. David has pledged himself to the restoration of the union welfare fund and especially a reasonable dental plan. He believes that we have lost too many benefits under the present leadership and that it is time the union concentrates on the basic needs of its members.



Alfonso J. Garcia Osuna (Havana, 1953) is the Chairperson of the Department of Foreign Languages at Kingsborough Community College. He received his Ph.D. (1989) from the Graduate School and University Center of the City University of New York. He has published several articles in scholarly journals; among his most recent books are *Incidents of Travel on the Road to Santiago* (1998), *The Cuban Filmography, 1897-2001* (2002), and *La filmografía cubana, 1897-2003* (2003). He also regularly participates in learned conferences in the United States and around the world. Because of his chosen field – the Classic sources of Spanish Renaissance Literature – he has attained a solid working knowledge of Koine Greek, Latin, and Italian, and is also fluent in Spanish regional languages.



FOR VICE PRESIDENT FOR CROSS-CAMPUS CHAPTERS

Lisa M. Decker is a HEO Associate at Hunter College where she has been the Director of Distance Learning since 1996. Completing her graduate work at Kent State and Virginia Commonwealth Universities, Lisa has more than fourteen years of experience in the delivery of training and instruction using a wide range of distance learning technologies. As the Director of Distance Learning at Hunter College, she has led the development of distance learning initiatives in videoconferencing, blended learning, and the newly emerging technology of web casting. Lisa has supported the development and delivery of thousands of hours of distance learning instruction and training while providing training to faculty across disciplines in the use of instructional technologies. Lisa has taught graduate special education courses both at Virginia Commonwealth University and the University of Georgia. She brings a unique perspective on both HEO and faculty issues facing our Union members.



FOR CROSS-CAMPUS OFFICERS

Guillermo Rocha is a Senior Laboratory Technician in the Geology Department at Brooklyn College. Guillermo has worked for the College Now Program as a lecturer for the past 8 years. This program gives struggling students an opportunity to achieve higher standards and aspire to a college education. Guillermo finds this a very rewarding activity because he has the opportunity to change the life of a young person who otherwise would have no possibility of entering college. Guillermo has also taken on other issues such as the discriminatory treatment of im-



migrants of Hispanic origin. Guillermo has written a number of articles in Hispanic newspapers in the tri-state area.

Elizabeth S. Gordon, Director of Information Systems at Queensborough Community College, has worked with CUNY for over twenty years in HEO non-teaching positions and for seven years in adjunct teaching positions for both Continuing Education and credit-bearing courses. She holds an MA in Urban Affairs from Queens College. Elizabeth joined CUNY as a computer programmer and supplemented her work with adjunct teaching positions at Lehman College and Bronx Community College. In 1991 she became Manager of Computer Services at CUNY/CIS. In 1997 she transferred from the Central Office to Queensborough Community College where she served as a Project Manager and, subsequently, the Director of Information Systems. Elizabeth has seen the university adjust to fiscal and technological changes. Through the changes, her position has been consistent: the dedicated men and women who serve the university deserve the university's respect and loyalty. By providing a secure work environment, educational opportunities, and opportunities for advancement, the union can help maintain a motivated team of professionals.



Dorothy V. Beatty has been a resident of Crown Heights, Brooklyn for the last thirty-five years. She attended Medgar Evers College and received a Bachelor Degree in Business Administration in 1986. Since 1984, Dorothy has worked in the Office of the President (three years) and been Assistant to the Payroll Office (three years), Federal Work Study Coordinator (eight years), Academic Advisor in the Worker Education Program (three years), and Student Advocacy and Support Service Center (present). She was a member of DC 37 until she was promoted to Federal Work Study Coordinator in 1990, at which time she joined the Professional Staff Congress. She was elected and is presently serving as First Vice President of Medgar Evers College Alumni Association, Inc., Executive member of Medgar Evers College Council, and Vice President of Medgar Evers College Higher Education Organization. Dorothy is a strong advocate for faculty, staff and students rights. She has received over fifteen appreciation awards for dedicated, invaluable, and outstanding services rendered to the students, the college and the community.



FOR VICE PRESIDENT FOR PART-TIME PERSONNEL

Frank W. Marousek has served in a variety of non-instructional and instructional roles at John Jay College. Over the past twenty-five years, he has served in the Office of Special Programs, The Admissions Office, the Division of Student Services and the College Now Program. As an adjunct faculty member in the Department of Law Police Science and Criminal Justice Administrations at John Jay College for over ten years, he has taught courses in Introduction to Criminal Justice/Police Studies, Police Organization and Administration, The Police Manager, Investigative Function, The Police and the Community, and Police Community Relations. Frank has been a member of The New Programs Committee, the Standards Committee, Graduate and Undergraduate Admissions Committees, the Retention Committee and the Graduate Studies Committee. Recently, as part of a five-month John Jay College/Bramshill Police College (England) Scholar Exchange Program, he taught and conducted research in the area of police/community diversity issues, and assisted in the development of a National Centre of Excellence in Diversity. His primary areas of interest are proactive, policing, community/police relations, management and organized crime.



FOR OFFICER FOR PART-TIME PERSONNEL

Martin Teplitzky has been an Adjunct in the Mathematics Department at Lehman College for over twenty years. He retired as a supervisor from the NYC Department of Education in 2003; he



was an assistant principal in a junior high school. He also served as interim principal for the 2001-2002 school year.

