How it feels to be “drowning in work”

HEOs SPEAK

For some it was the first rally they’d ever attended. Others had been to more than they could count. But everyone felt a fresh energy at Borough of Manhattan Community College, when over 500 students, PSC members and other labor activists came together to say that it’s time to invest in CUNY. They told Congress to give New York City the money that it was promised. They told the Mayor and the City Council not to cut the community college budget. And they linked arms in front of BMCC, to show their support for the City’s University.

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● TRADES COUNCIL UNION

LABEL ALLIED PRINTING NEW YORK

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Stephen Lovekin PAGE 2

Which plan is the best for you?

The 403(b) tax-deferred annuity has long been available at CUNY. Community college faculty and staff now have a new option, the 401(k). Which retirement plan is your best choice?

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CITY CONTRACTS

Negotiations: UFT, PBA & PSC

The UFT waits for a fact-finding report, while the PBA prepares for arbitration. PSC contract talks continue, while the union charges CUNY with violating labor law.

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MOVING ON

Segarra leaves CUNY for cop museum

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FUND THE FUTURE OF NYC!

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REPORT ON PAGE 3

● AMERICAN ASSN. OF UNIVERSITY PROFESSORS ● AMERICAN FEDERATION OF TEACHERS ● N.Y.C. CENTRAL LABOR COUNCIL ● N.Y.S. AFL-CIO ● N.Y. STATE UNITED TEACHERS

FUND THE FUTURE OF NYC!
I sent a wish list around to Hunter HEOs to share what's on their minds. I do like the benefits that the PSC has won for us and I've always appreciated working at CUNY. Still, I've been in the same position, Assistant to HEO, since 1985. In that time, the job has increased in its responsibilities, but I haven't received a promotion because there's no structure in place for that to happen. So for me, the most important addition to the contract would be a promotional series for HEOs. Here at the Graduate Center, I think that faculty and staff are uniquely positioned to work together on union issues, since we're all literally under one roof now.

Because many of our doctoral students are teaching adjuncts, one important issue has been to support the inclusion of adjuncts in the PSC.

I know that most HEOs feel the same way that I do. It's a basic labor issue. Job security is fundamental to all other concerns that HEOs share—concerns like salary and especially, the lack of promotional opportunities.

Promotion’s not a word that exists for HEOs. There are guidelines that cover how one can move from one title to another, but these have always been easier for the administration to get around than the contract. HEOs have never been adequately protected, either—with every contract negotiation, they threaten to take away 13.3b, the little job security we do have. And HEOs often don’t know what their rights are. I became involved with the union because I was paying union dues anyway and for years, I never felt like I was getting my money’s worth. I became a delegate, and although you can’t turn these entrenched problems around immediately, I am very hopeful about what we can accomplish.

But even more disturbing is that the editor of “The Patriot” seems to have no notion about the meaning of the word “union.” His individual actions, are just that—actions by one person, signifying nothing.

I find dissent within the union unfruitful, as the pages of “The Patriot” seem to be a lone wolf? Could it be he doesn’t really believe in the most basic idea of a union—the idea of working together?

By Kristin Lawler

- In his budget proposal, Governor Pataki asks that one-third of Tuition Assistance Program (TAP) grants for poor students tuition be held back until they graduate. This neatly illustrates the hypocrisy of so-called fiscal conservatism.

Students are supposed to make up the difference by taking out yet more loans. The prospect of getting deeper into debt, even with the promise of eventual reimbursement, is hardly an incentive for graduation. In practice, this policy will ultimately force many students who depend on TAP to suspend their studies.

An interesting mind experiment is to apply the same principle to the funding of other endeavors. Would we hold back one-third of cancer research grants, to be paid upon the discovery of a cure for cancer? Or one-third of the military budget, pending the capture of bin Laden?

There is nothing inherently wrong with offering a reward for the completion of a task, but to take that money out of the baseline funding necessary to complete the task itself must be viewed as deliberate sabotage. This proposal is not simply a misguided attempt to encourage prompt graduation—it is a conscious effort to drive the poorest students out of college. It will decrease, not increase, the number of students graduating from CUNY.

It’s time to stop the war on the poor.

- Christopher Day

[The author is a student at Hunter College and a member of the Student Liberation Action Movement (SLAM.)]

The problems that I see HEOs facing have to do with the way our jobs are structured, not with our bosses—mine are great, really regular guys. And working with the students is just incredibly rewarding. I know that most HEOs feel the same way that I do.

As far as the problems I see, I know that the issue of overloads is a big one for people. Lots of HEOs love teaching but some have found it hard to teach a class—there’s a prohibitive amount of paperwork to fill out, for instance. Also, the fact that we have to wait five years and then another two years for the last two-step raises is just really too long. Those last two steps should come much sooner.

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**Pataki proposes flat 2003 budget for CUNY**

**By TOMIO GERON**

On January 22, Governor Pataki proposed an $86.6 billion budget for New York state.

CUNY senior college funding would remain the same as this year, at $1.033 billion. State base aid to CUNY community colleges also remains the same.

By not adjusting CUNY's appropriation for inflation, Pataki's budget actually represents a cut. No action is proposed to increase the number of full-time faculty lines.

"We are nowhere near the University's stated goal of 78% of instruction by full-timers, and CUNY now risks losing academic accreditation in several areas because the ratio of full-time to part-time instructors is so low," PSC Secretary Cecilia McCall told the State Assembly's Higher Education Committee in mid-January.

The biggest change for CUNY would be Pataki's proposed alteration in the Tuition Assistance Program (TAP). He calls for cutting the amount of TAP money available to CUNY students by one-third, holding it back as a "performance" award and releasing it to the student only after graduation. Students will be told to finance this cut through federal loans.

While Pataki argues that this would provide an "incentive" for students to graduate, critics charge that it would in fact prove to be an obstacle. Though Pataki contends that CUNY's graduation rates are low, they are in fact above the national average for public colleges when measured over a longer period of time, notes Bill Crain of CUNY. "Our students take longer to graduate because they must fight poverty and work long hours," says Crain.

The state legislature will respond with its own budget plan in the coming weeks.
Confidential bargaining sessions continue
PSC presses charge against CUNY at labor board

Confidential contract bargaining sessions continued in January. At the end of the month, talks were serious enough that the PSC team asked management to be available over the weekend, should that prove necessary.

While this does not mean that a settlement is at hand, the new phase of negotiations has continued to be productive, according to the PSC bargaining team. The stepped-up, closed-door talks began three months ago. Although the two sides have agreed to keep the details confidential, the PSC team reported that CUNY management had “entered into serious discussion about economic issues” at the end of the Fall semester.

REAL CONSEQUENCES

“Like other city unions still in negotiations, we recognize that the changed economic outlook has real consequences,” said the union’s chief negotiator, President Barbara Bowen. “But the PSC still remains determined to begin the restoration of our professional lives and the rebuilding of the University with this contract.”

Meanwhile in early January, meetings on two Public Employment Relations Board (PERB) charges brought by the PSC began to put the brakes on CUNY management’s attempts to impose new policies without first negotiating with the union, and to bargain individually with faculty over economic terms. “The issues raised in these cases go to the heart of our ability to negotiate a new contract,” said PSC First Vice President Steve London. “CUNY is trying to implement changes they want without addressing the needs of faculty and staff as presented by the union.”

One case dealt with CUNY management’s attempt to implement one of its main contract demands, the ability to hand out RRI supplements without bothering to notify or seek the agreement of the PSC. Meanwhile, Business School management at Baruch was moving to implement a plan to give extra pay to chosen individuals with no discussion with the union whatsoever. CUNY’s instructional staff have chosen the PSC as their bargaining agent – but here management moved to set up a parallel structure, a committee of elected faculty and administration appointees to supplant the union’s role. When the union objected, management responded that it was alright because the money would come from the Baruch College Foundation.

