

Clarion

NEWSPAPER OF THE PROFESSIONAL STAFF CONGRESS / CITY UNIVERSITY OF NEW YORK



JULY 2023



Paul Frangipane

IT'S TIME FOR A LONG, HOT UNION SUMMER

The PSC is leading a host of actions demanding that CUNY end its austerity budgeting. Above, members march outside the downtown office of William Thompson, the chair of the CUNY Board of Trustees. **PAGES 6-7**



VICTORY Remote work extended

Members push to codify hybrid schedules in the next contract.

PAGE 2

FILM

Revisiting the '69 CCNY student uprising

Filmmakers of *The Five Demands*, a new documentary about the 1969 Black and Puerto Rican student-led takeover at City College, discuss the event that changed CUNY history forever.

PAGE 8



MEMBERSHIP

Citywide sign-up

In a grassroots campaign to strengthen the union, activists from around the University are out on their campuses, meeting colleagues and signing up new members.

PAGE 3



AUSTERITY

Saving vital CUNY programs

CUNY's funding is under attack at the city level. PSC members at community colleges warn City Council that proposed cuts will gut crucial programs that help countless students.

PAGE 4

Union wins remote work extensions

By ARI PAUL

In a victory for CUNY professional staff and library faculty, the University has agreed to extend the remote work agreement (RWA) by one year. The agreement, which was set to expire this summer, came into being as a safety measure during the COVID pandemic and ensures that many HEOs, library faculty and college laboratory technicians can maintain hybrid schedules.

Now comes the next step: The union is fighting to codify the right to remote work in the next PSC-CUNY contract.

The union, like many groups advocating for workers in the post-pandemic landscape, is advocating for flexible hybrid scheduling for nonteaching members.

“We went remote for 18 months leaving the in-person, five-day work week behind. We all learned how to navigate the COVID reality of our workforce,” said Lucy McIntyre, PSC chapter chair for the CUNY Central Office and a cross-campus officer on the PSC Executive Council. “The world as we knew it changed. By extending and agreeing to a hybrid agreement, we allow for employees to maintain a healthy work-life balance, reduce our emission imprint by not traveling five days a week, reduce commuting expenses and help utilize the time not spent commuting on other important commitments we all have,” she said.

EMPLOYEE RETENTION

Hybrid scheduling in higher education is a complex issue, as universities are brick-and-mortar institutions premised on in-person learning and interaction. But studies show the benefits of flexible work. Numerous reports since the pandemic upended office life have shown that employers benefit from hybrid and flexible work schedules because they increase employee retention, and McIntyre agrees that this has played out at CUNY. “We believe that a good percentage of employees ages 22–45 have left CUNY for online jobs,” she said. “We have to adapt to our new world, and I strongly support a permanent hybrid work schedule.”

Forbes reported that “Teleworkers are an average of 35–40% more productive than their office counterparts and have measured an output increase of at least 4.4%.” The article went on to say that “54% of employees [said] they would change jobs for one that offered them more flexibility, which [resulted] in an average of 12% turnover reduction after a remote work agreement [was] offered.” *Psychology Today* noted that at one private-sector workplace, remote options allowed employees “to focus on their tasks without the distractions of an office environment,” which “led to a noticeable improvement in the quality of work and a reduction in turnover rates.”

“HEOs have earned the right to work remotely since we had to teach

Pushing for contract language



Paul Frangipane

Rulisa Galloway-Perry says HEOs rose up to the challenge of remote work.

ourselves to work remotely without much help from the administration and have proven that we can do anything we want once we are faced with a challenge,” said Rulisa Galloway-Perry, the PSC chapter co-chair for HEOs. “We are the professional staff of CUNY who oversee the majority of the departments and supervises most of the employees at the college. HEOs are well respected by our peers and show up every day to make CUNY work.”

VIRTUAL WORK

For Mariana Regalado, chair of the PSC Library Faculty Committee, a lot of nonteaching work at CUNY has evolved since the Spring of 2020 to encompass remote scheduling, thus making hybrid and flexible schedules a common sense solution.

“More than ever, much of our work is now conducted using computers and via online meetings, including library services such as Chat Reference, Zoom-based research consultations and online library research instruction. Many virtual tasks such as these can be done better remotely,” she told *Clarion* in an email. “Working remotely can allow library faculty to gain crucial insight

into how our services, website, etc., are serving or not serving students who are taking completely online (synchronous and asynchronous) and hybrid courses. CUNY is moving toward offering more online courses (i.e., through CUNY Online). With remote work, we can test, develop and adopt tools and skills that help us work effectively online to meet emerging student needs and advocate for online and hybrid students.”

Library faculty have been outspoken about the need to include language about remote work in the next contract.

“Codifying the right to remote work in the contract will ensure fairness,” Regalado said. “We need to keep pace with work environments if we’re to be able to effectively recruit and retain library faculty and other professional staff.”

CODIFYING LANGUAGE

The union anticipates that the CUNY administration will strongly resist its demands regarding hybrid schedules. Winning an agreement on the issue in the next contract will take some hard work, and library staff and faculty have begun laying the groundwork. HEOs, CLTs

and library faculty are organizing for the campaign. Cindy Bink, the director of counseling at City Tech, believes that CUNY must accept that this demand is in the University’s interest.

“[CUNY] should look at how many people are leaving because they can get remote work elsewhere,” she said, noting that HEOs must commute further than in the past because of soaring housing costs. “They should do an assessment,” she added.

In fact, retention problems have forced many employers who have implemented draconian anti-remote work policies to relent. Mayor Eric Adams, who once railed against the practice, reached a pilot agreement with District Council 37 to implement a hybrid schedule for thousands of city workers. The fact that Adams – who when asked by reporters about the policy change said, “I’m not so rigid that I’m not willing to sit down and figure out how do we reach the goals that we want” – has moved in a positive direction on the issue gives PSC a basis to argue for remote work.

BUILDING PROBLEMS

Bink added that the union should push for remote work in the next contract on safety grounds because many CUNY buildings are old and have safety and health issues at her campus as well as others. Professional staff have organized in response to ventilation issues and mold in office spaces. The PSC has also pushed for more capital investments to improve building safety.

Regalado said she is confident that CUNY will “agree with the points made about how well we’ve managed the hybrid work environment so far, particularly how hybrid work really helps us meet students where they are both online and in person and being competitive in the job market now that hybrid and even fully remote work is more the norm.”

LESS STRESS

She added, “Furthermore, memorializing and clarifying remote work guidelines into the contract will reduce potential conflict.”

At a recent CUNY Board of Trustees hearing, Kevin Adams, director of community standards and a student conduct officer at Medgar Evers College, told trustees that CUNY must come to the table to negotiate a new contract, and he stressed the importance of a long-term remote work language.

“Losing time commuting is just one of the downsides of getting to and from work,” he said. “Commuting is associated with increased levels of stress and anxiety, higher cholesterol, elevated blood sugar, and increased risk of depression. Healthier employees are happier and better functioning employees. These very same employees are then able to deliver higher-quality service to our students.”

Adams added, “Add in the lack of a commute, and remote workers typically have more time and fewer distractions, which lead to increased productivity – a huge benefit of working from home for both staff and the University alike.”

The right to a healthy work-life balance



Scott Heins

Cindy Bink says an agreement is in the University’s best interest.

Clarion JULY 2023

Newspaper of the Professional Staff Congress/City University of New York. Vol. 53, No. 4. PSC/CUNY is affiliated with the American Association of University Professors, National Education Association, the American Federation of Teachers (Local 2334), AFL-CIO, the New York City Central Labor Council and New York State United Teachers. Published by PSC/CUNY, 25 Broadway, 9th Floor, New York, NY 10004. Telephone: (212) 354-1252. Website: www.psc-cuny.org. Email: apaul@psccmail.org. All opinions expressed in these pages are not necessarily those of the PSC.

PSC OFFICERS: James Davis, President; Andrea Vásquez, First Vice President; Penny Lewis, Secretary; Felicia Wharton, Treasurer; Lawrence Bosket, Luke Elliott-Negri, Jennifer Gaboury, Sharon Persinger, Youngmin Seo, University-Wide Officers; David Hatchett, Vice President Senior Colleges; Michael Batson, Susan Kang, George Emilio Sanchez, Senior College Officers; Sharon Utakis, Vice President Community Colleges; Geoffrey Kurtz, Howard Meltzer, Emily Schnee, Community College Officers; Amy Jeu, Lucy McIntyre, Janet Winter, Cross Campus Officers; Marva Lilly, Nancy Romer, Retiree Officers; Lynne Turner, Vice President Part-Time Personnel; Ángel Martínez, Claudia Shacter-Dechabert, Pamela Stemberg, Part-Time Officers; Peter I. Hoberman, Vice President Emeritus, Cross Campus Units.

STAFF: Dean Hubbard, Executive Director; Anais Surkin, Associate Executive Director; Denise Poché-Jetter, Director, Human Resources and Operations; Dan Hunt, Director, Financial Services; Faye Moore, Director, Contract Administration; Rico Doan, Director, Organizing; Francis Clark, Director, Communications; Bettina Damiani, Director, Policy and Research; Denyse Procope-Gregoire, Coordinator, Membership Records; Peter Zwiebach, Director, Legal Affairs; Ida Cheng, Director, Strategic Research and Special Assistant to the President.

Editor: Ari Paul / Associate Editor: Shomial Ahmad / Designer: Margarita Aguilar / Copy Editors: Teri Duerr, Matthew Schlecht
© 2023 Professional Staff Congress/CUNY

Winning in Albany, fighting City Hall

By ARI PAUL

One door closes and another one opens.

In May, after an intense PSC organizing campaign, state leaders came to a budget agreement that increased the state's contribution to CUNY from last year. After lobbying lawmakers, demonstrating and mobilizing members, the union emerged victorious, announcing that CUNY would get more than \$100 million in new operating aid, \$1.1 billion in capital funding (double what the governor first proposed) and new funding for SEEK (Search for Education, Elevation and Knowledge) and nursing programs. The governor's proposal to increase tuition was also defeated.

DEEP CUTS

It's good news for CUNY. But Mayor Eric Adams' city budget proposal seeks to roll back much of that progress through deep cuts to CUNY that would hit community colleges the hardest. At a May 11 rally at the Tweed Courthouse near City Hall, PSC members, students, elected officials and other supporters demanded that the mayor reverse course.

"We are not 'bare minimum' type of people. We are tired of restorations. We want to level up," said Salimatou Doumbouya, chair of the CUNY University Student Senate. "We don't say 'No cuts to CUNY,' we act 'No cuts to CUNY.'"