Ellen Ackrish is an Adjunct Lecturer of Mathematics at Baruch College. During her thirty years as an educator, she has had extensive experience on both sides of the bargaining table. Fifteen years into her career, she earned a Master's degree in Industrial and Labor Relations. She taught at a two-year proprietary college, then served as Director of Academic Affairs and finally as Executive Director of the college. As a teacher, she served on the union's executive committee and was elected Chairperson, during which time she negotiated two contracts. Later as both Academic Director and Executive Director, she represented management in further negotiations. She has had extensive experience in arbitration, mediation, and other forms of Alternate Dispute Resolution, including testifying before the labor board.



Colley Baldwin is an Adjunct Lecturer of Physics in the Department of Physical, Environmental and Computer Sciences of Medgar Evers College as well as an Adjunct at the Borough of Manhattan Community College. His research includes ultra-high-vacuum technology investigating ultrathin Invar alloy films with applications to microelectronics and storage devices as well as practical laboratory and research experience in atmospheric studies of stratospheric aerosols in the New York City area and practical laboratory experience in chemiluminescence physics with application to metal cluster research. Mr. Baldwin was a research associate with Medgar Evers College, in collaboration with the Goddard Institute of Space Studies, in which capacity he led a team mapping the spatial distribution of stratospheric aerosols in the New York City area. He is active in the union at Medgar Evers College and understands issues facing adjuncts in CUNY.



FOR RETIREE EXECUTIVE COUNCIL OFFICERS

Sheila Chustek has been teaching Mathematics as an Adjunct Lecturer in the Mathematics and Computer Science Department of Queensborough Community College since 1993. She is the recipient of the President's Award for Excellence in Teaching by an Adjunct Faculty in 2002 at Queens College, where she also taught from 1982 until she retired in 2003. At Queens College she taught Mathematics and Physical Science in the Adult Collegiate Education program. She was also awarded the honor of Adjunct Lecturer of the Year in 1990 by the ACE Student Association. Her book, *Physical Science - An Introduction to Our World*, was published by Kendall/Hunt and is still being used at the college. Ms. Chustek served on the Immersion Curriculum Task Force Committee and the Numeracy Across the Curriculum committee. After receiving her award, she was chosen to chair the President's committee to select future teachers of excellence at the college. Prior to joining the CUNY Board of Education and was a computer programmer for several years.



John Donoghue is a Professor Emeritus at NYCCT. He graduated from Boston College with an AB & MS. His Ph.D. from NYU is in Architectural History; his dissertation, selected as one of the ten best in 1977-78, was published by Arno Press. John taught at Merrimack College, New Hampshire Technical School, University of Rhode Island, SUNY, and over 39 years at NYCCT. He served for over twenty years in the Faculty Senate, including six years on the Executive Committee. John has been involved in the PSC since it was founded, serving on the Executive Committee and as Chapter Chair.



Advertisement



I'm Voting New Caucus Because...

“This is a team that does not buckle under pressure and comes up with out-of-the-box creative approaches to obtain faculty and staff needs. As a science and engineering representative, I greatly appreciate the advances made for released time for new faculty, the strong stand taken to increase support for sabbaticals, and willingness to bargain for the seven-year tenure clock.”

Shelly Weinbaum, CUNY Distinguished Prof. of Engineering, Elected member of all three U.S. National Academies: Science, Engineering, and Medicine

“As one of the members of the Welfare Advisory Council representing the Baruch College Chapter of the PSC, I have seen firsthand the professional manner with which the members of the New Caucus carry out their responsibilities. Their approach to the issues confronting the Fund is fiscally prudent and morally responsible.”

Terrence F. Martell, Saxe Distinguished Professor of Finance, Director, Weissman Center for International Business, Baruch College

“It is a pleasure and relief to work with the PSC leadership, who understand the importance of the electoral process. I see candidates for public office who once laughed at the PSC now come to see me and ask what they need to do for our support and endorsement.”

Ken Sherrill, Professor, Political Science, Hunter College

“Retirees are actively involved in the life of the union and are members of most, if not all, PSC committees. They gladly participated overwhelmingly in the contract campaign.”

Irwin Yellowitz, History Professor Emeritus, CCNY, and Chair PSC Retirees Chapter

“New Caucus leaders have been consistently responsive to the needs of junior faculty; fighting for more full-time faculty lines, sponsoring orientations and professional development workshops for new faculty and encouraging active participation in the union. The 12 hours of reassigned time in the last contract was a great breakthrough.”

Penelope Lewis, Instructor, Social Science Dept, BMCC

“The New Caucus leadership of the union negotiated the paid professional hour that benefits many adjuncts and added the three part-time representatives to the Executive Council. I also support their commitment to social justice.”

Wendy Scribner, Adjunct, English Dept, NYCCT

“Under the leadership of the New Caucus, the PSC is finally addressing the full range of HEO contributions to CUNY and the challenges we face in our daily working lives.”

Joshua Brown, Executive Director, American Social History Project/Center for Media and Learning, The Graduate Center

“The New Caucus is navigating us through very hostile anti-union waters. At Hostos, the New Caucus leadership of the PSC has played an absolutely crucial role in defending faculty and enforcing the contract.”

Norma Peña de Llorenz, Chapter Chair, Hostos

“Working as a grievance counselor both at Kingsborough CC and at the central office, I have been so impressed by the New Caucus leaders' dedication, intelligence, caring and imaginative hard work. They have totally supported the union's grievance work and won a number of important decisions. They have also staunchly defended the rights and benefits of retirees.”

Norah Chase, Retiree, KCC

“New Caucus leaders offered me a forum to advocate on behalf of CUNY faculty, staff and students of color. The Diversity Committee and the Executive Council planted the seeds that hopefully will grow through the increased participation of members of color at the local chapter level and in the leadership.”

