

Clarion

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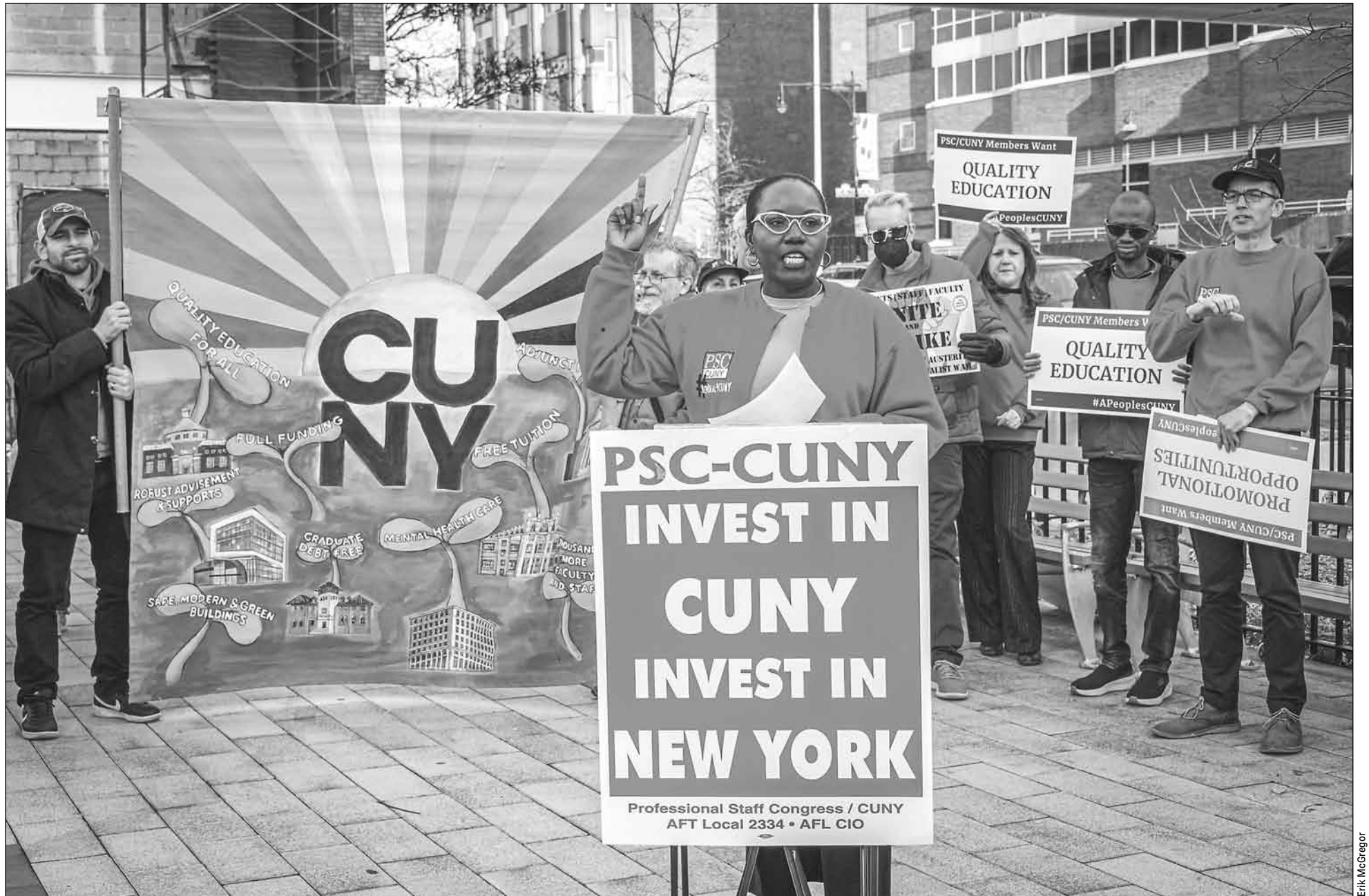
JANUARY 2023



2023
A year of action

Check out the calendar and make a plan to get involved.

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Erik McGregor

IT IS TIME TO SPRING INTO ACTION

PSC members, with the support of students, elected officials and community activists, held a week of action in support of a fair CUNY budget and a just contract. Members held events at their campuses, rallied in the Bronx (above) and confronted the CUNY Board of Trustees. **PAGE 3**

POLITICS **Union fights city cuts**

Despite estimates showing a budget surplus for NYC, Mayor Eric Adams demands austerity. The PSC is part of the anti-austerity resistance.

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ORGANIZING **Uprising at the Grad Center**

Faculty, staff and students at the Graduate Center organize a 'no confidence' campaign against top administrators, citing a list of problems.

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IN PHOTOS **PSC organizing in 2022**

The PSC looks back at key union events, from marches with allies for better state funding to local rallies for safe campus reopenings.

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ARBITRATION **Victory for the union at SPS**

Members fight back and win against an online class observation policy at the School of Professional Studies that clearly violates the contract.

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PSC resists City Hall's austerity

By ARI PAUL

City Council Member Tiffany Cabán of Queens recalled her recent visit to Puerto Rico, where the annual Somos Conference took place. She had the chance to visit family members and speak to them about their experience of austerity.

"I can't eat austerity," is the message heard at Somos, Cabán told union members and community activists gathered at City Hall on November 22. But, Cabán added, Puerto Ricans have a message of hope, too. "We cook dignity," she said.

As the crowd cheered, Cabán said, "We are going to cook and cook."

CITYWIDE CUTS

City Hall rally attendees decried citywide cuts imposed by Mayor Eric Adams across all municipal agencies, including CUNY community colleges. Council Member Carmen De La Rosa described the mayor's plan as "death by a million cuts" and "absolute austerity." She added, "We want a care economy, not austerity."

Politico New York reported in September that City Hall's budget director "instructed commissioners to cut their spending plans by 3% this fiscal year, which ends June 30, and 4.75% each of the following three years." This was on top of a city budget agreement last summer that included whopping cuts to city services, especially K-12 education. The cuts are wholly uncalculated for, as the city's Independent Budget Office said at the end of December that the city "is on track to end its current fiscal year with a 'sizable' budget surplus of more than \$2 billion," *Gothamist* reported.

PSC members and CUNY activists made their voices heard. Remysal Salas, an adjunct lecturer in ethnic and race studies at Borough of Manhattan Community College, told the crowd that the "cuts are egregious to me," adding that he couldn't believe that Mayor Adams, a CUNY graduate, is "cutting us," prompting the crowd to shout, "Shame!"

Maya Samuel, a sophomore at Baruch College, spoke passionately about the physical decay at her campus, the result of chronic and historic underfunding of public higher education. She spoke about the lack of academic advisors, how core classes fill up too quickly (a result of colleges not having enough instructors), elevators that are constantly out of order and signs warning of asbestos in the school's hallways. City Council Member Shahana Hanif, a graduate of Brooklyn College, said, "We need to put dollars into CUNY."

ADAMS AND AUSTERITY

The bulk of CUNY's funding comes from the state, and, state funding for CUNY under Governor Kathy Hochul has improved since the austerity days of former Governor Andrew Cuomo. The state budget agreement reached last spring included increases to the CUNY budget that allowed for a tuition freeze and increased full-time hiring. The

City cuts will harm community colleges



The PSC joins progressive state and city lawmakers, the Alliance for Quality Education, Jews for Racial and Economic Justice and other activists to oppose citywide cuts. At left is City Council Member Tiffany Cabán.

CUNY budget request approved in December (see story, page 3) is also a positive one.

However, the Adams administration's obsession with austerity impacts funding for the city's two-year colleges. PSC Secretary Penny Lewis joined other unionists and activists at a hearing of the City Council Committee on Finance on December 8 to

denounce the mayor's sweeping cuts. "CUNY's budget was cut 3%, worth \$14.6 million by the city this fiscal year," Lewis said. "These cuts have led to the loss of 146 faculty and professional staff positions since the pandemic. The mayor's proposed midyear cuts of an additional 3%, worth \$13.7 million, are not just an

unfair burden on our members and students, but make the university's ability to rebound after the pandemic much more difficult."

