

STRONGER UNION, BETTER FUTURE.



Vote YES on the dues proposal

WHY WE NEED A DUES INCREASE

Dear Colleagues,

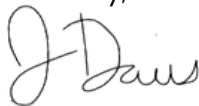
The PSC has been an excellent steward of the union's resources. We are seeking a dues rate increase so we can win even stronger contracts, expand services to members, and fortify the defense of our rights. PSC active member dues rates last changed more than twenty years ago. Since then, our membership has grown in size and complexity. So have our operating costs and dues to affiliates. The challenges before us are great, but so are the opportunities to build on the raises and the increased support for CUNY we have won.

A modest increase to the union's dues structure will empower us for years to come. Benefits counseling, contract enforcement, and organizing capacity can be expanded. The union's financial resiliency will help all of us face intensifying political headwinds. As a union, we can better protect members and the integrity of the education we provide while increasing our strength in contract negotiations and in our communities.

PSC members have the final, democratic say on whether our union makes this collective investment in our power to win. I hope you'll join me in voting YES on the proposed change in the coming weeks.

Our next contract campaigns are right around the corner. Voting YES on the dues increase will position us to win at the bargaining table and in the many other fights ahead of us.

In Solidarity,



James Davis

PSC/CUNY President



VOTE YES: **BUILD A UNION THAT** **DOES EVEN MORE.**

Our union is strong, but **it should be even stronger.** Protecting our rights and benefits takes resources, and the union must adapt to mounting threats and the rising costs of doing this critical work. The proposed dues increase will provide the tools to win at the bargaining table and in our workplaces in the years to come.

Organized

- Our next contract campaigns are rapidly approaching. Membership dues fund our campaigns, help us engage with our coworkers, and build our collective power to move management. **Voting yes for a dues increase means positioning us all to win a better deal.**

Responsive

- We are building a union that is active, engaged, and communicative. A dues increase will help us expand the staff and enhance resources to ensure the PSC is wherever members are, with answers about your rights, benefits, and pay.

Prepared

- The forces arrayed against labor unions and our academic professions are emboldened, and we must be prepared. Protecting ourselves, our programs, our colleges, and our students from these dangerous and expanding attacks requires new resources.

A portion of our dues go to our state and national affiliates. NYSUT, AFT, and AAUP are powerful unions that have supported our legal and political efforts, helped improve CUNY funding, secured Tier 6 pension improvements, and reversed some of the worst attacks on research funding and free speech. They've expanded public-sector loan forgiveness to include many more adjuncts and helped protect the institutions on which democracy depends. Our contributions to affiliates have increased recently, but our need for strong, far-reaching affiliates has never been greater. The economic gains our affiliates have helped us to achieve offset the proposed dues increase, even before you account for the additional benefits and savings to which all dues-paying PSC members have access.

THE PROPOSED CHANGE

Full-time faculty and staff **1.05% ➡ 1.30%**

*A pre-tax increase of **\$7 per paycheck** for a Higher Education Assistant on the fourth step, or **\$16 per paycheck** for a full professor on the top step.*

Adjuncts and part-timers **1.00% ➡ 1.15%**

*A pre-tax increase of **\$11 per course/semester** for an Adjunct Lecturer, or **\$13 per course/semester** for an Adjunct Professor.*

Full-time Retirees **\$85/yr ➡ \$120/yr**

Part-time Retirees **\$40/yr ➡ \$60/yr**

Together, our **YES** votes can:



Increase salaries, pay equity and benefits

The increase will expand our resources for contract negotiations, helping us win our priorities through improved bargaining leverage.



Protect our rights

Our contract is only as strong as our ability to enforce it. A stronger union means more enforcement muscle and more grievance wins.



Stand up for our students

Students deserve a free, high-quality, and fully funded education. A stronger union will be a formidable advocate for quality and access.



Build our collective political power

As a public union, we engage with elected officials and the legislative process to win robust funding for CUNY. **Member dues are never spent on electoral campaigns or given to politicians**, but our dues support advocacy and public education that builds the power that we need to win.

WHAT OUR DUES FUND

We invest our dues in our membership, to win excellent contracts and build power for the long-term success of CUNY and our union. Top spending categories include:

**Representation
and contract
enforcement**

**Legislative and
budget advocacy**

**Membership
administration**

**Organizing and
growth**

Communication

Union Operations

HOW THE PSC STACKS UP

Full-time member dues rates

Approx. percentage equivalents where applicable

Teachers (UFT)	2.16%
Healthcare (1199)	2.00%
Nurses (NYSNA)	1.60%
NYU Faculty (CFU)	1.44%
Building Workers (SEIU 32BJ)	1.40%
Cal State U. Faculty (CFA)	1.35%
PSC (Proposed)	1.30%
PSC (Current)	1.05%

Even with a modest increase, PSC dues rates will still be lower than most of our peer unions.

Part-time member dues rates

Columbia Adjuncts (UAW)	1.44%
Cal State U. Adjuncts (CFA)	1.35%
Rutgers Adjuncts (RU-AAUP)	1.25%
Part-time Nurses (NYSNA)	1.20%
PSC (Proposed)	1.15%
PSC (Current)	1.00%

VOTE YES: A STRONGER UNION BENEFITS US ALL.

FULL-TIME FACULTY

"PSC won a teaching load reduction that allows more time for research and makes me a better professor. A dues increase will benefit all of us and will mean more contract gains."

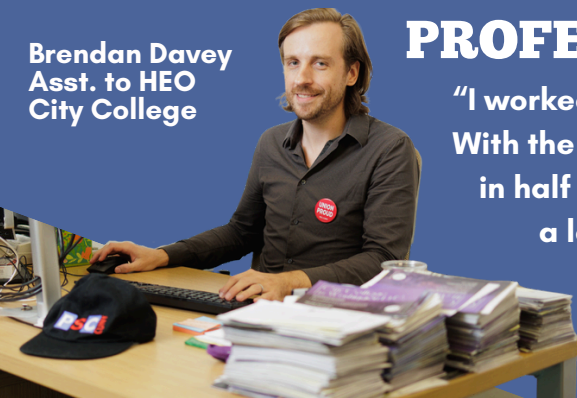
Monica Trujillo
Professor
Queensborough
Community College



Brendan Davey
Asst. to HEO
City College

PROFESSIONAL STAFF

"I worked without a union for a decade. With the PSC, I've gained so much more in half that time. A little extra dues go a long way when you have 30,000 union members fighting together on your behalf."



ADJUNCTS

"We're in a critical fight for pay equity, job stability, and on-time pay. We've made real progress—adjunct starting pay has doubled—but winning now means building even greater power and resources for the fight ahead."

Laura Stephens
Adjunct Asst. Prof.
Medgar Evers