Samuel Farrell, Lecturer, LaGuardia CC

“I support them because I believe in solidarity, standing with all members of the union: full-timers, part-timers, retirees, new hires, CLTs and HEOs. This union leadership has proven that they represent all of us not just a privileged few and will struggle against injustice in the workplace and in the world.”

Susan A. Farrell, Coordinator, Sociology Area, Co-Director, Women's Studies, KCC

“The leadership of the New Caucus has been energetic, vigorous, and savvy with a whole lot of integrity to boot. Now, more than ever, I see no reason why the union needs to change leadership.”

Frank Kirkland, Associate Professor, Philosophy, Hunter College

“The New Caucus leadership of the union has fought for the protection of academic freedom across the university when the right of faculty to speak their minds has been under attack across the country.”

Gerald Markowitz, Distinguished Professor of History, JJ and the Graduate Center.

“Through the PSC Legislation Committee, I have worked with dozens of City Council members and their staff on behalf of the PSC on issues related to higher education, civil rights. These activities have led to the passage of important pieces of legislation that improve the conditions of our lives and reflect PSC's political access and clout in City Hall.”

Ron Hayduk, Asst. Professor, Social Sciences, BMCC

“The New Caucus has set a place at the table for part-time faculty. We still have a ways to go, but now we have a fighting chance of winning our right to be treated as professionals and to have equity with our full-time colleagues.”

Vincent Tirelli, Adjunct, Political Science, Brooklyn College

To read other voices of support, visit our website at

www.newcaucus.org

THE NEW CAUCUS: HONESTY, SUBSTANCE, IDEAS

In less than six years, the New Caucus has changed the face of the union – and begun to change the university. We made a promise to you when we were first elected in 2000 and then re-elected overwhelmingly in 2003. We have kept that promise.

The New Caucus pledged that we would bring democracy and energy to the PSC, that we would expand the union's intellectual and political reach – and that by doing so, we would make the PSC a more effective union. The record bears us out: under New Caucus leadership the PSC has won a series of victories large and small that have tangibly improved life at CUNY. If you received a long-overdue salary increase in the last contract; if you have benefited from full-paid research time for junior faculty; if you have witnessed a strong defense of academic freedom at CUNY; if you have noticed hundreds of CUNY's neediest students receiving tuition support – you have experienced the work of the New Caucus.

We have a record of fighting and winning in the real world. Anyone can make promises; the New Caucus has delivered:

- ✓ Salary increases in the 2000-2002 contract that were the best for the PSC in a decade.
- ✓ A reversal of the twenty-year trend of declining State and City funding for CUNY.
- ✓ A more than 50% increase in union membership.
- ✓ Active campus chapters that win victories on issues such as workplace safety, faculty computer access, timely pay for adjuncts, movement up salary steps.
- ✓ A landmark legal victory on the right to bargain intellectual property rights.
- ✓ A vigorous defense of academic freedom.
- ✓ The first-ever paid research time for CUNY junior faculty.
- ✓ The first-ever paid office hours for CUNY adjuncts.
- ✓ The first-ever professional development funds for CUNY staff.
- ✓ Protection of members' rights to Travia leave through an arbitration victory.
- ✓ A major legal victory on pensioning overloads.
- ✓ Legislation passed defending the rights of immigrant students to in-state tuition.
- ✓ Legislation passed permitting the 20,000 CUNY students on welfare to continue their classes.
- ✓ Maintenance of prescription drug benefits for active and retired members, health insurance for eligible adjuncts in the face of underfunding of benefits.
- ✓ A principled, energetic fight in this round of bargaining for a contract worthy of our members.

A Leadership with Vision

What's remarkable about this record (not so remarkable if you think about labor history) is that the leadership with strong political vision is also the leadership with the best record of making economic and professional gains. The truth is that the PSC under New Caucus leadership has been successful on economic issues *because of* – not in spite of – a vision of what the City University and the city itself could be. The New Caucus stands for the freedom to teach and the freedom to learn. We stand for access to higher education for “the children of the whole people,” in the words of CUNY's founding document. We stand for the possibility of a university in which *all* faculty and staff have the support and the professional autonomy to do our best work. We stand for the still-radical dream of truly public education, where new knowledge is created in partnership with our astounding, complex, urban student body.

That vision, coupled with a new level of commitment and professionalism, has empowered the New Caucus to achieve gains on issues like pensions, salaries, research time and intellectual property – even during one of the most anti-union periods in recent American history. How have we done it?

Partly by a commitment to high standards – financial transparency, real organizing, rigorous office practices, top-level staff hires. Simple things that were actually not so simple:

equipping the union office with computers, systematizing records of union membership, creating interactive listservs, updating the website, redesigning the *Clarion*.

Partly by expanding union democracy: now literally thousands of CUNY faculty and staff are involved in the life of the union, giving the union far greater power than “the feeble strength of one.” Under our leadership, members in democratically elected bodies debate and determine union policy, and then take responsibility for carrying it out. More members have voice, too: the New Caucus added representatives to the executive council from retiree, part-time and professional staff constituencies.

Above all, we've been successful because we understand a fundamental political reality: As long as unions operate in a political and legal climate that is hostile to the interests of working people – and as long as academic unions operate in a climate hostile to investment in public education – we will have slim chance of success. **The only real way to end the prevailing culture of scarcity at CUNY is to change the forces that are determined to keep CUNY poor.**

Changing the Conditions

Among those forces are the City and State. Why has it been so difficult to achieve a decent contract in this round of bargaining? Not because of personalities, but because of labor laws that favor management, CUNY's failure to advocate for faculty and staff, and City and State governments that have explicitly targeted labor. That's why the PSC under New Caucus leadership has taken a leading role in seeking reforms to the Taylor Law. As long as New York State's labor law fails to create a level playing field and makes strikes by public employees illegal, union members will not have the power they need to win good contracts.