The proposed cuts follow previous midyear cuts from City Hall that have already crippled agencies, including CUNY. "As a result, colleges have been focused on cuts, rather than increasing revenue. This has

Organizing against the mayor's cuts to CUNY



PSC members and CUNY students protest against Eric Adams's budget cuts outside City Hall on May 11.

meant hiring freezes and unstaffed lines that won't be filled," said Sharon Utakis, the PSC vice president for community colleges. "But when that's not enough, the colleges are turning to cutting the jobs of contingent faculty and part-time staff. At Bronx Community College, I've been hearing that the plan is to cut three-year adjunct appointments again, which undermines our contract and means that some of our most experienced ad-

verses will no longer be teaching. These cuts are horrible for those who lose their jobs and demoralizing to all involved. They increase the workload of those who keep their jobs, and they are bad for students."

Adverse effects on community colleges

Speaker after speaker derided the mayor, a two-time CUNY graduate, for proposing unnecessary cuts that would gut vital programs. "Whose dreams is he willing to trample on?" PSC President James Davis asked.

Eric Dinowitz, the chair of the City Council's Committee on Higher Education, called the mayor's cuts "fiscally irresponsible," and others pointed out that CUNY funding is an investment in the city's future workforce. Dinowitz was joined by his City Council colleagues Christopher Marte, Charles Barron, Pierina Ana Sanchez, Carmen De La Rosa, Alexa Avilés and Shahana Hanif.

City Comptroller Brad Lander spoke at the rally. Just days before, he had released a study on

how the mayor's cuts to CUNY would negatively impact the entire city. For instance, half of new NYC nurses are CUNY graduates, and about a third of new public school teachers are CUNY graduates, he said. The report noted that the mayor's proposed \$41 million in cuts annually to CUNY would reduce faculty positions and course offerings across the system's community colleges and endanger the expansion of "successful programs such as CUNY Reconnect, Accelerated Study in Associate Programs (ASAP) and Accelerate, Complete, and Engage (ACE)."

GROWING ANGER

Also in attendance were Manhattan Borough President Mark Levine, Assembly Member Karines Reyes and a representative from the office of Public Advocate Jumaane Williams.

Anger against the mayor's directives has continued to grow. A day after the rally, several CUNY School of Law graduates protested the mayor's graduation speech. The City Council's progressive caucus has called for much more funding for city agencies, countering the mayor's austerity agenda.

"Thankfully the City Council, under the leadership of Speaker Adrienne Adams, has a plan that better meets the needs of CUNY students and PSC members," Davis said in a statement. "We urge the mayor and his administration to collaborate with the Council and reach a deal that's good for CUNY and good for the City of New York."

Mobilizing to sign up new PSC members

By SHOMIAL AHMAD

The members came from across CUNY, from York College, the Advanced Science Research Center, City College and other campuses. And they came with one goal: to reach out to colleagues who are not PSC members and listen to their concerns. In turn they would build union power through these conversations by signing colleagues up as new members.

At a recent training led by the New York State United Teachers' (NYSUT) Member Organizing Institute, PSC's state affiliate union, organizers talked about how they teach members go about these one-on-one conversations and the important of organizing on campus.

MOTIVATING FORCE

"We ask them to think about their why: why they're active in the union, why they're doing this work, why are they sitting here today. We lead into

University-wide grassroots campaign

how to have strong relational one-on-one conversations," said Megan O'Brien, a NYSUT organizing manager who leads trainings.

The goal is to establish a systemic approach to talking to colleagues about becoming union members. Organizers help members break down their conversation by focusing on eliciting and listening to a member's story, imparting information about the union and talking about the contract, identifying potential challenges, developing a vision and a plan for a better workplace and making the "ask" to become a union member. But it's not just about having these conversations, it is also about putting the skills into practice.

"It's a relational conversation," O'Brien said. "[It's about] going out to talk to colleagues and getting to know them, understand them, meet



Shirley Jackson

them where they're at. [It's] asking them questions and having that build into a conversation about the value of a union."

For Nathan Nikolic, an adjunct lecturer in English at Hunter and Baruch colleges, the training covered many concepts that he already knew, but the true value of the day was putting it into play.

"I think most of the stuff I've heard in one form or another before. It's really hard to do. Any time you get to practice that I think is just a fantastic opportunity to reinforce some of the ideas and strategies," Nikolic said.

BUILDING MEMBERSHIP

The PSC is focused on increasing membership density by signing hundreds of CUNY faculty and staff up for the union that already represents them. Going into a contract campaign, unity is of the utmost importance, PSC leaders said. Increasing union density has become especially important since the US

Continued on page 5

Bargaining dates set

By CLARION STAFF

CUNY has agreed to contract bargaining sessions on June 27 and 29. The administration listed other potential dates for contract talks: July 10, August 8, August 22 and September 6.

The union has been demanding bargaining dates since December. Members rallied at CUNY Central at the end of February as the most recent PSC-CUNY contract expired and demonstrated June 5 outside the Wall Street offices of CUNY Board of Trustees Chair William Thompson. CUNY's offer of bargaining dates followed immediately thereafter.

ACHIEVING DEMANDS

The union has an ambitious bargaining agenda, which was published in the March 2023 issue of *Clarion*. Member-to-member organizing is a central component to the union's strategy to win at the bargaining table. Members should participate in local Campus Action Teams and stay in touch with their chapter leaders to learn how to get involved.

Protecting a vital resource for students

By ARI PAUL

Systematic disinvestment in CUNY threatens many of the university's banner programs. Two in particular, the Accelerated Study in Associate Programs (ASAP) and Accelerate, Complete, and Engage (ACE), offer considerable financial assistance and academic advisement to support students. ASAP's associate degree model has been replicated across the country, and ACE is itself an analogue to ASAP, but located in the senior colleges. In 2020, *Inside Higher Ed* reported on a program modeled after ASAP at three Ohio community colleges, saying, "it worked. In fact, it worked admirably. Graduation rates increased significantly and across the board for demographic subgroups. Credit attainment increased. Students' self-reported stress levels decreased."

BANNER PROGRAMS

ASAP and ACE funding should be increased, not cut, PSC leaders and members told the City Council Committee on Higher Education on April 20. Their message was particularly urgent because the Adams administration has imposed draconian citywide cuts this year and is demanding more cuts to CUNY in its ongoing budget talks. The city is the primary funder for CUNY's two-year colleges, and thus, Adams' austerity regime poses a threat to ASAP. Similarly, the newer ACE program has fragile funding, and without city support could end.

"CUNY has widely advertised the success of ASAP and has exported the model to other community colleges across the country," said Sharon Utakis, the PSC vice president for community colleges. "To cut

Lander disses Aetna plan

By CLARION STAFF

In a victory for the PSC and all municipal retirees, Comptroller Brad Lander has "declined to register the City's contract with Aetna to transfer City retirees to a Medicare Advantage program for their health care coverage." "A pending lawsuit, brought on behalf of retirees, questions the City's authority to enter into such an agreement," Lander's office said in a statement.

As *Clarion* went to press, the mayor overrode the comptroller and deemed the contract registered. Nevertheless, PSC continues to urge the mayor to restore city support for traditional public Medicare, which he has the authority to do under the registered contract, rather than forcing retirees into privately administered, for-profit care with pre-authorizations and limited networks.

Members urge the city to fund ASAP, ACE



Berkis Cruz-Eusebio, an ASAP career specialist, says more funding is needed to truly serve students.

funding for it now seems perverse and hypocritical."

At the April hearing, CUNY Associate Vice Chancellor Alicia Alvero spoke about how invaluable ASAP is. "At the time the program was launched, CUNY's overall three-year community college graduation rate was 13%, just shy of the national urban community college graduation rate of 16%," she said. "ASAP has consistently not only met, but also exceeded, its ambitious graduation goals. To date, ASAP has served more than 88,000 students across 16 cohorts and has an average three-year graduation rate of 53% versus 25% for similar students not in ASAP. The program benefits all subgroups of students, and based on CUNY's analysis, narrows existing equity gaps for Black and Hispanic males."

MORE FUNDING

PSC Secretary Penny Lewis testified that ASAP and ACE must continue to receive robust funding in order to flourish. "The high retention and completion rates of ASAP are due, in large part, to the resources it devotes to advisement. The \$35.5 million in the Council's budget response will help ASAP and programs like it expand, by hiring 264 full-time advisors," she said. "Because so many CUNY students are in the first generation of their families to attend college, advisors are essential in helping students navigate the labyrinth of a large university system."

Victoria O'Shea, who has worked as an ASAP student advisor at

Queensborough Community College (QCC) since 2012, told the panel that budget cuts have taken a toll.

"It has become increasingly more difficult to meet our goal of graduating 50% of our students within three years, primarily because we are incapable of providing the support and opportunities that we once did," she said in written testimony. "When I started working for ASAP, we were able to provide numerous activities for students,

including Broadway show trips, trips to a variety of businesses (so students could learn about different types of careers), ASAP sections of classes (smaller size and meetings with professors), ASAP orientations with outside groups, as well as numerous on-campus activities. What this provided was exposure to experiences that students may not normally have and a more hands-on college experience."

Improving student retention and graduation rates



Sharon Utakis, PSC vice president for community colleges, says ASAP is a proven program to support students.

But these gains have deteriorated with lack of support, O'Shea said.

"With the decline of funding over the years, we have seen a significant drop in student graduation rates. Without the extra experiences and events, students lack the connection to the college, peers, and ASAP," she said. "With the reduction in our budget in December 2022, we were unable to provide funding for all students taking winter section courses and were unable to provide book stipends or MetroCards for these students as well. For several students, this led to them being unable to successfully complete their winter course(s). We've already begun to tell our students to expect the same for summer."

DIRECTED ADVISEMENT

Salvatore Pisciotta, another ASAP advisor at QCC said through one-on-one meetings, personalized advisement and holistic conversations, ASAP serves as a vital resource for first-generation college students.

"I have worked with many students who have begun their journey doubting whether college was for them or feeling like they did not belong," Pisciotta said. "By the time of graduation, these students felt that they not only belonged in college, but they also saw vast improvements in academic achievement, interpersonal skills and confidence. Many of our students go on to study for their bachelor's degrees. They take part in internship experiences, and they obtain admission into competitive programs. They leave ASAP with a plan and a direction."

Pisciotta added, "Compared to non-ASAP students, we see greater levels of retention, graduation and academic achievement. While the COVID-19 pandemic has undoubtedly hurt enrollment figures, Queensborough ASAP is still serving thousands of students. As of 2020-2021 data, Queensborough is one of the most diverse campuses in the United States, with 31% of new students identifying as Black, 29% Hispanic, and 23% Asian/Pacific Islander."

INCREASED CASELOAD

Berkis Cruz-Eusebio, a career specialist in ASAP at Hostos Community College, also spoke of hardships for the workforce.