Cuts hinder a post-COVID recovery.

The mayor's ideological frugality has drawn ire across the city. "Is Adams a Republican?" asked the *Amsterdam News*. Although the mayor is a Democrat, many of his

City moves to privatize health plan

By ARI PAUL

An arbitrator has recommended that the Municipal Labor Committee (MLC) and New York City must reach a deal with Aetna in order to move a quarter of a million retirees into a privately administered Medicare Advantage plan.

Many retirees, as well as the PSC leadership, have opposed and fought City Hall's privatization push since 2021. But as this paper went to press, the City was hurrying to push through legislation that would amend the city code and to reach a deal with Aetna to lock Medicare Advantage into place. The impending deal with Aetna would still require a ratification vote by the MLC's member unions. Mayor Eric Adams endorsed the original privatization plan, which was stopped by a judge, a decision later upheld by an appeals court.

The City Council has scheduled hearings and a vote in January on

PSC and retirees fight back

changes to the city code sought by the Mayor that would remove the floor under the City's contribution to health care for employees, retirees and their families. This change would allow the City, subject to negotiation with the MLC, to charge retirees who seek to keep traditional Medicare and their existing supplemental care and also potentially charge premiums to active employees. Before January, lobbying by the PSC and other activists had dissuaded city lawmakers from agreeing to this change.

FINANCIAL CRISIS

The Labor Stabilization Fund negotiated by the City and the MLC, which among other things helps pay for prescription drug benefits, faces a genuine financial crisis. The City and the MLC have argued that, because

private insurance companies receive money from the federal government to take over administration of Medicare benefits from the federal government, they would not need to charge a premium for Medicare Advantage, and the resulting savings to the City are needed to help address the shortfall faced by the Stabilization Fund.

The City is taking the position that it cannot negotiate economic packages with major unions whose members are working under expired contracts, including DC 37 and the United Federation of Teachers until it is guaranteed the savings anticipated from the transition to Medicare Advantage. A March court decision barred the City from charging retirees a \$191 monthly premium to stay on the city-run Senior Care supplement to traditional Medicare if they didn't want to go into the privately administered Medicare Advantage program, on the basis that

conservative stances attracted the enthusiastic support of the *New York Post's* editorial board in the 2021 Democratic primary. Last summer, a Siena College poll found that 56% of New Yorkers believed the city was headed in the wrong direction, giving Mayor Adams a 29% approval rating.

IMPACTS TO BARGAINING

The mayor's cuts also loom over the collective bargaining environment for municipal unions. In December 2022, *Clarion* reported that District Council 37 informed its members that City Hall would resist negotiating over wages until the City Council approved a measure to remove the floor under the City's contribution to health care for in-service and retired workers and their families in order to clear the way to move municipal retirees into cost-saving and partially privatized health coverage, a move the PSC opposes. United Federation of Teachers President Michael Mulgrew told his members to brace themselves for a "tough negotiation" and a "very difficult" bargaining environment. The PSC bargains with CUNY directly, but the municipal pattern influences CUNY's bargaining position.

While the PSC is ramping up its campaigns for a new contract with CUNY and a fair state budget, it is working at the municipal level to ensure City Council puts pressure on City Hall in the next city budget cycle to restore funds to city agencies, including CUNY.

city code requires the City to pay that premium. An appeals court upheld this decision in November. However, the recent arbitrator's recommendation demanded that the City Council change the city code within 45 days in order to allow the City not only to charge the premium to retirees who want to keep Senior Care, but to charge a premium to in-service and retired employees and their dependents for any health-care plan that exceeds the cost of a baseline plan.

BRIDGE FUNDING

The PSC has proposed that, instead of forcing retirees into Medicare Advantage, the City provide bridge funding from reserves that would replenish the Stabilization Fund for the next three years as the City and MLC work to implement alternative cost-saving measures, and create a stakeholders' commission to address the underlying issues, especially the need to control spiraling hospital costs. The PSC's proposal is picking up support from other organizations and council members.

The union remains opposed to any deal that would weaken retiree health care or increase costs for retirees.

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Union Week kicks off PSC organizing

By ARI PAUL

Bronx Borough President Vanessa Gibson cried, “Show us the money.”

That demand was also the message to Albany and CUNY from PSC members, who were joined by students, elected officials, fellow unionists and community supporters as they pushed for an increased investment in higher education. During Union Week, the first week in December, members from across CUNY participated in events intended to build rank-and-file power for the union’s upcoming state budget and contract bargaining campaigns.

For the second year in a row, the CUNY administration put forth a budget request that calls for significant increases in operating aid and capital funds, a step toward hiring more full-time faculty and staff as well as addressing maintenance needs on campuses. The request, which was approved by the CUNY Board of Trustees (BOT) in December, asks for additional operating funds of \$339 million from Albany and \$80 million from City Hall over the current budget, in addition to asking for \$983 million for capital projects. In short, CUNY is asking for a 16% increase in state support and 13% in city support, as well as a tuition freeze.

BOARD HEARING

The first big action of Union Week was at the December 5 CUNY Board of Trustees hearing at LaGuardia Community College, where PSC members partially praised the request, noting that it would address hiring and infrastructural needs at CUNY. The state budget will be finalized by April 1, the city budget will be finalized on July 1 and the current PSC-CUNY contract expires on February 28. Increased funding for CUNY from the city and state would also mean more money for across-the-board salary increases in the upcoming contract bargaining talks.

“I’m here to ask that you seize the opportunity in the coming budget cycle to build on this year’s encouraging gains and impress on elected officials how much more amazing CUNY could become with the proper resources,” PSC President James Davis said in his testimony to the BOT. “With those resources, CUNY can improve both access and quality. Students will return to our campuses in greater numbers and we, the faculty and staff, can offer an exceptional academic experience.”

RECENT GAINS

In the last state budget, the union reported that CUNY took in \$220 million more in operational funding, a historic increase thanks to PSC pressure on Albany.

Davis added, “In fact, it is not enough to approve this budget request, I urge you to push for every penny in it, publicly and relentlessly.

Members push for a strong CUNY budget



President James Davis (center) leads a rally before a CUNY Board of Trustees hearing at LaGuardia Community College.

Encourage the presidents to lobby for it, not only in meetings but in the media too.”

But the CUNY budget request, while robust compared to the paltry ones it made under former Governor Andrew Cuomo, is still not enough for CUNY’s current needs, more than a dozen PSC activists told the BOT.

“We have been underfunded for decades,” said Youngmin Seo, a university-wide officer on the PSC Executive Council, in an interview with *Clarion*. Seo added that the budget request “is

not enough” because “inflation will eat up these increases.”

Members also cited a recent report in the *New York Post* that CUNY Chief Operating Officer Hector Batista “saw his salary go from \$330,000 to \$420,000 – a 27% increase” and that “Derek Davis, the senior vice counsel and general counsel who came to CUNY in 2019 from Harvard Law School, got a 30% bump, from \$300,000 to \$390,000.” If CUNY executives receive these raises, members told trustees, there is certainly enough money available to

make CUNY tuition-free, increase faculty and staff pay beyond inflation and lift salaries for the lowest paid workers.

BUILDING MOMENTUM

Throughout the week, PSC chapters across the university organized events to energize rank-and-file members for the upcoming spring semester campaigns. At Queens College (QC), more than a dozen PSC members wearing red attended an on-campus talk by CUNY Executive Vice Chancellor and University Provost Wendy Hensel to let her know that members want to see CUNY

fight for a transformative budget. Karen Weingarten, an associate professor of English at the college, told *Clarion* that she told Hensel that system-wide budget constraints have failed to give “students the services they need to feel supported on campus,” where “getting responses from” key campus offices often “takes weeks and sometimes they don’t respond at all,” thus creating an “environment where students don’t feel welcomed and supported by the college.”