PSC General Counsel Arthur Schwartz told the judge that CUNY was “in flagrant violation of the law.”

CUNY salaries are far below those of many other public universities. For example, the salary range for assistant professors at CUNY is $32,700 to $60,600. Compare this with University of North Carolina/Chapel Hill, where the AAUP puts the average assistant professor’s salary at $56,500. But even at schools where the average is lower, your salary will usually buy you a lot more. At UNCGreenboro, the average professor’s annual wage is $46,600 – and here’s some of what it can buy:

- **New York**
  - Monthly Rent on a Studio Apt. (NYC: Park Slope/G’boro: Hidden Lakes Apts.) $1,000
  - Leather Sofa (Model: Thomasville “Ashby”) $3,024
  - Avis Car Rental (Midsize Vehicle) $67.99/day
  - 1 Gallon Regular Gas $1.35
  - Deluxe steak dinner (NYC: Peter Luger/G’boro: Longhorn) $29
  - Barbecue dinner (NV: Virginia’s/G’boro: Stamey’s) $5.25
  - Dry Cleaning for 1 Shirt $10.00
  - Movie Ticket $5.19
  - Big Mac Value Meal $3.00
  - Box of Pampers $1.99
  - 1 Gallon Whole Milk $3.19

- **Greensboro**
  - Monthly Rent on a Studio Apt. $445
  - Monthly Rent on a 3 BR Apt. $700
  - Leather Sofa (Model: Thomasville “Ashby”) $1,358
  - Avis Car Rental (Midsize Vehicle) $52.99/day
  - 1 Gallon Regular Gas $1.09
  - Deluxe steak dinner (NYC: Peter Luger/G’boro: Longhorn) $30
  - Barbecue dinner (NV: Virginia’s/G’boro: Stamey’s) $9
  - Dry Cleaning for 1 Shirt $1.69
  - Movie Ticket $6.50
  - Big Mac Value Meal $3.30
  - Box of Pampers $11.97
  - 1 Gallon Whole Milk $2.97

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The second case involved management’s refusal to bargain over the terms of CUNY’s policy on intellectual property (IP). CUNY’s IP policy can affect such matters as financial compensation, workload, and other subjects on which negotiations are mandatory. “This is a question of whether faculty own what we produce,” said bargaining team member Stanley Aronowitz. “It’s very basic.” Yet over the summer, management declared that “the University is not required and does not intend to bargain with the PSC on this issue” as it moves to update its Intellectual Property policy.

CUNY AGREES TO TALK

However, at the January PERB conference, CUNY management agreed to hold direct talks with the PSC on IP issues, and the PSC agreed to suspend its PERB charge for 60 days while those talks proceed. “While management did not concede that the law requires it to do so, it did agree to meet,” said London. “We hope that those talks will be productive.”
Arbitration, negotiation and a new administration

Police, teacher, firefighter contracts: the endgame?

By NANNY MESS
Brooklyn College

One of Rudy Giuliani’s legacies to incoming Mayor Mike Bloomberg was the poisoned state of labor relations with the United Federation of Teachers (UFT) and the Patrolmen’s Benevolent Association (PBA). Frustrated at the lack of progress in negotiations, each union had declared an impasse in bargaining last summer.

Within days of taking office, Bloomberg met with city labor leaders and declared that he wanted to get the police and teacher talks going again. But the two declarations of impasse had already triggered procedures for fact-finding and arbitration, which are setting the context for any negotiations with the Bloomberg administration.

The UFT and PBA have both emphasized the sharp disparities in pay between teachers and cops in New York City and those in surrounding counties. For that reason, they balked at Giuliani’s insistence that they bargain with the city administration.

The UFT and PBA have both declared an impasse in negotiations, each citing its right to force teachers into the same pattern as those in New York City, since the school system is losing so many qualified teachers to the suburbs.

Witnesses for the Giuliani administration denied that there is any teacher shortage in NYC – despite the fact that 42% of all teachers hired this year were un-certified. But the City’s main response, voiced by Giuliani’s Deputy Mayor Robert Harding, was that with the combined effects of September 11 and an economic downturn, the city simply could not afford what the UFT was asking. Harding said it would cost $1.2 billion, a figure the UFT disputed.

Mitchell Moss, professor of urban policy at NYU and one of Mayor Bloomberg’s eclectic circle of advisors, testified on behalf of the UFT that the city can afford a substantial wage increase. “The current recession is already about half over,” he said. “The end of the world is not coming to New York. In fact, we are re-bounding.”

Nonetheless, the City’s budget deficit is real, and in a January letter to UFT members, Weingarten wrote that although a substantial raise for teachers is warranted and necessary, economic conditions could delay its final realization. “The city may not be able to provide the raise we are seeking right now, but they’ll have to do it over the long term,” said UFT spokesman Michael Spielman. “Otherwise, the quality of teachers will continue to decline as qualified teachers move out of the city and into other industries.”

The UFT may accept a smaller increase now and press for a larger raise to take effect next year. A 27-month contract, retroactive to November 2000, would expire in February 2003, and negotiations for the next contract will likely begin as soon as this one is settled.

The UFT and PBA have both emphasized the sharp disparities in pay between New York City and the suburbs.

The PSC at New York City Tech

Health and safety, workload, class size, organizing new members – these are some of the key issues for the PSC chapter at New York City Technical College, and the chapter is taking them on by finding new ways for members to get involved.

“We labor in some very decrepit classrooms, including some that are unhealthy in terms of mold growth in the ceiling and other problems,” said Wolfs Dufresne, an adjunct who teaches photography. Chapter Chair Bob Cermele says a newly-formed health and safety committee has begun to tackle these problems.

“We created a form for reporting health and safety problems and sent copies to all chapter members,” said Sharon Swacker, the committee’s chair. “The college administration has often been co-operative,” Cermele said. “After all, they have to work here, too.” Of course, the administration may not be as sympathetic in cases where they’re not personally affected, he added. “So the union has to come down and push to make clear just how real the problem is.”

CLASS SIZE ISSUE

The chapter now has a grievance committee, and almost all members are nearly active. “I’m the only seasoned veteran,” grievance counselor Pat Rudden said with a laugh. The chapter recently filed a grievance over the steady escalation in class size. Academic departments and City Tech’s College Council have taken up the class size issue as well.

Though City Tech has been a four-year college for 22 years, full-time faculty still have a 27-hour teaching load. This makes it hard for City Tech to compete for faculty, and for faculty to do research and publish. While the college administration supports a reduction in workload, Cermele said, they have not yet been able to convince 80th Street to move in that direction.

PSC membership at City Tech shot up last year, from 282 in December of 2000 to 437 a year later. The newly-formed membership committee, chaired by Ronna Noll, identifies non-members and signs them up.

“We’ve started having regularly scheduled chapter meetings with published agendas,” said Swacker, and attendance varies from 30 to around 75.

Not everyone at City Tech is impressed with the new level of activism. “The Unity Campus on campus is waiting for something to happen – but nothing happens,” said former Chapter Chair John Donohue, who lost last year’s election to a New UFT slate. Donohue contended that the class size grievance and recent grievances on promotions have little odds of success.

“They are active.”

But nursing department head Kathryn Richardson, who also ran on the Unity slate, said, “I really am not displeased with what’s been happening inside the chapter. I think they are active, and I think things are working out OK.”

