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PASSED BY THE PSC DELEGATE ASSEMBLY – 12/16/04

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Resolution Title: Reaffirmation of Democratic Access to College
Submitted by: Professional Staff Congress/CUNY

WHEREAS, the United Nations International Covenant on Economic, Social and Cultural Rights (entered into force 1/3/76 in accordance with Article 27) mandates that “Higher education shall be made equally accessible to all, on the basis of capacity, by every appropriate means, and in particular by the progressive introduction of free education;” and

WHEREAS, open access to college unites the interests of K-12 and college teachers because it expands the population eligible to participate in the powers and pleasures of education; and

WHEREAS, the education and life chances of a significant segment of the population – especially people of color and new immigrants – as well as the economic health and vitality of all working people are at risk as social inequality continues to widen in the United States; and

WHEREAS, this access is being threatened; and

WHEREAS, maintaining high academic standards emphatically does not mean preventing high school graduates from entering senior colleges because they are in need of certain developmental or remedial courses; and

WHEREAS, the resolution was adopted by delegates to the New York State United Teachers Resolution Assembly but is due to expire in 2005; therefore be it

RESOLVED, that the New York State United Teachers strongly support the right of all high school graduates to have an equal opportunity to obtain a college education at affordable tuition (with progressive introduction of free college education), and therefore among other strategies, strongly supports the appropriateness of developmental and remedial courses in all public colleges and universities.

Resolution Title: Reaffirmation of Restoring Access to the City University of New York
Submitted by: Professional Staff Congress/CUNY

WHEREAS, the mission statement presented at the founding of the City College of New York (CUNY) in 1847 designated its highest role as educating “the children of the whole people;” and

WHEREAS, the City University of New York has been the national leader in providing access to higher education to a diverse population, even during periods when students were routinely excluded from other colleges on the basis of sex, religion, ethnicity, class, or race; and

WHEREAS, open access policies at the City University of New York (beginning with the Open Admissions program won in 1969 by faculty-supported, student-led direct action), have given hundreds of thousands of working-class students, students of color, women, and recent immigrants their only chance to obtain a first-rate college education; and

WHEREAS, open access policies of the City University of New York and others across the country have suffered political attacks from their inception, constantly rising tuition, the use of a single high-stakes tests as a barrier to admissions, precipitous cuts in public funding, the shrinking by half of the full-time CUNY faculty and staff, and increasing recourse by management to exploited part-time faculty; and

WHEREAS, the attack on open access has been sharply escalated by the CUNY Board of Trustees’ 1999 abolition of developmental and remedial course at the CUNY senior colleges; and

WHEREAS, the resolution was adopted by delegates to the New York State United Teachers Resolution Assembly but is due to expire in 2005; therefore be it

RESOLVED, that the New York State United Teachers strongly support the restoration of open access and developmental courses at the City University of New York.

Resolution Title: Reaffirmation of the Resolutions on Air Quality
in Our Schools
Submitted by: Professional Staff Congress/CUNY

WHEREAS, the number of schools that are aged and deteriorating increases, and the number of new schools built is increasing; and

WHEREAS, the Arab oil Embargo of 1973 changed the laws governing the levels of fresh air taken into public buildings, thereby changing the building code; and

WHEREAS, the buildings of today are more energy efficient, but often limit the amount of fresh air; and

WHEREAS, the use of many man-made building products that may off-gas also compromise the quality of indoor air; and

WHEREAS, more students today suffer from asthma and allergies that would only be heightened by poor indoor air quality; and

WHEREAS, this resolution was adopted by delegates to the New York State United Teachers Resolution Assembly but is due to expire in 2005; therefore be it

RESOLVED, that the New York State United Teachers advocate that any new construction and renovation plans approved by the State Education Department of New York affecting pre-K through Higher Education first meet the standards of American Society of Heating and Air-conditioning Engineers (ASHRAE), as well as be reviewed by an indoor air-quality specialist prior to the approval and construction.

Resolution Title: Reaffirmation of the Resolution on Healthy Schools
Submitted by: Professional Staff Congress/CUNY

WHEREAS, poor environmental conditions, which include indoor air quality, are the cause of the majority of OSHA's complaints from NYSUT members; and

WHEREAS, the health impact of poor environmental conditions creates illnesses, absenteeism and increased healthcare costs for NYSUT school district members and schools students; and

WHEREAS, a healthy school environment is an important component of successful learning; and

WHEREAS, this resolution was adopted by delegates to the New York State United Teachers Resolution Assembly but is due to expire in 2005; therefore be it

RESOLVED, that NYSUT actively support legislative and regulatory proposals that serve to improve school environmental conditions in public and private schools and universities at the state and national levels, and direct its legislative department to work toward this end and that, in addition, copies of this resolution be sent to members of the legislature and to the New York State AFL-CIO.

Resolution Title: Reaffirmation of the Resolution on Ergonomics
Submitted by: Professional Staff Congress/CUNY

WHEREAS, injuries/illnesses due to poor work design and organization are endemic in the United States; and

WHEREAS, these injuries can be permanently disabling if workplaces are not changed; and

WHEREAS, a recent NYSUT survey showed that over forty percent of surveyed SRP, BOCES and Special Education Teacher members experience ergonomic-related injuries/illnesses; and

WHEREAS, the Federal OSHA is under attack for promulgating OSHA ergonomic standards; and

WHEREAS, tens of thousands of public employees in New York are suffering from these injuries/illnesses; and

WHEREAS, New York PESH Act provides that the Hazard Abatement Board can promulgate standards; and

WHEREAS, this resolution was adopted by delegates to the New York State United Teachers Resolution Assembly but is due to expire in 2005; therefore be it

RESOLVED, that NYSUT continue to lobby strongly on the federal level for an enforceable OSHA standard; that NYSUT work with other public employee unions in New York to ensure that an ergonomic standard is adopted by the New York State Hazard Abatement Board; and that NYSUT continue its efforts to evaluate the extent of ergonomic hazards among its members and develop strategies to reduce/eliminate those hazards.

Resolution Title: Reaffirmation of Resolution on State and Federal
Legislation of Healthcare Staffing

Submitted by: Professional Staff Congress/CUNY

WHEREAS, staffing in many of our hospitals and health facilities has been cut to dangerously low levels; and

WHEREAS, there is currently no recognized standard for appropriate staffing levels in hospitals and health facilities; and

WHEREAS, in states where legally mandated hospital staffing levels do exist, they are often arbitrary and inadequate; and

WHEREAS, most states do not require hospitals and health facilities to collect information of staffing levels, therefore making it impossible to demonstrate the relationship between low staffing levels and negative patient outcomes; and

WHEREAS, this resolution was adopted by delegates to the New York State United Teachers Resolution Assembly but is due to expire in 2005; therefore be it

RESOLVED, and reaffirmed that NYSUT continue to urge AFT to advocate each state to pass legislation that would mandate the collection and public disclosure of information required to evaluate the relationship between staffing and patient outcomes; and be it further

RESOLVED, and reaffirmed that NYSUT urge AFT to press that reasonable and appropriate mandatory staffing levels for hospitals and other healthcare facilities be established in each state to ensure patient safety and adequate quality of patient care.