MEMBER OUTREACH

Many chapters, including York College, held tabling events. The Brooklyn College chapter held a “beer and buttons” social event in addition to tabling on campus in order to meet faculty and staff. At the Baruch College chapter’s tabling event, more than 100 students, faculty and staff stopped by to support the chapter and PSC efforts. Michele Doney, director of Baruch’s Student Academic Consulting Center, came to the table and expressed her support for protecting remote work opportunities, because without them, she said, she’d lose talented higher education officers (HEOs) who are committed to CUNY’s mission. “I know these HEOs,” Doney said. “[They] work through lunch. They eat lunch at their desks. They’re really dedicated people.”

Indeed, preserving and improving remote and flexible work options is a major bargaining objective for many PSC members, including HEOs, college laboratory technicians and library faculty members.

“As research studies have repeatedly shown, when workers feel respected and have a voice and decision-making role in their work lives, morale is lifted and performance improves,” PSC First Vice President Andrea Vásquez said in her BOT testimony. “For current and future employees, it is time to reach a permanent agreement on the features of the new work environment that must include provisions for flexible and partially remote work.”

BRONX ACTION

The week of action culminated in a press conference outside Hostos Community College on December 8. Pointing to the bridge connecting the college’s two main buildings, PSC Hostos Chapter Chair Craig Bernardini said that the school was “meant to be a bridge to our communities,” and that “we must maintain those bridges.”

Along with students and other supporters, including Bronx Borough President Vanessa Gibson, the union said the state had done the right thing by increasing its contribution to CUNY in the last budget cycle.

“It’s a down payment,” Davis said. “And this year we need to take it all the way across the finish line.”



Union Week included chapter actions around the university, like this tabling event at Brooklyn College.

Dave Sanders

Dave Sanders

Shomial Ahmad contributed additional reporting to this story.

GC members: 'no confidence' in admin

By ARI PAUL

More than 700 faculty, staff and graduate workers affiliated with the Graduate Center (GC) signed a letter of "no confidence" in President Robin Garrell, Provost Steve Everett and Senior Vice President for Finance and Administration Brian Peterson.

The lengthy sign-on letter circulating throughout the GC community accused top administrators of blocking hires that would have added diversity to the faculty, fumbling fundraising efforts, shirking their governance duties, creating a general climate of low morale and understaffing key offices resulting in increased workloads for current faculty and staff.

"Over the past two years, and especially over the last six months, the legacy of excellence has begun to fray, leaving the GC community bereft of leadership that is as good as the students, staff, faculty, consortial campuses and city it serves," the letter stated.

FULL-TIMERS REVOLT

The letter was first drafted by full-time faculty members at the GC, however, the no-confidence call has since been endorsed by graduate workers, adjuncts and professional staff. The Graduate Center administration is relatively new: Garrell became president in August of 2020, and Everett joined a year later. But the signers believe substantial damage has been done.

"This letter is an expression of love as much as it is protest by full-time faculty and staff who have been at the Graduate Center for a very long

Citing a host of long-standing campus issues

time. Many of us are committed to the Graduate Center as an intellectual space of interdisciplinary and public facing and activist scholarship," said Michelle Fine, a distinguished professor of psychology, urban education and women's studies at the Graduate Center. "There were a number of events of concern that encouraged [us] to begin talking across departments and across positions. Some of those were labor issues, particularly the denied promotion of three women who were goddesses of the Graduate Center, who carried us through the COVID years."

CHAPTER RESPONSE

The PSC GC Chapter said in a statement, "Many Graduate Center workers – including untenured staff, adjuncts and graduate assistants – feel that their most pressing needs have gone unmet and ignored. They have seen firsthand the consequences of mismanagement, with workers and students going unpaid and staff forced to cover employer expenses out of their own pockets. Senior management has also been uncooperative in labor-management meetings, showing a poor understanding of the PSC-CUNY contract and a pattern of obstruction."

The chapter highlighted that the GC's graduate workers are some of the lowest paid in the country, adding that "one-third of our doctoral students are tuition-only through a two-tiered funding system in which they receive no guaranteed health

insurance, compensation or union membership; they must cobble together funding on a semester-by-semester basis through adjunct positions and contingent fellowships, while still expected to be full-time doctoral students and make timely progress towards their degree."

Members of all titles are rebelling.

To make matters worse, the chapter leadership said in its statement, the administration has responded to these concerns from union leadership with patronizing flippancy. "In one meeting with graduate assistants who raised concerns about unlivable wages, President Garrell suggested that they vote for better state political candidates and ask friends and family to make small monetary donations to the Graduate Center," the chapter said. "This is an unacceptable response that attempts to absolve senior management of basic obligations to the workers of this institution."

GC community members have complained about other problems, including things as basic as the lack of an on-site dining option at the GC, leaving students, faculty and staff to rely on a vending machine.

'WORKLOAD CREEP'

Alycia Sellie, an associate professor in the library since 2013, told *Clarion* that two years of administrative downsizing has led to "workload creep." In particular, she said, part of the business office migrated to CUNY Central, however, faculty and staff were then trained in invoicing and

accounting as a result. "Now it's everyone's job to do procurement," she said. "You take out this whole unit and spread out this work across everyone else." She added that "support staff has decreased significantly."

The administration also led a "push to reopen the library before we felt it was safe and before many of the myriad committees had approved a plan for reopening the library," Sellie said, adding that the administration reopened the space without any library faculty, using public safety officers to monitor the space. "It was very jarring to be pushed aside and have the space seen as more important than the staff," she said.

Gerry Martini, a PSC delegate for Higher Education Officers at the GC, agreed, saying, "When people leave, they aren't always getting replaced. Their work is just shunted on to someone else, [and] almost always [to] someone who already has a full plate at work. In some cases, folks are told they have to take on tasks that they have not been trained for."

For many PSC members at the GC, like Sellie, all of this has culminated in a "demoralizing" situation where there is a "lack of care, a lack of compassion" for the hard work members do every day.

Take, for example, the case of Emily Drabinski, a critical pedagogy librarian. Various right-wing outlets, including the *New York Post*, attacked her upon her appointment as president of the American Library Association, deriding her as an agent of radicalism and wokeness and belittling her self-identification as a "Marxist lesbian."

Drabinski said she did not receive adequate support from her bosses. "Following a round of right-wing

media attacks on me personally, the provost responded by telling me to 'stop tweeting,'" Drabinski said. "It was a chilling moment for me in what is supposed to be the best public university in the world." She added, "It was not a great sign for how this administration will support academic freedom generally, or how it will react to red baiting more specifically."

ADDRESSING CONCERNS

Garrell and Everett led a community meeting with 200 faculty members, staff and students on December 6. They addressed several of the concerns in the letter. Garrell admitted that there has been staff attrition, leaving remaining workers to take on more tasks. She said that budget constraints, a result of increased costs and dropping enrollment, have made it so that "We are not in a position to restore staff positions," although she did say, "We're looking to hire eight people."

Everett, too, addressed the concerns raised in the letter, saying, "We've got to be more intentional on building a sense of community and communication."

"COVID created a huge disconnect in this place, we're trying to rebuild that," Everett said. "You sharing your feelings is the first step of that."

Garrell said, "Our heart is with the Graduate Center," adding that she was committed to repairing the problems caused by pandemic. "I'm looking to you to help be that community that people loved and want back," she said.

A CUNY spokesperson defended Garrell's record, saying she is "responsible for securing a \$9.5 million donation for the school's Stone Center on Socio-Economic Inequality and funding for a new tuition-free master's program aimed at diversify-

Continued on page 5



Alycia Sellie, an associate professor in the library, warns of 'workload creep' at the Graduate Center.



Library faculty member Emily Drabinski feels the GC administration didn't support her when the far right launched a campaign against her.

Continued from page 4

ing astrophysics education,” adding that she worked “during challenging times,” and that “she takes seriously the concerns raised in the letter.”

OTHER CAMPUSES

This letter is not the first time PSC members have used statements of no confidence to address pressing issues on their campuses. In February of 2021, *Clarion* reported that the College of Staten Island Faculty Senate issued a statement of no confidence against President William Fritz and Provost Michael Parrish, due to what the faculty alleged was the “undermining of faculty governance and the mishandling of the campus budget.” Fritz announced his retirement later that year.