Why have we had to fight so hard to restore Welfare Fund benefits? Without minimizing CUNY's historical under-funding, it's because union-won healthcare has been targeted by private and public employers, and because the national rate of inflation for prescription drugs has soared to more than 15% annually. The PSC under New Caucus leadership has engaged in intense collective bargaining and member mobilization to demand support for our Welfare Fund. But we have also become a leading voice nationally for a labor campaign for universal healthcare. If union members continue to be the only group in the country with health insurance, we will remain a target for conservative interests who claim we shouldn't be better off than other employees. But if labor campaigns to make healthcare universal, our own benefits will be safer.

Effective unions do political work, and the PSC under New Caucus leadership has been effective in the workplace because of the political work we have done beyond it.

Restored CUNY Funding

Take CUNY's budget. For almost twenty years, public funding for CUNY had been in a downward spiral. The New Caucus came into office determined to reverse that pattern. We began by working to elect officials who had demonstrated support for CUNY, and succeeded in helping to bring a noticeably different attitude to CUNY in the City Council. For the first time in the union's history, the PSC developed an independent budget proposal for what the University needs. (In the past, the PSC had just followed along with management's plan.) We did the research to find out exactly what our proposals would cost. We organized hundreds of members to visit their elected representatives in Albany and their local offices, and hundreds more to demonstrate at the State Capitol. We notified each legislator of the number of CUNY students in his or her district. We established personal relationships with key legislators in Albany and City Hall. We generated 104,453 postcards to the Governor demanding additions to CUNY's operating budget.

The result was a restoration of the disastrous 2004 State budget cuts to CUNY, a City budget that has dramatically increased CUNY funding every year since 2002, and a PSC ini-

tiative to provide \$4 million in scholarship funds to CUNY's neediest students.

A Record to Be Proud Of

The New Caucus welcomes a contested union election – elections are healthy for unions, they clarify what is at stake. As the leadership caucus, we are proud to run on our record. We are happy to discuss how we have aggressively defended members' rights and academic freedom, how we have developed a network of 400 member-organizers across the campuses, how we have joined the proud labor initiative of opposing the war in Iraq, how we have helped to secure millions of dollars of restored funding for CUNY. We invite our challengers to debate us openly. We invite them to compare their record of achievement on the campuses to ours; we invite them to discuss what qualifies them to lead the union.

Our Opponents

We think you will find that our opponents have no record. Lacking both a history of accomplishments and a coherent political analysis, they have resorted to the debased but familiar tactic of throwing as many lies as they can at us and counting on some of them to stick. The real danger our opponents represent, aside from the distastefulness of their tactics, is to our individual and collective professional lives. First, with a history of being no-shows in the union positions they've held, they offer no assurance that they wouldn't be equally lazy in representing you in top leadership. Second, their political message, though it may sound like common sense, is naive – or worse, disingenuous.

They say the PSC can advance by taking a “bread-and-butter” approach to unionism and being cooperative with management. They offer a list of goals (strangely similar to the New Caucus platform), but provide no analysis of how to achieve them. Slogans do not win contracts, and it is no trick to cooperate with management when cooperation is in our mutual interest. Under New Caucus leadership the PSC has worked productively with CUNY management on budget and legislative issues in Albany and City Hall. But where union and management interests diverge, it's a fantasy to believe that unions succeed by being “nice” or “concentrating on the contract.” You don't win major battles by refusing to address the conditions that make those battles difficult. We believe that CUNY faculty and staff deserve a union leadership that is unafraid of serious political analysis and offers more than loyal opposition to management.

Now More than Ever

If the PSC needed principled, progressive leadership in 2000 and in 2003, it needs such leadership now more than ever. What we didn't know when we first won election was how the political climate would change. In six years we have seen a war that has drained the public budget for education and healthcare, a national right-wing campaign to control the political affiliations of faculty in academic departments, an increase in the number of witch-hunts of progressive faculty, and a fierce assault on workers' rights to everything from ergonomic standards to healthcare to pensions.

This is not the climate in which to pretend that PSC members will be better off with a union that sticks its head in the sand. The way to advance our interests is to fight back against the real opposition to those interests. That means not turning away from political reality at the moment of crisis, but rather redoubling our efforts both within CUNY and without. The New Caucus, which has a record of keeping its promises, gives you our commitment that we will rise to the tough occasion of this political moment and go forward in our fight for faculty and staff, for a university worthy of our work:

1. We will finish the fight for the best contract we can achieve.
2. We will build on the struggle for this contract and develop the militant political force that will be needed to break through the contract “patterns” of both the City and the State – deepening our coalitions with students, community groups and progressive organized labor.

3. We will defend academic freedom, under assault both nationally and at CUNY, as the bedrock condition for intellectual work; we insist that there is no academic freedom for any of us when some of us, especially part-timers, do not have its protections.

4. We will expand on our success in increasing public funding for CUNY.

5. We will deepen the culture of organizing on campus and continue to enrich the life of the union.

6. We will take the leadership role in state and national campaigns for legislation to reverse the underfunding and corporate control of higher education.

7. We will continue our strong defense of members' individual and collective rights, our commitment to supporting the intellectual lives of all faculty and staff, our transparency and honesty with you.

The New Caucus is now more than ten years old. Hundreds of CUNY faculty and staff, with many other calls on their time, have dedicated their political lives to the project of making CUNY the great public university the people of New York City deserve. Like all serious thinkers, we dwell in possibility, but also in the reality of what it takes to make political change. We are prepared to continue that work in your service. We ask you for your support.