Resolution Title: Reaffirmation of the Resolution on Protection from Genetic Discrimination

Submitted by: Professional Staff Congress/CUNY

WHEREAS, scientists have made a great advance by completing a map of the human genome, and while this accomplishment can provide a road map that can aid in the early detection, prevention and treatment of disease, such information, used in the wrong way, could lead to discrimination by employers who might wish to avoid hiring individuals who are genetically predisposed to a variety of conditions; and

WHEREAS, this information could also be misused by benefits' providers to avoid providing insurance or other benefits to individuals whose genetic information might deem them as less desirable to the providers; and

WHEREAS, NYSUT has a long, proud history of maintaining vigilance against unfair discrimination; and

WHEREAS, this resolution was adopted by delegates to the New York State United Teachers Resolution Assembly but is due to expire in 2005; therefore be it

RESOLVED, that NYSUT include in its legislative package a bill that prohibits employers from requiring genetic testing or using genetic information as a condition of employment or promotion, and prohibits benefits providers from requiring genetic testing and from using genetic information as a basis of coverage, benefits, or premiums.

Resolution Title: Reaffirmation of the Resolution on Preserving
Public Education

Submitted by: Professional Staff Congress/CUNY

WHEREAS, charter school funding has a seriously debilitating effect on the financial well-being of school districts in which they are located; and

WHEREAS, citizens across the state have no democratic involvement in decisions to establish charter schools in their school districts; and

WHEREAS, significant proportions of local public school tax dollars are being transferred out of school districts to fund the profits of national and transnational educational corporations; and

WHEREAS, this resolution was adopted by delegates to the New York State United Teachers Resolution Assembly but is due to expire in 2005; therefore be it

RESOLVED, that NYSUT continue to resist all attempts to privatize public education; and be it further

RESOLVED, that NYSUT support legislation that would prohibit the establishment of private, for-profit charter schools which undermine the funding of our public schools; and be it further

RESOLVED, that NYSUT support legislation to make whole districts suffering from financial loss resulting from the re-direction of public education revenues to support charter schools.

Resolution Title: Reaffirmation of the Resolution on Workers' Compensation
Submitted by: Professional Staff Congress/CUNY

WHEREAS, thousands of NYSUT members experience job-related injuries and illnesses every year; and

WHEREAS, a recent survey shows that many of these members do not exercise their rights by filing workers' compensation claims; and

WHEREAS, employers, workers' compensation carriers and the compensation system all serve to discourage and frustrate the filing of compensation claims; and

WHEREAS, workers' compensation is an important financial and health care resource for injured and ill workers; and

WHEREAS, this resolution was adopted by delegates to the New York State United Teachers Resolution Assembly but is due to expire in 2005; therefore be it

RESOLVED, that NYSUT actively support legislative and regulatory efforts to improve the workers' compensation system for workers and to fight efforts to diminish benefits, rights and access to workers' compensation, and direct its legislative department to work toward this end and that, in addition, copies of this resolution be sent to members of the legislature and to the New York State AFL-CIO.

Resolution Title: Reaffirmation of the Resolution on Sales Tax of
Laboratory Tests
Submitted by: Professional Staff Congress/CUNY

WHEREAS, the cost of prescribed laboratory tests has been a deductible item on both Federal and New York State income tax returns; and

WHEREAS, New York State has been applying a sales tax to the cost of these tests for more than a year; and

WHEREAS, it is hypocritical for the State to allow a deduction as a medical expense and then to tax the cost of such expense; and

WHEREAS, this resolution was adopted by delegates to the New York State United Teachers Resolution Assembly but is due to expire in 2005; therefore be it

RESOLVED, that NYSUT seek legislation to have the tax discontinued forthwith.

Resolution Title: Reaffirmation of the Resolution on New York State Funding for Higher Education

Submitted by: Professional Staff Congress/CUNY

WHEREAS, New York State is a major center of the new economy, representing professionals, service, commerce and public sector employees; and

WHEREAS, New York State is a major magnet for first-generation immigrants; and

WHEREAS, New York State is home to large concentrations of women and minority workers; and

WHEREAS, City University of New York (CUNY) and State University of New York (SUNY), including the community colleges, are the major educational institutions of New York State that provide the education and skills for the future employees and tax payers of New York State; and

WHEREAS, CUNY was once tuition-free, but under-funding by New York State makes CUNY senior college tuition 12% higher than the national average for public four-year colleges and CUNY community college tuition is 83% higher than the national average for two-year colleges; and

WHEREAS, overall, New York needs to make a bigger effort to fund public higher education as documented by "Measuring Up 2000: The State-by-State Report Card for Higher Education," a report from the National Center for Public Policy and Higher Education; and

WHEREAS, New York ranks 50th in funding increases in state and local appropriations for higher education from 1990-1999, according to "Measuring Up"; and

WHEREAS, New York ranks 42nd for dollars per \$1000 of personal income in FY 1999 allocated for higher education; and

WHEREAS, New York ranks 33rd in per capita allocation for higher education in FY 1999; and

WHEREAS, New York's students pay the highest percent of their income, 33% for tuition at the lowest-priced colleges, while the national average is 15%; and

WHEREAS, this resolution was adopted by delegates to the New York State United Teachers Resolution Assembly but is due to expire in 2005; therefore be it

RESOLVED, that New York State United Teachers call upon the political leadership of the legislative and executive branches of NYS government to dramatically increase appropriations for public higher education so that New York State takes its rightful place among those states which lead in educational expenditures for public institutions of higher education.

Resolution Title: Resolution on Tenure
Submitted by: Professional Staff Congress/CUNY

WHEREAS, tenure was established to protect academic freedom and derives from the recognition that such freedom is essential to the mission of universities; and

Whereas, the 1940 legislation establishing tenure at CUNY (Section 6212.3 of the New York State Education Law) is one of the landmarks in the history of tenure in this country, having been won through mass action and political advocacy by students and faculty, including the Legislative Conference of the NY College Teachers Union, AFT local 537, one of the precursors to the PSC; and

Whereas, the Office of the Chancellor of the City University of New York has announced its intention to introduce legislation to lengthen the untenured period from five to seven years; and

Whereas, the Chancellor's Office went directly to the State Legislature in 2004 without consultation with those who would be affected—faculty and staff of the colleges—and without negotiation with the PSC about the impact of such a change on the terms and conditions of employment; and

Whereas, the introduction of the tenure question at this moment of a conservative political climate gives opponents of faculty rights and academic freedom an opportunity to make an assault on the open public university; and

Whereas, there is no indication that CUNY's rate of successful tenure is lower than the national norm, approximately 85 - 90%, a rate that testifies to the way peer support and guidance, typical at CUNY, has enabled the majority of tenure candidates to meet the expectations teaching, scholarship, and service; and

Whereas, the legislation proposed by the Chancellor's Office is an opening for the opponents in the legislature to attack job security for faculty, as has occurred across the country, where only 35% of all college faculty currently serve in tenure or tenure-track positions; and

Whereas, the proposal to extend the untenured period emanates, in part, from the state's failure to adequately fund CUNY and the concession and resignation of the CUNY administration to this circumstance; and

Whereas, loss of state support has resulted in too little funding to support faculty research, scholarship and creative work; and too little funding for provisions such as start-up packages for scientific laboratories, adequate parental leave and childcare; and

Whereas, there is no evidence to indicate that lengthening the tenure clock benefits women, as has been claimed by management, although there *is*

evidence that providing research support, reasonable course loads, childcare and adequate parental leave *does* benefit women; and

Whereas, stretching the tenure clock lengthens the time when faculty may not feel fully protected by academic freedom and the opportunity to participate in the full life of the campus; and

Whereas, an increase in the probationary period decreases job security, delays raises in salary, increases the period of most intense managerial control, increases the time during which dissenting voices may be silenced;

Whereas, the PSC believes that this is not the moment to open a debate on tenure but rather a conversation on what is needed at CUNY to make it possible for faculty to succeed, namely adequate research leave, manageable course loads, access to childcare, and ample parental leave, and support for scientists conducting research in labs; therefore be it

Resolved, that NYSUT support the Professional Staff Congress in its opposition to any attempt to lengthen the tenure clock at this time; that the membership and leadership actively oppose the legislation; and call on Chancellor Goldstein and the Board of Trustees to withdraw their tenure proposal and instead join the PSC in advocating for investment in the forms of support that have been *demonstrated* to promote scholarship and research.

