PSC/CUNY *Professional Staff Congress/City University of New York*
25 Broadway, 15th Floor • New York, New York 10004
212/354-1252 • Fax 212/302-7815
Visit our website at http://www.psc-cuny.org

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September 10, 2026

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

Dear Chancellor Matos Rodríguez,

As you are aware, adjunct faculty teach the majority of classes at CUNY. Adjuncts are critical to the operation of the University and the success of CUNY students. Yet, they are too often denied the dignity of a timely first paycheck. Delays to adjunct pay are unjust and unacceptable.

On-time pay should be a given at CUNY. But at the start of each semester, the PSC hears from adjuncts struggling with the financial stress and blatant disrespect of late paychecks. The union already knows about several hundred teaching adjuncts who were not paid last week on the first senior college pay day. The first community college pay day is this Friday.

Late adjunct pay is a systemic problem; it is a feature of the CUNY labor system that our union refuses to normalize.

I send a similar letter almost every semester. Local and national news publications have covered the issue, and we've demanded solutions in labor-management meetings and at the bargaining table. But the problems have persisted at CUNY.

Your administration must make timely adjunct pay a priority. You can improve hiring practices, resolve technical issues, and push college payroll offices and deans to treat adjuncts with more respect. You can hire more administrative support for departments and department chairs, and fight for increased funding for full-time positions, ending the University's reliance on a permanently contingent workforce. Your administration establishes the conditions in which department chairs work, and we hold you – not them – responsible for late adjunct pay.

When paychecks do arrive late, we continue to insist that college Human Resources offices offer guidance to affected adjuncts about obtaining a salary advance and provide them a letter, as needed, to give to their landlords or other creditors.

No PSC member should be forced to live in precarity, waiting for a late paycheck to cover their rent and living expenses. We will not simply wait to see our colleagues compensated.

Sincerely,

James Davis, PSC President

cc: Kenneth Godiner, Senior Vice Chancellor for Budget, Finance & Labor Relations and Chief Financial Officer