FOR PRESIDENT

Barbara Bowen, elected president of the PSC in 2000 and overwhelmingly reelected in 2003, has brought tangible improvements to members' professional lives. The first contract negotiated under her leadership won PSC members their best salary increases in more than a decade and new benefits that testify to Bowen's vision for CUNY: junior faculty research time, adjuncts' paid office hours, and professional development grants for staff. A serious scholar who earned her Ph.D. in English at Yale, a member of CUNY's doctoral faculty, and a prize-winning teacher, she has a prodigious appetite for work, a history in the labor movement, and a strong belief in grass-roots organizing as the key to a union's power. She has earned a national reputation as a thoughtful and principled advocate for public education and organized labor. The PSC is strengthened by her election to leadership posts in the statewide teachers' union, New York City's two major labor boards and to a vice-presidency in the American Federation of Teachers.



FOR FIRST VICE PRESIDENT

Steve London, first elected in 2000 and reelected in 2003, is associate professor of Political Science at Brooklyn College. A founder of the New Caucus, in the 1990s he served three terms as Brooklyn College's chapter chair and as a University Faculty Senator. He has molded contract enforcement into a professional, effective, member-oriented operation. Under his leadership, the PSC has won significant arbitration and legal victories, including the precedent-setting NYS Appellate decision affirming bargaining rights over intellectual property. As a Welfare Fund Trustee, he led the effort to preserve benefits and heads the response to CUNY's academic freedom violations, the union's research, preparation of NYS budget proposals for CUNY, and serves on the Negotiating Team. As a NYSUT Board Director, he has increased the focus on the higher education agenda and gained more resources for the PSC. Co-editor of two books, Steve brings his expertise to the union's work.



FOR SECRETARY

Arthurine DeSola is a Higher Education Assistant in the Counseling Department at Queensborough Community College. A member of the CUNY community for over twenty-five years, she has extensive experience, having served as tenured faculty at LaGuardia Community College and as a



member of the professional staff at Queensborough. She is a HEO Cross Campus Officer, a member of the PSC Executive Council, and the Delegate Assembly. Arthurine chairs the HEO/CLT Professional Development Fund Committee where she focuses her efforts on assisting college laboratory technicians and members of the professional staff to receive funding for professional development activities. She has joined the PSC lobbying team to advocate in Albany on behalf of the students and faculty. She is committed to forwarding and advancing the goals and objectives of the New Caucus.

FOR TREASURER

Michael Fabricant is a professor and executive officer of the Ph.D. Program in Social Welfare and is currently PSC Vice President for Senior Colleges. He has been a faculty member at Hunter College for twenty-six years. Mike has authored numerous articles and five books. He is presently writing a book entitled "Building Parent Power in the South Bronx to Transform Public Education." He has also served as the Treasurer of the National Coalition to House the Homeless and Community Access United, an agency serving the disabled. Mike has a long activist history on issues ranging from housing and homelessness to resisting interventionist U.S. foreign policies. During the last six years he has been a member of the PSC's Negotiating Team, Executive Council and Delegate Assembly. Mike has consistently argued that the basis for building the power of the PSC is to make a greater investment in organizers and organizing.



FOR UNIVERSITY-WIDE OFFICERS

Stanley Aronowitz is a Distinguished Professor of Sociology at the CUNY Graduate Center and director of CUNY's Center for the Study of Culture, Technology, and Work. Before joining the graduate faculty in 1983, Stanley spent eight years as a union organizer, was associate director of Mobilization for Youth on the Lower East side and director of Park East High School (the first experimental secondary school in the city), and taught at Columbia; University of California, Irvine; and University of Wisconsin, Madison. He has published prolifically.



Jonathan Buchsbaum, a professor of media studies at Queens College and in the Graduate Center's Theatre Department, is PSC chapter chair at Queens and a member of the PSC Executive Council. His scholarly work focuses on political film, most recently on the political economy of French cinema and on filmmaking in Nicaragua during the 1980s. As head of the Labor Goes to the Movies committee, he has organized and run the PSC's monthly film series since its inception in 2002.



Lorraine Cohen is a professor of sociology at LaGuardia Community College. As co-chair of the PSC Women's Committee, she has led the union's campaign to bring back to CUNY students on public assistance forced to drop their education for Workfare. Currently chapter chair at LaGuardia and a member of the Delegate Assembly, she is a staunch anti-racism fighter believing in grassroots organizing and the development of a labor movement that fights for a progressive social and political agenda.



John P. Pittman is associate professor in the Department of Art, Music, and Philosophy at John Jay College. His philosophical research has been on German critical theory and African-American philosophy. Active in the New Caucus since 2000, he has been a member of the Delegate Assembly since 2002 and a member of the Executive Council since 2004. He has



also been involved in the PSC's peace and justice work, establishing a committee at John Jay.

Nancy Romer, professor of psychology at Brooklyn College and director of BC's Community Partnership, which organizes faculty and students to provide after-school programs for low-functioning Brooklyn high school students, is currently a Senior College Officer on the PSC Executive Council, chairs the union's Peace and Justice Committee, and has been a co-chair of the Contract Campaign Committee. Outside of CUNY, she serves on the national steering committee of US Labor Against the War and of United for Peace and Justice.



FOR VICE PRESIDENT FOR SENIOR COLLEGES

Robert Cermele, associate professor of mathematics at NYCCT, has been on the faculty for thirty-four years and a PSC member for thirty-three. He is serving his second term as PSC chapter chair, was twice elected to the Executive Council as a Senior College Officer, and is a member of the Delegate Assembly. In March 2003, Bob became a Trustee of the Welfare Fund and subsequently the Fund treasurer. He is a representative to the University Faculty Senate, serving on its Budget Advisory and Status of the Faculty committees.



