

Major Features of PSC Contracts 2000 - 2023

SALARY

Reduce Inequality, Reverse Losses

August 2000 – October 2002

- Above-inflation wage increases for all titles
- Equity adjustments for the lowest-paid full-time titles
- Office/professional hours for thousands of adjuncts
- Summer pay for department chairs

November 2002 – September 2007

- Salary increases averaging 9.5%
- Sabbaticals pay increase from 50% to 80% pay

September 2007 – October 2010

- Salary increases of 10.5%
- Additional increases on the top step, so that: – within 25 months, top steps of full-time titles increase 13.8% – within 25 months, top steps of adjunct titles increase 16.7%
- Lecturer steps increase an additional \$1,000 in third year
- CLTs and Assistants to HEO eligible for pay differential for Master Degree or PhD
- Improved adjunct eligibility for movement in salary schedule

October 2010 – November 2017

- Across-the-board salary increases of 10.41%
- Fully retroactive raises, effective from April 2012
- Annualized salaries, health insurance and accrued sick leave for CLIP and CUNY Start instructors
- Opportunity for HEOs on top salary step in all but highest title to apply for additional \$2,500 on base salary

December 2017 – February 2023

- Across-the-board salary increases of more than 10%
 - Two retroactive pay increases
 - Breakthrough on adjunct pay– the biggest gain in equity in the union’s history
- Pay for teaching adjuncts restructured: minimum for a three-credit course rises by the end of the contract to \$5,500 (an increase of 71%), four-credit course to \$6,875
- Adjunct workload restructured to include paid office hours for every course, resulting in increases of up to 39% per course the semester immediately after ratification.
 - Additional salary increases for equity: full-time CLT titles, all Lecturer titles, CLIP and CUNY Start Instructors, Assistants to HEO and all EOC corresponding titles
 - Across-the-board salary increases also applied to EOCs and Continuing Ed faculty
 - Improved funding and firm time frames for HEO differential awards

SALARY

Reduce Inequality, Reverse Losses

EQUITY INCREASES | Lecturers received equity increases in three contract rounds.

2000 – 2002 | received 5.77% in the final year when other titles received 3%.

2007 – 2010 | \$1000 on base, in addition to across-the-board increases.

2017 – 2023 | \$1000 on base, in addition to across-the-board increases.

Newly annualized titles, CLIP and CUNY Start Instructors, were also entitled to the equity increase.

SALARY

Reduce Inequality, Reverse Losses

EQUITY INCREASES | CLTs received equity increases in two contract rounds.

2000 – 2002 Contract | All CLT titles received higher increases when most titles received 3% in final year.

- CLT: 10.15%, on average
- Senior CLT: 7.28%, on average
- Chief CLT: 5.88%, on average

2017 – 2023 Contract | All CLT titles received increases in addition to across-the-board increases.

- CLT: \$2500
- Senior CLT: \$2000
- Chief CLT: \$1500

SALARY

Reduce Inequality, Reverse Losses

REDUCING INEQUALITY | Teaching Adjuncts

2000 – 2002 Contract | One adjunct professional hour for every six or more contact hours

2007 – 2010 Contract | Movement in salary schedule

2017 – 2023 Contract | Pay restructured one professional hour for every three contact hours, up to nine contact hours

- Adjunct Lecturer: \$5500 for a three-credit course | up to 71% increase
- Adjunct Assistant Professor: \$6000 for a three-credit course | up to 64% increase
- Adjunct Associate Professor: \$6500 for a three-credit course | up to 65% increase
- Adjunct Professor: \$6750, for a three-credit course | up to 54% increase

HEALTH, WELFARE BENEFITS, QUALITY OF LIFE

August 2000 – October 2002

- Additional funding to move adjuncts onto the NYC Health Insurance Plan or to reduce the deficit to the Welfare Fund providing adjunct health insurance
- An annual rate-increase of \$200 per capita added to the Welfare Fund
- A one-time increase of \$175 on behalf of each full-time employee and retiree

November 2002 – September 2007

- 20% increase in CUNY's annual contributions to Welfare Fund
- Paid sick days for non-teaching adjuncts and adjunct CLTs

September 2007 – October 2010

- An annual rate-increase of \$50 per capita added to the Welfare Fund.
- Paid Parental Leave pilot program for full-time instructional staff
- Establishment of a “sick leave bank” and a system of dedicated sick leave days
- Improved adjunct eligibility for tuition waivers, adjunct health insurance