“Member involvement in the chapter has been growing,” commented Cermele, “but we don’t expect instant success. It’s a gradual process.” Some special events are in the works for the Spring: a health and safety training workshop and a PSC-sponsored breakfast meeting with Brooklyn health officials. (See p.10.)

The chapter’s new newsletter symbolizes the hope that some members have for the future. “We have a lot of power if we’re united,” said Bob Holden, its designer. “But people in one department don’t always know what the other one is doing. The newsletter can help make people aware that their problems are not unique, and that together we can get them solved.” – PH

City Tech in Brief

Number of members: 437
Biggest issues: health & safety, class size, workload
Biggest success: “Beginning to really function as a chapter,” says Chapter Chair Bob Cermele.
Next chapter meeting: February 14
Who to call:
Chapter Chair: Bob Cermele / 718-269-5099 / jcb2@cunyvm.cuny.edu
Grievance Counselor: Pat Rudden / 718-269-5334 / prudden@nytc.cuny.edu
Health & Safety Chair: Sharon Swacker / 718-260-5406 / ssweacker@nytc.cuny.edu

The Uniformed Firefighters Association had tentatively accepted a settlement, which calls for a 10% wage increase over 30 months – but it is currently in limbo. “The contract was negotiated before the events of September 11,” said Tom Butler, a spokesman for the Uniformed Firefighters Association. “Obviously things were slowed down and we were unable to go ahead with the ratification process as planned.”

AFTER SEPT. 11

In the wake of September 11, when firefighters sacrificed so much and received so much public support, some in the union called for reopening negotiations. Butler noted that since the tentative contract would expire this summer, a larger increase could be sought in the next contract negotiations, which would begin right away. At Clarion press time, firehouse delegates were reviewing the proposed agreement; their vote will determine whether it is submitted to the membership as a whole.
CUNY employees lost at World Trade

Our co-workers, our colleagues: how they are remembered

By TOMIO GERON and PETER HOGNESS

Our co-workers, our colleagues: how they are remembered

By TOMIO GERON and PETER HOGNESS

It has taken some time for a complete accounting of members of the CUNY community who were lost in the World Trade Center’s collapse, as the official WTC toll shifted from over 5,000 to about 3,000. In addition to the co-workers who are remembered here, the tragedy of September 11 also cost dozens of students their lives, and scores of CUNY students and employees lost friends and relatives. A list has been posted on the Web at www.cuny.edu.

Charles Lesperance

Charles Lesperance “was the happiest man I ever had as a boss,” says Maria Vazquez of Hostos College. “He was always a person to come in the morning with a Danish or cookies for others, with fresh news in his mouth about what was going on in the world.”

“Every so often we had a little quarrel,” says Vazquez. “And he would make up by putting the radio on Spanish music and saying, ‘OK, Maria, let’s dance! And we would dance!”

Charles Lesperance was Director of Information Technology at Hostos. “He was very strict about the quality of the work,” says computer programmer Felix Galindo. “But he listened well to suggestions, and always treated people with care.”

On September 11, Lesperance was working at the WTC as a systems analyst with the State Department of Transportation. He is survived by his three daughters and his fiancee, Renee Alexander.

A PSC member, Charles Lesperance filed a grievance for wrongful termination after he was separated from his position at Hostos. The grievance is still active, and if successful may benefit Lesperance’s family.

Charles Mauro

Charles Mauro was “quiet, down to earth, with a big heart,” says Prof. Julia Jordon of NYCT. “Charlie was good people.” Mauro taught Food and Beverage Purchasing as an adjunct at City Tech – and was also director of purchasing for Windows on the World, where he was working on the morning of September 11. A graduate of Tech himself, Mauro “made students feel comfortable – and challenged them to learn all they could along the way,” Jordan says. He had a strong interest in connecting local farmers with restaurateurs, and helped shape conferences on sustainable agriculture in the Northeast.

Mauro began in the restaurant business as a kid in Bay Ridge, says Larry Aridas, a close friend since the two were students at City Tech. And he went far. Mauro was “incredibly knowledgeable” and always a lot of fun, says Michael Lomonaco, who was executive chef at Windows on the World and has just joined City Tech as a Distinguished Professor. “He took full advantage of the education CUNY offers, and came back to CUNY to share his knowledge and enthusiasm,” Lomonaco said.

As one student said, “We’ll all miss Professor Charles.”

Mauro is survived by his wife Barbara. A scholarship has been created at City Tech in Mauro’s honor. Donations may be sent to the Charles J. Mauro Scholarship Fund, Hospitality Management, NYC Tech, 300 Jay St., Brooklyn, NY 11201.

Shawn Powell

Helping people was Shawn Powell’s “life mission,” says Carmen Griffin, Powell’s former supervisor and a Technical Co-ordinator at the LaGuardia Community College Performing Arts Center. Griffin first met Powell when he was 14 years old, working after school at Henry Street Settlement. “[He] always had his head on his shoulders,” says Griffin.

After returning from service in the Army, Shawn Powell worked as a theater technician at LaGuardia, arranging lights, sound and stage management for the Center’s events and shows.

Griffin recalls how quickly he picked up the work. “He excelled at it. He started as an usher. Then veteran techs like me took him under their wing and started furthering his skills. He always wanted to learn as much as he could learn and do as much as he could do.”

But more than that, Powell wanted to use his skills to help people. “He was always there for the team and always there to work with people. That’s why going into the fire department was so natural a progression.”

Powell was a member of the NY Fire Department’s Engine Company 207 in downtown Brooklyn. He is survived by his wife, Jean, and their son Joshua.

Kathy Mazza

Kathy Mazza was an operating room nurse for ten years before she joined the Port Authority police, where she rose to the rank of captain. She attended LaGuardia Community College’s EMT program so that she would be able to teach EMT courses at the Port Authority.

Mazza interned as a student in the LaGuardia program in 1997, and later came back to work with colleagues at LCC to set up an EMT training center at the Port Authority.

She cleaned up a very rudimentary system and made it state-of-the-art,” says John Violante, an EMT instructor who taught some of Mazz’a’s courses. “She was very easy to get along with. She’s sorely missed.”

Kathy Mazza was the first female commanding officer of the Port Authority police. She was last seen trying to save people in World Trade Center Tower One.

Maza is survived by her husband, Christopher Delosh.

Paul Zois

Many CUNY departments depend on adjuncts to do far more than their job description requires. Paul Zois, an adjunct lecturer in the Department of Tourism and Hospitality at Kingsborough Community College, did so eagerly since the department’s founding 17 years ago.

“He was an active force in the department,” says Stuart Schulman, chair of the department. “He was not only a teacher but gave much more of himself,” connecting students with internships and mentor- ing. “He was always cognizant of what was the latest in the field,” says Schulman, “and was able to translate that for students so that they could absorb it and master it.”

Zois taught airport and aviation management, transportation, and related computer courses. He also helped students with one of his other passions: soccer.

“Hers was an avid soccer player,” says Schulman. “He helped [students] find semi-pro teams if that was their interest.”

Zois, a consultant for American Express, was working at Marsh & McLennan in WTC 1 on September 11. He is survived by his wife, Dorothy, and their children Stefania and Theo.

Andrew Frederick

Fire Service Hydraulics is “one of the more difficult classes to teach,” says Glenn Corbett, assistant professor of fire science at John Jay. “It’s 99% math.” But Andy Frederick was a natural at teaching the theory of firefighting. “He could put the theoretical side together with the practical, and students appreciated that,” Corbett says. “They loved him.” Frederick was a member of the NY Fire Department’s Squad 18, and a volunteer firefighter in Suffern, NY, where he lived.

Those who care about firefighting theory develop special interests – and what Andy was into was putting the fire out,” Corbett says.