FOR SENIOR COLLEGE OFFICERS

Kathleen Barker is a professor of psychology at Medgar Evers College. She has served on MEC's College Council, the University Faculty Senate, and the latter's Executive Committee, and the Status of the Faculty Committee. She has taken grievance training in order to serve MEC members. Her scholarly work focuses on invisible workers, largely women in male-dominated professions, evolving labor conditions and the rise of contingent work, expertise that she brings to her PSC work. She is co-editor of *Contingent Work: Changing Employment Relations*.



Marilyn Neimark, professor of accounting and co-deputy chair of the Department of Accountancy at Baruch College, is vice-chair of Baruch's PSC chapter and a member of the PSC Finance Committee. For the past ten years, she has co-hosted and co-produced "Beyond the Pale: Radical Jewish Culture and Politics," a weekly program on WBAI radio, and she is co-founder of the grassroots activist group Jews for Racial and Economic Justice.



Alex Vitale, an assistant professor in Brooklyn College's Department of Sociology since 1999, is a fourth-generation unionist. After doctoral work at the CUNY Graduate Center, where for two years he was co-chair of the Doctoral Students Council and worked to improve conditions for CUNY adjuncts, he served on the PSC Delegate Assembly, the Brooklyn College chapter's executive committee and the PSC Solidarity Committee. His research focus is policing and urban politics. He is a consultant to NYACLU on policing political demonstrations.



FOR VICE PRESIDENT FOR COMMUNITY COLLEGES

Anne Friedman, professor of developmental skills at Borough of Manhattan Community College, is PSC Vice President for Community Colleges and represents the community colleges on the Negotiating Team. In 1997, she co-founded the Community College Conference, advocating for this constituency. She is on AAUP's Communi-



ty College and NYSUT's Community College Committees, and has served on the UFS Executive Committee since 1997. She is committed to collective and democratic work to build a strong, effective union.

FOR COMMUNITY COLLEGE OFFICERS

Jay Appleman, professor of mathematics at Queensborough Community College, has served as QCC's chapter chair since 2001, revitalizing the PSC departmental representative structure, and is currently implementing the appointment of a diversity advocate. He chaired the PSC Elections Committee, whose rules were revised during his tenure. Currently, he is on the PSC Legislation Committee and a delegate to AFT and NYSUT conventions. He will work to develop cohesiveness among CUNY's six community colleges.



Lizette Colón, a counselor at Hostos Community College, has spent twenty-three years at Hostos in various roles. As a member of the chapter Executive Board, she has been active with the staff in assuring their rights under the contract in the face of an intrusive administration that acts first and consults later. She feels that it is urgent for CUNY faculty to organize and demand a working environment where "we are valued, respected, and are not afraid to demand our rights."



Susan O'Malley, a professor of English at Kingsborough Community College, teaches at the CUNY Graduate Center and at the City College Center for Worker Education. She is a university-wide officer for the PSC, chairs the University Faculty Senate, and is a CUNY Faculty Trustee. She has served on the PSC's Legislative, Open Access, and Academic Freedom Committees. Susan is also a founder of *Radical Teacher* and has published extensively.



FOR VICE PRESIDENT FOR CROSS-CAMPUS CHAPTERS

Iris DeLutro, a HEO at the J.S. Murphy Institute for Worker Education and Labor Education, was elected Vice President of the Cross Campus Chapters in 2003. She is Vice Chair of the HEO Chapter, a member of many PSC committees and the Negotiating Team, serving also on NYSUT's Higher Education Council and Board of Directors. She worked with the AFT's Advisory Committee to develop a publication about best practices for professional staff. She was a 2005 AFT honoree.



FOR CROSS-CAMPUS OFFICERS

Donna Veronica Gill is the Coordinator of Scholarship Opportunities at Hunter College. A part of CUNY since 1986, she

has devoted fourteen of those years to the PSC. A tireless in-house grievance counselor for the past three years, she is also currently an alternate HEO representative to the Delegate Assembly and a member of the Contract Action Committee. Participating in the work of the PSC has helped her to grow as an activist who intends to contribute to the success of the union.



Steve Trimboli, a senior laboratory technician in the Department of Biological Sciences at Lehman College, has been an active member of the College Laboratory Technicians chapter and the PSC since the early 1980s. A member of the PSC Contract Negotiating Team, he is also on the union's Executive Council and the Delegate Assembly, serves as grievance chair of the CLT chapter and on the HEO/CLT Professional Development and the Grievance Policy committees. Steve has contributed importantly to achieving significant gains for cross-campus members.



Vera Weekes, assistant director of the Caribbean Research Center at Medgar Evers College, is a cross-campus officer and Executive Council member of the PSC, a grievance counselor, a member of the Grievance Policy Committee and co-chair of the Legislation Committee. Since 1995 she has worked tirelessly to assist displaced citizens from the island of Monserrat who were granted temporary protected status in the U.S. She lobbied for legislation to adjust their status, winning the support of both NYSUT and AFT.



FOR VICE PRESIDENT FOR PART-TIME PERSONNEL

Marcia Newfield, adjunct lecturer in the English Department at Borough of Manhattan Community College, was elected Vice President for Part-Time Personnel in 2003 and initiated First Friday meetings of the Delegate Assembly Part-Timer's Committee. She is on the Contract Negotiating Team and the Women's, Grievance Policy and Academic Freedom Committees. Other activities include: grievance counselor, representative to the Welfare Advisory Board, and member of adjunct advisory committees of AFT and AAUP.



