



# *TIME TO ORGANIZE!*

PSC RF-CUNY Field Units

Issue 1

April 8, 2010

**This spring** our goal is to win a fair contract for Research Foundation employees at NYC Tech, LaGuardia, and the Graduate Center. The RF has stalled for years and is now offering a paltry 1.25% annual wage increase combined with asking for significant increases in employee contributions to health insurance premiums. In order to accomplish our goal, we need to unite our voices on all three campuses to demand a fair contract NOW!

**Salary** - The union is demanding regular across-the-board increases for all members. Given the length of time many bargaining unit members have gone without a salary increase, the union's salary proposal is \$3 per hour for the first year and an additional \$2 per hour in each of the next 2 years (assuming a 3-year contract) plus longevity increases based on years of service at the RF. The objective of the union's proposal is to cover any increased deductions for health insurance and union dues as well as the increased cost of living. Ultimately, the amount of our salary increases will depend on our ability to demonstrate that we stand united and will not accept less than we deserve.

**Rights and Benefits Secured by the Union** - The union bargaining teams have negotiated tentative agreements that take benefits in RF policies and convert them into legally enforceable contract language. Without a contract, management has the ability to change benefit policies whenever they want; contractual benefits cannot be changed without negotiating with the union. We will highlight different contractual benefits we have won in each newsletter this spring.

- **Time and leave** – The union has successfully negotiated contract language to protect employees' time and leave. All units have agreed on language specifying work week, annual leave, FMLA and other leaves. Under the new contract, employees who are unable to use their annual leave may carry it over from one appointment period to the next or be paid for it. This will apply to all covered employees—Full-time, Part-time A and Part-time B—as soon as the contract is ratified. Annual leave that had accrued in previous appointment periods will not be lost.

## ORGANIZING FOR WHAT WE DESERVE

- **Contract Action Teams** – The union is building Contract Action Teams on each organized campus. Contract action team member activities include observing at least one bargaining session, reporting on conversations with colleagues about their contract priorities, and activating your network of RF and CUNY friends and colleagues to participate in actions. Our contract campaign will only be as strong as the contract action teams. Please take the time to join the contract action team on your campus *today!*
- **Petition to RF Board of Directors** – It is time to tell the RF Board of Directors what we think of management's current offer. On each organized campus, RF and CUNY members of PSC are collecting signatures for the petition. To add your name to the petition, please go to [www.psc-cuny.org](http://www.psc-cuny.org).

To join the contract action team on your campus and for more information, contact Alisa Simmons at (212) 354-1252 or [asimmons@pscmail.org](mailto:asimmons@pscmail.org).