Frederick was a member of the NY Fire Department’s Squad 18, and a volunteer firefighter in Suffern, NY, where he lived. Those who care about firefighting theory develop special interests – and what Andy was into was putting the fire out,” Corbett says.

Theo.

Andrew Zucker

A man with a passion for teaching, Andy Zucker “re- ally brought the class alive,” says his friend Abe Tawil.

Zucker taught criminal law as an adjunct in continuing studies at Baruch College. A full-time faculty member at the school, he says he pushed his students “not only to learn the material, but to think about how to apply it, what it meant in terms of everyday life.”

Tawil, who knew Zucker since they were both students at Cardozo School of Law, describes him as “an advocate, a very persuasive guy,” active with several Jewish community organizations. Andy was a staunch Zionist and a man of “stern democratic values,” his brother Stu- art writes on a memorial Web site. Others recall Andy’s “booming laugh,” his love of an argument that was just right – but most of all, that if Andy Zucker decided to do something, he made it happen.

Zucker was an associate at the law firm of Harris Beach, and was working on the 85th floor of WTC 2 on September 11. His wife, Erica, is expecting a baby in March. A scholar- ship fund has been created in Zucker’s memory. Donations may be sent to: The Andrew S. Zucker Memorial Fund, P.O. Box 1494, N. Massapequa, NY 11768.
Voice of outrage against CUNY’s tuition increase for undocumented immigrants is getting louder. January saw a hunger strike and a lawsuit against the policy change, after a broad coalition assembled by the PSC spoke out in December. “A lot of my friends will be directly affected,” said Marita Pereira of the Hunter Indian and Pakistani Student Club, two formerly separate clubs that united last fall. “On a personal level, this feels like an attack.” Pereira questioned why CUNY felt it had to review its policy in the wake of September 11: “It’s like profiling. It doesn’t make sense if anyone from South Asia is now considered a potential terrorist.”

In December the PSC organized a public statement sharply criticizing the change as a betrayal of CUNY’s stated mission to “educate the children of the whole people.” The open letter to Chancellor Matthew Goldstein was signed by Jewish, Korean, Mexican, Puerto Rican and South Asian community leaders, City Council Speaker Gifford Miller and 19 other elected officials, state and city leaders of the state AFL-CIO and NYC CLC, the presidents of NYC’s hotel and transit unions, and many more.

On January 15 nearly two dozen faculty, students and supporters began a three-day hunger strike to protest the new policy. Standing outside the Board of Trustees offices on E. 80th Street each day, the hunger strikers and friends chanted “CUNY, educate! Do not discriminate!” The action was covered by WABC-TV, the Associated Press, the New York Times and 60 Minutes. "My students...are being forced out of school now”

Lawyers for the Puerto Rican Legal Defense and Education Fund are among those representing CUNY students in the lawsuit filed in January. The suit charges that the tuition increase violated CUNY’s own rules, which require that the Board of Trustees review and vote on all changes to tuition.

Until November 5, CUNY followed a 1989 Executive Order signed by Mayor Koch and charged in-state tuition to undocumented or out-of-status students who met state residency requirements. After the September 11 terrorist attacks, CUNY General Counsel Frederick F. Schaffer undertook a review of University policies and concluded that this was in violation of a federal law adopted in 1996. That law states that out-of-status or undocumented students cannot get higher education benefits on the basis of residency, if those benefits are unavailable to American citizens from other states.

Thousands of CUNY students have received letters informing them of their new tuition rates – $676 more per year at community colleges, $366 more at senior colleges. On some campuses the letters did not reach students until early January, barely three weeks before the start of the new semester.

ABRUPT DECISION

The PSC-sponsored letter objected to the abrupt and unilateral nature of the decision, made without consulting either the CUNY community or NYC’s wide range of experts on immigration law. Critics argue that there are different interpretations of what federal law requires, especially since there are still no implementing regulations. They point to Texas, which continued to charge undocumented residents in-state tuition after 1996 and was never penalized.

More recently, Texas and California adopted legislation tying in-state tuition to graduation from a state high school or GED program. Thus, non-citizens can qualify without using residency as the criterion. Similar bills have been proposed in New York, and the PSC-sponsored letter called on CUNY to suspend its new policy and support passage of this legislation.

CUNY Vice Chancellor Jay Hershenson told Clarion that once Schaffer’s review concluded that CUNY was in violation of the law, “you have to follow the law, rather than continue to violate it.” Hershenson pointed to steps CUNY has taken “to ameliorate the impact of the change.” Affected students can get free legal advice from a number of centers around CUNY. Campuses were also advised to offer an extended tuition payment schedule or help students seek privately-funded low- or no-interest loans or grants. The Chancellor has also stated his support for legislative remedies – though, this was announced only after the PSC’s open letter.

Susan DiRaimo, a City College ESL instructor who joined the hunger strike, said that these actions are just a band-aid on a deep wound that was caused by CUNY in the first place. “My students are being affected immediately,” DiRaimo said. “They are being forced out of school now.”

When did you first hear about this new policy?
I was reading The New York Times in October, and saw [State Sen.] Frank Padavan’s comment about CUNY, about it being an insult to undocumented students and get a higher education, that it’s a national security issue. I first read about the policy change in the paper, too – so then I went to the CUNY website to read the memo from Schaffer.
I was devastated. I did take it personally, but also as a bigger issue, thinking about the thousands of students who will drop out of school. So I was in the hunger strike since the first day, and I would do it again.

A hunger striker’s story

Clarion interviewed Jose, an undocumented student who joined the hunger strike against the new tuition increase. Some details have been changed to protect his identity.

When did you come to CUNY?
In 1995, with the CLIP program. But I came to the US when I was 15 years old – by myself, without really knowing anybody. I slept on the subway for two days and finally found someone from my town. I had to work to help my family back in Mexico, but I also wanted my education. So I worked 6 days a week from 7 am to 7 pm, then I would study ESL in a class from 7-9, then go home and study for my GED ‘til midnight. Saturdays I studied GED all day.

What are you studying at school now?
I started at [a community college] with computer programming, and then I transferred to [a four-year campus] in 1999, also to study computer science. Sometimes I’m in school full-time, sometimes part-time – it depends how much I have in my pocket. I work as a deli-man, a sandwich maker, usually 8-12 hours a day, 6 or 7 days a week. Most jobs pay the minimum wage, but some even less.

How will this tuition hike affect you – what will you have to do?
I know I will be affected personally. I haven’t yet received that letter, but my college can change my tuition at any time. I registered full-time this semester to try to get 12 more credits before I get the letter. I’m scared that if I get it in the middle of the semester I won’t be able to drop my courses and get the refund – I worry about it a lot. If they change my tuition it will probably take me two or three years more to graduate.

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*Clarion | February 2002*
Justice delayed is justice denied

By DEBRA BERGEN
PSC Director of Contract Administration

If we let the union contract be ignored, it would just be another piece of paper. What gives our contract teeth is how we use it, and how we use the grievance procedure to make sure that it is enforced.

The grievance procedure has three steps: if an issue is not resolved at one level, it is appealed to the next. For this process to work, the time limits at each step must be respected.

But too often they are not. Many bargaining unit members wait over a year for their case to work its way through the procedure, due to consistent delays by management at all levels of the process.

After the union presents its case at Step One, college management is required by the contract to respond with a decision within 15 working days. But this decision is issued late on many campuses, and sometimes it is not issued at all. When the PSC complains about this foot-dragging, management’s answer is the stock bureaucratic response: “You know what you can do” – that is, the union can move the grievance to the next step.

