

September 30, 2004

Resolution For Dialog on Adjunct Workload Restrictions

Whereas many adjunct faculty and staff depend, for their main source of income, on the compensation they receive for work at CUNY, and

Whereas the PSC-CUNY contract allows adjunct faculty to teach no more than 9 contact hours at one CUNY unit, and one course of up to 6 hours at another CUNY unit in any semester, a rule which dates back to the previous PSC administration, and

Whereas the 9/6 rule appears to allow 15 hours per term, but in practice very few adjuncts have schedules of over 12 contact hours per semester, and

Whereas adjuncts who work maximum available schedules, with wages of \$20,000 to \$26,000 per academic year, experience the 9/6 provision as an immediate barrier to their ability to earn a living wage from CUNY work, and

Whereas full-time Community College faculty are allowed overload, or multiple appointments to 15 hours per term, which raise their full-time workload and income, and

Whereas the 9/6 provision imposes work rules that can act against the best interests of adjuncts and their students, by limiting the freedom of adjuncts to opt for the work opportunities which best fit their capabilities, interests, and needs, and best enable them to be effective educators, and

Whereas the achievement of parity for adjuncts in income and professional working conditions is the contractual goal of the PSC, and

Whereas injury to one group is injury to all in a fully committed union of workers, and

Whereas improvement of the 9/6 rule has long been deferred, a more sensitive and sensible adjunct workload policy could make a favorable difference in how adjuncts view the union, and

Whereas the recent NYU contract compensates adjuncts at about \$90 per hour, which is over 60% above the starting CUNY adjunct rate, and is without workload restrictions, and

Whereas the PSC ethos encourages constructive dialog and debate in seeking democratic, participatory and active unionism, but CLARION has yet to have full discussion on this important issue, and

Whereas the May 2004 Delegate Assembly meeting ended with assurance of further discussion at this meeting on the 9/6 matter, now therefore

Resolved, that the PSC undertake a discussion on solidarity across the ranks during Campus Equity Week and the formation of a working group to start discussing adjunct workload (9/6 policy), but in privacy.