Resolution Title: Resolution in Support of the Safety and Freedom Ensured Act (SAFE Act)
Submitted by: Professional Staff Congress/CUNY

WHEREAS, the Safety and Freedom Ensured Act (SAFE Act), S. 1709, a bipartisan bill supported by diverse organizations, corrects many concerns that members of higher education have with certain provisions of the PATRIOT Act; and

WHEREAS, the SAFE Act will permanently narrow the “sneak and peek” provisions known as delayed notification warrants that allow law enforcement agencies to perform searches without informing the subject in a timely manner; and

WHEREAS, the SAFE Act would modify section 215 of the PATRIOT Act that now allows the FBI to obtain Americans’ medical, business, library and even genetic records without probable cause; and

WHEREAS, the SAFE Act curtails the expanded authority of the Justice Department to seize personal information about Americans by issuing subpoenas at the sole discretion of the Attorney General; and

WHEREAS, the Bush Administration has argued against altering section 215 by stating that opposition to the PATRIOT Act is opposition to patriots; therefore be it

RESOLVED, that NYSUT support the SAFE Act, S. 1709, and urge the AFT to work to enact it into legislation.

WHEREAS, the United Nations International Covenant on Economic, Social and Cultural Rights (entered into force 1/3/76 in accordance with Article 27) mandates that “Higher education shall be made equally accessible to all, on the basis of capacity, by every appropriate means, and in particular by the progressive introduction of free education;” and

WHEREAS, open access to college unites the interests of K-12 and college teachers because it expands the population eligible to participate in the powers and pleasures of education; and

WHEREAS, the education and life chances of a significant segment of the population – especially people of color and new immigrants – as well as the economic health and vitality of all working people are at risk as social inequality continues to widen in the United States; and

WHEREAS, this access is being threatened; and

WHEREAS, maintaining high academic standards emphatically does not mean preventing high school graduates from entering senior colleges because they are in need of certain developmental or remedial courses; and

WHEREAS, the resolution was adopted by delegates to the New York State United Teachers Resolution Assembly but is due to expire in 2005; therefore be it

RESOLVED, that the New York State United Teachers strongly support the right of all high school graduates to have an equal opportunity to obtain a college education at affordable tuition (with progressive introduction of free college education), and therefore among other strategies, strongly supports the appropriateness of developmental and remedial courses in all public colleges and universities.

Resolution Title: Resolution on the Academic Bill of Rights (Student Bill of Rights)

Submitted by: Professional Staff Congress/CUNY

WHEREAS, the Academic Bill of Rights purports to advocate political pluralism and diversity; and

WHEREAS, the American Association of University Professors (AAUP) endorses that principle but believes that the Academic Bill of Rights is an “improper and dangerous method for its implementation” since there are mechanisms in place to protect this principle; and

WHEREAS, the proponents of the Academic Bill of Rights attempts to enforce diversity that is narrowly based upon political categories or membership in a political party; and

WHEREAS, the Academic Bill of Rights directs colleges and universities to enact guidelines for hiring faculty that would measure diversity by political standards that “diverge from the academic criteria of the scholarly profession; thereby corrupting the academic integrity of universities”, and

WHEREAS, the Academic Bill of Rights declares that all knowledge is opinion and that all opinions are equally valid; and

WHEREAS, the Academic Bill of Rights expresses distrust of faculty’s ability to make academic judgments and undermines their authority in guiding and instructing students; and

WHEREAS, the Academic Bill of Rights, in reality, infringes on the very principles that it purports to advocate and undermines the academic freedom that it claims to support by prohibiting faculty and their colleges from making the decisions necessary to instruct students and advance knowledge; and

WHEREAS, it transfers the responsibility of student competence to the administration of colleges and universities and threatens to impose administrative and legislative oversight over the professional judgment of faculty; and

WHEREAS, Students for Academic Freedom, with chapters on 135 campuses, has launched a national campaign to have state legislatures and Congress approve an “academic bill of rights” that protects students and faculty from discrimination because of their political beliefs; therefore be it

RESOLVED, that NYSUT and AFT repudiate any legislative attempts to incorporate an Academic Bill of Rights into law and oppose any attempt of the State to impose it on the colleges and universities of New York State; and be it further

RESOLVED, that NYSUT develop a campaign along with the AFT to combat the propaganda and expose the Academic Bill of Rights for what it is, the subversion of academic freedom.

Resolution Title: Resolution on Pharmaceutical Companies
Submitted by: Professional Staff Congress/CUNY

WHEREAS, the protocol for patient care has shifted largely from in-hospital to out-patient care; and

WHEREAS, out-patient care fosters patients' dependency on prescription drugs; and

WHEREAS, the cost of prescription drugs has been rising on the average of 18% a year; and

WHEREAS, research on medicine and cures for diseases was once conducted by scientists and independent researchers with the support of private and federal grants; and

WHEREAS, most pharmaceutical research is now largely performed by the same for-profit companies that manufacture and market the drugs; and

WHEREAS, marketing to doctors and potential users increases the demand for expensive new prescription drugs even when their effectiveness for most patients is no better than existing, cheaper alternatives; and

WHEREAS, pharmaceutical companies spend massive amounts each year to lobby Congress to ensure the continuation of the high prices of drugs and the extension of patents for minor revisions of existing drugs or expanding their use; and

WHEREAS, the lobbying has resulted in Congress's unwillingness to regulate the price of drugs or to bargain with companies for lower prices for Medicare or permit drug re-importation from Canada or other reliable sources; and

WHEREAS, the lobbying, research, marketing, and manufacturing costs are passed on to the consumer, thus contributing to the high cost of drugs; and

WHEREAS, the escalating, run-away costs contribute to the impoverishment of retirees and the bankruptcy of union benefit funds which must increase co-pays or introduce exclusionary measures; and

WHEREAS, NYSUT has demonstrated support for fair drug pricing by including in its 2004 Legislative Program the *Fair Pricing for Prescription Drugs Act (S-3942/A-427)*; therefore be it

RESOLVED, that NYSUT work with the American Federation of Teachers (AFT) and the AFL-CIO to urge Congress to institute measures to control drug costs, including permitting the re-importation of drugs; and be it further

RESOLVED, that NYSUT urge the authorities in Albany to negotiate a low-price buying plan; and be it further

RESOLVED, that NYSUT and AFT pressure Congress and the Bush Administration to provide adequate funding that supports more independent research and insures drug efficacy and safety.

