

**PROFESSIONAL STAFF CONGRESS/CUNY**  
**COLLECTIVE BARGAINING PROPOSALS**

**March 2, 2007**

**Salary**

1. **Salary Increases:** Salaries must be comprehensively lifted—for all titles and all ranks—so the University regains its salary competitiveness with other major universities regionally and nationwide. Inequities of salary must also be addressed so that there is movement toward pay equity for employees in part-time positions and other titles. All members of the bargaining unit, including bargaining unit members employed at the Educational Opportunity Centers and in Continuing Education series titles, shall receive a substantial *per annum* across-the-board salary increase. (Article 24)
2. **Enhancement of Top Steps:** Substantial funds shall be added to the base salary on the top step of each salary schedule for every title and every rank, both full-time and part-time. (Article 24)
3. **Movement in Steps:** The five-year step and the seven-year step shall be converted to one-year steps. Teaching and non-teaching adjuncts shall receive a movement in schedule after one year. (Article 24)
4. **Adjunct Professional Hour:** The provision for a professional hour negotiated in the last collective bargaining agreement shall be amended so that eligibility may be reached by service University-wide. (Article 15)
5. **Law School Salary Schedule:** A complete schedule of salary steps for all CUNY Law School full-time and part-time faculty shall be introduced. (Article 35)
6. **Upgrade Lecturer Position:** Lecturers, Lecturers on the Doctoral Schedule and EOC Lecturers shall be placed on the Assistant Professor salary schedule at the appropriate step. (Article 24).
7. **Upgrade CLIP and Similar Positions:** Employees in the Continuing Education Teacher title who teach non-credit-bearing remedial or ESL instructional programs shall be placed at the appropriate salary step in the Lecturer or Assistant Professor title. (Supplemental Agreement on Continuing Education)

## Health Benefits

8. **Welfare Fund:** There shall be a substantial increase in contributions to the PSC/CUNY Welfare Fund for all active and retired members of the bargaining unit, including employees at the Educational Opportunity Centers. Part-time instructional staff members shall be included in the New York City Health Benefits Program. (Article 26)
9. **Graduate Employee Health Insurance:** The parties shall support and gain the necessary legislative and executive action to provide health insurance to graduate employees and their dependents. (Article 26)

## Workload

10. **Course Load:** Teaching loads for full-time faculty throughout the University shall be substantially reduced. (Article 15 and Appendix A)
11. **Reassigned Time:** All tenured Assistant Professors, Associate Professors and Professors shall receive a substantial and specific number of hours of reassigned time per academic year (or per three-year period) in order to engage in scholarly and/or creative activities related to their academic disciplines. (Article 15)
12. **Educational Technology:** Workload for courses employing new media, known variously as educational technology and distance learning, shall be governed by the workload provisions of this Agreement. The increased workload—for all members of the bargaining unit—arising from instruction in these media shall be supported by the University and fully compensated. Such support and compensation shall include but not be limited to: extra workload credit for both faculty and staff, reduced class size, and agreements on staffing levels for professional staff. Instructors shall retain control of the mode of instruction employed in their courses. (Article 15 and Appendix A)
13. **Class Size:** Class size has a direct impact on the workload of all faculty and of some staff, particularly CLTs. The University has an obligation to compensate faculty if their classes exceed specified departmental limits on size. In the event class size exceeds departmental size limits, the instructor shall receive one additional contact hour credit toward the instructor's teaching workload for each five students above the departmental limit. (Article 15 and Appendix A)
14. **Multiple Position Policy:** The Multiple Position Policy shall be amended. (Articles 14 and 15)
15. **Library Faculty:** All Library faculty, regardless of when hired, shall be placed on the full-time teaching faculty calendar. (Article 14)