FOR OFFICERS FOR PART-TIME PERSONNEL

Susan DiRaimo began her career at CUNY in 1981 as an Adjunct Lecturer of English as a Second Language at CCNY. She has also taught at Lehman College and Bronx Community College. She is co-chair of the PSC Open Access committee and a part-time officer who has worked to achieve job se-



curity and pension benefits for adjuncts, lobbying in Albany to extend unemployment benefits to this constituency. Away from CUNY, she is the Director of the Kingsbridge Heights Community Center homeless shelter.

David Hatchett has been an adjunct lecturer in English at a number of CUNY campuses, primarily Medgar Evers. Before CUNY, he was a freelance journalist who wrote for *Crisis*, the journal of the NAACP. For several years, he served as an organizer of part-timers at Medgar Evers and Hostos Community College. In 2005 he was elected to the Executive Council as a Part-time Officer. He is committed to working with the Diversity Committee and the PSC's Part-time Organizing Project as well as the Medgar Evers Labor Committee and Faculty Senate.



Diane Menna has been an adjunct lecturer in English across CUNY for over 20 years, primarily at Queens College. A member of the Executive Council and Part-timers Affairs Committee, she is currently a member of the Higher Education Council of NYSUT. Both on her campus and CUNY-wide, she has been active on PSC committees: Elections, Health and Safety, Constitution Review, and the Contract Steering Committee and has been a grievance counselor for adjuncts. Before the New Caucus, she was reluctant to join a "ma and pa" union that did not represent the interests of part-timers.



FOR RETIREE EXECUTIVE COUNCIL OFFICERS

Peter Jonas is a retired Associate HEO from LaGuardia Community College. As an active member of the Retirees' Chapter Executive Committee, he led the fight to gain timely rebates of Medicare Part B contributions for TIAA members. In the PSC Delegate Assembly and the PSC's state and national affiliates, he continuously works for improved funding for CUNY, better federal and state support of health benefits, an improved COLA for TRS members, and pension equity for active and retired TIAA-CREF members.



Jim Perlstein is a member of the Executive Board of the Retiree Chapter. Jim taught American and European history as a full-timer at CUNY, primarily BMCC, for 43 years. He is an Alternate Delegate to the PSC Delegate Assembly and co-chairs the PSC Solidarity Committee, coordinating PSC work on common issues with sister unions and with community, advocacy, and student groups. He serves on the union's Grievance Policy Committee and represents the union at the City Council, lobbying for immigrant rights. His resolutions on behalf of human rights have been acted upon by NYSUT.



PSC ELECTION REMINDER

Make sure to cast your vote!

✓ April 3: ballots mailed out by American Arbitration Association (AAA).

✓ April 10: If you are eligible to vote and have not received a ballot by April 10, call AAA at 800-529-5218 to request one.

✓ April 24: All ballots must be received by AAA, which is supervising the vote, by 5:00 pm.

FULL-TIME HIRING

Adjunct conversions help all

By STEVE LONDON
PSC First Vice President

What do 500 conversion lines for long-serving adjuncts have to do with full-time faculty reassigned time? The answer is, plenty. As CUNY management struggles to meet its stated goal of 70% full-time faculty instruction, one method it is using to reach this goal is squeezing full-timers' use of reassigned time. A more effective method for achieving the 70% goal, one that builds a stronger university, is to hire long-serving adjunct faculty into full-time positions.

The PSC has proposed, as part of this year's state budget for CUNY, the addition of 800 new full-time faculty lines and additional support positions. This number is divided into two parts: 300 lines to be distributed among the colleges for regular searches and 500 full-time lines reserved for long-serving adjunct faculty.

MASTER PLAN'S 70% GOAL

Another 100 conversion lines are also under discussion in the current contract negotiations.

This plan would allow eligible long-serving adjuncts to apply for full-time lecturer positions (with the possibility to earn a CCE) or tenure-bearing professorial titles, as appropriate. Hiring from within this pool would follow normal department procedures, and advancement possibilities would follow current CUNY Bylaws and state education law.

There is no doubt that we need thousands more full-time faculty to deliver the quality education our students deserve. Even with the addition of over 600 full-time lines in the last few years, we have actually lost ground in the senior and comprehensive colleges. Largely because of increased student enrollment at most CUNY colleges the percentage of undergraduate

instructional hours taught by full-time faculty is on the decline.

In 2004, according to figures released by the CUNY budget office, the senior colleges stood at 48.5% full-time instruction; at the comprehensives, the figure was 43.4%. In both cases, the share of undergraduate instructional hours taught by full-time faculty had dropped by approximately 2% since 2002. The community colleges did see an increase of seven percentage points during the same time period, finishing 2004 with 49.7% of instructional hours taught by full-timers.

CUNY is building in incentives for presidents to reach the 70% goal, and college presidents are evaluated on their progress toward meeting the goal. As a result, presidents and colleges are being *discouraged* from providing full-time faculty with "discretionary" reassigned time or time-based compensation for supervision of internships, doctoral and master's theses, independent study and other instructional activities – so that faculty spend more time in the classroom.

Full-time faculty have also experienced the withdrawal of reassigned

effectiveness and research productivity. It has a negative impact on faculty's professional lives, and damages recruitment and retention. This problem can be truly solved only by adding more resources – that is, more full-time lines.

ADJUNCT CONVERSION LINES

While the University should remain committed to obtaining more regular full-time faculty lines, the 500 conversion lines should be part of the mix as a way to move more quickly to the 70% goal. This proposal will draw upon an existing pool of experienced faculty who have taught our students for many years, undergoing continuous evaluation and observation, and offer them the opportunity for full-time status.

