

UNION POWER UNDER ATTACK

All of us benefit from the raises, benefits, job protections and better working conditions achieved by our union, the PSC. The gains are possible because everyone contributes financially to the union, enabling us to use our collective power in the workplace. It is exactly that power that is under attack.

Unions are a target because the gains we make in salaries, benefits and workplace safety improve the lives of all workers, not just union members. We're a target because we defend public services like education against budget cuts and privatization. We're a target because we are workers' collective power.



UNION DUES UNDER ATTACK

Decades of right-wing attacks on union power could culminate in a Supreme Court decision this spring in *Janus v. AFSCME*, a case designed to destroy union power.

The case attacks union power by attacking union dues. But we in the PSC can fight back. We have won tough fights before and we can win again.

All it takes is for each of us to belong.

Say YES! to PSC membership

PROTECT THE GAINS against austerity at CUNY that we have won together. Defy the far-right agenda of increasing economic inequality and disempowering workers, people of color, women, immigrants, and the young.

Go to psc-cuny.org/unionyes; make a commitment to reaffirm your membership and continue to pay your full union dues. The PSC will be able to win better contracts and protect higher education only if we all say yes to membership and we all continue to pay our fair share. Union membership matters—perhaps more now than at any time in U.S. history. Claim your right to belong.



PSC was the first public-sector union in New York State to negotiate paid parental leave.

Union membership matters.



And now it's under attack.

PROFESSIONAL STAFF CONGRESS

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PSC-CUNY.ORG/UNIONYES

Photos: Dave Sanders, Erik McGregor, Pat Arnow

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With the power of our membership and our dues, the PSC has...

INCREASED SALARIES

- 10.4% raise in last contract
- Retroactive pay
- Salary steps
- Sabbaticals at 80% pay
- Paid adjunct office hours
- Broader opportunities for HEO advancement
- Raises for CLTs and aHEOs with advanced degrees
- Paid released time for untenured faculty
- Equity increases for lower-paid titles

IMPROVED BENEFITS

- No-premium NYC health insurance
- Secure pensions
- Adjunct health insurance
- Graduate employee health insurance
- Paid sick days & sick leave bank
- Rx drug coverage
- Dental coverage
- Strong optical and hearing aid plans
- Paid parental leave

PROTECTED RIGHTS AT WORK

- Tenure
- Academic freedom
- Due process
- 13.3.b for HEOs
- Secure three-year adjunct appointments
- Graduate employment counted toward adjunct benefit eligibility
- Contract enforcement staff and grievance counselors
- Right to union representation
- Union rights for department chairs
- Health and safety campaigns
- Pension counseling
- Legal action against abuse of overtime

BUILT POLITICAL POWER

- Voice in Albany and City Hall
- Successful advocacy for funding for CUNY and our contracts
- Deeper understanding of CUNY's needs among key legislators
- Member activists and grassroots mobilization
- Community alliance with CUNY Rising
- Endorsements and get-out-the-vote operation
- Alliance with CUNY students for the right to education
- Active campaigns for racial, economic and climate justice
- Opposition to economic austerity
- Progressive force in national organized labor
- Organizing for CUNY as sanctuary university

DEFENDED SCHOLARSHIP AND ACADEMIC QUALITY

- Defense of faculty curricular rights
- Teaching load reduction agreement
- PSC-CUNY research grants
- Increased funding for CUNY programs
- Professional development grants for HEOs, CLTs, adjuncts and graduate employees.