MANAGEMENT DELAYS

With no response at Step One, the grievant is at a disadvantage: management has heard the grievant’s case, but not vice versa. This is both unfair and keeps Step Two from functioning as it should.

Unnecessary, unnecessary delays create resentment. They hurt morale. They are unfair, and they constitute bad management. Union members may not win every single grievance that is filed, but they have a right to expect management to do its job.

The chance to resolve cases at Step One can also be hindered by a college’s failure to respond to a member’s academic appeal after a denial of promotion or reappointment. There are no contractual timeframes by which a college president must respond to an academic appeal, so the aggrieved member may wait six months before the president responds.

If an appeal is denied, reasons must be given within ten working days if they are requested – but this deadline is often ignored.

The problem of management delays and non-responses is worse at some campuses than others. BMCC, CCNY, CSHI, Hostos and Queens have been the worst offenders.

The union is now addressing this issue on many fronts. We are seeking changes to the grievance procedure in our contract negotiations, to make the process work better and make the University more accountable. On the local level, chapter representatives have discussed the issue at their monthly contractual meetings with college presidents.

The PSC’s leadership brought the problem directly to the attention of Chancellor Goldstein at their labor-management meeting in December, and received his assurance that the inordinate delays would end.

The PSC Grievance Policy Committee has encouraged chapters to establish campus grievance committees. The union has also offered a series of training workshops. With renewed activism and vigilance on the part of the chapters, the last year and a half has seen a University-wide increase in grievance activity. In the 2000-2001 academic year, the union initiated a total of 169 grievances at Step One.

Since the beginning of this academic year, the PSC has filed forty grievances, including seven grievances for denial of promotions and eighteen that challenged improper denial of reappointment, both with and without tenure or CCE. Other grievances challenged improperly conducted annual evaluations, improper salary rates, failure to follow time limits and issues of discrimination such as failure to provide reasonable accommodation to a disability. So far, the union has so far moved eight of these grievances to Step Two.

Union members are using the grievance procedure, and the PSC is doing its part to make the process work. Management must do the same.

EDUCATORS’ INCOME TAX GUIDE

To: Membership Dept.
Professional Staff Congress
25 West 43rd Street
New York, N.Y. 10036

Enclosed Is A Check In The Amount Of $________ Made Out To PSC
For ______ Copy(ies) Of The Educators’ Income Tax Guide $55.00 Per Copy.

Name __________________________________________
Address ________________________________________
City ___________________________   State _________ Zip ______________

NEWS/RIGHTS

In November, the PSC held its annual Belle Zeller Scholarship awards ceremony at the Russian Tea Room for outstanding CUNY students. Pictured are (from left): Marlon Palha, Imran G. Chahwurhy, Robert Gerard, Tamara Herrera, Mooh Son, Lidi- ja Marques, Moira E. Egan, Isorys A. Dillone, PSC President Barbara Bowen, Melissa Anne Shea, Amelia Toleda, Randolph Chowdury, Ilana Roza Ausubel and Sherley Abraham. The awardees’ diversity of achievement includes Dillone, a government major at John Jay who is former US Department of Education White House Fellow and captain of her school’s women’s volleyball team; Chahwurhy, an anthropology major at Hunter who worked on the International AIDS Vaccine Initiative, and Ger- ardi, a professional musician who returned to school at Lehman College to become a music teacher.

Discussion of war shows diverse views in PSC

More agreement on civil liberties, opposing discrimination

By PETER HOGNESS

When the PSC Delegate Assembly (DA) met little more than a week af- ter the attack on the World Trade Center, agreement on certain points was quickly achieved. Delegates voted to express their solidarity with those who had lost loved ones, and to support relief efforts of other unions. They condemned the at- tacks and called on CUNY faculty and staff to take part in on-campus memorials and forums, to reflect on September 11 and its aftermath.

And they urged PSC members to help make CUNY “a safe harbor for people and ideas,” free from threats or discrim- ination.

But there has been no clear consensus on what the union should take on the war itself. The union’s Execu- tive Council asked dele- gates to express their views and has tried to craft a resolution on the war and its effects that would command support from a clear majority of the union. So far, it has not been able to do so.

One of the resolutions adopted in September stressed the need to “re- spect the diversity of views that our membership holds,” and this is something that the union can fairly claim to have done. What stands out about the discussions in the Dele- gate Assembly is both the range of views and the respectful way that disagreements – often passionately held – have been expressed.

Some delegates have argued that the PSC should not adopt stands on broad political issues. “The union should not take a position on the cur- rent global crisis,” Amy Nicholas, chapter chair at the Brooklyn EOC, told the November 29 DA. “We need to focus on the contract, on working conditions.” This did not mean that we should only care about ourselves, Nicholas added. “This union has tak- en real and positive strides in un- dertaking collaboration with other unions,” she said, “but we can go too far afield.”

UNIONS AND POLITICS

Others responded that unions take political positions all the time, as the PSC had just done in the elec- tions for Mayor and City Council.

“We are in the tradition of unions that have fought for social justice,” said Mairiam Thompson, delegate from Queens. “A union is not just contracts,” she argued; union members also gain from progress on such issues as civil rights or fairer trade.

Several delegates argued against the PSC’s adopting a position on the Afghan war because it might divide the union. The “whole University is not uni- fied on the war,” warned delegate Jane Young, chap- ter chair at BMCC. “And we’re in the middle of negotiating a contract.”

Michael Barnhardt, delegate from Kingsborough, said, “If we went out and took a position on this, we would alienate vast swaths of our campus.”

Some delegates argued for taking an anti-war stand because they saw it as intimately connected to other union concerns. “We cannot sit back and let tax dollars that should be spent on CUNY go to bombing work- ing people in Afghanistan,” said Su- dan DiBello of CCNY. “If there’s a re- reinstatement of the draft, they’ll take away our students,” argued HEO delegate Carmen Vasquez.

Others saw an anti-war position as a matter of basic principle. “As an adjunct I’m very interested in my

What stands out is the respectful way that disagreements – often passionately held – have been expressed.

The American Federation of Teachers passed a resolution in Oc- tober giving unqualified support to military action. When Barbara Bowen, a member of the AFT Executive Council, cast the only vote in opposition. “There are parts of the resolution I strongly sup- port – especially its condemnation of the attacks, its sympathy for the vic- tims and solidarity with the work- ers,” Bowen said. “But I couldn’t vote for it because I felt its analysis was false to the complexities of his- tory and its support for militarism was too extreme.” Bowen noted, however, that after her vote several AFT EC members said it was good she had stimulated discussion. AFT leaders reaffirmed their support for the PSC, particularly as it seeks fed- eral money for CUNY.