"My current caseload is 940 students with a projected 550 new students starting college in Fall 2023," she said. "My position no longer involves job placement as it is a conflict with academic retention and degree completion. Nonetheless students' basic needs need to be covered. If there are cuts to the budget, what kind of quality service am I expected to provide to 1,400-plus students in 35 hours per week? In fact, ASAP needs more career specialists that prepare students to join the workforce as opposed to the benefits' dependent rolls."

Saving theater classes at John Jay

By SHOMIAL AHMAD

Student and faculty organizing saves classes

It came as a complete surprise to many when it was announced that John Jay's department of communications and theater arts would be eliminated at the end of Spring 2023.

"I was stunned. There was no indication that it was closing down," said Richard Hoehler, an adjunct lecturer in the department who had been teaching there for five years. Hoehler said that he found out early this year that there would be no fall classes through a phone call related to his class scheduling for the fall semester. "I started looking for work," he said.

CHAPTER ORGANIZING

But after the John Jay PSC chapter organized with students, adjuncts and full-time faculty, theater classes were saved.

Early this year, adjuncts from the department came to the PSC chapter at John Jay, which brought up the issue at a labor-management meeting.

"We led with the students. Here are working-class students clamoring for a liberal arts program at a criminal justice college. If you're doing this, the PSC is going to continue to organize," said Nivedita Majumdar, the chapter co-chair and a professor in the English department. "These are well-enrolled classes so what is the justification for shutting [them] down? [Administrators] didn't offer any specific response."

The union's action clearly had an impact. The next day, the chapter learned that the administration was working on a solution. Ultimately, it moved theater classes and a theater minor to the English department, and by the Spring 2024, there should



John Jay College of Criminal Justice

be a full roster of theater classes housed there. Full-time faculty have found placements in other departments at the college. This coming fall, there will be fewer classes, but the chapter will be working to find other classes for impacted part-time faculty members.

VITAL DEPARTMENT

Several years ago, John Jay decided it would eliminate the department at the end of Spring 2023. But this was not known to many in the department, including the students. Slowly,

over the years, full-time lines were denied in the department. Despite no low enrollment issues and its role as a vital arts department for the John Jay community, the closure was greenlighted by administration – without any college-wide discussion.

"The department has helped many students make sense of their lives, overcome fears, and gain confidence. Not only does it act as an outlet for students to get in touch with their inner beings, it allows them to understand

the people around the world," stated Michelle Ramos, a John Jay student who wrote an online change.org petition that garnered more than 1,500 signatures.

Classes that boost confidence and overcome fear

"Getting rid of the communication and theater department has the student community at John Jay college saddened and outraged."

The theater classes are taught by adjuncts. Without a department and without classes to teach, they face unemployment.

"I really love working at John Jay. I love the students. For the last 30 years, I've worked in high schools and community centers all over the city," said Hoehler. "I just have a real connection with [the students]. I love the Black Box Theater. Everything is there to make a beautiful department."

ADEQUATE SUPPORT

Hoehler hopes that theater classes in the English department don't just get on the roster, but are supported and advertised, and that a theater minor is retained so that the program can develop. And John Jay students feel the same.

Elizabeth Hovey, chapter co-chair, recalled a powerful moment during a mid-March campus town hall meeting where Hovey's testimony was followed by a John Jay student.

"A student got up and talked about how meaningful theater was to him. He talked about how much he cherished his adjunct faculty members and [asked] couldn't the college be loyal to them and to the work they had done."

STUDENT CONCERNS

Another student spoke, to say student productions would not continue without a department. They wouldn't have the support.

Benny Heredia, who is majoring in criminology and minoring in film studies at John Jay, said acting classes have changed his life. Performing last fall in a play about acting and academic growth helped him find his confidence, he said.

"I've never really done acting before," Heredia said "I've always watched movies and admired actors. I never knew I could do that."

Mobilizing to sign up new PSC members

Continued from page 3

Supreme Court ruled in *Janus v. AFSCME* to make it possible for public-sector employees who decide not to join a union to not pay dues even though they reap the benefits of union-negotiated collective bargaining agreements.

ADDITIONAL OUTREACH

Training union members to have one-on-one conversations is just one tactic of the membership campaign. Union activists, local campus action teams (CATS), PSC organizers and the PSC One-on-One Committee are reaching out through phone conversations, office visits, classroom visits and new hire orientations to people who have not signed up for the union yet.

For Shirley Jackson, an adjunct lecturer in geology at York College, being a part of a union in the first years of her job gave her the peace of

mind that she needed, and she wants that security for her colleagues.

"I'm all about the village, the empowerment, what you can do as a group," she said. "To me it's bigger than the union, it's about society as a whole."

For Phoebe Glick, an adjunct lecturer in the English department at Baruch College, becoming involved in the union was her chance to get to know her colleagues and connect around shared values.

MEETING COLLEAGUES

"As an adjunct, it's a very solo job. You come to campus and teach a class," Glick said. "You might sit for office hours and leave. You can do that for a while without getting to know teachers. Being involved in the union and specific chapters and committees has been totally fun and social."

One of the big takeaways for Glick



Anna Feld (left) signing up to become a union member.

was learning how to translate pro-union values into actual one-on-one conversations with colleagues that she's just met.

Enrique Mejía, a graduate research assistant in the Optics Lab at the Advanced Science Research Center, hopes to bring his colleague's

concerns to the union and build membership there.

"It's a breakthrough moment for the sciences and the PSC," said Mejía, pointing out that there's increased interest in the PSC at the center. "I want to do what I can to help improve working conditions on the ground and at my workplace."

DUES MATTER

New hires are eager to join the union, too. Michael McNabb became an adjunct college laboratory technician at LaGuardia Community College this March and joined the PSC almost immediately. "I've always been supportive of unions," he said. Because unions are democratic organizations that need funding for organizing and advocacy, McNabb said he believed it was imperative for all bargaining unit workers to join the PSC and pay dues. "You get the benefits because of the money," he said. "Without funding, the union can't fight."

McNabb said that joining also ensured that CUNY faculty and staff have a say in union affairs. "You get a seat at the table."

Additional reporting by Ari Paul



PSC members attend a CUNY BOT hearing at LaGuardia Community College. They placed posters of 'missing students' and 'missing adjuncts' to represent the effects of administrative cuts.

A united movement against CUNY a

By **ARI PAUL** and **SHOMIAL AHMAD**

Members mobilize citywide for investment

Jonathan Cope, a PSC delegate from the College of Staten Island (CSI), looked over the sea of members who were prepared to march through the campus to demand more investment in CUNY.

"This is one of the first events that we've had together in person on campus since the pandemic. I know that there are a lot of people in different departments and different offices, and they have been feeling pretty demoralized as a result of all the austerity," said Cope, an associate professor and librarian at CSI. "It's also important that we all have some moment where we all come together to share what we've been through the past couple of years and give people the space to reconnect and talk about what they've experienced."

CSIPSC chapter chair, Jason Bishop, rallied the crowd.

"We're going to march because CUNY administration knows that we're here. We're going to march to Victory Boulevard, so that everyone on campus knows that we're here and so that everybody who drives

by this college knows we're here," he said.

Members echoed the urgency. "If we don't stop the effect of disinvestment there's going to be a downward spiral," said Alyson Bardsley, an associate professor of English at CSI.

The CSI demonstration was a part of a month of action by PSC members against the austerity cuts imposed by the CUNY Central administration, including hiring freezes and requests that colleges submit savings plans. In May, members at John Jay College, Lehman College and City College held on-campus "grade-ins," a public display of the hard work faculty do, despite a lack of adequate resources and pay.

"A grade-in makes the invisible visible, demonstrating in real time in a public space the work that dedicated college faculty do outside the classroom," said Lehman College PSC delegate Ruth Wangerin, who helped organize the grade-in on her

campus. "The college administration and the public need to know that we do the essential work without which there is no education. They also need to see that we're unionized and expect to be treated with the respect we have earned. The Lehman grade-in was held right inside the main entrance to the administration building, so there was no way our message was missed."

On May 8, dozens of PSC members packed into the LaGuardia Community College auditorium for a Board of Trustees hearing. They placed posters of "missing students" and "missing adjuncts" in empty seats to represent the devastation of the administration's cuts. Member after member told the trustees that in order to serve students, the University must end its budget cuts and hire more faculty and staff. PSC members advocated for the board and the university administration to enact the following:

Faculty and staff demoralized by contrived austerity.

- Begin contract negotiations with the PSC immediately (the contract expired at the end of the February).
- Fill faculty and staff vacancies.
- Fight the mayor's proposed cuts to community colleges.
- Reverse spending cuts across CUNY.
- Support the New Deal for CUNY state legislation that would return CUNY to being tuition free and fund hiring for more full-time faculty and staff.

MORE STAFF

Cindy Bink, director of counseling at City Tech, spoke about one of the central parts of the New Deal for CUNY legislation: the need for more full-time mental health counselors. "We need these positions because counselors must carry with them institutional knowledge that helps build ongoing relationships with students, faculty and staff and helps to create a community of support," Bink said. "This is critical to student retention and degree completion.

We already employ a high proportion of part-time staff and trainees. Overreliance on part-time staffing at low hourly wages or on outside contracted services tends to fragment efforts and produce large overhead costs related to excessive planning, recruitment, hiring, training, supervision and turnover. This results in compromised quality of services and insufficient continuity of care."

She added, "As the COVID-relief funds are drying up, many of our centers are losing significant staffing, making this a vital moment to invest in our work. On June 30, we will lose around 40 full-time equivalent clinicians across the CUNY Counseling Centers. This equates to not being able to serve 13,000 students who need our help."

In an especially emotional testimony, Jasmina Sinanović, an adjunct teaching at several campuses, spoke about how the cuts were hurting long-time adjuncts.

"I am an adjunct lecturer at [City College of New York (CCNY)] since 2007. I was also a student of CUNY. I am also an immigrant, a nonbinary human and a war survivor. I am



Scott Heins

Austerity

here to remind you I am not a number," Sinanović said. "At the end of Spring 2020, Bronx Community College laid me off. [Because] I qualified for a three-year contract, I was too expensive for them. As an adjunct, I was expendable. In the middle of the pandemic, I was to be left without health insurance. Thanks to CCNY I did not [lose my insurance] but many of my colleagues did. It is now May again, and we are threatened again. How are we to support our students when we are not supported? How are we to focus on teaching when we are repeatedly threatened?"

VITAL SERVICES

Laura Tanenbaum, an English professor at LaGuardia Community College, said that cuts at CUNY are leaving students without the critical services they need. This situation is especially brutal, she said, because many students are in economically precarious positions.

"While CUNY cannot single-handedly fix all of these problems, having well-funded schools, properly maintained buildings, small class

sizes, adequate academic and personal counselors are invaluable," she said. "As an open admissions school, LaGuardia is a rare place that takes students where they are, which can mean offering childcare, a food pantry and immigration help along with the academic resources of a world-class university. None of this is possible with the preemptive cuts this board has called for at a time when need has never been higher."