Resolution Title: Resolution on Coca-Cola
Submitted by: Professional Staff Congress/CUNY

WHEREAS, more than 3,000 trade unionists have been assassinated in Colombia since 1990; and

WHEREAS, both NYSUT and the AFT are on record as denouncing what the AFT Executive Council has called “the persistent violence against teachers and other working people in Colombia,” noting “...that trade unionists continue to be the targets of threats, physical intimidation, displacement and even assassination”, and

WHEREAS, the Coca-Cola Company and its Colombian bottlers are being sued in the United States under the Alien Claims Tort Act for having “contracted with or otherwise directed paramilitary security forces that used extreme violence and murdered, tortured, and unlawfully detained or otherwise silenced trade union leaders”, and

WHEREAS, after a fact-finding trip to Colombia in 2004, a delegation of labor, educators and student representatives concluded that Coca-Cola is complicit in human rights abuses in Colombia,” and that its “complicity is deepened by its repeated pattern of bringing criminal charges against union activists who have spoken out about the company’s collusion with the paramilitaries”, and

WHEREAS, the Proxy Committees of the New York City Employees’ Retirement System and the New York City Teachers’ Retirement System, holders of 5,257,217 shares of Coca-Cola Company common stock with an estimated market value of \$209,132,092 resolved on October 6, 2004 to submit a shareholder proposal at Coca-Cola’s next annual meeting asking that the company sponsor an independent investigation of allegations against the company, said investigation to include representatives from the United States and Colombian human rights organizations; therefore be it

RESOLVED, that NYSUT refrain from serving or selling Coca-Cola products at its offices or at any venues for its events, meetings, conferences and conventions until the allegations have been investigated; and be it further

RESOLVED, that NYSUT recommend to all its affiliates that they not serve or sell Coca-Cola products at their offices or at venues for their events, meetings, conferences and conventions.

Resolution Title: Resolution to Stop War Crimes and Ethnic Cleansing In Darfur
Submitted by: Professional Staff Congress/CUNY

WHEREAS, in the words of the historian Douglas Johnson, “ The Sudan entered the twenty-first century mired in not one, but many civil wars . . . Fighting has spread into theatres outside the southern Sudan, and beyond the Sudan’s borders. Not only are Muslims fighting Muslims, but ‘Africans’ are fighting ‘Africans.’ A war once described as being fought over scarce resources is now being waged for the total control of abundant oil reserves . . . the overall civil war which is composed of these interlocking struggles has continued for so long, far outlasting the international and regional political configurations which at one time seemed to direct and control it” (*The Root Causes of Sudan’s Civil Wars*, Indiana 2004, xi); and

WHEREAS, news reports and detailed investigations by Amnesty International (*Empty Promises*, July 16, 2003), and Human Rights Watch (*Darfur in Flames*, April 2, 2004) have confirmed large-scale human rights abuses, war crimes, and ethnic cleansing against civilians in the Darfur region of western Sudan, carried out by government troops and government-supported militias (the Janjaweed), in the context of a counter-insurgency campaign against two armed rebel groups; and

WHEREAS, these crimes have resulted in tens of thousands of civilian deaths and the displacement of more than a million and a half people, in scorched-earth campaigns, rape, and aerial bombing of villages destroying dwellings and farming implements, amounting to possibly one of the worst current humanitarian crisis in the world; and

WHEREAS, the Sudanese government has been unable or unwilling to disarm, restrain, or control the Janjaweed militias (in a pattern repeated many times in the twenty-one years of Sudan’s civil wars); peace talks and a small African Union monitoring force have been unable to stop the atrocities; and the Security Council resolution of September 18, 2004 (on which China, Russia, Pakistan, and Algeria abstained) fails to enforce effective sanctions against the Sudanese government, while China has declared its intention to veto any future sanctions; and

WHEREAS, the picture in Darfur is further clouded by great-power rivalries over oil, arms, and influence in Sudan, reflected in the pro-regime UN position taken by China, which holds a 40% stake in Sudan oil and is a major arms supplier to the government, and the contrary anti-regime position taken by the U.S. government, which has declared genocide in Darfur, and passed a bill in Congress imposing sanctions; and

WHEREAS, as a federation of teacher unions, NYSUT wishes to express our direct solidarity with the teachers, students, civilian population, and people under arms in Darfur suffering under these conditions, without aligning ourselves with other political agendas on Sudan; therefore be it

RESOLVED, that NYSUT recommend that the AFT add the voice of teacher unions to human rights organizations, and call on the UN Security Council to pressure the government of Sudan to end the attacks on civilians, disarm the militias, and negotiate with the rebel movements in Darfur as part of the overall Sudan peace process; and be it further

RESOLVED, that NYSUT recommend that the AFT appeal to the AFL-CIO, and our colleagues in the organizations of the international labor movement to support this call for effective action by the UN Security Council to end the atrocities in Darfur.

Resolution Title: Resolution to Protect Workers from Harassment and Abuse,
Creating a Hostile Work Environment

Submitted by: Professional Staff Congress/CUNY

WHEREAS, federal, state, and local anti-discrimination laws have identified that a hostile work environment can also be discriminatory when such an environment leads to differential treatment based on race, sex, ethnicity, religion or sexual preference; and

WHEREAS, the EEOC has prosecuted thousands of cases on behalf of workers whose peers or supervisors have subjected them to harassment, abuse, humiliation or degradation based on their race, sex, ethnicity, religion, or sexual preference; and

WHEREAS, these cases document the kinds of supervisory behavior that constitute harassment and/or abuse and create hostile work environments; and

WHEREAS, anti-discrimination statutes hold employers liable for discriminatory behavior and hostile work environments whether the abuse is supported by peers, middle management, or workplace culture; and

WHEREAS, such abuse is often sanctioned directly or indirectly by human resource policies, including providing technical assistance to managers and managerial mentoring to avoid accountability; and

WHEREAS, only 15% of workers are covered by unions, and most collective bargaining contracts have difficulty addressing managerial excesses, due to a past practice of deferring to managerial prerogatives; and

WHEREAS, employers often have the power to be arbitrary and capricious in relation to hiring, firing and supervision; and

WHEREAS, the abuse of power by employers is quite common; a study indicates that one in six workers experiences bullying or harassment in a given year; and

WHEREAS, often the intent of sustained abuse or harassment is to drive an employee from a position for reasons other than just cause; and

WHEREAS, employers are responsible to provide work conditions that protect the health of employees; and

WHEREAS, good managers provide a climate that facilitates employees' productive completion of assignments, and

WHEREAS, workers subject to a boss's bullying behavior can suffer severe physical and mental health damages; therefore be it

RESOLVED, that NYSUT, with AFT and the AFL-CIO, seek legislation that protects workers from treatment that would create a hostile work environment based on the patterns established in the anti-discrimination statutes; and be it further

RESOLVED, that NYSUT research legislation that exists in other countries or states that prohibits staff mistreatment by supervisors.

Resolution Title: Resolution to Support Health Insurance And Universal Healthcare
Submitted by: Professional Staff Congress/CUNY

WHEREAS, the probability, at this time, of achieving universal healthcare nationally is very low; and

WHEREAS, Canada achieved universal healthcare only after the program was adopted by individual provinces; and

WHEREAS, Hawaii is the first and only state in the United States to adopt a successful program of universal healthcare coverage; and

WHEREAS, pressure to adopt a national program for the United States will grow as more states develop a universal healthcare program; and

WHEREAS, the United States spends 15% of its Gross National Product on healthcare, yet the U.S. healthcare system is ranked only 37th best by the World Health Organization; and

WHEREAS, according to the Hunger Action Network of NY State, more than three million New Yorkers still lack healthcare coverage; and

WHEREAS, nationally 45 million Americans lack health coverage; and

WHEREAS, medical treatment is largely controlled by HMOs and insurance firms that increase the cost of health insurance by imposing high administrative fees and overhead; and

WHEREAS, these entities achieve profit by excluding from coverage high risk people and limit the care that those covered can receive; and

WHEREAS, union employees are bearing the burden of increased health insurance costs thus eroding the value of salary increases; and

WHEREAS, unions are finding it increasingly difficult to bargain locally for adequate healthcare coverage for their members; and

WHEREAS, access to good healthcare should be a public entitlement not dependent upon private profit; and

WHEREAS, NYSUT, in its 2004 state legislative program, supported A-1071 that directs the commissioners of the State Insurance Fund to establish a single-payer healthcare plan for all New Yorkers and S-1575, establishing a comprehensive system of universal access to health insurance; therefore be it

RESOLVED, that NYSUT urge AFT to encourage its state locals to work to achieve universal healthcare within their states as an incentive for the development of a national program in the United States; and be it further.