There was wide agreement that the PSC should take a firm stand in defense of civil liberties and due process. RC member Blanche Wiesen Cook and Hunter delegate Dave Kotelchuck both said that if the Bush administration decided to widen the war to attack Iraq, they thought that a majority of PSC members would agree that this must be opposed.

democratic discussion

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Union members are using the grievance procedure, and the PSC is doing its part to make the process work. Management must do the same.
By PETER HOGNESS

**Welfare Fund to tackle deficit**

Reserves falling for last five years

The PSC-CUNY Welfare Fund has long been available to all CUNY faculty and staff, community college employees can now invest in a 401(k) plan sponsored by the City of New York. But it’s important to look at the details of these plans, and figure out what decision is best for you. 403(b) and 401(k) plans both offer the same basic advantage; tax deferral. Contributions to these plans, as well as any earnings, are not taxable to employees until they begin receiving income from them. This allows employees to employ compounded growth on money they would have otherwise lost to taxes, as well as postponing taxes until some time in the future. The voluntary tax-deferred annuity savings programs previously

<table>
<thead>
<tr>
<th>COMPARE THE PLANS</th>
<th>401(k)</th>
<th>403(b)</th>
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<tbody>
<tr>
<td><strong>Employee salary reduction</strong></td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td><strong>(pretax) contributions</strong></td>
<td>Same</td>
<td>Same</td>
</tr>
<tr>
<td><strong>Total overall contribution limit</strong>&lt;br&gt;<strong>(employer + employee)</strong></td>
<td>$11,000 in 2002; $12,000 in 2003; $13,000 in 2004; $14,000 in 2005; $15,000 in 2006; $500 indexed increments after 2006</td>
<td>$15,000 lifetime maximum</td>
</tr>
<tr>
<td><strong>Age 50 or older additional catch-up contribution (pretax)</strong></td>
<td>$1,000 in 2002; $2,000 in 2003; $3,000 in 2004; $4,000 in 2005; $5,000 in 2006; $500 indexed increments after 2006</td>
<td>Up to $3,000 more per year ($15,000 lifetime maximum)</td>
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<tr>
<td><strong>15+ years of service additional catch-up contribution</strong></td>
<td>Not available</td>
<td>Applicable to post-1996 accumulations after the April 1 of the year following age 70 1/2 or retirement.</td>
</tr>
<tr>
<td><strong>Minimum distribution requirements</strong>&lt;br&gt;Applicable to entire accumulation at the later of the April 1 of the year following age 70 1/2 or retirement.</td>
<td>Applicable to post-1996 accumulations at the later of the April 1 of the year following age 70 1/2 or retirement, or on pre-1987 accumulations, applicable at the year after age 75, or retirement, whichever is later.</td>
<td></td>
</tr>
<tr>
<td><strong>Loans</strong></td>
<td>Not currently available to CUNY employees</td>
<td>Available to CUNY employees</td>
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</tbody>
</table>

1 Internal Revenue Code Section 415 limit
2 Internal Revenue Code Section 4970A limit

**YOUR BENEFITS**

(Still) available through CUNY – through the TIAA-CREF SRA, HRC or TRS – are 403(b) plans. If you are a community college employee and now want to decide between CUNY’s 403(b) and the newly-available 401(k) plan from New York City, you should be aware of some of their differences:

**Contribution Limits** – The Economic Growth and Tax Relief Reconciliation Act of 2001 gave both 403(b) and 401(k) plans the same basic tax-deferred contribution limit. But the 401(k) has more limited provisions for additional “catch-up” contributions. A 403(b) plan may allow employees who have worked for CUNY for 15 or more years to contribute up to an additional $15,000 per year, up to a lifetime maximum of $150,000. A separate “age 50” catch-up provision is available in both 403(b) and 401(k) plans, permitting employees who are age 50 and over to contribute an additional $1,000 in 2002 and in more later years (see chart).

Another difference is that you may be allowed to contribute more under a 403(b) plan, because CUNY’s contributions to this plan are not counted toward the annual limit (see chart).

**Minimum Distributions** – Federal law requires participants in 401(k) and 403(b) plans to begin receiving benefits or making withdrawals by April 1 after they attain age 70 1/2. Those who continue to work after age 70 1/2 generally do not have to make withdrawals until April 1st of the year after they retire or separate from service. The minimum distribution rules for 401(k) plans offer an advantage to those who apply to 401(k) plans. Account balances credited to a 403(b) plan before 1987 may not be subject to the minimum distribution requirements until the year participants reach age 75, or the April 1st of the year after the year in which they retire, whichever is later.

These differences aside, 401(k) and 403(b) plans are both among the best ways to save for retirement. Both plans offer the advantages of immediate tax savings on contributions, plus compounded growth and tax deferral on any investment earnings – a combination that few alternatives can beat.

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By PETER HOGNESS

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**BENEFITS**

**403(b) and 401(k): The similarities and differences**

**By CLARISSA GILBERT WEISS**

PSC Director of Pension and Welfare Benefits

Starting this January, some CUNY faculty and staff have a new option in retirement plans. In addition to the 403(b) voluntary tax-deferred annuity savings program that has long been available to all CUNY faculty and staff, community college employees can now invest in a 401(k) plan sponsored by the City of New York. But it’s important to look at the details of these plans, and figure out what decision is best for you. 403(b) and 401(k) plans both offer the same basic advantage; tax deferral. Contributions to these plans, as well as any earnings, are not taxable to employees until they begin receiving income from them. This allows employees to employ compounded growth on money they would have otherwise lost to taxes, as well as postponing taxes until some time in the future. The voluntary tax-deferred annuity savings programs previously

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**Clarion | February 2002**

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**THE PSC-CUNY WELFARE FUND HAS LONG BEEN AVAILABLE TO ALL CUNY FACULTY AND STAFF, COMMUNITY COLLEGE EMPLOYEES CAN NOW INVEST IN A 401(K) PLAN SPONSORED BY THE CITY OF NEW YORK. BUT IT’S IMPORTANT TO LOOK AT THE DETAILS OF THESE PLANS, AND FIGURE OUT WHAT DECISION IS BEST FOR YOU. 403(B) AND 401(K) PLANS BOTH OFFER THE SAME BASIC ADVANTAGE; TAX DEFERRAL. CONTRIBUTIONS TO THESE PLANS, AS WELL AS ANY EARNINGS, ARE NOT TAXABLE TO EMPLOYEES UNTIL THEY BEGIN RECEIVING INCOME FROM THEM. THIS ALLOWS EMPLOYEES TO EMPLOY COMPOUNDED GROWTH ON MONEY THEY WOULD HAVE OTHERWISE LOST TO TAXES, AS WELL AS POSTPONING TAXES UNTIL SOME TIME IN THE FUTURE. THE VOLUNTARY TAX-DEFERRED ANNUITY SAVINGS PROGRAMS PREVIOUSLY
The right to ask, and the right to know

By BLANCHE WIENSE COOK
John Jay and the Graduate Center

O n the bombing in Afghanistan is winds blowing, and the smoke at our own Ground Zero has almost settled. It is time to assess our situation. At John Jay we lost 131 police officers and firefighters, our students, colleagues and alums. All of us lost something, our sense of security to begin with.

We were perhaps too overwhelmed with anger and grief to notice, but we have been losing something else: our right to know.

On October 17, the Guardian of London reported that the Pentagon bought exclusive rights to all Ikonos satellite pictures from Space Imaging, the civilian satellite company. For an undisclosed sum, the effects of the bombings in Afghanistan were limited to military eyes only. On December 4, British and US journalists reported that US bombs had destroyed the Afghan village of Kama Ado, killing dozens of civilians. The Pentagon denied it, and no satellite photos were available to settle the matter.

What happened to our right to know? It is being shredded.

On October 12, in a little-noticed message to all federal agencies, Attorney General John Ashcroft set a new policy on requests by scholars, journalists and others under the 1974 Freedom of Information Act (FOIA). Government documents should now be released "only after full and deliberate consideration of the institutional, commercial, and personal privacy interests that could be implicated." Ashcroft promised that all FOIA refusals will have the complete support of the Department of Justice. Exceptions for national security were already part of FOIA; Ashcroft's memo is a deliberate assault on the 30-year effort to create a fully informed democracy.

That stealth order was followed by a more public -- and outrageous -- Executive Order by President Bush. EO 13223 trashed the 1974 Freedom of Information Act and the 1974 Privacy Act.

Governments should now be released "only after full and deliberate consider-ation of the institutional, commercial, and personal privacy interests that could be im- plicated." Ashcroft promised that all FOIA refusals will have the complete support of the Department of Justice. Exceptions for national security were already part of FOIA; Ashcroft's memo is a deliberate assault on the 30-year effort to create a fully informed democracy.