In the Fall of 2020, members at “Hunter College Campus Schools voted ‘no confidence’ in Hunter College President Jennifer Raab and in Hunter College Campus Schools Director Lisa Siegmann when the school attempted to start in-person classes without proper safety protocols in place,” *Clarion* reported. Unrelated to that 2020 no-confidence vote, Raab announced her intention to step down this past December.

In February 2020, *Clarion* reported that the Bronx Community College Faculty Council passed a vote of no confidence against Kay Ellis, vice president of administration and finance for “allowing gross physical deterioration throughout campus, including a lack of proper lighting and inadequate indoor heating under her watch.” Ellis announced her resignation this past December after new heating system troubles crippled the campus and faculty threatened a second no-confidence vote.

At the GC, the discontent is universally felt, and is boiling over in ways not recently seen at any CUNY campus.

“I served under seven GC administrations since 1980, and [I] worked as a senior administrator in several of them. I can say with certainty that there has never been, across the four decades of my career, anything close to this level of collective discontent and outright frustration with the leadership of the Graduate Center’s administration,” said Stephen Brier, a professor emeritus of urban education. “No institution of higher learning can survive and prosper in the face of such internal dissension; no senior administration can meet its important responsibilities to lead the institution without the cooperation and respect of its faculty, staff and students, which the current GC senior administration appears to have lost.”

GC LETTER EXCERPTS

Below are some excerpts from the statement of no confidence in the GC administration:

1. **“Diversity, Equity and Inclusion.** On multiple occasions, the President has evidenced a lack of commitment to hiring faculty of color by blocking targeted hiring opportunities that would have diversified the GC’s faculty. In her lack of follow-through on recruiting efforts and complete unresponsiveness to requests for target of opportunity hires, the President has impeded efforts to attract fac-



GC President Robin Garrell (left) and Provost Steve Everett address community concerns at a public meeting in December.

ulty of color to the Graduate Center. The President and Provost have suppressed the work of DEI [Diversity, Equity and Inclusion] committees charged with creating recommendations for diversifying the GC, ignored committee and working group reports, refused to take action on specific action proposals, and neglected to even notify DEI advisors of in-process hiring efforts.”

2. **“Fundraising.** Under the GC’s current leadership, the fundraising capacity of the GC has diminished due to the President’s inability to articulate a coherent vision and future for the Graduate Center, incompetent management of the Office of Institutional Advancement, damaged relationships with the Board of Trustees and lack of responsiveness to funders. And the fact that it is public knowledge that she is currently on the job market undermines any ability she might have to be persuasive with donors. The President’s actions on multiple fronts, from the abrupt firing of the GC’s VP for Institutional Advancement, to her lack of interest in meeting with donors, to her administration’s late responses to sign-offs for grant reports have directly resulted in a loss of revenue and reputation for the Graduate Center. Increasingly, funders are looking elsewhere for their philanthropic efforts and faculty are becoming reluctant to house grants at an institution that seems unable to manage awards with promptness, professionalism, and efficiency. In fact, grant-funded projects now have to explain to foundations that funds have gone unspent because of inefficiencies in the Graduate Center’s Business and Advancement offices.”

3. **“Governance.** The President, Provost, and VP have consistently neglected governance activities, undermining the ability of GC faculty, students and staff to participate in

the shared governance of the institution. Examples include committees that have...not been constituted or that have been constituted only after long delays, such as the Grad Council Budget Committee, the Auxiliary Board, and the Central Faculty Steering Committee, as well as committees, such as the Executive Council of [Executive Officers or EOs], which have had their meetings repeatedly canceled and rescheduled. There has been repeated bad faith execution of shared governance: organizational issues are routinely sidelined in cluster meetings, Council of EO meetings, and at Grad Council, while time is spent reporting on non-urgent and extraneous matters, even as the GC is in crisis. The result is a collapse in shared governance and a sense of deep frustration among students, faculty, staff and EOs who are forced to participate in meetings that don’t matter. The President and Senior Vice President have routinely expressed contempt and frustration publicly to faculty and students who speak at public meetings and have attempted on several occasions to take retaliatory action against whistleblowers. Their intolerant attitudes and aggressive tactics make some faculty, staff and students feel targeted. These actions have had a chilling effect on public deliberation; they have significantly undermined the trust of faculty and students in the administration, which is a foundation of shared governance.”

4. **“Gross mismanagement of staff.** The GC leadership has consistently understaffed and undermined the work of Academic Affairs. The President held up the reclassifications of three highly qualified and valued members of the Provost’s staff for almost six months without credible explanation, despite those reclassifications having been ap-

proved by the GC’s PARC [Personnel Actions Review Committee] and HEO Screening Committees. After concerns were raised, the President, Provost, and Executive Director of HR dishonestly spoke, post-facto, of concerns that were not raised during the PARC and HEO screening committee meetings. The treatment of these employees by the President and the Provost was cruel, contemptuous and undermining of the academic mission of the GC. Finally,

‘GC-wide climate of discontent, disrespect’

two were approved but the third was not for no credible reason. This has been part of a larger pattern in which the President, Provost, and Senior VP have routinely ignored communications from EOs, to the point where there is building-wide concern about how to reach them effectively on urgent matters. The senior leadership regularly ignores the advice of experienced staff and faculty, including facilities and security, sometimes expressing open disdain for those in the building whose academic and administrative expertise comes from within CUNY.”

5. **“Demands for Uncompensated Labor.** GC leadership has shunted additional and uncompensated labor outside of job descriptions onto APOs [Academic Program Officers] and student employees by asking them to staff the front desk of the building when holding public events. Asking inexperienced staff to do the work of security officers has resulted in moments where program staff were harassed and berated by members of the public who wished to enter the building without COVID-19 vaccination cards. Staff have likewise been subject to unreasonable policies around daily trash removal, room reservations, event planning and other basic building operations necessary for programs to conduct routine ac-

tivities and to plan public events. The lack of support for programs undermines the public mission of the GC by making it difficult to stage events.”

6. **“Business Office Dysfunction.** The GC Business Office has rapidly degraded over the past six months. GC faculty, staff, and center directors have experienced extensive delays in payments, no support or significantly delayed help in creation of budgets, lack of communication on staffing changes, lack of responsiveness, and extended silence in response to email inquiries. Students and independent contractors have not been paid in a timely way – often months late. The GC’s reputation as a ‘late’ and ‘slow’ financial partner is spreading. There is no transparency or access to funding in the GC Foundation; the resources are all pooled and can’t be tracked back. Fund managers must keep shadow budgets and keep track of delayed Business Office responses that require repeated follow-up. The administration has cut staff from academic centers and has embarked upon a disruptive center review process with little communication, support or consultation. The GC has been very late and discourteous to foundations requesting grant reports. When these and other concerns were raised in a public letter to the President, Provost, and Senior VP for Finance and Administration, they were not taken seriously and were responded to only with a FAQ [frequently asked questions].”

7. **“GC-wide climate of discontent, disrespect and demoralization.** Long-standing respected members of the GC community have been repeatedly treated with disrespect by the senior administration in both private and public settings. Morale in the building is at an all-time low. Communications are issued via fiat without consultation or community consultation. Management issues such as those described above have resulted in widespread demoralization among faculty, students and staff that has been exacerbated by a lack of community building. The lack of adequate food services aside from vending machines has furthered a sense of detachment, alienation and anomie.”

8. **“Lack of leadership and clear stated vision.** The President’s commitment to the GC is unconvincing, given that neither she nor the Provost are able to voice a clear vision for the institution, despite repeated requests to do so. There has been a complete abdication on the part of senior administration to define immediate priorities or lead an efficient and legitimating strategic planning process; the President and Provost have been asked repeatedly to articulate a vision for the GC, but have ignored, sidestepped, or otherwise evaded their responsibility to define the parameters of strategic planning and to initiate a substantive conversation across the building about how extant GC goals and objectives might be changed in light of either CUNY’s specific conditions or new trends in higher education.”

Shomial Ahmad contributed additional reporting to this story.

2022: A year of PSC organizing

Since the start of Spring 2022, the union has been fighting for a safe campus reopening, demanding full state and city funding for public higher education and organizing for a fair collective bargaining agreement for faculty and staff.