RESOLVED, that NYSUT continue to work with the state legislature to enact such legislation; and be it further

RESOLVED, that NYSUT explore ways of assisting its locals in providing sound healthcare coverage for their members.

Resolution Title: Resolution in Opposition to the College Access and Opportunity Act, H. R. 4283
Submitted by: Professional Staff Congress/CUNY

WHEREAS, Representative Howard McKeon has pledged that he will reintroduce the College Access and Opportunity Act, H. R. 4283, in the 109th Congress; and

WHEREAS, H. R. 4283 will be the focus of the debate about the reauthorization of the Higher Education Act (HEA); and

WHEREAS, the definition section of H. R. 4283 includes language from the so-called Academic Bill of Rights; and

WHEREAS, 47 higher education associations, including the American Association of Colleges for Teacher Education, the American Association of Community Colleges, the American Association of State Colleges and Universities, the American Association of Presidents of Independent Colleges and Universities, the Association of American Medical Colleges, and the National Association for Equal Opportunity in Higher Education, to name a few, have sent a letter to the bill's co-sponsors, Congressmen McKeon and Boehner, stating that H. R. 4283 fails to make good on its promise to enhance college access and affordability; and

WHEREAS, the organizations specifically state that the bill:
does not increase the maximum Pell award and simply redistributes existing funds across a larger number of institutions;

imposes costly and 'enormous' regulatory and reporting burdens on campuses that will result in higher tuition;

will have an adverse impact on accreditation and transfer of credits in that it 'comes close to making accrediting agencies arms of the Department of Education and to federalizing the transfer of credits;'

moves decision-making and authority on academic matters from the campus to federal bureaucrats; therefore be it

RESOLVED, that NYSUT work with AFT and other higher education associations to ensure modifications and revisions in H.R. 4283 so that the HEA increases financial support to students and institutions and allows greater access to higher education.

Resolution Title: Resolution for Paid Family Leave
Submitted by: Professional Staff Congress/CUNY

WHEREAS, many working people are under stress trying to meet both work and family responsibilities; and

WHEREAS, such conflicting demands are even more acute at the birth or adoption of a child or when a child, spouse, domestic partner or parent has a serious illness; and

WHEREAS, the Federal Family Medical and Leave Act (FMLA) only provides for unpaid leave which most working people can not afford to take; and

WHEREAS, some states and a number of union contracts already offer paid family-leave for childbirth, adoption or serious illnesses of family members as well as domestic partners; and

WHEREAS, women are the primary caretakers and participate in the paid labor force at almost the same rate as men; and

WHEREAS, few employers have policies that effectively reduce conflicts between work and family commitments; and

WHEREAS, employers and employees benefit when the stress between home and work is alleviated; and

WHEREAS, the cost of paid family-leave is modest if funded through a specifically designed insurance mechanism that is outlined in the FMLA; therefore be it

RESOLVED, that NYSUT urge New York State to include up to 12 weeks of family-leave at full pay for public employees as long as this employer has 50 or more employees; and be it further

RESOLVED, that the 12 weeks of paid leave not run concurrently with sick leave; and be it further

RESOLVED, that the cost be borne through an employer-sponsored insurance mechanism; and be it further

RESOLVED, that employees who use this leave not experience any loss of standing upon return to work.

Resolution Title: Resolution on the Ethics Law
Submitted by: Professional Staff Congress/CUNY

WHEREAS, in 1988 the NYSUT RA passed the following resolution:

That NYSUT will take all steps necessary to use those provisions of the ethics legislation that permit exemptions to secure exclusions, as a class, of the members of the UUP and PSC bargaining units from the requirements of the 1987 ethics legislation; and

WHEREAS in 1989, the NYSUT Board of Directors adopted a resolution in support of securing exemptions from the rules and regulations of the new Ethics Law for our higher education members:

That the New York State United Teachers shall do all in its power to gain exemption for all of its higher education membership;

That in the interest of creating a more effective approach to securing such exemptions, NYSUT shall coordinate the appeal in conjunction with its higher education affiliates; and

WHEREAS, members of UUP and PSC/CUNY are no longer entitled to file a short form but, except for those able to obtain a waiver, are now required to file full disclosure; therefore be it

RESOLVED, that NYSUT reaffirm its commitment to gaining exemptions from the rules and regulations of the new Ethics Law for higher education members.

Resolution Title: Resolution in Opposition to Embargoed Materials
Submitted by: Professional Staff Congress/CUNY

WHEREAS, the PEN American Center, the National Coalition Against Censorship along with a diverse group of organizations have expressed opposition to a trade embargo threat to the First Amendment; and

WHEREAS, scientific, literary and artistic works that originate in countries that have trade sanctions against them by the United States are included in the trade embargo; and

WHEREAS, the Office of Foreign Assets Control of the Treasury Department (OFAC) has concluded that embargoes apply to informational materials such as publications, films and artwork that are not camera-ready; and

WHEREAS, such works may be embargoed if the US publisher, editor or co-author alters or enhances them in any way; and

WHEREAS, OFAC has said that any substantive change to a manuscript, including 'collaborative interactions,' of an author in a sanctioned country is prohibited without prior government approval; and

WHEREAS, the rules cast a pall over US publication of the works of authors in these countries; and

WHEREAS, there is no claim that the restrictions protect the US from terrorism, but, rather, the sanctions keep Americans ignorant of the work of scientists, writers and artists in these countries; therefore be it

RESOLVED, that NYSUT and the AFT deplore the embargo against ideas and the threat to the academic community's and the public's access to and dissemination of information and research; and be it further

RESOLVED, that NYSUT and AFT and other academic organizations demand an elimination of the embargo.

Resolution Title: Resolution for NYSUT to Widely Publicize Its Commitment To Establish Equity For Adjunct Faculty/Staff, Including but not Limited To Its Higher Education Omnibus Model Legislation
Submitted by: Professional Staff Congress/CUNY

WHEREAS, since 1978 the NYSUT RA has supported recognition of adjuncts in various ways, including that conditions of employment for adjunct, casual, temporary and part-time employees shall correspond to those for full-time employees in similar positions; and

WHEREAS, those policies were extended by the Board of Directors in December, 2001, and from 2002-2004 resolutions were passed that committed NYSUT to:

- Follow the recommendations of the AFT and other national higher education organizations to achieve dignified working conditions for adjunct/part-time faculty comparable to that of full-time faculty;
- Equal pay for equal work at the appropriate academic rank;
- Full medical, dental and retirement benefits (including choice of benefit plans)
- Adequate office space and facilities for adjunct/part-time faculty;
- Participation in campus governance;
- Opportunity for professional development, including financial support for research and creative work;
- Official recognition of the principle of conversion to permit the hiring of adjunct/part-time faculty for full-time vacancies;
- Official recognition of the principle of seniority in appointments and reappointments, including guarantees of due process in non-reappointments;
- Legislation to amend Workers' Compensation Law, Article 9, Disability Benefits, to eliminate the exemption of educational institutions from providing mandatory long-term disability coverage to employees
- Legislation to ensure unemployment coverage for part-timers;

WHEREAS, NYSUT is developing Higher Education Omnibus Model Legislation that includes equity for adjuncts; and

WHEREAS, despite NYSUT's efforts to date, structural inequity persists, along with insufficient public awareness of the damaging, inequitable conditions under which the adjunct/part-time faculty work; therefore be it

RESOLVED, that NYSUT widely publicize the remedies it supports, including the adverse affects of continual exploitation of its part-time faculty on all faculty, students and the institutions of public higher education; and be it further

RESOLVED, that NYSUT annually report on its progress and the progress of its higher education locals in achieving equitable treatment of part-time faculty.

