

PSC/CUNY Professional Staff Congress/City University of New York

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August 31, 2023

Chancellor Felix Matos Rodríguez
City University of New York
205 E. 42nd Street
New York, NY 10017

Dear Chancellor Matos Rodríguez,

I am writing at the start of the Fall semester to insist that all adjuncts receive their first paycheck on time. Late paychecks have become all too common at CUNY. They have serious adverse impacts on the livelihood of teaching adjuncts and, for many, on their benefits, including health insurance eligibility. The PSC has a proposal to resolve this issue in our collective bargaining agreement. But it should be addressed even in the absence of formal contractual provisions.

On-time pay should be a given at a 21st century university. But at the start of nearly every semester, the union hears from adjuncts facing the financial stress and disrespect of late paychecks. It's a recurring, systemic problem that your administration has, to date, failed to remedy. We've kept an accounting of hundreds of affected adjuncts in the last few years alone - they deserve solutions, not excuses. Your administration's continued practice of centralizing control over hiring practices and conditions while delegating responsibility to the colleges when payroll problems result is totally unacceptable.

If the issues are technical, then fix them! If better communication is needed, then contact the college presidents, Human Resources/Payroll offices, and deans, and tell them to make a priority of respect and on-time pay for adjuncts. If hiring practices must be improved so that colleges and departments can meet a state or city payroll deadline, all the better! And if paychecks are still late anyway, then college Human Resources offices should **proactively** offer guidance to affected adjuncts about requesting a salary advance and provide them a letter, as needed, to give to their landlords or other creditors.

The status quo is that affected adjuncts are expected simply to wait to be compensated, even for months, and that is unjust. That is why we are demanding that a fair system to compensate adjuncts who are not paid on time be established in our collective bargaining agreement.

Sincerely,



James Davis, PSC President