Despite the upheaval and constraints of the COVID pandemic, the PSC was among the most vocal and visible unions fighting for labor and education in New York. *Clarion* looks back on 2022, a year of struggle, organizing, demonstrating and mobilizing.



Dave Sanders



Erik McGregor

Members demand a safe reopening at a rally outside Bronx Community College.

At a rally outside Medgar Evers College in February, members urge caution in campus reopening.



Erik McGregor

In March, PSC and CUNY Rising join forces with the United University Professions (the SUNY faculty and staff union) to lead hundreds across the Brooklyn Bridge to demand full funding for public higher education.

g for safety, justice and equity



Patrick Dodson

In March, members lobby lawmakers, including State Senator Toby Ann Stavisky.



Dave Sanders

In March, city lawmakers vote to support the New Deal for CUNY.



Dave Sanders

In June, the PSC protests the Adams administration's plan to reduce city funding for community colleges.



Clarence Elle-Rivera

PSC officers lead members during the September Labor Day March.



Erik McGregor

In October, members demand CUNY administration issue a strong budget request.

STATE POLITICS

New York still leads on progress

By MICHAEL MEEROPOL

When election returns indicated that New York lost three Democratic seats in the US House of Representatives to Republicans, contributing to a much narrower than predicted handover of control to the GOP, the blame game started immediately. It was the fault of former Governor Andrew Cuomo's appointments of Republican judges. It was the fault of the state legislature overreaching with an extremely partisan gerrymandering that was quickly ruled unconstitutional. It was the fault of Governor Kathy Hochul for running a lackluster campaign.

My personal first reaction was to put at least some of the blame on Governor Hochul. MAGA candidate Lee Zeldin, a Republican US congressman, who represents parts of Long Island, was able to run a spirited gubernatorial campaign that cut what should have been a two-digit margin to only seven points. In fact, the Hochul campaign was worried and poured extra resources into efforts to counter some of Zeldin's highly effective campaign ads and slogans. In the end, Zeldin did not win, but his campaign energized many Republicans who probably would not have bothered to vote if he was not running. Perhaps that made the difference in seats the Democrats should have won.

NOTABLE ACHIEVEMENTS

Instead of "piling on" the blame, I want to highlight some important achievements by Governor Hochul in the months since she took over after Cuomo resigned. The areas I want to focus on are women's reproductive rights and funding for CUNY.

When I moved back to New York State in 2009, I started what ended up being four very rewarding years teaching at John Jay College. As a PSC member, I had a front-row seat observing the frustrations of dedicated CUNY students and the workers responsible for their education with Governor Cuomo, who despite his Democratic designation, displayed palpable hostility to CUNY and its unions.

At that time, the state senate was effectively controlled by the Republicans because for many years, a small minority of nominally Democratic senators aligned with Republicans, thus giving the GOP enormous power over CUNY budgets. During those years, Governor Cuomo seemed perfectly content to go along, permitting one legislative chamber to low-ball the needs of students at CUNY. Funding for CUNY, per full-time student equivalent, fell over the course of Cuomo's terms as governor, leading to a host of unmet needs. And: "Cuomo has governed New York since 2011. State aid to CUNY, adjusted for inflation, has declined by nearly 5% during his tenure, though the state's gross domestic product has increased," according to the *Nation*.

ND4C PROPOSALS

During Cuomo's tenure, the PSC proposed the New Deal for CUNY, which would make CUNY tuition-free and increase the number of full-time faculty and staff. Among the proposals in the New Deal for CUNY were an



New York is still leading the country protecting reproductive health-care rights.

effort to bring the ratio of full-time faculty to students up to the national average, to provide for a return to free tuition, to provide a five-year plan for capital repairs and to finance CUNY with taxes on higher income people. Though the state legislature did not pass the ND4C bill, once Hochul became governor, the state did increase CUNY funding dramatically, in many of the ways sought by the New Deal for CUNY, in the budget agreed to this past spring.

Operating support for CUNY increased by \$240 million, which included \$53 million to hire full-time faculty. As the union noted in supporting the New Deal for CUNY demands, the ratio of full-time faculty to students had fallen dramatically over the years.

INCREASED FUNDING

Though it did not go as far as the proposals for a New Deal for CUNY, the increased funding in the budget was a welcome change from the experiences CUNY has had negotiating with Cuomo, especially when the state senate was effectively controlled by Republicans. The budget also included \$69 million in increased tuition assistance for part-time students. Distinct from the operating support is over \$950 million in capital funds. When public organizations are strapped for funds, routine maintenance is often the first budget item to be cut. Years of such penny-pinching left much of CUNY's infrastructure in disrepair. Here are some details from a recent CUNY report on its five-year capital improvement plan: "Since 2007, CUNY has analyzed and reported on the state-of-good-repair of its facilities. Most recently, in 2020, CUNY undertook a self-audit of its 254 owned buildings using life-cycle methodology. The analysis identified the University's backlog of deferred maintenance and projected anticipated future needs, which together are used to shape CUNY's Facilities Renewal request. This analysis identified a \$4.3 billion backlog, with \$6.8 billion needed over the next five years, to fully address both the deferred maintenance backlog and ongoing renewal."

with institutions in states which have criminalized abortion activities, which, remember, remains totally legal in New York.

Another law prohibits professional misconduct charges against health-care practitioners if that practitioner, acting within their scope of practice, performed, recommended or provided reproductive health-care services for a patient who resides in a state where such services are illegal.

Another law prohibits medical malpractice insurance companies from taking any adverse action against an abortion or reproductive health-care provider who performs an abortion or provides reproductive health-care that is legal in the State of New York on someone who is from out of state.

Finally, another law protects the privacy of reproductive health-care services providers, employees, volunteers, patients or immediate family members of reproductive health-care services providers, allowing them to enroll in New York's address confidentiality program to protect themselves from threats.

THE BRIGHT SIDE

Yes, there is plenty of blame to go around for the disastrous showing of New York Democrats in some congressional districts in the past election. But citizens of New York should praise what has been accomplished in the current budget and continue to pressure the governor and legislature to increase support for CUNY.

And praise is due to the legislature for acting decisively to defend reproductive rights. The state government should enforce those laws and vigorously defend abortion providers, abortion seekers from other states, and those who help people from states where abortion has become illegal to travel to New York and receive services in New York.

For now, I'm very glad to live in New York State.

Michael Meeropol is a retired visiting professor of economics at John Jay College. Versions of this essay appeared on air at WAMC and online at WAMC's website. An edited version of this commentary appears here with Meeropol's expressed permission.

Strike ends at the New School



Part-time New School faculty ended a three-week strike after reaching a tentative agreement where members "would see pay rates rise by 13% in the first year for the best-paid adjuncts," the *New York Times* reported.

Gains for CUNY & reproductive rights

SPS violated rights in class observations

By ARI PAUL

In the Spring of 2021, faculty at the School of Professional Studies (SPS) who taught asynchronous online classes believed that there was something wrong with the way their administration was conducting course observations. Observers were registered in the online system as “grader” rather than as a “student” or “guest,” as mandated under the PSC-CUNY contract.

This status was no mere semantic difference: graders had an expansive view of the grading, student work, comments and other functions, much more than what is allowed for such observations in the contract. The contract states, “For teaching observations of online or partially online courses, the parties intend to replicate as closely as possible the long-standing teaching observation practices established pursuant to this Agreement.”

FACULTY ACTION

Faculty members brought this issue to the attention of their PSC delegates, and the PSC contract enforcement team immediately filed a grievance. That grievance set off a protracted battle with SPS and CUNY administrations, culminating in an arbitration decision handed down on November 4 that unequivocally ruled that the union was correct and that the administration had violated members’ contractual rights.