Kevin Kolack, a chemistry lecturer at Queensborough Community College, noted that the ongoing austerity at CUNY has led to a loss of faculty at his campus. "[W]e've lost 15% of faculty in my department and there are no plans to replace them. We are stretched thin. Austerity budgeting is driving good instructors out of higher education, and they are being replaced with nothing."

ADDED WORK

Stuart Davis, PSC chapter chair at Baruch College, told a similar story. "I'm frustrated and saddened when hearing about jobs that were not filled this year. I'm concerned when faculty colleagues tell me that a full-time line in their department that would potentially help them maintain accreditation is frozen indefinitely," he said. "I'm saddened when I hear about staff colleagues in areas like adjunct services retiring. Why? Because I know they will not be replaced, and their work will be redistributed among existing employees, creating additional workload pressures on active members."

The University also needs to invest in college laboratory technicians (CLTs), said PSC CLT Chapter Chair Jeanette Batiz. CUNY must raise salaries and fill nearly 500 vacancies in order to address student needs, she said.

"The CLT salary schedule experienced a significant need to increase severely depressed wages and other factors. CUNY [CLT salaries have] led to a widening financial gap that is not only unaffordable for living in the New York metropolitan area, but does not consider the significant increases in workload placed upon, demanded, and required of CLTs," Batiz said. "Across CUNY, the number of CLTs is rapidly declining, thus affecting workforce stability, growth, retention and safety of all concerned. College laboratory technicians continue to be deprofessionalized and hollowed out at CUNY with no end in sight."

STUDENT SUPPORT

Students have joined the PSC's efforts. At the CSI demonstration, Rachel Ishyaguyev, a senior psychology major, said she marched with the union to defend CUNY's mission. An immigrant from Central Asia, she's the first in her family to go to college in the United States. She's been able to do it with financial aid, but her aid has been cut this year. As a result, she picked up work as cognitive and behavioral trainer for disabled kids.

"The purpose of CUNY seems to have disappeared," Ishyaguyev said, "to get a quality education for students who can't afford it."

PSC members from across the university amplified the message that CUNY faculty and staff can't continue to do more with less. The university and its students will suffer.



Erik McGregor

Members at John Jay participate in a grade-in.



Paul Frangipane

Members pass out anti-austerity stickers at this year's commencement ceremony at Lehman College.



John McCarten/NYC Council Media Unit

CUNY students protest austerity as Chancellor Félix Matos Rodríguez (right), testifies at City Council.



Paul Frangipane

College of Staten Island members march to demand more investment in CUNY.

New film about CCNY takeover

By CLARION STAFF

In April 1969, Black and Puerto Rican students shut down City College, which at the time was known as the “Harvard of the Proletariat.” Despite its location in Harlem, the student body was overwhelmingly white. The student takeover led to the extended occupation of the South Campus, classes being canceled and the resignation of the college president.

Students engaged in the occupation had five demands for their college administration. They wanted representation, a voice in their education, an education around their history, and to have educators understand the community’s needs. In *The Five Demands*, City College alumni who were student leaders at the time of the takeover reflect on the actions and the issues that led to their demands. Shomial Ahmad, *Clarion*’s associate editor, talked to directors Greta Schiller and Andrea Weiss about how they made the film and what motivated them to tell the story. Weiss and Schiller became interested in the story when Weiss was teaching film at City College of New York (CCNY).

Why did you set out to tell this story today? How are these demands resonant and reflective of current struggles?

We started making this film back in 2014 when we first learned of the 1969 takeover. Of course, we knew about the student protest movement nationally and were part of it ourselves, but not about what had happened at City College in 1969. We felt that was a huge omission from the historical record that needed to be rectified.

When we started making the film, we didn’t realize the extent to which affirmative action would be under serious threat as it is today, and the extent to which the basic questions of who is served by public education and what is taught in the classroom would be so contentiously fought over. We must be vigilant about any progress made, because, as we are seeing now, it is easy for it to be overturned.

You told the story of City College’s historic takeover through interviews with alumni, faculty and archival photos and footage. Can you talk about the process of how you sought out interviews?

We didn’t want to use scripted narration or “expert” historians in the film. We wanted the story to come from those who were participants in the takeover on both sides of the gate. Of course, it was impossible for us to interview everyone who was part of the takeover, and we had to make some hard choices. We wanted to make sure many different perspectives were told, in terms of the strike leaders (known as the Committee of 10) and, as one student striker referred to them, the “foot soldiers.”

We wanted women’s voices, we wanted Black American, Puerto Rican and West Indian perspectives,

A movement for Open Admissions



THE FIVE DEMANDS



JEZEBEL PRODUCTIONS PRESENTS "FIVE DEMANDS"
 PRODUCED AND DIRECTED BY GRETA SCHILLER AND ANDREA WEISS EXECUTIVE PRODUCER STANLEY NELSON
 EDITOR ANDREA WEISS CINEMATOGRAPHER OCTAVIO WARNOCK-GRAHAM
 SOUND RECORDISTS J.T. TAKAGI BHIMA ARYATEJA SUSAN MEI SOUND EDITOR RANDY MATUSZEWSKI
 SOUND MIXER BENNY MOUTHON, STRING & GAN



and we wanted a few white students to talk about their reactions to the strike. But mainly we were looking for good storytellers who could bring history to life.

STUDENT ACCOUNTS

Francee Covington, one of the former students and the only woman on the Committee of 10, recalled a professor humiliating SEEK students, asking them to stand and saying they were admitted to CCNY even though they weren’t prepared for college-level work. She manages to take that painful memory and transform it into an astute political critique of institutional racism: “For someone to say that Black and Brown people are arriving at CCNY without a proper foundation, who caused that to be? Who kept that in place?” she asks.

Likewise, James Small, a member of the Committee of 10, responds to an-

other alum who explains that she was tracked in high school to be a nurse’s aide. He says, “You weren’t left out of college because you were dumb or because you couldn’t learn; you were left out because of the way that society is structured, and you weren’t structured into that process.”

What kind of CUNY and community resources did you tap into for the telling of the story?

Of course, the City College Archives were a huge resource where we were able to find mimeographed fliers, photographs, and newspaper coverage from the time. CUNY TV did a program awhile back on the origins of the SEEK program and generously let us use their outtakes (material that didn’t make it into their broadcast), which was extremely helpful because they had

conducted filmed interviews with people who are no longer with us, including David Dinkins and Basil Paterson, both of whom were instrumental in ushering SEEK through the New York State Assembly, and Louis Reyes Rivera, one of the leaders of the strike. CCNY students, whether interviewed for the film or

not, looked for materials in their own private collections, and we were able to get many photographs from them.

The establishment of the SEEK program in 1965 at City College was crucial in bringing Black and Puerto Rican students to City College, the flagship institution of CUNY. Talk about how its establishment set the groundwork for what would come later in terms of the student takeover in 1969.

There simply would not have been enough students of color on campus in 1969 if the SEEK program hadn’t been established. By then it had had four years of admissions, so there were enough students of color to take over and control 17 buildings. But it wasn’t just about the dramatic increase in numbers of students of color over four years; the SEEK program augmented the curriculum, it encouraged SEEK students to read authors who were people of color (hard to believe, but very few, if any, were in the canon at that time), it challenged and supported students to develop their critical thinking skills, and it helped empower them to the point where they took such a radical action.

INNOVATIVE CURRICULUM

The SEEK program was outstanding in that rather than teach a standard curriculum, it used a new approach that is now called scaffolding, which is now widely accepted. It met students at whatever level they were at and brought them along from there. It encouraged students to read books that they could relate to, and to write about their own experiences. It only focused on traditional grammar when they were more comfortable with reading and writing. For many students it was the first time teachers took their point of view seriously. As Adrienne Rich, a former SEEK teacher, said, “We were learning from and with our students as rarely happens in the university.”

Why do you think the story of one of the biggest college takeovers is largely untold?

Most people know about the student protests of the era that were primarily against the war in Vietnam. The student protest at CCNY resulted in Open Admissions, and it seems that over the past decades the university has not been particularly proud of that chapter of its history. Open Admissions was seriously underfunded, and there were considerable negative consequences from that lack of resources, but overall, with hindsight, one can see it was a huge step in the right direction. (It must be noted that CCNY could remain tuition-free during the Great Depression, when its student population was overwhelmingly white and completely male, but had to start charging tuition for the first time in its long history just six years into Open Admissions.)

For whatever its shortcomings, Open Admissions kicked open the door to higher education much wider for people of color in New York City, and that had a ripple effect across the country. We hope with this film, CUNY will embrace and feel proud of that chapter of its history.

The *Five Demands* will be playing at Firehouse Cinema from July 14–20. To find out more about the film, including upcoming screenings, go to thefivedemandsfilm.com.

CUNY HISTORY

What's in a name? Lots

By REBECCA BRATSPIES

CUNY boasts 25 schools spread across the five boroughs. Most are named for location (Brooklyn College, Queens College, etc.) Ten schools bear the names of individuals, and the names we give our institutions reflect who holds power and shed light on who we think we are.

CUNY schools named for individuals can be divided into two groups: 1) transactional naming (Macaulay, Newmark, Guttman); and 2) honorary naming (LaGuardia, Medgar Evers, Hostos, Lehman). All the transactional naming occurred recently, while the honorary names are generally a product of the Free CUNY era. The exceptions are Baruch and Hunter, which predate the founding of CUNY, and John Jay, whose role as an enslaver makes honoring him increasingly complicated.

Current CUNY practices treat naming a school, a program, a room, or an institute as a transaction bearing a clear price tag. Selling naming rights has become the norm across academia. The process is so standardized that the CUNY Board of Trustees shares an online laundry list of price tags. Want to name a professional school? That will cost you \$20–50 million. Too steep? You can name a department or academic program for a mere \$3–4 million. A community college conference room is a bargain for \$50,000; that same room at a senior college or professional school costs \$75,000–200,000.

PRIVATE DONATIONS

There are plenty of people willing to pay. CUNY has scores of named programs, rooms and fellowships. Billionaire City College of New York (CCNY) alum William Macaulay donated \$30 million to endow the Macaulay Honors College. Craigslist founder Craig Newmark paid \$20 million to name the Craig Newmark Graduate School of Journalism. CUNY's newest community college was named the Stella and Charles Guttman Community College after the Guttman Foundation donated \$25 million. Renaming City College's Division of Social Sciences as the Colin L. Powell School for Leadership and Service involved a \$30 million fundraising campaign.

The money from selling naming rights has funded internships, scholarships, state-of-the-art equipment, and more. With the retreat of the state, this private money is increasingly critical to CUNY's basic functioning. Yet, reliance on private money comes at a cost. The academic community loses the opportunity to choose its name and define itself by drawing inspiration from the honoree's legacy.