OUTSIDE OF THE AGREEMENT

- Agreement to establish doctoral employee health insurance
- Continuing negotiations through the Municipal Labor Committee to transfer adjuncts from the Welfare Fund to the NYC health plan

October 2010 – November 2017

- An annual rate-increase of \$100 per capita contribution to the Welfare Fund, allowing for improved dental benefit.
- State & City agreement and funding for adjunct health insurance, beginning 2014
- Accrued sick days for adjuncts on multiyear appointments
- Elimination of one-year waiting period for graduate employees to qualify for adjunct health insurance
- Annualized salaries, health insurance and accrued sick leave for CLIP and CUNY Start instructors
- **Side Agreements**
 - Phased Retirement Pilot Program
 - Permanent Paid Parental Leave Program

December 2017 – February 2023

- An annual rate-increase of \$35 per capita contribution to the Welfare Fund.
- Graduate employee health insurance funding and tuition waivers expanded
- Paid family leave for full-time and part-time employees

JOB SECURITY

Maintain tenure and 13.3b; win adjunct job security

August 2000 – October 2002

- One-year appointment for eligible teaching adjuncts

November 2002 – September 2007

- 100 new full-time positions for experienced CUNY adjuncts
- Extension of tenure clock from five years to seven years

September 2007 – October 2010

OUTSIDE OF THE AGREEMENT

- 100 new full-time positions for experienced adjuncts

October 2010 – November 2017

- Three-year appointments for adjuncts teaching at least six contact teaching hours in the ten of the most recent consecutive semesters in a single department
- Annualized salaries, health insurance and accrued sick leave for CLIP and CUNY Start instructors
- **In a separate agreement:**
 - pilot program for limited new positions with higher overscale salaries in exchange for new full-time positions for current adjuncts.

December 2017 – February 2023

- Three-year appointments for adjuncts teaching at least six contact teaching hours in the ten of the preceding 12 semesters in a single department
- Reassigned time for untenured faculty: Untenured professorial ranks will receive 18 contact hours of reassigned time to be used during their first five annual appointments. Upon receiving appointment with tenure, they shall receive six (6) contact hours of reassigned time to be used during the three (3) succeeding academic years, beginning with the year in which tenure becomes effective.

WORKLOAD

August 2000 – October 2002

- Reduction of teaching load toward equity for City Tech and College of Staten Island
- Labor/Management Committees on HEO Workload

November 2002 – September 2007

- 24 hours of reassigned time for future untenured faculty
- Reduction in teaching load to 24 hours at City Tech
- Improvements in professional leaves for library faculty from 4 weeks to 5 weeks.
- Reversal of concession made in 1988: Annual leave for counseling faculty restored to equivalent number of days as teaching faculty

October 2010 – November 2017

- Teaching Load Reduction: The annual undergraduate teaching contact hour workload for Lecturers, Assistant Professors, Associate Professors and Professors is reduced by three contact hours.

Senior Colleges: 21 to 18

Community Colleges: 27 to 24

Instructors and Lecturers: 27 to 24

- Major gain in annual leave equity for full-time faculty librarians

PROFESSIONAL DEVELOPMENT, PROMOTION & RESPECT

August 2000 – October 2002

- Research time for new junior faculty
- Professional development fund for HEOs and CLTs
- CLT University-Wide Labor Management Committee to review promotion procedures
- Matching funds to support free tuition for PhD students
- Library privileges for retirees

November 2002 – September 2007

- Full-year sabbaticals pay increase from 50% to 80% pay
- Professional development grants for adjuncts
- Increases in professional development grants for HEOs and CLTs

September 2007 – October 2010

- The PSC gained the right to use college email for union communication

October 2010 – November 2017

- Changes in HEO reclassification guidelines
- **In a separate agreement:**
 - Letter from CUNY acknowledging the importance of diversity among Distinguished Professors.

December 2017 – February 2023

- Travel funds under the contract doubled
- Research support for department chairs, starting 2021
- Increased funding for professional development funds for adjuncts, Continuing Ed faculty, CLTs and HEOs
- Access to professional development grants for non-teaching adjuncts
- Pilot program on payment of stipends for specific projects
- Additional agreement to conduct labor-management campaign against workplace bullying