Resolution Title: Resolution on Academic Freedom at John Jay College/CUNY
Submitted by: Professional Staff Congress/CUNY

WHEREAS, President Jeremy Travis of John Jay College of Criminal Justice, City University of New York, acceded to groups external to the college and banned Adjunct Lecturer Susan Rosenberg from further employment at John Jay College; and

WHEREAS, NYSUT is on record in support of academic freedom, faculty governance and due process for all faculty; and

WHEREAS, the AAUP recommends that institutional integrity requires that part-time and other contingent faculty be afforded the same academic freedom and due process as tenured full-time faculty; and

WHEREAS, the 2004 AAUP report regarding the dismissal of Mohammad Yousry concluded that CUNY administration's suspension of an adjunct faculty member without procedural safeguards and in violation of its own rules concerning the reappointment of adjunct faculty is inimical to AAUP's principles of academic freedom; * and

WHEREAS, the John Jay College Thematic Studies Program chose to offer courses on prison writing as part of its curriculum; and

WHEREAS, the faculty of the John Jay College Thematic Studies Program judged Susan Rosenberg to be qualified for this assignment and assigned her to teach such courses; and

WHEREAS, the Emerald Society of the Rockland County, N.Y. Police Department, a voluntary police association external to John Jay College demanded that Susan Rosenberg be banned from teaching at John Jay College solely because of a prior conviction for which she was pardoned and unproven accusations of her involvement in the 1981 Brink's robbery in Rockland County, N.Y.; and

WHEREAS, President Travis acceded to the demands of an external group for reasons completely unrelated to the instructor's qualifications, prior performance, peer review or any threat of danger to the college community, and banned her from teaching at the college, and

WHEREAS, the Delegate Assembly of the Professional Staff Congress passed a resolution calling for President Travis to drop his pre-emptive ban on future teaching assignments for Susan Rosenberg and pledge that the College will respect the legitimate decisions of its own faculty and will maintain the John Jay College of Criminal Justice as an institution devoted to free intellectual inquiry; therefore be it

RESOLVED, that NYSUT condemn the actions taken by John Jay President Travis for his abrogation of academic freedom and faculty governance; and be it further

RESOLVED, that NYSUT reaffirm the principle that the protections of due process and academic freedom must be extended to part-time faculty, who teach more than half the classes in many of New York's public colleges; and be it further

RESOLVED, that NYSUT reiterate its support for faculty autonomy in matters of curriculum and hiring, a prerogative under widespread attack at public and private universities.

“Academic Freedom and Tenure: City University of New York,” *Academe*, AAUP Bulletin (Nov-Dec 2004): Volume 90, Number 6.

Resolution Title: Resolution in Support of General Education Diploma (GED) Programs
Submitted by: Professional Staff Congress/CUNY

WHEREAS, the 2002 US Census indicates that 2,228,614 New York State adults were without high school diplomas including 69,554 New York City students, according to the New York City Department of Education report on 11/21/2001, Pushing Out At-Risk Students: An Analysis of High School Discharge Figures; and

WHEREAS, the CUNY Office of Institutional Research and Assessment in its Fall 2003 Profile of Undergraduates at Senior and Community Colleges reported that 10.8% of its 27,375 first-time freshmen entered with GEDs: 2,230 (19.4%) at community colleges and 778 (4.9%) at senior colleges, including the highest percent (29.9%) enrolling at Medgar Evers College; and

WHEREAS, for 57 years, the GED Tests have measured the major academic skills and knowledge of a four-year program of education in core content areas and are sponsored by the American Council on Education (ACE), a comprehensive association for the nation's colleges and universities dedicated to the analysis of higher education issues and advocacy on behalf of quality higher education and adult education programs; and

WHEREAS, ACE has stated that more than 95 percent of US employers consider GED graduates the same as traditional high school graduates in regard to hiring, salary, and opportunity for advancement; and

WHEREAS, the GED is an alternative means, and for some high school students and immigrant, the only means of achieving a high school diploma and notable graduates of GED programs include entertainer Bill Cosby, actor Christian Slater, Governor Ruth Ann Miller of Delaware, and Colorado Senator Ben Nighthorse Campbell; and

WHEREAS, the US military and more than 90 percent of colleges and universities in the nation, including CUNY, have policies to accept nontraditional graduates who have GED Diplomas; and

WHEREAS, in September 2004, the New York City Education Department shut down dozens of GED sites used by 14,000 people, even though the Department reported in its 11/2/02 report, Pushing Out at-Risk Students, that adult literacy programs saw a 30% to 40% increase in 16 and 17 year-old students applying for GED adult literacy programs; therefore be it

RESOLVED, that NYSUT urge the New York State Education Department to continue to support GED programs; and be it further

RESOLVED, that NYSUT urge the New York City Department of Education to reopen closed GED centers and close no further centers until alternative centers are in place.

Resolution Title: Resolution to Insure Women’s Access to Healthcare, Including Reproductive Healthcare

Submitted by: Professional Staff Congress/CUNY

WHEREAS, the Congressional Omnibus spending bill that extended the debt ceiling had an addendum that enables the healthcare industry, including insurers, employers as well as service providers, to exclude routine reproductive health services they consider objectionable; and

WHEREAS, women need access to comprehensive reproductive healthcare that includes contraception, sterilization, abortion, or fertility services, as well as preventive drug therapy for rape victims; and

WHEREAS, the Catholic Health Care industry has been lobbying for many years to institute such “conscience” clauses even though “consciences” are generally assumed to pertain to individuals not industries; and

WHEREAS, women, not the industry, must have the right to decide which reproductive healthcare services they need at any given time; and

WHEREAS, mergers in the healthcare industry have meant that in some parts of the country, including upstate New York, the Catholic Hospital Association is the only provider of healthcare services; and

WHEREAS, allowing such exemptions means that women would be forced to pay out of pocket for routine reproductive healthcare; and

WHEREAS, such exemptions could also add the burden of substantial travel for women to secure routine reproductive healthcare; and

WHEREAS, these exemptions stigmatize and marginalize reproductive health care and women; and

WHEREAS, these exemptions favor the preferences of the industry over patients’ needs and inhibit the medical advice practitioners are able to offer patients; and

WHEREAS, such exemptions transfer potentially costly services from insurers to patients; therefore be it

RESOLVED, that NYSUT oppose policies that exclude routine reproductive health services; and be it further,

RESOLVED, that NYSUT encourage its labor affiliates to oppose policies that exclude routine reproductive healthcare services; and be it further

RESOLVED, that NYSUT inform locals about the potential decrease in healthcare benefits if employers rely on healthcare provided by those covered by such exemptions; and be it further,

RESOLVED, that NYSUT and AFT oppose this addendum to the omnibus Spending Bill and include overturning the addendum a part of its Congressional legislative agenda and encourage its labor affiliates to do so as well.