The line between selling and honoring has never been crystal clear. Many New York schools, including Sarah Lawrence, Cornell and Vassar are named for their major, often founding donors. But today's open transactional naming seems different.

In 1847, New Yorkers voted to create the Free Academy (now City College) as a radical exercise in public education. Dr. Horace Webster, the Free Academy's first president, characterized it as an experiment to edu-

cate “the children of the whole people,” not just “the privileged few.” This commitment to providing free education turned the Free Academy into a gateway of social mobility for many immigrant communities. Yet, in practice, “the children of the whole people” really meant its young white men.

Gender-based exclusion ended much earlier than racial exclusion. In 1870 the Normal College of the City of New York joined the Free Academy to provide free higher education to young women. In 1914, the Normal College was renamed Hunter after its founder and first president, Thomas Hunter.

HONORING LEGACY

As enrollment increased, CCNY and Hunter opened annexes in Brooklyn, Queens and the Bronx. The Brooklyn annex merged to form the co-educational Brooklyn College in 1930; the Queens annexes similarly merged into the co-educational Queens College in 1937. The names assigned to these new colleges were functional and descriptive (and incidentally may be available for renaming by donors willing to contribute \$20–\$25 million). Yet, even as these institutions became co-educational, the student body remained overwhelmingly white.

The move to open enrollment, pushed along by civil rights activism, changed these demographics. Black and Latinx enrollment soared as CUNY finally began to reflect the city's multicultural population. CUNY responded by creating a slew of new institutions, including Lehman College (1968), Medgar Evers College (1970), Hostos Community College (1968) and LaGuardia Community College (1971). These new institutions, located in historically underserved areas, enrolled a more diverse student population.

Lehman and LaGuardia were relatively conventional naming choices, honoring longtime New York public officials and drawing inspiration from their careers in public service. The names Hostos and Medgar Evers, however, sent a message.

Eugenio Maria de Hostos was a renowned Puerto Rican educator, philosopher, and independence advocate. The naming of the new South Bronx school after Hostos signaled CUNY's emerging commitment to educational equity and cultural diversity. Hostos offered the only bilingual Spanish/English program in the region and boasted a unique prison release program.

DIVERSE INSTITUTIONS

Medgar Evers College, named for murdered civil rights leader Medgar Wiley Evers, began as a partnership between CUNY and the Central Brooklyn community. Community leaders suggested the name, fought to make the school a senior college and helped shape the curriculum. CUNY and the community built Medgar Evers into an innovative school deeply committed to access, social justice and academic excellence.

Naming these two schools after influential leaders of color was the culmination of a hard-fought campaign to ensure CUNY served historically excluded Black and Latinx New Yorkers. From day one, the per-

centage of Medgar Evers and Hostos Black and Latinx students exceeded 96%.

Creating these schools was one thing; keeping them was another.

In 1976, the city was on the brink of bankruptcy. With CUNY's budget in tatters, Chancellor Robert J. Kibbee floated a restructuring plan that included closing Hostos and converting Medgar Evers into a two-year institution. Despite widespread protests, the board of higher education voted to adopt both proposals.

The state legislature crafted a CUNY rescue package that partially reversed these decisions. The legislature allocated \$3 million to save Hostos and retained a few baccalaureate programs at Medgar Evers. Saving Hostos and Medgar Evers owed much to PSC, community, and student mobilization. But it took until 1994 for Medgar Evers to regain senior college status.

Baruch College is an outlier, with a naming story that falls somewhere between today's pay-to-play transactions and more traditional honorific naming.

WEALTHY DONORS

In 1951, CCNY faced undesirable notoriety on multiple fronts. The basketball team was embroiled in a bribery scandal, and CCNY graduate Julius Rosenberg was arrested and tried for passing atomic secrets to the Soviet Union. It was the McCarthy era, and Rosenberg's CCNY affiliation featured prominently in the news coverage. Classmates stood accused of complicity and newspapers made much of the “communist cell” at CCNY.

Eager to shift the public narrative, CCNY renamed its business school after wealthy alum Bernard Baruch, a statesman with a reputation for integrity who was chair of the WWI War Industries Board and an advisor to presidents Wilson, Hoover, Franklin D. Roosevelt and Truman. A former CCNY

trustee, he helped establish the business school decades earlier and was a generous donor to the college.

In 1953, the same year Julius and Ethel Rosenberg were executed in Sing Sing, the Baruch School of Business and Public Administration was born. (Baruch became a stand-alone senior college in 1968.) The renaming was national news. Notably absent from news coverage of the new Baruch College was any mention of a naming gift. The college was a major beneficiary in Baruch's will. And given the assiduous way CCNY courted him, and Baruch's reputation for philanthropy, there were probably sizeable gifts along the way.

NAMING POLICY

Ironically, were the naming decision being made today, Baruch's pattern of generosity might be an obstacle to honoring him. To “maximize CUNY's philanthropic potential,” the board's Naming Policy discourages squandering [my word] a naming opportunity on a donor with an established giving history, pointing out that “[n]aming opportunities for cumulative gifts can limit the ability to offer that naming opportunity to another donor.”

What should we think about this? No SUNY colleges have been reduced to selling their names. Why has CUNY? Are CUNY's institutional names just “assets” – articles of commerce to be sold, albeit under the guise of philanthropy? The names we give our institutions speak volumes about what we value and who decides what counts as history. Full public funding of public universities would put that decision back where it belongs – in the hands of “the whole people” of New York.

Rebecca Bratspies is a professor at the CUNY School of Law and the author of Naming Gotham: The Villains, Rogues, and Heroes Behind New York's Place Names.

Solidarity with striking writers



PSC members including Penny Lewis (left) and Marcia Newfield march in solidarity with striking Writers Guild of America East members at a picket line on the west side of Manhattan.

Selling naming rights at CUNY

PROFESSIONAL STAFF CONGRESS/CUNY
FINANCIAL STATEMENTS with SUPPLEMENTAL INFORMATION
AUGUST 31, 2022 and 2021

CONTENTS

Independent Auditor's Report	Statements of Cash Flows
Statements of Financial Position	Notes to Financial Statements
Statements of Activities	Supplemental Information
Statements of Functional Expenses	Schedules of Expenses by Category

Independent Auditor's Report

To the Executive Board of Professional Staff Congress of the City University of New York

Opinion: We have audited the financial statements of the Professional Staff Congress of the City University of New York (PSC/CUNY), which comprise the statements of financial position as of August 31, 2022 and 2021, and the related statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of PSC/CUNY as of August 31, 2022 and 2021, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion: We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of PSC/CUNY and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements: Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about PSC/CUNY's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Auditor's Responsibilities for the Audit of the Financial Statements: Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of PSC/CUNY's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about PSC/CUNY's ability to continue as a going concern for a reasonable period of time.
- We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Report on Supplemental Information: Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The Schedules of Expenses by Category are presented for purposes of additional analysis and are not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

Novak Francella LLC, New York, New York, March 10, 2023

STATEMENTS OF FINANCIAL POSITION – AUGUST 31, 2022 and 2021

	2022	2021
Assets		
Cash and cash equivalents	\$ 909,136	\$ 1,325,199
Investments – at fair value		
Mutual funds	10,781,323	12,620,304
Investments – other		
Certificates of deposit	993,000	992,000
Total investments	11,774,323	13,612,304
Receivables		
Dues	292,000	231,000
Due from related entities	176,000	218,000
Total receivables	468,000	449,000
Property and equipment		
Equipment	764,210	760,283
Leasehold improvements	172,262	661,808
Furniture and fixtures	346,461	346,461
	1,282,933	1,768,552
Less: accumulated depreciation	(1,068,282)	(1,520,943)
Net property and equipment	214,651	247,609
Other Assets		
Security deposit	100,056	-
Prepaid expenses	35,929	-
Total other assets	135,985	-
Total assets	\$ 13,502,095	\$ 15,634,112
Liabilities and Net Assets		
Current liabilities		
Accrued expenses	\$ 636,994	\$ 338,952
Accrued compensated balances	335,861	605,840
Due to related entities	1,362,429	1,561,688
Deferred revenue	-	168,438
Total current liabilities	2,335,284	2,674,918
Long-term liabilities		
Deferred rent	\$ -	\$ 218,242
Unfunded projected pension benefit obligation	3,386,842	5,020,042
Total long-term liabilities	3,386,842	5,238,284
Total liabilities	5,722,126	7,913,202
Net assets without donor restrictions	7,779,969	7,720,910
Total liabilities and net assets	\$ 13,502,095	\$ 15,634,112

See accompanying notes to financial statements.

NOTES TO FINANCIAL STATEMENTS
AUGUST 31, 2022 AND 2021

NOTE 1. ORGANIZATION AND TAX STATUS

The Professional Staff Congress of the City University of New York (PSC/CUNY) was created by a merger of the Legislative Conference of The City University of New York and the United Federation of College Teachers. It was created to be the collective bargaining representative of the instructional staff of the City University of New York (CUNY). The Professional Staff Congress of the City University of New York is a Local (Local 2334) of the American Federation of Teachers (AFT). Through the AFT, PSC/CUNY is affiliated with New York State United Teachers (NYSUT) and The American Federation of Labor and Congress of Industrial Organizations (AFL-CIO).

The purpose of PSC/CUNY is to advance and secure the professional and economic interest of the instructional staff of the CUNY and other members of the bargaining units of PSC/CUNY. The objectives of PSC/CUNY are to negotiate and administer collective bargaining agreements; to improve the quality of education, research and scholarship at the CUNY; to cooperate with other educational, professional, and labor organizations in order to enhance the quality of education in the nation and to promote the professional and economic interests and the welfare of all workers; to serve as the public representative of the instructional staff of the CUNY and other members of the bargaining units of the Professional Staff Congress; and to cooperate with other CUNY employee and academic organizations and student bodies in order to advance the interests of the faculty, staff and students of the CUNY and the community it serves. The benefits members receive are paid for by contributions from the employer, CUNY, which are negotiated during bargaining as part of members' compensation. PSC/CUNY and its affiliated organizations have arranged for various special economic benefits for its members.

Supplemental health and welfare benefits are paid from a separate trust fund and are not included in these financial statements.

PSC/CUNY is exempt from Federal income taxes under Section 501(c)(5) of the Internal Revenue Code under a blanket exemption of the AFT.

Accounting principles generally accepted in the United States of America require management to evaluate tax positions taken by PSC/CUNY and recognize a tax liability if PSC/CUNY has taken an uncertain position that, more likely than not, would not be sustained upon examination by the U.S. Federal, state, or local taxing authorities. PSC/CUNY is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. Typically, tax years will remain open for three years; however, this may differ depending upon the circumstances of PSC/CUNY.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Method of Accounting - The accompanying financial statements are prepared using the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP) for nonprofit organizations. Net assets are classified as net assets without donor restrictions and with donor restrictions. Net assets

are generally reported as net assets without donor restrictions unless assets are received from donors with explicit stipulations that limit the use of the asset. PSC/CUNY does not have any net assets with donor restrictions. Membership dues and fees are accounted for as exchange transactions.