Converting to full-time positions in this way is relatively affordable. Right now, CUNY pays approximately \$28,000, including modest benefit costs, for 27 teaching hours of adjunct lecturers. These 27 teaching hours constitute a

full-time-equivalent (FTE) position. That is, to hire in a full-time lecturer position, 27 hours of current adjunct teaching, or one FTE, will be replaced by the new full-time line. Moving a currently teaching adjunct to a full-time lecturer position in this way will add between \$15,000 and \$20,000, including benefits, to University costs. This means CUNY can add 100 new full-time positions for less than \$2 million. The PSC's budget proposal is for 500 new positions at a cost of \$9 million. This is an affordable way make progress towards the 70% goal. Also, in a CUNY budget approaching \$2 billion dollars, this initiative is comparatively inexpensive.

Adjuncts have been teaching our students for years. CUNY and our students depend on them. Current-

ly, City University employs approximately 7,500 teaching adjuncts – up by 1,300 since 2000.

Adjunct faculty are hard-working, competent, and do half of CUNY's undergraduate teaching. The vast majority are adjunct lecturers who do the bulk of the core and foundational instruction in the University. On a semester-by-semester or an annual basis, they are evaluated, observed, and reappointed.

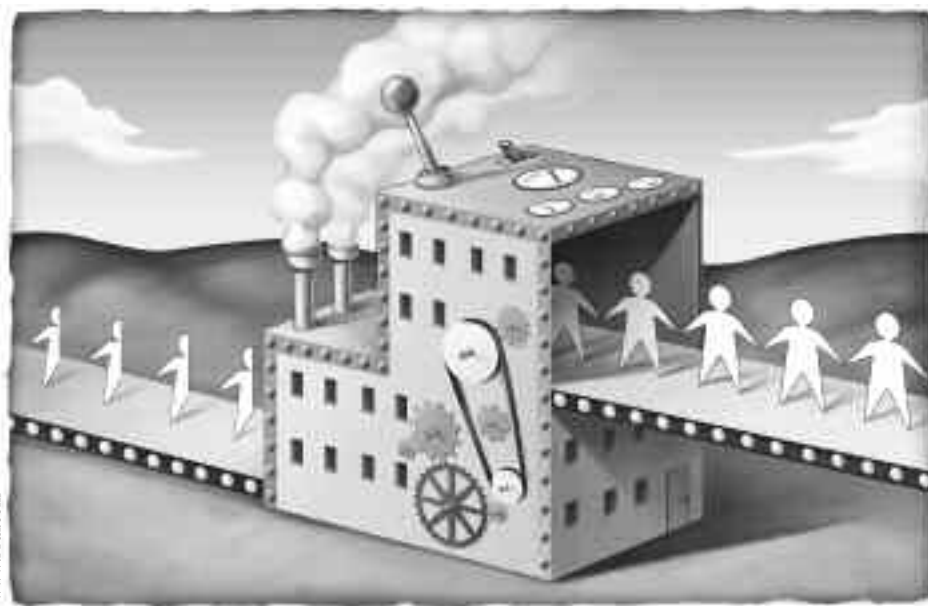
Yet both our students and adjunct faculty are short-changed by CUNY's current labor practices. Because adjunct faculty too often move from one college to another, they have little time to counsel students. Beyond the professional hour negotiated in the last contract, adjuncts are not paid to meet with students, do curriculum work or write letters of recommendation. This hurts both students and the development of educational policy by our departments.

SHORTCHANGED

We estimate that approximately 1,500 or more adjunct faculty rely on teaching for their sole source of income. CUNY maintains that adjunct faculty are hired "at will" – and that no matter how much they have proven themselves, they can be denied employment "for any reason, or no reason at all." Adjuncts are paid poverty wages, eligible for few benefits, and not integrated into the professional life of the institution.

CUNY, in part for financial reasons and in part as management philosophy, has an interest in maintaining this part-time, contingent work force. But employing more adjunct faculty makes the 70% goal harder to achieve, and leads management to put the squeeze on full-time faculty.

It is time for CUNY to move away from this exploitative practice, and to make adjunct conversions a legislative and bargaining priority. It's time to do this for the sake of quality education, and for the sake of fairness. Creating an opportunity for substantial numbers of these dedicated, long-serving faculty to win full-time status is an important step toward making CUNY the university that our students deserve.



www.i-rail.com

In CUNY as a whole, 47.7% of undergraduate instructional hours were taught by full-timers in 2004 – an increase of just 1.7% in two years. While it is essential to continue to add hundreds of regular full-time faculty lines in this and future budgets, given current budgetary realities, progress has been painfully slow. Basically, CUNY is treading water.

SQUEEZING THE FULL-TIME FACULTY

Meeting the 70% goal is part of the chancellor's "Performance Management Process." Centrally,

time for a range of activities that are vital to any healthy university: committee assignments, unsponsored research majors, student counseling and advisement and administrative work. In order to meet the 70% goal, reassigned time, especially for unsponsored research, has been withdrawn from full-time faculty to squeeze them to teach more classes. Unless CUNY changes course, this pressure is certain to get worse.

But squeezing time out of full-time faculty will only produce marginal gains toward the 70% goal – and in the end it will harm their

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15-MINUTE ACTIVIST

Make gains in Albany

The PSC initiated two pieces of legislation that would make a real economic difference. Both could pass this year – but only if legislators hear from you. Go to www.psc-cuny.org, to send instant faxes to your representatives. The first bill would bring pension equity to participants in TIAA-CREF and

other Optional Retirement Plans; after 10 years, CUNY, rather than the employee, would make the 3% contribution. The second would allow adjuncts in CUNY and SUNY to collect unemployment insurance, just as other workers do, when they are not employed in the summer.