Resolution Title: Resolution to Reduce Localities' Medicaid and Education Expenses
Submitted by: Submitted by Professional Staff Congress/CUNY

WHEREAS, Medicaid costs are shared by federal, state and local governments; and

WHEREAS, Medicaid costs have increased dramatically due to the costs of nursing home care and prescription drugs; and

WHEREAS, localities have fewer sources of revenue than either the state or federal government; and

WHEREAS, many states pay up to 50% of Medicaid with the federal and local government each paying 25% of Medicaid expenses; and

WHEREAS, NYS pays only 25% with localities paying 50% of Medicaid; and

WHEREAS, this burden undermines localities' ability to adequately provide for other local needs, including education; and

WHEREAS, the state has also consistently reduced its share of educational costs, transferring those costs to middle-income taxpayers with increased property taxes, user fees and tuition hikes; and

WHEREAS, the state must commit to raising sufficient revenue to adequately provide for the health, education and safety of its residents and avoid tax cuts that put these at risk; therefore be it

RESOLVED, that NYSUT work with local networks to pressure the state to pay up to 50% of Medicaid, to be phased in; and be it further

RESOLVED, that localities be mandated to apply the benefit of this cost transfer to cover its vital needs such as education and healthcare; and be it further

RESOLVED, that NYSUT continue to work with the Fiscal Policy Institute and other public policy analysts to advocate for sound revenue policies, including reforming the Rockefeller drug laws; and be it further

RESOLVED, that sound revenue policies include state investment in human capital and public infrastructure.

Resolution Title: Resolution to Oppose Punitive Credit Card Interest and Fee Schedules

Submitted by: Submitted by Professional Staff Congress/CUNY

WHEREAS, a decline in wages forces many Americans to rely on credit to make ends meet; and

WHEREAS, most Americans carry credit cards issued by one of the nationally chartered banks; and

WHEREAS, in order to avoid state regulations, these national banks have relocated their credit card operations to the two states where there are no limits on interest charges; and

WHEREAS, credit card companies routinely market, on or near campuses, their products to college students, usually increasing their indebtedness; and

WHEREAS, the credit card industry reserves the right to change the interest rates at any time and with short notice, (15 to 60 days); and

WHEREAS, the credit card industry routinely charges interest at 20 to 30 times the prime interest rate with said fees now providing the largest share of industry profits; and

WHEREAS, if left unchecked, industry practices will force many more consumers into bankruptcy; and

WHEREAS, the Union Plus MasterCard, distributed through AFT to our members, as a Household Bank affiliate, engages in the same deceptive, usurious practices of the industry; and

WHEREAS, while the Office of the Comptroller of the Currency duly authorized to oversee the nationally chartered banks, though "troubled" by industry practices, has failed to rein in abusive or deceptive practices and encourages the industry to ignore state authorities that receive thousands of consumer complaints; and

WHEREAS, industry lobbyists have prevented even the most modest reforms in the credit card industry; therefore be it

RESOLVED, that NYSUT and its national affiliates support S2755 introduced by Senator Dodd for the purpose of reforming national credit card practices and stronger measures to regulate the industry; and be it further

RESOLVED, that NYSUT and its affiliates clarify for members the financial risks associated with credit card use and expose industry practices that put consumers, its members, at risk; and be it further

RESOLVED, that NYSUT collaborate with consumer advocacy groups and its labor affiliates to pressure the Office of the Comptroller of the Currency to use its existing regulatory power to change unsound, abusive industry practices.

Resolution Title: Resolution to Refund Child Tax Credit
Submitted by: Submitted by Professional Staff Congress/CUNY

WHEREAS, many children with parents working full-time are still living in poverty, or near poverty; and

WHEREAS, the child tax credit rightfully acknowledges that raising and educating children is valuable work that benefits the whole of society; and

WHEREAS, the current child tax credit benefits only those families with sufficient income to claim the credit; and

WHEREAS, low-income families do not currently qualify for the tax credit; and

WHEREAS, many public service workers, including educators, beginning teachers, para-professionals and childcare workers, may be included among the families who currently do not qualify for the credit; therefore, be it

RESOLVED that NYSUT support extending the childcare tax credit to low-income parents and guardians, fully collectible as a refund; and be it further

RESOLVED, that the child tax credit not reduce a family's eligibility for the Earned Income Credit (EIC).

Resolution Title: Resolution on Tax Fairness and Adequate Resources
Submitted by: Submitted by Professional Staff Congress/CUNY

WHEREAS, tax exemptions and credits can be used appropriately to foster economic development and job growth; and

WHEREAS, lobbyists have effectively secured tax reductions, exemptions and credits, and loopholes, for their clients at the state and federal levels; and

WHEREAS, such exemptions too often serve only the narrow interests of clients; and

WHEREAS, the steady reduction of corporate taxes, at the federal and state levels, have eroded the tax base and transferred the cost of public services to middle-class wage earners and homeowners; and

WHEREAS, corporations do not pay a fair share of the costs of the federal and state infrastructures that benefit them; and

WHEREAS, due to rising costs and the substantial decline in corporate taxes, states and localities are struggling to support education, healthcare, and other vital services; therefore, be it

RESOLVED, that NYSUT challenge the corporate loopholes and unfairness in the NYS tax structure and pursue the enactment of taxes, such as imposition of a stock transfer tax, in order to restore the tax base; and be it further

RESOLVED, that NYSUT disseminate information to its members about the impact on education of reductions in corporate tax liabilities and oppose any changes in the tax structure that will continue to erode the services upon which its members depend.

Resolution Title: Resolution on Capping Medicare Part B and Part D Premiums

Submitted by: Professional Staff Congress/CUNY

WHEREAS, the Bush Administration in its highly flawed Medicare Modernization Act of 2003 (MMA) expressly forbids the re-importation of prescription drugs that would have reduced prescription costs to seniors but gave millions to the pharmaceutical companies and private-providers; and

WHEREAS, seniors will soon face the impact of MMA with higher prescription drug costs and increased premiums, deductibles, and gaps in coverage; and

WHEREAS, the Bush Administration recently announced the 2005 Medicare Part B premium will be 17.4% more than the 2004 premium, and said that the increase is over three times the cost-of-living adjustment for Social Security; therefore be it

RESOLVED, that NYSUT, through the AFT, work to restrict the annual increase of the Part B and Part D Medicare premiums to no more than 50% of the Social Security COLA increase.

Resolution Title: Resolution on COLA Improvements
Submitted by: Professional Staff Congress/CUNY

WHEREAS, NYSUT has successfully achieved the enactment of permanent COLA legislation; and

WHEREAS, this is a significant first step in rectifying the long-term loss of purchasing power for its retirees; and

WHEREAS, after these long-sought improvements have been achieved, more will have to be done to protect the financial security of retired public employees; therefore be it

RESOLVED, that NYSUT seek to increase the maximum base used to calculate the COLA benefit; and be it further

RESOLVED, that NYSUT seek to increase the percentage of CPI utilized to calculate the annual COLA increase; and be it further

RESOLVED, that NYSUT seek legislation to provide all retirees with an improved minimum pension; and be it further

RESOLVED, that NYSUT seek legislation to provide COLA benefits after a shorter waiting period.