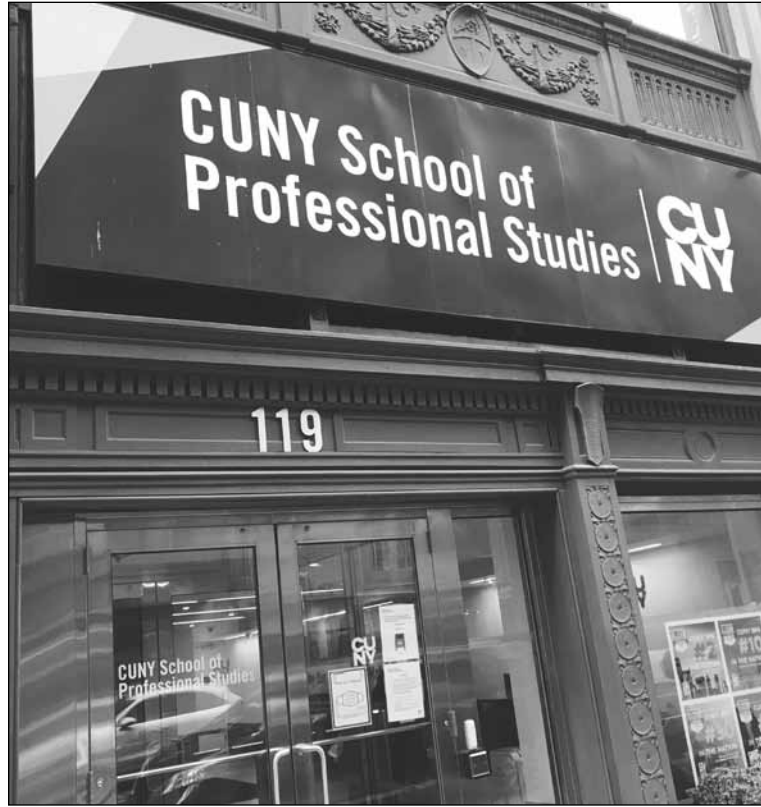
Sharon Persinger, former PSC treasurer, current member of the PSC Executive Council and an associate professor of mathematics and computer science at Bronx Community College, helped craft the contract language regarding online observations and testified on the union’s behalf in the arbitration. “I cannot see how this could be any better for us,” said Persinger, responding to the decision. “[The arbitrator] backed the PSC on everything that we said.”

Marc Kagan, a PSC delegate from the Graduate Center, worked on the original grievance. He explained that SPS’s approach to online course evaluations was an administrative overreach.

SPS APPROACH

“When an observer walks into a physical classroom...they see a class unwind for 50 or 75 minutes: the content, the instructional methodology, the nature of the interaction between professor and students, perhaps some handouts or written materials,” he said. “They probably have seen a syllabus, and later [they] might check in with the instructor about how the class fits into the sequence of the course. An asynchronous observer enrolled through Blackboard as a ‘student’ or ‘guest’ for 48 hours more or less sees the same things: perhaps a taped lecture, the assigned reading, discussion board posts, maybe a quiz or a writing prompt.”

Contract terms protect members



An arbitrator’s ruling in the union’s favor halts the expansive way SPS administration conducts online teaching observations.

But the SPS online observation method was sweeping. Kagan noted, as “graders” and “instructors” see the same things. “The only substantive difference between the two roles is that a grader cannot make changes to anything posted on Blackboard,” Kagan explained. “But they can see lectures, assignments; and discussion boards not yet open (or already closed) to students; responses of instructors to assignments, assignment grades; speed of grading assignments; and the number of students currently on assignments. Essentially, they can look backward and forward through the whole course and also peer over both the instructor’s and students’ shoulders.” He also noted student privacy concerns raised by this management practice, as students normally express themselves in what they see as a closed classroom environment, and would otherwise be aware when an observer is in the room.

SPS argued that assigning the role of grader was not explicitly forbidden in the contract. Yet Melissa Biren, the arbitrator in this case, understood the PSC’s position: The intent of the contract language was clear, and SPS’s policy was a violation of those terms.

COMPELLING PROOF

“The record in this case provides compelling proof that the use of the ‘grader’ role violates the contract limitations,” Biren said, noting that the “‘grader’ role provides significantly greater access to course materials that has ever been provided in an in-person teaching observation and, therefore, far more than is contemplated by the parties’ contract language.”

Biren added that “Not only does the use of the ‘grader’ role provide

[collective bargaining agreement] language without any review or evaluation of the expansive access with the ‘grader’ role and whether its use, in fact was consistent with the CBA.”

Biren ruled that the SPS administration must “immediately cease and desist from using the ‘grader’ role for observers for online teaching observations” and that she shall “retain jurisdiction for a period of six months from the date of this award solely with respect to clarification and implementation of the award.”

For the PSC, the arbitration decision underscored a number of key points. For one thing, the decision was the result of grassroots, member-driven activism and education.

“Faculty at SPS questioned administration policy based on their understanding of what we’d won in the contract,” said Penny Lewis, PSC secretary. “They reached out to their chapter delegation and the union’s contract enforcement team. It’s a great example of why we must know our own rights in order to enforce them. The boss is certainly not going to do it for us.”

The union activism at SPS has continued. Early last year, faculty collectively challenged the interim dean’s stewardship of the school, and in the Fall of 2022, activists decried the understaffing of key offices. (See the May 2022 issue of *Clarion* for more details.)

ONLINE EDUCATION

The decision also highlighted the need to address conditions in online education. Online teaching ballooned in the early days of the pandemic. Even with students and instructors back in classrooms, online education is clearly here to stay, and CUNY is expanding its online programs. “Our recent experience has revealed that faculty, staff and students need expanded protections

and support for our work with educational technology and distance learning. Our next contract will be critical for winning them,” said Lewis. (The union testified at a City Council hearing about this expansion last September. See the December 2022 issue of *Clarion*.)

A big arbitration victory for the union

For now, the union’s insistence on language regarding online teaching observations in the last round of contract talks seems to have paid off. “The mechanics of online instruction make it extremely amenable to

administrative surveillance,” said Nivedita Majumdar, the union’s previous secretary and a professor of English at John Jay College. “In the last round of negotiations, while we had a few demands relating to online instruction, the language on observations of online courses was our central gain.”

MEMBER VICTORY

But perhaps, most importantly, the decision is not simply a victory for SPS faculty, but for all PSC-represented faculty members at CUNY. It sends a message that administrators at all campuses must take contractual protections for online teaching seriously and that the union is ready to fight if members feel their rights are being violated.

“We got this contract language... in time to protect our members in their observations of online teaching. We really need to be making strong efforts to see that the contract is followed,” Persinger said.

“I don’t know how widespread the practice of using grader status in observations of online courses is across other CUNY campuses,” said Susan Fountain, a PSC delegate who worked on the grievance. “But this decision should alert department chairs and faculty across CUNY to the importance of strictly adhering to the contract provisions pertaining to online courses.”

Celebrating adult language learners



Students of the Saturday Program for English Language Literacy (SPELL) at Hunter College celebrating the end of a successful term last December.

RALLY FOR A JUST CONTRACT

THE PSC-CUNY CONTRACT expires on February 28, and the PSC plans to mark the day with a rally to show CUNY that union members are united in demanding a fair contract that meets the needs of faculty, staff and students.

The union is also demanding that the state enact a budget that fully funds public higher education in New York.

A time and location has not been chosen yet, but check the union's website and talk to your chapter chair and delegates for important updates.

The union starts with you. Be there, and stay informed.

www.psc-cuny.org



Organizing in a contract year

By SHOMIAL AHMAD

This spring begins a major push for a contract that meets the needs of all PSC members. To secure the contract that PSC members deserve, the union must fight for a fair budget

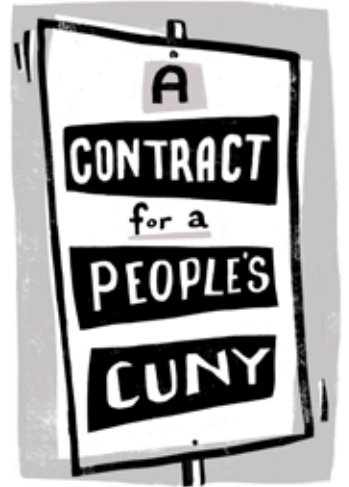
Political and union events

that meets CUNY's needs. Make a plan to get involved this year.

