

	<p><u>Contract Ratification Bulletin #3</u></p> <p>SUNY and CUNY contracts compared</p>
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Misinformation (and *dis*information) has been circulating about this topic, so it's worth examining in detail. Both the PSC and UUP operate within the political context of New York State collective bargaining, so the most important thing we share is the fight to change that context and restore public funding to public higher education-through our contracts and through the legislative budget.

"Discretionary" Raises vs. Salary Steps

SUNY and CUNY have very different salary and benefit structures. In addition, the UUP contract covers just the four-year colleges and university centers at SUNY; the SUNY community colleges have separate agreements and separate teaching loads and salary schedules. A major difference is that SUNY does not have salary steps as CUNY does, but instead has "discretionary" raises that are awarded by management. When an individual leaves employment at SUNY, the discretionary salary gains s/he has made are also gone. At CUNY, the negotiated salary gains are permanent because they go on steps and are available to succeeding generations of employees.

The UUP package in this round of bargaining is comprised of three elements: across-the-board salary raises, other economic enhancements, and discretionary pay increases. When all three parts are totaled, the UUP package is worth 15.6% over four years - 11.6% in across-the-board increases and other enhancements, and 4% for the discretionary increases. The 11.6% is comprised of the state salary increase pattern (\$800 in cash in the first year, three across-the-board increases of 2.5%, 2.75%, and 3%, and \$800 added onto an individual's base salary at the end of the contract) plus the other enhancements (a \$500

"achievement increase" to long-serving employees, increases to location stipend, and other benefits).

The PSC contract is worth 12.36% in across-the-board increases and economic enhancements, and 6.8% in step increases (the value the State places on the step increases over the life of the contract), for a total of 19.2% over four years and 10.5 months. The PSC across-the-board salary package is the same as the State pattern. The PSC enhancements above the salary package (such as sabbaticals at 80% pay or an additional 12 hours of untenured faculty leave) are worth more and address needs that are different from UUP's.

Average Salaries

The latest AAUP annual salary survey (<http://chronicle.com/stats/aaup/>) shows that the average faculty salary in the SUNY system is lower than the average at CUNY at most comparable campuses - in large part because of the salary steps that have been won by the PSC. In total compensation (salary plus benefits), CUNY campuses are among the highest rated in their class while SUNY campuses are rated lower by class. This doesn't mean our salaries and benefits are adequate, but it is important to have the facts when making comparisons.

Recent emails have circulated claiming to compare CUNY and SUNY "maximum" salaries. These do not accurately reflect either the UUP or PSC contracts. The UUP contract contains only salary *minimums* for various faculty and staff titles-not steps or ranges. UUP salary minimums are generally below the starting salaries in the PSC-CUNY contract. For example, in the latest contracts, the minimum salary for a SUNY full professor is \$47,847 and the starting salary on the salary schedule for a CUNY full professor is \$61,468.

All SUNY faculty and staff received the same across-the-board contractual increases as negotiated in the proposed PSC-CUNY contract. Some-at management's discretion-receive additional increases. This allows for a relatively few SUNY faculty to receive high salaries. The PSC-CUNY contract allows for over-scale payments of up to 65% above the top salary step for a title, which means the "maximum" allowable CUNY salary for a full professor by the end of the new contract is \$168,688 (\$102,235 + \$66,453 over-scale). Not many professors earn this salary at CUNY, nor do many SUNY professors earn salaries in this range.

Similarities and Differences

There are other differences-higher health insurance premiums under the UUP contract, for instance, and higher teaching loads at SUNY community colleges-but it is impossible to make exact comparisons between any two contracts as a whole. There are provisions in the PSC contract that UUP would very much like

to gain-especially our salary steps-and there are provisions in the UUP contract that we would like to gain for the PSC.

But the key point is that the State held the PSC to exactly the same across-the-board raises as were negotiated with UUP, and then we added financial value to our contract in ways that addressed our members' needs.