Net Assets without Donor Restrictions - Net assets that are not subject to donor-imposed restrictions and may be expended for any purpose in performing the primary objectives of PSC/CUNY. These net assets may be used at the discretion of PSC/CUNY's management and the Board of Directors. Net assets without donor restrictions totaled \$7,779,969 and \$7,720,910 for the years ended August 31, 2022 and 2021, respectively.

Cash and Cash Equivalents - PSC/CUNY considers all cash and highly liquid investments, including certificates of deposit with initial maturities of three months or less, to be cash equivalents.

Investments - Investments are carried at fair value which generally represents quoted market prices, or the net asset value of the mutual funds, as of the last business day of the fiscal year as provided by the custodian or investment manager. Certificates of deposit held for investment that are not debt securities are classified as Investments-other and are carried at cost.

Property and Equipment - Property and equipment are recorded at cost. Major additions are capitalized while replacements, maintenance and repairs which do not improve or extend the lives of the respective assets are expensed currently. Depreciation is computed over the assets' estimated useful lives, three to thirty years, by the straight-line method. Depreciation expense was \$43,724 and \$49,532 for the years ended August 31, 2022 and 2021, respectively.

Accrued Compensated Balances - Future employee absences that have been earned but not yet taken are accrued within the contract limits. The accrued compensated balances were \$335,861 and \$605,840 for the years ended August 31, 2022 and 2021, respectively.

Membership Dues and Dues Receivable - Membership dues are recognized as revenue over the membership period. Dues come from members through payroll deductions and direct payments. Dues receivable are recorded as revenues are recognized. PSC/CUNY has determined that no allowance for doubtful accounts for receivables is necessary as of August 31, 2022 and 2021.

Deferred Rent - Operating leases are recognized on a straight-line basis over the term of the lease. Deferred rent has been recorded for the difference between the fixed payment and the rent expense. Deferred rent was \$218,242 for the year ended August 31, 2021.

Estimates - The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect reported amounts and disclosures in the financial statements. Actual results could differ from those estimates.

NOTE 3. CONCENTRATION OF CASH

PSC/CUNY places its cash and certificates of deposit with financial institutions deemed to be creditworthy. The balances are insured by the Federal Deposit

Insurance Corporation (FDIC) up to \$250,000. Cash balances and certificates of deposits may at times exceed the insured deposit limits. As of August 31, 2022, PSC/CUNY's cash and certificates of deposit in excess of FDIC coverage totaled \$659,136 and \$743,000, respectively.

NOTE 4. AVAILABILITY AND LIQUIDITY

The following represents PSC/CUNY's financial assets available within one year of the statements of financial position date for general expenditure at August 31, 2022 and 2021:

	2022	2021
Financial assets available within one year:		
Cash & cash equivalents	\$ 909,136	\$ 1,325,199
Investments	11,774,323	13,612,304
Receivables	468,000	449,000
Prepaid expenses	35,929	-
Total financial assets	13,187,388	15,386,503
Less amount held in cash as collateral for letter of credit	(321,178)	-
Less investments maturing greater than one year	(696,000)	(793,000)
Financial assets available to meet general expenditures within one year	\$ 12,170,210	\$ 14,593,503

As part of PSC/CUNY's liquidity plan, excess cash is maintained in checking and money market accounts, and certificates of deposit.

NOTE 5. FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described as follows:

Basis of Fair Value Measurement:

Level 1 - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the PSC/CUNY has the ability to access.

Level 2 - Inputs to the valuation methodology include: quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in inactive markets; inputs other than quoted prices that are observable for the asset or liability; inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

STATEMENTS OF FUNCTIONAL EXPENSES
YEARS ENDED AUGUST 31, 2022 and 2021

	2022			2021		
	Total	Member Services	Support Services	Total	Member Services	Support Services
Affiliation fees	\$ 9,470,816	\$ 9,470,816	\$ -	\$ 9,760,945	\$ 9,760,945	\$ -
Salaries, employee benefits and payroll taxes	6,800,922	3,013,393	3,787,529	6,411,134	2,846,355	3,564,779
Representational and governance	120,203	120,203	-	149,528	149,528	-
Public relations	79,497	79,497	-	69,431	69,431	-
Building expenses	1,401,111	620,832	780,279	1,391,748	617,936	773,812
Administrative, office and general	407,698	115,103	292,595	343,025	99,630	243,395
Professional fees	926,501	926,501	-	1,026,894	1,026,894	-
Contract and budget campaigns	491,789	491,789	-	432,108	432,108	-
Stipends and reassigned time	518,783	518,783	-	455,106	455,106	-
Depreciation expense	43,724	-	43,724	49,532	-	49,532
Membership campaign	15,457	15,457	-	11,370	11,370	-
Total expenses	\$ 20,276,501	\$ 15,372,374	\$ 4,904,127	\$ 20,100,821	\$ 15,469,303	\$ 4,631,518

STATEMENTS OF ACTIVITIES
YEARS ENDED AUGUST 31, 2022 and 2021

	2022	2021
Revenue		
Membership dues	\$ 15,972,850	\$ 15,752,687
Organizing assistance	3,363,836	3,482,090
Investment income (loss), net	(1,521,064)	772,699
Rental income	314,327	305,859
Grant income	99,850	-
Loss on disposal of assets	(169,206)	-
Other income	128,058	117,558
Total revenue	\$ 18,188,651	20,430,893
Expenses		
Affiliation fees	9,470,816	9,760,945
Salaries, employee benefits, and payroll taxes	6,800,922	6,411,134
Representational and governance	120,203	149,528
Public relations	79,497	69,431
Building expenses	1,401,111	1,391,748
Administrative, office and general	407,698	343,025
Professional fees	926,501	1,026,894
Contract and budget campaigns	491,789	432,108
Stipends and reassigned time	518,783	455,106
Depreciation expense	43,724	49,532
Membership campaign	15,457	11,370
Total expenses	20,276,501	20,100,821
Net increase in net assets before other changes	(2,087,850)	330,072
Other changes in net assets		
Unfunded pension benefits obligation adjustments other than net periodic pension service cost	2,146,909	(416,082)
Net increase (decrease) in net assets	59,059	(86,010)
Net assets without donor restrictions		
Beginning of year	\$ 7,720,910	\$ 7,806,920
End of year	\$ 7,779,969	\$ 7,720,910

See accompanying notes to financial statements.

STATEMENTS OF CASH FLOWS
YEARS ENDED AUGUST 31, 2022 and 2021

	2022	2021
Cash flows from operating activities		
Change in net assets	\$ (2,087,850)	330,072
Adjustments to reconcile change in net assets to net cash provided by (used for) operating activities		
Depreciation	43,724	49,532
Net realized and unrealized gains	1,860,357	(515,015)
Unfunded pension benefit obligation adjustments other than net periodic pension service cost	2,146,909	(416,082)
Loss on disposal of assets	169,206	-
Decrease (increase) in assets:		
Dues receivable	(61,000)	(64,000)
Due from related entities	42,000	(77,000)
Security deposit	(100,056)	-
Prepaid expenses	(35,929)	-
Increase (decrease) in liabilities:		
Accrued expenses	298,042	(64,106)
Accrued compensated absences	(269,979)	15,859
Due to related entities	(199,259)	(67,730)
Deferred revenue	(168,438)	104,319
Deferred rent	(218,242)	(191,924)
Unfunded projected pension benefit obligation	(1,633,200)	756,891
Net cash used for operating activities	(213,715)	(139,184)
Cash flows from investing activities		
Purchase of property and equipment	(179,972)	(35,629)
Purchase of certificates of deposit	(200,000)	(199,000)
Liquidation of certificates of deposit	199,000	199,000
Sale of investments	329,740	944,173
Purchase of investments	(351,116)	(681,984)
Net cash provided by (used for) investing activities	(202,348)	226,560
Net increase (decrease) in cash	(416,063)	87,376
Cash and cash equivalents		
Beginning of year	1,325,199	1,237,823
End of year	\$ 909,136	\$ 1,325,199

See accompanying notes to financial statements.

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another. In such instances, the transfer is reported at the beginning of the reporting period.

For the years ended August 31, 2022 and 2021, there were no transfers in or out of levels 1, 2, or 3.

The following tables set forth, by level within the fair value hierarchy, the major categories of investments measured at fair value at August 31, 2022 and 2021:

Fair Value Measurements at August 31, 2022

	Total	Level 1	Level 2	Level 3
Mutual funds	\$ 10,781,323	\$ 10,781,323	\$ -	\$ -
Investments at fair value	\$ 10,781,323	\$ 10,781,323	\$ -	\$ -

Fair Value Measurements at August 31, 2021

	Total	Level 1	Level 2	Level 3
Mutual funds	\$ 12,620,304	\$ 12,620,304	\$ -	\$ -
Investments at fair value	\$ 12,620,304	\$ 12,620,304	\$ -	\$ -

NOTE 6. SINGLE-EMPLOYER PENSION PLAN

PSC/CUNY contributes to the Professional Staff Congress/CUNY Pension Plan (the Plan), a single-employer plan covering professional and management employees who meet age and service requirements. Contributions are actuarially determined.

The Professional Staff Congress of the City University of New York Pension Plan is a defined benefit plan paying 2.2% of Final Average Compensation for each year of service, up to 25 years. Final Average Compensation is the average compensation over the last highest 5 consecutive years (or highest 60 months) of service. Plan assets do not include any securities of the employer or related entities. No amount of future annual benefits of plan participants is covered by insurance contracts. There were no significant transactions between the PSC/CUNY or related parties and the Plan during the years ended August 31, 2022 and 2021.