Resolution Title: Resolution on Supplying the Flu Vaccine
Submitted by: Professional Staff Congress/CUNY

WHEREAS, the Bush Administration has failed to provide an adequate supply of flu vaccine for the 100 million Americans in need of a flu shot; and

WHEREAS, about 200,000 Americans are hospitalized annually with influenza and 36,000 die annually; and

WHEREAS, the problem of providing an adequate supply of the flu vaccine has been ongoing for at least four years; therefore be it

RESOLVED, that NYSUT strongly urge the Federal Government to provide a supply of flu vaccine, particularly for the tens of millions of seniors and other high-risk people in New York State as well as the country, who are in urgent need of the flu shot in order to avoid hospitalization and death.

Resolution Title: Resolution on Improving Health Insurance for Retirees
Submitted by: Professional Staff Congress/CUNY

WHEREAS, wide disparities in health insurance coverage for retirees exist across the State and nation; and

WHEREAS, NYSUT has fought successfully to prevent unilateral reductions in retiree health coverage; and

WHEREAS, the number of companies providing pre-65 retiree health coverage is declining; and

WHEREAS, because of political opposition, a rational national health insurance system has failed to materialize; and

WHEREAS, COBRA coverage is a too costly mechanism for many retirees; and

WHEREAS, almost one million disabled and elderly citizens have recently lost medical and prescription coverage because their HMOs have withdrawn from Medicare programs, while others threaten to withdraw; and

WHEREAS, the costs of prescription drugs is rising at a dramatic rate; therefore be it

RESOLVED, that NYSUT continue its efforts to obtain improvements in health coverage for retirees; and be it further

RESOLVED, that NYSUT seek to strengthen current legislation in order to guarantee at least parity with in-service coverage; and be it further

RESOLVED, that NYSUT urge AFT and AFL-CIO to study the issue of pre-65 retiree health coverage and work for federal programs that offer catastrophic coverage at reasonable costs to all employees in the private and public sectors; and be it further

RESOLVED, that NYSUT Member Benefits continue to explore and offer low-cost insurance programs for retirees in order to mitigate the effects of poor health insurance coverage.

Resolution Title: Resolution on the Inclusion of Retiree Concerns in the Negotiation Process

Submitted by: Professional Staff Congress/CUNY

WHEREAS, NYSUT locals negotiate health insurance and other benefits in collective bargaining; and

WHEREAS, retirees, covered by collective bargaining, experience increases in deductibles, co-payments, and prescription drug costs as an ever-increasing percentage of their fixed incomes; and

WHEREAS, the protection of retirees' benefits is an ongoing and crucial NYSUT concern; therefore be it

RESOLVED, that NYSUT suggest that locals consult with their retirees during the negotiation process so that the local can be advised of the impact of proposed contract changes on their retiree members.

Resolution Title: Resolution on Long-Term Care Insurance
Submitted by: Professional Staff Congress/CUNY

WHEREAS, due to longevity and the dispersal of families, long-term care insurance has become increasingly necessary; and

WHEREAS, many members of NYSUT have purchased long-term care insurance at considerable expense; therefore be it

RESOLVED, that NYSUT urge AFT and the AFL-CIO to seek legislation that provides tax credit, under the Internal Revenue Code, for long-term care insurance premiums.

Resolution Title: Resolution on Medicare Aid for Home Care
Submitted by: Professional Staff Congress/CUNY

WHEREAS, Medicare reimbursement for members receiving treatment on an outpatient basis is typically unavailable for home care services unless there has been at least three days of hospitalization; and

WHEREAS, this requirement was instituted at a time when hospital stays were generally longer and does not recognize the current practice of providing medical care on an outpatient basis; and

WHEREAS, current Medicare policy does not reflect continued need for home care and other rehabilitation services for patients undergoing treatment on an outpatient basis; therefore be it

RESOLVED, that NYSUT urge AFT and the AFL-CIO to seek legislation to eliminate the three-day in-hospital requirement for Medicare reimbursement for home healthcare and other rehabilitation services for patients who undergo treatment on an outpatient basis when such services are prescribed by a physician.

Resolution Title: Resolution on Preserving Medicare as We Know It
Submitted by: Professional Staff Congress/CUNY

WHEREAS, the Bush Administration has announced a devastating economic blow to seniors by increasing Medicare premium by 17%, raising the monthly cost per individual from \$11.60 to \$78.20; and

WHEREAS, this is the largest premium increase in dollars in Medicare's history; and

WHEREAS, about \$1.75 of each increased premium will be billions of dollars paid by Medicare to private health insurers; and

WHEREAS, there is a determination to privatize Medicare and encourage seniors to join private health plans; therefore be it

RESOLVED, that NYSUT, AFT and the AFL-CIO oppose the huge increase in the Medicare premium and all efforts to privatize Medicare.

Resolution Title: Resolution Against the Privatization of Social Security
Submitted by: Professional Staff Congress/CUNY

WHEREAS, nothing should jeopardize Social Security, one of the best social and economic programs ever devised and implemented by the American government; and

WHEREAS, there has been a push for the privatization of Social Security in the form of individual, private investment accounts; and

WHEREAS, such individual, private accounts place in jeopardy the guaranteed benefits promised and received by those covered by the Social Security system; and

WHEREAS, such accounts place retirement income at the mercy of the fluctuations of the stock market; and

WHEREAS, the Social Security payout is provided in a real valued annuity, a payment that continues for the life of the worker and surviving spouse and is increased as inflation grows; and

WHEREAS, Social Security, in addition to retirement benefits, provides both survivor and disability benefits, which would be dramatically reduced if private accounts were set up, and would not last as people age; and

WHEREAS, the costs related to the administering of private accounts would consume a huge amount of money, benefiting only Wall Street financial institutions, not the ordinary citizen; and

WHEREAS, diverting money from the current Social Security system into private accounts would create an enormous financial burden to the system; therefore be it

RESOLVED, that NYSUT oppose the establishment of individual, private accounts within the Social Security system; and be it further

RESOLVED, that NYSUT, with AFT, AFL-CIO and other organizations, develop a concerted campaign to protect Social Security, as we know it.

Resolution Title: Resolution on Pre-Tax Dollars for Retiree Health Costs
Submitted by: Professional Staff Congress/CUNY

WHEREAS, the advantage that working people have of using pre-tax dollars for medical costs should not be discontinued upon retirement; and

WHEREAS, American workers have, under section 125 of the Internal Revenue Service Code, the ability to shelter from federal taxes pre-determined amounts of money for out-of-pocket medical expenses; and

WHEREAS, the federal government seemed to recognize the financial hardship facing Americans by introducing Health Savings Accounts in the Medicare Prescription Improvement and Modernization Act of 2003; and

WHEREAS, this law specifically prohibits access to Health Savings Accounts to retirees on Medicare (those on fixed incomes who are bearing the escalating costs of healthcare and prescription drugs); and

WHEREAS, the cost of drugs for retirees is increasing at three times the rate of other drug costs; and

WHEREAS, the financial hardship for retirees should be addressed in a manner that considers the possibility of tax savings on out-of-pocket medical costs so that retirees can live out their lives in relative comfort; therefore be it

RESOLVED, that NYSUT, with AFT and AFL-CIO, seek either new legislation, the expansion of the current provisions of section 125 of the Internal Revenue Service Code, or the enactment of a healthcare cost savings plan in order to alleviate the escalating financial burden facing retirees.