Talk to lawmakers about the everyday challenges CUNY faculty and

staff face and join your fellow union members in ensuring that a strong PSC-CUNY contract is negotiated. Check the union newsletter "This

Week" for upcoming events and how to get involved. Below is a calendar of key political and union events this year. The PSC online calendar (psc-cuny.org/events/) will be updated as events and dates for union members are solidified.



JANUARY 10, 2023 | GOVERNOR KATHY HOCHUL'S 2023 STATE OF THE STATE ADDRESS

Governor Hochul will lay out her vision for the state in the coming year. The proposals announced in this address are the first steps in defining the year's agenda and may include plans for CUNY and SUNY.

JANUARY 16, 2023 | MAYOR ERIC ADAMS'S PRELIMINARY CITY BUDGET DEADLINE

This budget outlines the mayor's priorities and goals for New York City. In the following months, through hearings and deliberations, the New York City Council will consider whether the budget meets the needs of city residents.

JANUARY 2023 | PSC LAUNCHES A BARGAINING PETITION

Prior to the expiration of the current PSC contract, the union will launch a university-wide petition to get CUNY to set dates for bargaining around the new contract. Thousands of PSC member signatures are needed to show the strength of the bargaining unit and the urgency for a new contract.



JANUARY 17, 2023, 6:30 PM | PSC LEGISLATION COMMITTEE MEETING

Join union activists in planning political and legislative strategy to urge elected officials to support increased funding for CUNY, proposals in the New Deal for CUNY and the needed investment for a finalized PSC-CUNY contract. This regularly scheduled union meeting occurs every third Tuesday of every month. All union members are welcome. For more details, contact Bettina Damiani at bdamiani@pscmail.org.

JANUARY 19, 2023 | PSC DELEGATE ASSEMBLY CONSIDERS BARGAINING DEMANDS

The PSC Delegate Assembly will

consider bargaining demands to be presented to CUNY. These demands were initially discussed with delegates at the December PSC Delegate Assembly meeting.

FEBRUARY 1, 2023 | GOVERNOR KATHY HOCHUL'S FY 2024 EXECUTIVE BUDGET DEADLINE

The governor's proposed budget is the first step in the budget negotiations process where the governor highlights her spending priorities. From there, the union will be able to see how much more it needs to push for in terms of funding for CUNY. The New York State fiscal year for 2024 begins on April 1, 2023, and ends on March 31, 2024.

FEBRUARY 2023 | STATE BUDGET HEARING ON HIGHER EDUCATION

The state legislature will hold hearings on the executive budget, where heads of agencies and advocates testify. This hearing will look at the budget in relation to higher education priorities. It's a chance for PSC leaders to advocate for a strong budget for CUNY.

FEBRUARY 7, 2023 | SUMMIT ON HIGHER EDUCATION

Higher education advocates throughout the state will assemble at the state capitol to press lawmakers to make the investments needed for higher education. The PSC will join other groups, including United University Professions (the SUNY faculty and staff union), New York Public Interest Research Group, a statewide student advocacy group, the CUNY Rising Alliance and the CUNY University Student Senate. For more information, contact Bettina Damiani at bdamiani@pscmail.org.

FEBRUARY 21, 2023, 6:30 PM | PSC LEGISLATION COMMITTEE MEETING

All union members are welcome. For more details, contact Bettina Damiani at bdamiani@pscmail.org.

MID-FEBRUARY 2023 | NYS HIGHER EDUCATION LOBBYING

CUNY and SUNY faculty, staff and students head to Albany for scheduled visits with state lawmakers to make the case for increased state investment in public higher education. For more information,



contact Tiffany Brown at TBrown@pscmail.org.

FEBRUARY 28, 2023 | PSC-CUNY CONTRACT (2017-2023) EXPIRES

The PSC-CUNY contract expires, but by New York State labor relations law the terms of the contract are still in effect until a new one is reached. For months, the PSC has been preparing a new bargaining agenda to present to CUNY management.

WEEK OF FEBRUARY 28, 2023 EVENTS | PSC CONTRACT EVENT(S)

The week that the PSC-CUNY contract expires, the union will organize a series of actions across the university. The PSC must present a unified front, both inside at the negotiating table with CUNY management and outside with planned rallies and events that show that the union is not bargaining in a vacuum and thousands of PSC members support the union's efforts.



FEBRUARY AND MARCH 2023 | PSC STATEWIDE POLITICAL ADS

As the state assembly and senate will be working on their own "one-house" budget bills that state the chamber's principles, the PSC will launch targeted ads around Albany and in New York City, to highlight how integral CUNY is to the state's economic and post-COVID recovery.

MARCH 8-9 | COMMITTEE OF 100

Hundreds of grassroots lobbyists will go to Albany to advocate for issues that affect working people's lives, from workplace health and safety to pensions to public education. NYSUT, the PSC's state-level affiliate, will attend this event that will amplify the statewide education union's voice.

MARCH 21, 2023, 6:30 PM | PSC LEGISLATION COMMITTEE MEETING

All union members are welcome. For more details, contact Bettina Damiani at bdamiani@pscmail.org.

WEEK OF MARCH 27 | FINAL PSC CAMPAIGN PUSH BEFORE STATE BUDGET DEADLINE

Pressing lawmakers in the days before the state budget deadline amplifies PSC members' efforts throughout the budget process. This week, the PSC will mobilize members to press lawmakers to fully funding public higher education. Read union emails during this time to find out how to get involved.

APRIL 1, 2023 | NEW YORK STATE BUDGET DEADLINE

The serious negotiations that lead to a final state budget happen in late March, primarily with Governor Hochul, State Assembly Speaker Carl Heastie and State Senate Majority Leader Andrea Stewart-Cousins. April 1 is the state budget deadline, but negotiations can continue beyond that date. Last year, the budget passed on April 9.

APRIL 18, 2023, 6:30 PM | PSC LEGISLATION COMMITTEE MEETING

All union members are welcome. For more details, contact Bettina Damiani at bdamiani@pscmail.org.

APRIL 26, 2023 | MAYOR ERIC ADAMS' FY 2024 EXECUTIVE BUDGET DEADLINE

The mayor releases a revised budget proposal for the upcoming year and a financial plan for the next three years. The New York City fiscal year for 2024 begins on July 1, 2023, and ends on June 30, 2024.

APRIL-MAY 2023 | MEMBER MOBILIZATIONS AROUND PARTICULAR BARGAINING SESSION(S)

As the PSC bargaining team meets with CUNY, the union will mobilize members on key issues related to the union's bargaining demands. Stay tuned to union communications to find out how you can support the bargaining process.

MAY 2023 | NEW YORK CITY COUNCIL BUDGET HEARINGS

Following the release of the mayor's executive budget, the council holds targeted hearings ensuring the budget reflects the city's needed priorities. Key advocates testify during these hearings, including a PSC principal officer.

MAY 16, 2023, 6:30 PM | PSC LEGISLATION COMMITTEE MEETING

All union members are welcome. For more details, contact Bettina Damiani at bdamiani@pscmail.org.

JUNE 30, 2023 | NEW YORK CITY BUDGET FINALIZED

In May and June, the New York City Council and the mayor negotiate adjustments to the mayor's executive budget. The resulting agreement is known as the adopted budget.



15-MINUTE ACTIVIST

Sign up for 'This Week'

There's a lot going on at the PSC and CUNY: state and city budget campaigns, contract organizing, a fight for health and safety on campuses and lobbying lawmakers to name just a few.

If you are not already receiving the PSC's regular e-newsletter, "This Week," then sign up for it. It is a great way to stay informed about your union, developments at CUNY and campaigns you can get involved in. Members can receive "This Week," with either a CUNY email address or a personal email address.

Sign up at psc-cuny.org/about-us/sign-me-week-e-newsletter/.

Professional Staff Congress/CUNY
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PROFESSIONAL STAFF CONGRESS-CUNY NOTICE OF NOMINATIONS AND ELECTIONS – SPRING 2023

Chapter Officers, Delegates and Alternates to the PSC Delegate Assembly and PSC-CUNY Welfare Fund Advisory Council

Term of Office: 3 Years

OFFICERS TO BE ELECTED

In each of the Chapters listed in the table below, voters will elect the Chapter Chairperson, Vice Chairperson, Secretary, four (4) Officers-at-Large, Delegates to the Delegate Assembly (in addition to the Chapter Chairperson, who shall automatically be the initial Delegate to the Delegate Assembly) and Alternates to the Delegate Assembly, according to the listing in the table on this page.