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The act declares that presidential papers are not the private preserve of a private per-
son, but government documents, the na-
tion's public treasure to be opened fifteen years after a president leaves office. The Act protects secret documents and was not retroactive. Ronald Reagan's papers, sched-
uled to be opened in January, would have been the first. But there was a delay, fol-
lowed by Bush's surprising EO: No president (or presidential archive) may release papers without the sitting president's approval.

HISTORIANS SPEAK OUT

Thus, by executive order this president declares null and void an act of Congress, signed by a former president, relating to all future presidents. This act of absolute monarchy, I am happy to note, is being challenged by the American Historical Association, the Organization of American Historians, the National Security Archive, and the Reporter's Committee for Freedom of the Press; as well as two individual presidential historians, Hugh Graham and Stanley Kutler.

But the worst attack yet on our hard-won heritage of civil liberties was the Uniting and Strengthening America by Providing Appropriate Tools Required to Intercept and Obstruct Terrorism Act. The USA-PATRIOT Act is an appalling piece of legislation that redlines American freedom for the next four years. This many-hun-
dred-page bill was passed with bi-
partisan enthusiasm before there was time to study, debate or even read it. It permits break-
ages to break into court orders, expanded wiretaps, black-bag jobs and computer raids. No accountability, no true oversight. John Edgar Hoover never had it so good.

MORE SPYING

This frightful package was soon followed by the attor-
ney general's unconscionable order ending lawyer-client privilege, and calls for re-
newed FBI spying on reli-
gious and political groups. The argument that our govern-
ment needs such dictatorial powers to combat terror-
ism is undermined by the fact, that both were opposed by scores of career FBI and CIA agents and military at-
torneys. They viewed such expansion of state power as an insult to their professional-
ism and an invitation to mis-
chief.

Of course, the latter has been going on for a long time, and underlies many of the at-
tacks on public higher education. But today shirll outbursts against public discourse on the most urgent subjects have gotten louder and become more vulgar.

Prominent in this crusade is Lynne Ch-
eny. While her husband boasted that, as CEO of the energy company Halliburton, he did business around the globe with over 100 na-

tions, Lynne Cheney worked against multiculturalism. Today Cheney and the organi-

cation she founded, the American Council of Trustees and Alumni (ACTA), lead the charge for absolute unity. ACTA's 38-page pamphlet, "Defending Civilization: How Our Universities Are Failing America and What Can Be Done About It," features 117 quotes that are presumably un-American, or worse. Those who ask "why?" are particularly con-
demned; and all thoughts about context are deplored.

It is tempting to dismiss this silly compilation. But its goal was to chill debate, to stifile discussion, convince wayward academics (cited by name in the first edition) that their impurities are carefully monitored.

Such intolerance encourages bully tactics, as Sacra-
mento Bee publisher Janis Besler Heaphy found out when she was booted off the stage for de-
ciding civil liberties at the California State University, Sacramento commencement in December. Heaphy would have concluded by saying, "America was founded on the belief that the freedom to think as you will and speak as you think are essential to democracy. Only by exercising those rights can you ensure their continued existence. But she never got that far.

SECRET AND CONTROL

So what is all this bullying and secrecy about? Where will it lead? Who are we now?

In the end secrecy is about pow-
er; and total secrecy is about total control. That was why we fought for the Freedom of Information Act and similar "sunshine laws" in the first place. Remember the abuses of power: the FBI's counter-intelli-
gence program COINTELPRO, its war against the civil right movement, the peace movement. We thought we would not have to fight these battles again.

But we do. So it is time to organize, boldly and publicly -- to keep our country free, our own minds open, our hearts willing to listen to the cries of the future, and the past.

CLARION | FEBRUARY 2002
**OPINION/POETRY 11**

**What is an union?**

By Barbara Bowen
PSC President

Contract negotiations are still contentious, but it's no secret that reaching an acceptable settlement is the union's priority. Negotiations intensified in late December and have accelerated at an unprecedented pace this month, as the PSC continues to isolate the areas of disagreement with management and press for our needs. Some members may be surprised to learn that collective bargaining is not just a question of money: management doesn't simply agree to an amount and then hand over the check. How the money is allocated is also a source of support and information and renewal. If the union is a presence in your life, you are more likely to join its struggles and create the political leverage to restore CUNY's funding, win a breakthrough contract.

Or think of it dialectically: while we focus on the immediate issue of collective bargaining, we must also prepare for the long haul. The attempt to reclaim the University is not a one-year affair; the PSC leadership is in this for the duration. We will need the strength that develops through shared struggle, the track record we have already begun to establish as a fighting union, if we are to have hope of success.

CUNY's new policy on tuition for undocumented immigrants is a case in point. The issue has immediate economic and intellectual consequences for CUNY. If we lose these students, we lose enrollment and funding—and risk another, irreplaceable loss: the intellectual fire such students often bring to our classrooms and our research. Beyond these immediate concerns, the PSC's leadership of a broad coalition against this punitive policy helps to define who we are: a union committed to the best possible public higher education in this city of immigrants. CUNY has been so frequently under attack that activists are often forced into defending the institution uncritically; this issue recalls us to the more progressive task of asserting our vision of the University. The alliances we make now will stand us in good stead as we wage our own battles in coming years. A different kind of power is being developed through the film series and the Clarion supplement. As initiatives that draw on the particular expertise of our members, these projects join battle with current political forces on the ground where we're strongest. They offer the chance of an alternative to the analysis that saturates American culture: profit is the only god and working people are failures (an ideology only superficially interrupted by the public romance with workers after September 11th). There is an epistemological world elsewhere, and one of labor's most important roles historically has been to provide it. Public projects like these, designed to strengthen coalitions across the labor movement and beyond, help us re-imagine the current culture even as we struggle within and against it.

Take any example of a powerful union, and you will find one that does more than just seek gains in wages for its members. As an academic union in a major city, we have a chance to build the kind of lasting strength that represents the great potential of labor as a movement.

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**Sources of Strength**

Two by Cornelius Eady

**What Is Known About The Abductor**

The sheriff reads off a list of things I have not done: I have not called on the phone. I did not discard the Children's clothing they found by the highway. I wasn't the man who robbed a convenience store. In a car the same color as Susan's. I didn't drop Off the child they found, in Seattle, in a child's Seat like hers; the baby someone thought they Heard crying in the woods; not there, none of My doing.

Bloodhounds cannot catch a whiff of me. Divers

To light my soggy footprints. Nothing can be

Reprinted from Brutal Imaginations, NY: Penguin Putnam, 2001. Note: The above is one of a series of poems written after Susan Smith first blamed a black man for kidnapping her two small sons. Smith was later convicted of their murder.

**Why Do So Few Blacks Study Creative Writing?**

Always the same, sweet hurt,
The understanding that settles in the eyes
Sooner or later, at the end of class,
In the silence cooling in the room.
Sooner or later it comes to this,
You stand face to face with your Younger face and you have to answer
A student, a young woman this time,
And you're alone in the classroom
Or in your office, a day or so later,
And she has to know, if all music Begins equal, why this poem of hers Needed a passport, a glossary,

A disclaimer. it was as if I were . . .

What's wrong with me?

And you want

To crawl or spade her hurt To the air. You want photosynthesis To break it down to an organic language. You want to shake I hear you Into her ear, armor her life

With permission. Really, what Can I say? That if she chooses To remain here the term neighborhood will always have A foreign stress, that there Will always be the moment

The small, hard details Of your life will be made To circle their wagons.