## **Promotions and Job Security**

16. **Adjunct Seniority:** A seniority/hiring preference system for part-time instructional staff, in both classroom- and non-classroom titles, shall be established and enforced. A seniority/hiring preference system for Continuing Education Teachers who are eligible for benefits shall be established and enforced. (Articles 9 and 10, Supplemental Agreement on Continuing Education)
17. **Higher Education Officer Series Reclassification:** The Higher Education Officer series shall include increased opportunity for advancement through reclassification to a higher position, for example through peer review, preparation of a portfolio or meeting performance criteria. The reclassification process shall be amended to provide due process. After five years of service in the Assistant to HEO title, employees shall be matured automatically to the title Higher Education Assistant. (Article 13)
18. **Reasons for Non-Reappointment of Higher Education Officer Series Employees:** During their first four annual reappointments, HEO series employees shall be entitled to reasons for non-reappointment. (Article 13)
19. **College Laboratory Technicians:** A new title in the College Laboratory Technician series shall be created, with a salary schedule identical to the Chief CLT schedule, to reflect the increased technological responsibilities and capacities of certain employees in the College Laboratory Technician series. Article 22.2.a. shall be amended to allow promotion to this title for individuals who meet appropriate guidelines. (Articles 24 and 22)

## **Working Conditions/Quality of Life**

20. **Health and Safety:** Article 39.1 shall be amended to improve the stated standard for violations—to include conditions that interfere with teaching and learning or with the ability of employees to perform their assigned duties. Article 39.1 shall also be amended to allow health and safety grievances to be taken to Step 3 of the process provided in Article 20.4. Article 39.2 shall be amended to establish a campus health and safety committees at each college, in addition to the central health and safety committee. (Article 39)
21. **Parental and Family Medical Leave:** Family Medical Leave shall not run concurrently with sick leave; in addition, the University shall establish full-paid semester-long leave for the introduction of a new child into the household, or for the medical care of an immediate family member. (Article 16)
22. **Access to Childcare:** The parties shall agree to jointly seek legislation to enhance current access to on-campus childcare and to provide on-campus childcare to dependents of members of the bargaining unit. (Article 30)

23. **Banked Sick Days:** Under certain conditions, employees shall have the opportunity to bank sick days to meet special needs of others in the bargaining unit or to convert sick days to support wellness and preventive health measures for themselves. (Article 16)
24. **Tuition Waivers:** CUNY tuition shall be waived for immediate family members and domestic partners of members of the bargaining unit, and for CUNY graduate students who are employed by the University. The provision for tuition waivers for part-time instructional staff shall be amended so that certain current restrictions are lifted and access to tuition remission for part-time instructional staff is increased. The provision for tuition waivers for full-time instructional staff shall be amended to include summer sessions. (Article 29)
25. **Adjunct Professional Development Fund:** The Adjunct Professional Development Fund shall be made permanent, supported by recurring funds. (Appendix C)
26. **Retiree Access to Electronic Resources:** Retired members of the instructional staff shall have access to CUNY electronic mail addresses and to electronic databases available to active employees. (Article 27)

### **Special Constituencies**

27. **Educational Opportunity Centers:** Salary parity with comparable positions in the other units of the City University shall be maintained. The Supplemental Agreement on Educational Opportunity Centers shall be amended to improve certain working conditions. (Supplemental Agreement on Educational Opportunity Centers)
28. **Hunter Campus Schools:** Improvements shall be made in certain unique salary rates and benefits for employees in the bargaining unit at the Hunter Campus Schools. (Article 24 and others)

### **CUNY/PSC Relations**

29. **Management Rights Clause:** Article 2 of the Agreement shall be amended to provide for management's duty to negotiate with the PSC and to provide for enforcement of this duty under Article 20. (Article 2)
30. **Overuse and Abuse of Temporary, Contingent and Part-Time Titles:** Temporary, contingent and part-time titles, including but not limited to non-teaching adjunct titles, teaching adjunct titles, and part-time College Laboratory Technician titles, shall not be abused. (Article 24, Article 15 and elsewhere)

**31. Increased Reassigned Time for Union Work:** The amount of reassigned time allocated to the Professional Staff Congress for implementation of the Agreement shall be increased to 250 hours per semester. (Article 6)

*Note: The Professional Staff Congress reserves the right to amend or supplement these demands during the course of collective bargaining.*