The following are the balances as of or for the years ended August 31, 2022 and 2021 as provided by the Plan's actuary:

	2022	2021
Projected benefit obligation	\$(7,259,267)	\$(10,284,405)
Fair value of plan assets	3,872,425	5,264,363
Funded status	\$(3,386,842)	\$(5,020,042)
Accumulated benefit obligation	\$(3,134,721)	\$(2,657,659)
Amounts recognized in the statement of financial position: Noncurrent liabilities	\$(3,386,842)	\$(5,020,042)
Amounts in net assets not recognized as components of net periodic benefit cost:		
Accumulated net (loss)	(252,121)	(2,362,383)
Weighted-average assumptions:		
Discount rate (to discount plan benefit obligations)	4.57%	2.64%
Discount rate (to measure net periodic pension cost)	2.64%	2.59%
Expected return on plan assets	7.00%	7.00%
Rate of compensation increase	4.00%	4.00%
Employer contributions	\$ 425,375	\$ 420,000
Benefits paid	\$ 836,868	\$ 2,053,839
Net periodic pension cost – service cost	\$ 939,084	\$ 760,809
Other components of net periodic pension cost:		
Interest cost	\$ 263,186	\$ 265,588
Expected return on assets	(362,925)	(437,588)
Recognized actuarial (gain) loss	63,092	61,533
Recognition of settlement loss	-	423,153
	\$(36,647)	\$ 312,686

The change in unfunded pension benefit obligations consists of the following:

	2022	2021
Changes in net periodic pension cost – service cost:		
Net periodic pension cost – service cost	\$ 939,084	\$ 760,809
Less: Employer contributions	(425,375)	(420,000)
	\$ 513,709	\$ 340,809

Changes recognized in unrestricted net assets other than net periodic pension cost – service cost:

	2022	2021
Other components of net periodic pension cost	\$(36,647)	\$ 312,686
Increase (decrease) in unrecognized accumulated net gain or loss	\$(2,110,262)	\$ 103,396
	\$(2,146,909)	\$ 416,082
	\$(1,633,200)	\$ 756,891

In 2022 and 2021, PSC/CUNY has recorded a gain of \$2,146,909 and loss of \$416,082, respectively, to its net assets for the additional change in accrued pension payable beyond the current-year pension expense.

The Plan's expected long-term rate of return on assets assumption is 7.00%. This assumption represents the rate of return on Plan assets reflecting the average rate of earnings expected on the funds invested or to be invested to provide for the benefits included in the benefit obligation.

The assumption has been determined by reflecting expectations regarding future rates of return for the investment portfolio, with consideration given to the distribution of investments by asset class and historical rates of return for each individual asset class.

TABLE 1 Fair Value Measurements at August 31, 2022

	Total	Level 1	Level 2	Level 3
Cash & cash equivalents	5.84%	\$ 226,356	\$ 226,356	\$ -
Equities	43.18%	1,672,059	1,672,059	-
U.S. Government & Government Agency obligations	29.12%	1,127,509	1,127,509	-
Mutual funds	21.86%	846,501	846,501	-
	100.00%	\$ 3,872,425	\$ 3,872,425	\$ -

Fair Value Measurements at August 31, 2021

	Total	Level 1	Level 2	Level 3
Cash & cash equivalents	2.72%	\$ 143,213	\$ 143,213	\$ -
Equities	54.92%	2,891,036	2,891,036	-
U.S. Government & Government Agency obligations	18.18%	957,006	957,006	-
Mutual funds	24.18%	1,273,108	1,273,108	-
	100.00%	\$ 5,264,363	\$ 5,264,363	\$ -

For the years ended August 31, 2022 and 2021, there were no transfers in or out of levels 1, 2, and 3.

The following tables set forth, by level within the fair value hierarchy, the major categories of Plan investments measured at fair value and the allocation of the Plan's net assets available for benefits at August 31, 2022 and 2021:

SEE TABLE 1

PSC/CUNY's investment policies are designed to ensure that adequate plan assets are available to provide future payments of pension benefits to eligible participants. Taking into account the expected long-term rate of return on plan assets, PSC/CUNY formulates the investment portfolio composed of the optimal combination of cash and cash equivalents, equities, fixed income, and mutual funds.

Future Cash Flows

The projected contribution for next fiscal year is \$393,000.

The following benefit payments, which reflect expected future service, are expected to be paid as follows:

2023	\$ 209,583
2024	\$ 342,890
2025	\$ 201,915
2026	\$ 197,721
2027	\$ 264,662
2028 – 2032	\$ 1,681,013

NOTE 7. MULTIEMPLOYER DEFINED BENEFIT PENSION PLAN

PSC/CUNY participates in the Office and Professional Employees International Union, Local 153 Pension Fund, a multiemployer defined benefit pension plan, under the terms of a collective bargaining agreement that covers its union-represented employees who meet age and service requirements. The risks of participating in multiemployer defined benefit pension plans are different from single-employer plans in the following aspects:

- Assets contributed to the multiemployer defined benefit pension plan by one employer may be used to provide benefits to employees of other participating employers.
- If a participating employer stops contributing to the multiemployer defined benefit pension plan, the unfunded obligations of the multiemployer defined benefit pension plan may be borne by the remaining participating employers.
- If the Plan chooses to stop participating in the multiemployer defined benefit pension plan, the Plan may be required to pay the multiemployer defined benefit pension plan an amount based on the underfunded status of the multiemployer defined benefit pension plan, referred to as a withdrawal liability.

PSC/CUNY's participation in the multiemployer defined benefit pension plan for the annual periods ended August 31, 2022 and 2021 is outlined in the table below. The zone status is based on information that PSC/CUNY received from the multiemployer defined benefit pension plan and is certified by the multiemployer defined benefit pension plan's actuary. Among other factors, pension plans in the red zone are generally less than 65% funded, pension plans in the yellow zone are less than 80% funded, and pension plans in the green zone are at least 80% funded.

SEE TABLE 2

* PSC/CUNY participates in the Local 153 Pension Fund through a collective bargaining agreement between PSC/CUNY and the Office & Professional Employees International Union, Local 153 AFL-CIO (Local 153). The collective bargaining agreement has a three-year term of October 1, 2018, through September 30, 2021, and was extended through September 30, 2022.

SEE TABLE 3

* The employer contribution rate of the Pension Plan was \$292 per week per employee effective October 1, 2021, and \$284 effective June 1, 2021.

SEE TABLE 4

NOTE 8. MULTIEMPLOYER PLAN THAT PROVIDES POSTRETIREMENT BENEFITS OTHER THAN PENSIONS

PSC/CUNY contributed to one multiemployer defined benefit health and welfare plan during the years ended August 31, 2022 and 2021 that provides postretirement benefits for its full-time support staff employees. PSC/CUNY's contributions to the welfare plan on behalf of its full-time support staff employees, contribution rates, and number of employees covered were as follows:

SEE TABLE 5

* Under a collective bargaining agreement between Local 153 and PSC/CUNY, PSC/CUNY established coverage through an insured Preferred Provider Organization Plan to provide medical, dental and prescription benefits. PSC/CUNY contributed \$66 per month to Local 153 Health Fund per active employee and \$8 per month per retiree under a collective bargaining agreement between Local 153 and PSC/CUNY to provide supplement benefits for life insurance coverage and vision benefits.

NOTE 9. RELATED PARTY TRANSACTIONS

Identification of Related Organizations

PSC/CUNY has the following related entities:

- American Federation of Teachers (AFT)
- Municipal Labor Committee (MLC)
- New York State United Teachers (NYSUT)
- Professional Staff Congress of the City University of New York Welfare Fund
- The American Association of University Professors (AAUP)

The entities listed above share common trustees, officers, or affiliation with PSC/CUNY.

PSC/CUNY is affiliated with New York State United Teachers (NYSUT) and the American Federation of Teachers (AFT) through arrangements whereby PSC/CUNY pays dues to each entity in order for its members to participate in affiliated programs and, in turn, is reimbursed for various expenses, including reimbursements for meetings, organizing, legislative representation, training programs, and arbitration.

Dues paid to NYSUT for the years ended August 31, 2022 and 2021 were \$6,026,117 and \$6,291,585, respectively. As of August 31, 2022 and 2021, PSC/CUNY owed NYSUT \$779,000 and \$1,020,000, respectively, for dues. Dues paid to AFT for the years ended August 31, 2022 and 2021 were \$3,083,120 and \$3,126,502, respectively. As of August 31, 2022 and 2021, PSC/CUNY owed AFT \$416,000 and \$531,000, respectively, for dues. Dues paid to MLC for the years ended August 31, 2022 and 2021 were \$45,469 and \$43,688, respectively. As of August 31, 2022, PSC/CUNY owed MLC \$22,490 for dues.

Reimbursements from NYSUT for the years ended August 31, 2022 and 2021 were \$3,012,854 and \$3,145,604, respectively. As of August 31, 2022 and 2021, NYSUT owed PSC/CUNY \$92,000 and \$186,000, respectively. Reimbursements from AFT for the years ended August 31, 2022 and 2021 were \$350,982 and \$336,486, respectively. As of August 31, 2022 and 2021, AFT owed PSC/CUNY \$39,000 and \$32,000, respectively.

PSC/CUNY pays NYSUT a monthly fee for dues processing. Dues processing fees totaled \$76,695 and \$72,600 for the years ended August 31, 2022 and 2021, respectively. As of August 31, 2021, PSC/CUNY owed NYSUT \$1,959 for postage.

PSC/CUNY reimburses the Welfare Fund for shared computer services. PSC/CUNY's portion of shared computer expenses totaled \$54,618 and \$49,353 for the years ended August 31, 2022 and 2021, respectively. As of August 31, 2022 and 2021, PSC/CUNY owed the Welfare Fund \$38,354 and \$6,876, respectively for shared computer services. As of August 31, 2022 and 2021, PSC/CUNY owed the Welfare Fund \$6,889 and \$1,853 in other consulting fees.

As of August 31, 2022, PSC/CUNY was owed \$45,000 from the PSC PAC Fund for a payment made in error from PSC/CUNY's account.

Office Space Leases

PSC/CUNY leased office space from 61 Broadway Owner, LLC through August 31, 2022. On September 30, 2005, PSC/CUNY entered into a sixteen-year lease with 61 Broadway Owner, LLC for Suites 1500 and 1615 of the 61 Broadway building. The lease was amended on August 4, 2009 and May 17, 2012 to include Suites 1630 and 1610, respectively. The leases, all of which expired on August 31, 2022, were classified as operating leases and provided for minimum annual rentals, plus certain additional expense escalations and utility charges. Per the agreement, PSC/CUNY was also responsible for its portion of real estate taxes.

PSC/CUNY leases office space from 25 Broadway Office Properties, LLC (the Realty Corp). On August 10, 2022, PSC/CUNY entered into a fifteen-year lease with the Realty Corp for a portion of the fifteenth (15th) floor of the 25 Broadway building. Rental payments are abated for twelve (12) months following completion of the landlord's work. Until construction of the 15th floor is substantially completed, PSC/CUNY is required to pay fixed rent in the amount of \$27,500 per month for temporary space located on the 9th floor. The Rent Commencement Date begins at the conclusion of the abatement period. The lease, which expires on the fifteen (15) year anniversary of the Rent Commencement Date, is classified as an operating lease and provides for minimum annual rentals, plus certain additional expense escalations and utility charges. Per the agreement, PSC/CUNY was also responsible for its portion of real estate taxes.

The sum of the minimum annual future rental payments over the 15-year duration of the lease will total \$20,088,338 and will commence on the 1st day of the month following the conclusion of the abatement period.

Rent including utilities and maintenance was \$1,242,195 and \$1,175,148 for the years ended August 31, 2022 and 2021, respectively.

