

1 **AFT Members Support PSC’s \$7K Campaign**  
2 **And All AFT Locals’ Campaigns for Fair Adjunct Pay**  
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5 WHEREAS, teachers’ unions were formed in order to demand and win professional pay  
6 and treatment for work that had previously been undervalued and viewed as non-  
7 professional; and  
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9 WHEREAS, as teachers’ unions have multiplied and grown, they have expanded their  
10 work, winning better pay and treatment for other educational workers, for  
11 paraprofessionals and for others in service of the public good; and  
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13 WHEREAS, in higher education, however, the past 40 years have seen a slow but  
14 devastating hollowing out of the profession, as public funding has been systematically  
15 reduced and universities and colleges have responded not by challenging the premise of  
16 austerity but by accommodating to scarcity: they have cut costs by replacing full-time  
17 tenured faculty with part-time contingent faculty, who are paid at a fraction of the full-  
18 timers’ rate; and  
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20 WHEREAS, more than 70 percent of faculty appointments in higher education nationally  
21 are now held by non-tenure-track, part-time and/or contingent employees; and  
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23 WHEREAS, the City University of New York, whose academic employees are  
24 represented by the Professional Staff Congress, an AFT local, employs an exceptionally  
25 large number of part-time—or “adjunct”—faculty, currently more than 13,000, and  
26 WHEREAS, CUNY is able to attract outstanding adjunct faculty despite low pay because  
27 of its location in New York City and the power of CUNY’s mission to draw committed,  
28 progressive teachers; and  
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30 WHEREAS, the starting pay for CUNY adjuncts is \$3,222 for a regular 3-credit college  
31 course; and  
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33 WHEREAS, several thousand CUNY adjuncts rely for their entire paycheck on their  
34 adjunct teaching at CUNY, cobbling together multiple courses for an annual income of  
35 about \$25,000 for a full teaching load; and  
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37 WHEREAS, given the number of hours required for teaching a course, \$3,222 per course  
38 barely amounts to \$15 an hour, forcing some CUNY adjuncts to rely on public assistance  
39 and others to be evicted from their apartments; and  
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41 WHEREAS, CUNY adjuncts typically have advanced degrees, including multiple  
42 Master’s degrees and Ph.D.s; and  
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44 WHEREAS, PSC has made major improvements for adjuncts during the last 17 years,  
45 including winning health insurance, paid office hours, three-year appointments with  
46 guaranteed income, professional development grant funds, improved sick leave and

47 bereavement leave, and the conversion to full-time, salaried positions of more than 300  
48 adjuncts and part-time instructors; and

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50 WHEREAS, PSC is now attempting the hardest and most important adjunct improvement  
51 of all—fair pay—the goal of its collective bargaining demand for a minimum of \$7,000  
52 per 3-credit course for adjuncts; and

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54 WHEREAS, other higher education locals in the AFT are also pressing for fair adjunct  
55 pay, including United University Professions, which has made the demand for a  
56 substantial increase in adjunct pay a major part of its collective bargaining agenda; and

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58 WHEREAS, it is in the interest of all education workers to fight for professional pay for  
59 other educational workers because the persistence of substandard pay devalues the  
60 education profession and creates an incentive to maintain low pay throughout education  
61 employment; and

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63 WHEREAS, it is in the interest of all union members to demand that no unionized  
64 employers be allowed to persist in paying substandard wages:

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66 **RESOLVED, that the AFT supports PSC’s campaign for \$7K and all other AFT**  
67 **locals’ campaigns for fair adjunct pay, and that the AFT leadership will call on AFT**  
68 **members across the state to join the PSC in actions, demonstrations and advocacy**  
69 **for \$7K, because a victory on \$7K at CUNY would be a victory for every teacher,**  
70 **professor, education worker and student in the state; and be it further**

71  
72 **RESOLVED, that the AFT leadership will call on the AFL-CIO to make fair pay for**  
73 **adjuncts throughout the nation a major budget priority.**