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Cornelius Eady is the author of six books of poetry; Brutal Imaginations was a finalist for the National Book Award, 2001 and was adapted into a play that ran at the Vineyard Theatre this January. He has taught at the Masters Program at The City College of New York.
**NEWS**

**“Labor Goes to the Movies”**

PSC kicks off new film series

By JONATHAN BUCHBAUM

The PSC is kicking off a new cultural initiative this semester – a monthly film series devoted to labor and the cinema. The series is designed as a forum for discussion of issues facing labor and the union movement today.

Union cultural work has a long and distinguished pedigree, in this country and internationally. Worker film, theater and other art projects flourished during the 1930s, with Film and Photo Leagues and Federal Theater Projects. More recently, 1199's Bread and Roses Cultural Project has drawn praise for its wide range of activities, from plays to poetry readings to painting exhibitions. (The founder and director of Bread and Roses, Moe Foner, passed away on January 10. A memorial service is being planned and Clarion will carry details.)

_Labor Goes to the Movies_ draws its specific inspiration from the theory and practice of Third Cinema. In the late 1960s, the Peronist labor movement in Argentina was re-emerging to lead the struggle against years of repression. A group of militant Peronist filmmakers, the Grupo Cine Liberación, led by Fernando Solanas and Octavio Getino, produced an epic four-hour documentary film attacking the neo-colonial rulers of Argentina, _Hour of the Furnaces_. The filmmakers showed the film clandestinely to hundreds of thousands of union militants, quite consciously using it as an organizing tool to win people to their political analysis. Throughout the U.S., thousands lined up to attend screenings as well.

While _Hour of the Furnaces_ is didactic perhaps to a fault, the filmmakers made every effort to both put the audience at ease and solicit active audience involvement. Sharing certain ideas of Brecht, they provided food and drink for audiences, as the discussion guides, or “relators,” led discussions and distributed political literature pertinent to their immediate struggles.

Solanas and Getino later included audience comments in a new final section of the film. More radically still, they encouraged the relators to project the film in whatever manner or order they felt appropriate to the screening situation – stopping the film at times for discussion, changing the order of the relays – calling the work a “modular film,” malleable to the political goals of the moment.

Their elaborate manifesto, “Towards a Third Cinema,” based on the concrete practice of making and distributing the film, stressed the centrality of the screening experience: As we gained in experience, we incorporated into the showing various elements (a mise en scène) to reinforce the themes of the films, the climate of the showing, the ‘distributing’ of the participants, and the dialogue: recorded music or poems, sculpture and paintings, posters, a program director who chaired the debate and presented the film and the comrades who were speaking, a glass of wine, a few mates [a strong Argentinean tea], etc.

The PSC committee organizing “Labor Goes to the Movies” hopes it will achieve something similar: a place where PSC members and members of other unions look at what we have in common, an audience that is not just a group of passive spectators, a social event where you can enjoy talking about the film with both old friends and new ones. PSC presenters and guests from other unions will lead informal discussions of the films.

**IMMIGRANT STORIES**

For the first semester, the committee has chosen a mix of films which we hope will both entertain and stimulate. _La Ciudad_ (1989), a film shot entirely on location in Queens, will inaugurate the series on February 8 (see poster in this issue of Clarion for details). This film presents four fictional stories from the lives of Latino immigrants in New York City. The new immigrants, who speak little English, grapple with work problems as laborers and seamstresses, with the打扮 of modern urban life, with homelessness and the baffling bureaucracy of public schools. The filmmaker, David Riker, presents these stories without sentimentality or sensationalism, two familiar tropes affecting normal Hollywood confections of Latino life.

The cast of largely non-professional actors became organizers for the film, convincing the owner of a neighborhood movie house in Queens to show it (where it became a local hit) and talking with audience members after screenings in both Queens and Manhattan.

In _La Promesse_ (1996), a Belgian film screening on March 8, a callous father enlists his young son in the lucrative smuggling, housing and employment of African and Eastern European men put to work as laborers. On April 12 the committee will show _Live Nude Girls Unite!_ (2000), a documentary that follows the union organizing efforts of a group of (mostly) female workers at a San Francisco strip club, examining difficult issues about the ethics of women’s control over their bodies.

The spring semester series concludes on May 10 with the classic first film of Sergei Eisenstein, _Strike_ (1924). Constructed around the dramatic tale of a fictional strike, _Strike_ celebrates what Eisenstein called “the plastic charm of reality” in a constructivist symphony, a delicious paean to the factory machinery, later transformed into weapons by the workers. A silent film, _Strike_ will be shown with a pulsing new score by the Alloy Orchestra.

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**Sayonara to Segarra**

Leaves CUNY for “plum post” as head of cop museum

By LAUREN WEBER

Five months after _Clarion_ reported that Nilda Segarra was a virtual no-show in her role as Vice President for Inter-Campus Collaboration, Segarra announced that she would resign. Just six days before the end of this term, Mayor Giuliani told reporters that Segarra had been chosen to head the Police Museum.

Segarra’s 2001 summer issue noted that Segarra, a Giuliani loyalist who is also president of the Board of Education, rarely showed up at her Baruch College office. Segarra refused to say how many hours a week she devoted to her CUNY job or list any concrete accomplishments from her 15-month tenure, and Chancellor Goldstein’s office was just as mum. Articles followed in the _Daily News_ and _The Chief_, the newspaper for civil employees; both credited _Clarion_ with breaking the story.

FAILS TO ANSWER

Still seeking answers about Segarra’s work schedule, _Clarion_ filed a Freedom of Information request in August. However, Segarra ignored the request even when it came through CUNY General Counsel Frederick P. Schaffer. In an October 15 letter, Schaffer complained about Segarra’s failure to return phone calls over a two-week period, and said that “the university cannot fulfill its obligations under the law” unless she handed over her schedule. Segarra still has not complied.

_Clarion_ reported the stalemate in December, and the story was again picked up by _The Chief_ and then the _New York Post_. In an editorial titled “It’s Always Payday for Nilda,” _The Chief_ noted that Segarra’s failure to comply with the requests “heightened suspicion that the post is at least a first cousin to a no-show job,” and said that “Mr. Giuliani should be embarrassed at his own role in this controversy.”

Less than two weeks later, Giuliani announced that Segarra would be moving over to the Police Museum. “Embellished Rudy Crony Lands Cop-Museum Gig,” the _Post_ reported on December 27: “Under fire for her specially created job at City University, [Segarra] yesterday suddenly landed a plum post” as head of the Police Museum, the paper said. The _Post, Newsday_, the _Daily News_ and _The Chief_ all referred to the PSC’s pressure for accountability on Segarra’s CUNY position.

Despite the negative publicity, Segarra has refused to defend her record at CUNY.

IDENTICAL SALARY

The previous director of the Police Museum, ex-Giuliani aide Todd Clariavino, had been in the position only a short time before Segarra’s appointment bumped him aside. Segarra, who said she was offered the museum job on the very day that it was announced, told reporters she had “no idea” what her new position would pay. _The Chief_ noted that the previous director’s salary was $115,000 – coincidentally, the same amount Segarra was paid at CUNY.

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**15-MINUTE ACTIVIST**

Movie phone

Here’s your activist assignment for this month: pick up the phone and invite a friend to the movies. Ask them to join you at the PSC’s new film series. All screenings are at 6 p.m. at the Center for Worker Education, 99 Hudson Street in lower Manhattan. Bring the film’s announcement flyer and your guest gets in free! (Thereby avoiding the steep $2 suggested admission.) Join a diverse cast of characters – filmmakers, labor leaders, members of other unions – to see the film, and then share your thoughts and some refreshments after. It’s a chance to be an activist and eat popcorn at the same time.