PSC/CUNY subleases office space to the Professional Staff Congress of the City University of New York Welfare Fund, a related party. The Welfare Fund paid PSC/CUNY a sum equal to 23.90% of the lease of Suite 1500 of 61 Broadway through the sublease expiration on August 31, 2022. The Welfare Fund will pay PSC/CUNY a sum equal to 21% of the lease of a portion of the 15th floor of 25 Broadway at the conclusion of the abatement period. Until

construction of the 15th floor is substantially completed, the Welfare Fund is required to pay fixed rent in the amount of \$1,375 per month for temporary space located on the 9th floor.

The sum of the minimum annual future rental income over the 15-year duration of the sublease with the related party will total \$4,218,551 and will commence on the 1st day of the month following the conclusion of the abatement period.

Total rental income for the years ended August 31, 2022 and 2021 was \$314,327 and \$305,859, respectively. As of August 31, 2022, PSC/CUNY owed the Welfare Fund \$15,649 for rent.

Under the sublease agreement, the PSC/CUNY owes the Welfare Fund \$21,012 for deferred first month's rent and \$63,035 for a

security deposit, which is refundable upon expiration of the sublease.

NOTE 10. LITIGATION

Certain claims, suits, and complaints arising in the ordinary course of business have been filed or are pending against PSC/CUNY. In the opinion of PSC/CUNY's management and legal counsel, the ultimate outcome of these claims will not have a material adverse effect on the financial position of PSC/CUNY.

NOTE 11. SUBSEQUENT EVENTS

PSC/CUNY has evaluated subsequent events through March 10, 2023, the date the financial statements were available to be issued, and they have been evaluated in accordance with relevant accounting standards.

**SUPPLEMENTAL INFORMATION
SCHEDULES OF EXPENSES BY CATEGORY
YEARS ENDED AUGUST 31, 2022 AND 2021**

	2022	2021
Affiliation fees		
New York State United Teachers	\$ 6,026,117	\$ 6,291,585
American Federation of Teachers	3,083,120	3,126,502
The American Association of University Professors	275,960	258,140
Municipal Labor Committee	45,469	43,688
Other	40,150	41,030
	9,470,816	9,760,945
Salaries, employee benefits, and payroll taxes		
Salaries	\$ 3,855,041	\$ 3,850,029
Payroll taxes	320,358	310,872
Health benefit expense	1,547,186	1,341,410
Pension benefit expense	1,049,293	872,576
Other	29,044	36,247
	6,800,922	6,411,134
Representational and governance		
Conferences and conventions	\$ 105,859	\$ 64,379
Elections	14,045	84,802
Committees	299	347
	120,203	149,528
Public relations		
Mobilization and outreach	\$ 45,547	\$ 45,588
Community relations	33,950	23,843
	79,497	69,431
Building expenses		
Rent and services	\$ 1,242,195	\$ 1,175,148
Real estate taxes	58,734	125,010
Repairs and maintenance	100,182	91,590
	1,401,111	1,391,748
Administrative, office, and general		
Office	\$ 235,945	\$ 208,243
Postage	12,504	11,848
Insurance	71,235	46,032
Dues processing	76,695	72,600
Other	11,319	4,302
	407,698	343,025
Professional fees		
Legal	\$ 357,170	\$ 350,222
Consulting	321,952	299,432
Accounting and auditing	36,650	35,200
Computer	210,729	342,040
	926,501	1,026,894
Contract and budget campaigns	\$ 491,789	\$ 432,108
Stipends and reassigned time	\$ 518,783	\$ 455,106
Depreciation expense	\$ 43,724	\$ 49,532
Membership campaign	\$ 15,457	\$ 11,370
Total expenses	\$ 20,276,501	\$ 20,100,821

TABLE 2

Legal Name of Pension Plan	Pension Plan's Employer Identification Number	Pension Plan's Plan Number	Pension Protection Act Zone Status			Expiration Date of Collective Bargaining Agreement	
			Zone Status	Extended Amortization Provisions Used?	Zone Status		
Local 153 Pension Fund	13-2864289	001	Red as of 01/01/22	No	Red as of 01/01/21	No	*

TABLE 3

Legal Name of Pension Plan	Contributions paid by the Plan directly to the Pension Plan		Contributions to the Pension Plan greater than 5% of total Pension Plan contributions (Plan year ending)	Employer Contribution Rate of the Pension Plan		Number of Employees Covered by the Pension Plan for which the Plan contributes directly to the Pension Plan		
	8/31/2022	8/31/2021		8/31/2022	8/31/2021	8/31/2022	8/31/2021	
Local 153 Pension Fund	\$ 110,209	\$ 111,767	No, Plan year ending 8/31/22	No, Plan year ending 8/31/21	*	*	8	9

TABLE 4

Legal Name of Pension Plan	Funding Improvement Plan or Rehabilitation Plan Implemented or Pending?	Surcharge paid to Pension Plan by the Benefit Funds?	Minimum contributions required in future by CBA, statutory requirements, or other contractual requirements?	
			No?	If yes, description
Local 153 Pension Fund	Rehabilitation Plan Implemented	Yes	No	N/A

TABLE 5

Legal Name of Plan providing postretirement benefits other than pension	Contributions to Plan		Employer contribution rates		Number of employees covered by Plan	
	8/31/2022	8/31/2021	8/31/2022	8/31/2021	8/31/2022	8/31/2021
Local 153 Health Fund	\$ 7,742	\$ 8,302	*	*	15	15



15-MINUTE ACTIVIST

Time to vote

Primary election day in New York is Tuesday, June 27. There are many important races throughout the city, and there is no better way to make sure your voice is heard than by submitting a ballot. In New York City, the early voting period starts on June 17 and ends on June 25.

For polling site information and other details about the upcoming primary, visit www.vote.nyc/elections.

Professional Staff Congress/CUNY
25 Broadway, 9th Floor
New York, New York 10004
Return Service Requested

NonProfit Org.
U.S. Postage
PAID
New York, N.Y.
Permit No. 8049

BOLSTERING FREEDOM OF EXPRESSION

Defending libraries from the right-wing

By EMILY DRABINSKI

When I was elected president of the American Library Association in Spring 2022, I tweeted excitedly that I could not believe a Marxist lesbian – who believes that power can be built and wielded collectively on behalf of the public good – won the election. These are, after all, much-vilified identities in contemporary US life. Despite decades of struggle and the gradual incorporation of LGBTQ+ people into American institutions like marriage, attacks on queer life abound. Red-baiting is on the rise, bringing echoes of the McCarthy era along with it.

My excited utterance, meant to be shared with the comrades who worked alongside me in my campaign, was immediately picked up by the right-wing press. A photo of my face and screenshot of my tweet showed up in Breitbart’s extremist media networks and in the pages of the *New York Post*. A day later, I was called into a meeting with senior leadership at [the Graduate Center] and advised that these attacks reflected poorly on my institution. The administration asked me to stop tweeting “for days, weeks, even months,” until the fervor died down. It was my first direct encounter with higher education leaders whose commitments to intellectual freedom, to free speech, and to their faculty hold strong only until extremists attack.

ONGOING ATTACKS

My acute encounter was short-lived. There are plenty of targets for hate, and the right’s news cycle is as short as any other in the current media landscape. But that doesn’t mean I haven’t remained a bludgeon in the right’s ongoing attack on library workers. A screenshot of my tweet showed up in a petition to the Virginia court demanding that Maia Kobabe’s *Gender Queer* and Sarah J. Maas’s *A Court of Mist and Fury* be declared obscene. (My tweet was not at all germane to the case.) In Campbell County, Wyoming, the library board voted to “no longer have any association” with the American Library Association or the Wyoming state chapter in part because of my election to a leadership position. And in St. Tammany Parish, Louisiana, extremists



David Sanders

Graduate Center librarian Emily Dabrinski says libraries are a political battleground.

attacked a library director, claiming she conspired with me to peddle pornography to children in the community. (That director and I do not know each other, have never met, and, indeed, have never even corresponded.) In the hands of extremists, I am a weapon.

There is, of course, a material difference between being mobilized rhetorically on behalf of extremists and being subject to their attacks. Louisiana attorney general and presumptive gubernatorial candidate Jeff Landry went to St. Tammany to announce a new tip line for reporting on librarians, teachers, and other public-sector workers who have been targeted by the highest echelons of state government. In Florida, school librarians are subject to new state-mandated training aimed at removing books that include age-appropriate discussions of gender and sexuality. Library workers in Jamestown Township, Michigan, will lose their jobs when the community’s library closes altogether following a defunding

campaign. Library workers from Staten Island, New York to Eugene, Oregon and San Lorenzo, California, face attacks for hosting Drag Queen Story Hour. In Boundary County, Idaho, the library director resigned after armed extremists began showing up at the library, at library board meetings, and even at her home. These attacks constitute violent threats to the lives and livelihoods of library workers. It can be a frightening time to work at the library.

PUBLIC RESOURCES

The project for those of us committed to the freedom of expression, the right to read and to the persistence of public institutions is to intervene when we see those institutions under attack. The endgame is not simply the removal of a particular book from a particular library. Anti-LGBTQ+ attacks led queer staff at the Vinton, Iowa, public library to quit, for a time shuttering the library. The current spate of censorship attempts comes at the end of decades of neo-

liberal disinvestment in public institutions that have left us ill-equipped to fight back. Library workers on the front lines also contend with short staffing, reduced salaries, crumbling buildings and declining materials budgets. Diminished state capacity has left libraries among only a handful of institutions that continue to steward shared public resources on behalf of their communities. Widening inequality makes our jobs harder than ever. Standing firm against violent attempts to censor materials while also maintaining the only public bathroom in town is a tall order. Attacks on freedom of speech, expression and the right to read generate a lot of smoke, but the fire has been smoldering since the 1970s.

STRONG DEFENSE

Those of us in higher education know this too well. Ongoing adjunctification leaves many in our field without sustainable wages and working conditions. Rapidly increasing tuition costs put higher education out of reach. Public support has cratered, leaving ostensibly public institutions like the University of Michigan and the University of California more dependent on private monies than ever before. When they ask us to quiet our speech, our administrations are defending institutions that have moved farther and farther away from the project of inquiry and ideas that drew most of us to this profession.

Like the metric-obsessed testing regimes that crept from K-12 to higher education over the past decades, these extremist attacks will come to our doors, too. The connection between the decimation of public institutions and the horn-blowing, armed-to-the-teeth extremists shutting down a library in northern Idaho means the solution is bigger than defending the individual book on the individual library shelf. A robust defense of free expression requires an equally vociferous defense of the institutions where that speech is most widely celebrated. The fight for higher education must be a fight for the library as well.

*Emily Drabinski is a critical pedagogy librarian at the Graduate Center and the 2023–24 president of the American Library Association. Republished with permission from *Academe*. Copyright © 2023 American Association of University Professors.*

Free expression and public institutions