DECLARATION OF CANDIDACY: Candidates must submit a signed declaration of candidacy no later than January 13, 2023. The declaration must specify the office(s) being sought, the candidate's name, college and department, and, if the candidate intends to run as part of a slate or caucus, the name of the slate or caucus. Candidate declarations as part of a slate should be submitted through the slate or caucus designee. A sample declaration form is available on the PSC website at https://psc-cuny.org/wp-content/uploads/2022/09/PSC_declaration_of_candidacy_form-25-bwy.pdf and tinyurl.com/PSC-sample-candidacy-form. Completed declaration forms may be emailed to elections@pscmail.org or be mailed to the PSC Office at Attn: PSC Elections Committee, 25 Broadway, 9th Floor, New York, NY 10004. (Please note that the PSC office recently moved. The address listed above is the new address.)

ELIGIBILITY FOR HOLDING OFFICE: Members shall be permitted to hold chapter-level office who have been members in good standing of the appropriate chapter for at least one (1) year prior to the close of nominations on March 6, 2023.

VOTING ELIGIBILITY: Members who have been members in good standing of the appropriate chapter for at least four (4) months prior to the mailing of the ballots on April 3, 2023 (i.e.,

they must have been a member as of December 3, 2022) shall be permitted to participate in the nomination process and to vote.

NOMINATING PROCEDURES: Nominations of an individual or of a slate *must* be by official nominating petition signed by no fewer than twenty-five (25) members in good standing of the chapter, or by no fewer than twenty-five percent (25%) of the members in good standing of the chapter, whichever is less. For chapter elections, members may only sign nominating petitions of the chapter to which they belong.

SLATE REGULATIONS: A slate of candidates will be recognized if it consists of candidates for twenty-five percent (25%) or more of the officers to be elected, and if it submits, prior to the close of nominations: (1) a listing of caucus officers, all of whom must be members in good standing, including the person designated to authorize nominees for that caucus' slate and (2) a nominating petition including the printed name, signature, department and college of each petitioner, and the signature for each candidate running on the slate. **A candidate's signature on a Declaration of Candidacy form submitted by a slate or caucus shall constitute that candidate's acceptance of the slate designation.**

BALLOTING: All voting must be by the official PSC ballot. Write-in votes are permitted. A write-in vote shall be valid if the intent of the voter is clear; written, printed and typed names are acceptable. A write-in candidate must meet the same eligibility requirements as a regular candidate. In chapter elections, any nominated or write-in candidate must receive at least ten (10) votes or ten percent (10%) of the votes cast for that office, whichever is less, in order to be elected. Write-in candidates who are elected must submit a written acceptance of office to the PSC Elections Committee within ten (10) calendar days of notification that their election has been certified.

CAMPAIGNING: All candidates may mail literature at their own expense through the PSC's mailing house, Century Direct. To request a list, email the membership department at membership@pscmail.org. The Request for List and Labels Form will also be posted on the PSC website on the PSC Elections Committee webpage. The PSC will provide Century Direct with electronic downloads of members' home addresses after receiving payment of \$60.00 from the candidate. PSC must have three (3) working days of advance notice to generate and provide

these downloads. Contact Century Direct at (212) 763-0600 or contact contact@centurydirect.net.

ELECTION TALLY: Each candidate, or a representative of the candidate, is entitled to be present at the final tallying or counting of the ballots. Candidates who are part of a slate may have a slate representative present at the counting of the ballots.

PSC-CUNY WELFARE FUND ADVISORY COUNCIL

At each of the colleges listed in the table below, voters will elect the designated number of members of the PSC-CUNY Welfare Fund Advisory Council, in accordance with the below schedule and rules and the by-laws of the PSC-CUNY Welfare Fund.

ELECTION SCHEDULE

- FRI, JANUARY 13, 2023** – Deadline for submitting a signed Candidate Declaration. The form is available online at tinyurl.com/PSC-sample-candidacy-form and should be submitted to elections@pscmail.org. Forms may also be mailed to the PSC Office at Attn: PSC Elections Committee, 25 Broadway, 9th Floor, New York, NY 10004. Forms must be received by January 13, 2023.
- MON, FEBRUARY 6, 2023** – Pre-printed nominating petitions will be

available upon request by emailing elections@pscmail.org.

- MON, MARCH 6, 2023, 5:00 PM** – Deadline for completed nominating petitions to be received at elections@pscmail.org or at the PSC Office, Attn: PSC Elections Committee, 25 Broadway, 9th Floor, New York, NY 10004.
- MON, APRIL 3, 2023** – Ballots will be mailed to members' home addresses.
- THUR, APRIL 27, 2023, 5:00 PM** – Ballots in an uncontested election must be received at the PSC Office.
- THUR, APRIL 27, 2023, 5:00 PM** – Ballots for contested elections must be received at American Arbitration Association via mail or internet.
- FRI, APRIL 28, 2023, 10:00 AM** – Mailed Ballots will be counted.

ELECTION RULES

The complete Election Rules and PSC Constitution may be obtained from the PSC website at psc-cuny.org/about-us/elections-committee/rules/ and psc-cuny.org/about-us/constitution.

Relevant sections are summarized but not quoted below:

- All voting must be on an official ballot. Write-in votes are permitted. The intent of the voter must be clear, whether the name of the candidate is written, printed or typed. In order for a write-in vote to be considered valid, the candidate must meet the same eligibility requirements as a regular candidate. A write-in candidate must receive at least ten (10) or ten percent (10%) of the total votes cast in the election, whichever is less, to be elected. Write-in candidates who are elected must submit a written acceptance of office to the PSC Elections Committee within ten (10) days of the notification of election results.
- Each candidate, or a representative designated in writing, is entitled to observe the counting of the ballots.

Any questions regarding election procedures or materials can be addressed to elections@pscmail.org. All mailed correspondence to the PSC Office regarding elections should be addressed to the Attn: PSC Elections Committee, 25 Broadway, 9th Floor, New York, NY 10004. (The PSC office recently moved.)

| CHAPTER | TOTAL MEMBERS | DELEGATES | ALTERNATE DELEGATES | WF ADVISORY COUNCIL | PETITION SIGNATURES REQUIRED |
|-----------------------------|---------------|-----------|---------------------|---------------------|------------------------------|
| BARUCH COLLEGE | 736 | 7 | 5 | 2 | 25 |
| BRONX COMMUNITY COLLEGE | 509 | 5 | 4 | 2 | 25 |
| BROOKLYN COLLEGE | 792 | 8 | 5 | 2 | 25 |
| CITY COLLEGE | 845 | 8 | 5 | 2 | 25 |
| COLLEGE LAB TECHNICIANS | 628 | 6 | 4 | 0 | 25 |
| CUNY CENTRAL OFFICE | 369 | 4 | 4 | 2 | 25 |
| THE GRADUATE CENTER | 977 | 10 | 6 | 2 | 25 |
| GUTTMAN COMMUNITY COLLEGE | 54 | 1 | 1 | 1 | 14 |
| HOSTOS COMMUNITY COLLEGE | 356 | 4 | 4 | 2 | 25 |
| HUNTER COLLEGE | 1170 | 12 | 6 | 2 | 25 |
| JOHN JAY COLLEGE | 907 | 9 | 5 | 2 | 25 |
| LAGUARDIA COMMUNITY COLLEGE | 715 | 7 | 5 | 2 | 25 |
| QUEENS COLLEGE | 1022 | 10 | 6 | 2 | 25 |
| YORK COLLEGE | 426 | 4 | 4 | 2 | 25 |

PSC Spring 2023 Elections will be held for several PSC chapters (listed above). This chart outlines the number of positions up for election for Delegate, Alternate Delegate and WF Advisory Council. The number of Delegate positions up for election includes the Chapter Chair, who takes the first delegate seat. The table also outlines the number of petition signatures of members in good standing required for candidates to run at their chapters. The total members column reflects the number of members in the chapter.