



PSC Report for the General Faculty Meeting, February 18, 2015

Management has made no salary offer for an upcoming PSC-CUNY contract.

The union has moved to public actions to make its position known.

- **The PSC Held a demonstration last night** at the CUNY Board of Trustees Brooklyn Borough Hearing.
- PSC President Barbara Bowen delivered testimony to the NY State legislature on February 10, 2015
- Hundreds Called and Emailed Trustees during PSC's Virtual Mass Action on Monday, February 3.
- Over 9,000 Have Signed the Contract Petition. ***You can put your signature to the petition at your table today.***



The union has moved to public actions to make its position known.
(continued)

- 30 rank-and-file union members and officers demonstrated at the Board's annual budget hearing at Baruch College on November 24, 2014.
- There was a Mass Rally and March on Tuesday, October 21. After a spirited early evening rally at the Community Church of New York on East 35th Street, attendees took to the streets, marching, chanting and singing as they went past the governor's NYC office and then to new CUNY headquarters on East 42nd Street.
- There was a Contract Demonstration at the Board of Trustees, on September 29.



CUNY chancellor James Milliken hopes to provide the university system's union with retroactive raises. -
Milliken to push retroactive raises for CUNY union
capitalnewyork.com

"Our ability to attract and retain talented faculty is compromised by our inability today to reach a collective bargaining agreement," he said today at a budget hearing held by the state Legislature. CUNY's faculty and staff union, the Professional Staff Congress, has been without a contract since October of 2010.

"We cannot make an agreement we cannot pay for. **It is essential we get state support for an agreement** that will be in alignment with those of other state unions, including retroactive increases that will recognize the commitment our faculty and staff have made over the last six years," he said.

"A new contract must be negotiated between CUNY and the union and then approved and funded by the governor's and mayor's offices. (New York State funded 46 percent of CUNY's fiscal year 2014 budget; New York City 10 percent; and tuition the remaining 44 percent.)"



PSC President Barbara Bowen delivered testimony to the NY State legislature on February 10, 2015.

In her testimony, she said that **“The 2016 Executive Budget does not fund one dime of CUNY’s mandatory cost increases. It leaves CUNY’s senior colleges \$63 million short for mandatory costs.** In addition, it calls for a restructuring of State funding for SUNY and CUNY that fundamentally misunderstands what colleges do and how new knowledge is generated.”

She went on to say that

“At the end of our last contract, the average full professor at Rutgers earned \$141,000 a year; the average full professor at a four-year CUNY college earned \$114,000. The same professor would earn \$170,000 at Columbia and \$176,000 at NYU—both of which frequently vie with CUNY for the same candidates. In a profession in which universities compete nationally for faculty, CUNY is finding it increasingly difficult to recruit and retain the faculty we need. “



PSC President Barbara Bowen delivered testimony to the NY State legislature on February 10, 2015, continued.

On NY State resources for CUNY:

“... in real dollars, **the State is investing one-third less per FTE student than it did 25 years ago.** During the same 25-year period, tuition rose by 100%. But even with this huge influx of resources from students, total resources per FTE student for senior colleges are still 10% below their level 25 years ago and just about flat for community colleges. Further, the student portion of tuition revenue has increased steeply as TAP has not kept up with rising tuition costs: 94% increase for CUNY senior colleges and 153% increase for CUNY community Colleges.”

[http://psc-cuny.org/sites/default/files/PSC%20State%20testimony%202015-16%20Exe%20Budget.final .pdf](http://psc-cuny.org/sites/default/files/PSC%20State%20testimony%202015-16%20Exe%20Budget.final.pdf)



From Chancellor Milliken’s testimony to the NY State legislature on February 10, 2015.

On funding for step increases

“In the FY 2015-2016 Executive Budget (proposal), however, **there is no appropriation for these mandatory costs, (i.e. step salary increases)** as has been the case for the prior three fiscal years. Each year the gap widens \$7.9 million at the senior colleges, and each year our capacity to close it without reducing the services we offer our students diminishes.”

On Construction and Maintenance

“The average CUNY building is more than 50 years old, and some are more than 100 years old. Our aging building stock and a history of deferred maintenance are the most significant issues affecting our capital program. We have 28 million square feet of space, and we need more. In addition, many of our labs and classrooms are dated and need to be modernized with the latest teaching tools so our students are prepared. In 2007, in partnership with SUNY, CUNY completed a study of its needs to bring the campuses to a state of good repair. In 2012 we updated the critical maintenance study of the state of good repair of our campuses; **the study identified a \$3.2 billion dollar backlog of critical maintenance needs**, which will grow to nearly \$6 billion if not addressed over the next 10 years.”



From Chancellor Milliken’s testimony to the NY State legislature on February 10, 2015 on faculty hiring

“Over the last decade, we have achieved a 23 percent net increase in full-time faculty. However, these gains have been countered by an unprecedented growth in enrollment during the same period, slowing our ability to increase the percentage of classes taught by full-time faculty. This year we are working to hire 325 new faculty members. And through our FY2016 budget request, we hope to hire 500 more. While this may seem at first blush ambitious, let me offer some historical perspective. **In 1974, CUNY had over 11,000 full time faculty and 249,000 students; we now have 7,500 full-time faculty and 274,000 students.**”

.....

“This fall, we have already hired 250 new, full-time faculty across our colleges, many of them scholars of international renown. Each of them brings a wealth of scholarly and pedagogic experience to our classrooms. The University’s collective bargaining agreement with our faculty expired in 2010 and the **faculty and staff covered under this agreement have not had a raise since October 2009.** The University is seeking support of the State and the City for an agreement that would be in the line with those of other State unions.”



From Chancellor Milliken's testimony to the NY State legislature on February 10, 2015, continued

On the CUNY Compact

“In 2011, the Governor and the Legislature reached agreement on a new funding model for public higher education in New York. The state agreement has brought much-needed fiscal stability to our colleges and has enabled us to develop and to execute effective strategies. **For our students and their families, predictable tuition costs have eliminated the unanticipated spikes that, in the past, undid budgets and derailed prospects. Fiscal Year 2015-2016 is the final year of this five-year model;** its impact has been positive, its benefits measurable. CUNY continues to have among the lowest tuition levels in the country and our colleges are hailed nationally on the value they offer.”



PSC Chapter News

On Wednesday March 4, the PSC Chapter at Lehman College will hold a **meeting with Department Chairs to discuss workload accounting and workload management issues**. The PSC chapter leadership has brought up these issues at the contractual labor-management meetings. The PSC Central office has filed a grievance on workload accounting issues.

The PSC has also filed a grievance concerning the way **some peer observations of on-line classes** are conducted at Lehman College.

On Monday, March 23, the PSC Chapter at Lehman College will hold a **open college meeting in the APEX Conference Room**. The PSC will present a contract update. Also, former Chapter Chair Helene Silverman and Lehman College Athletics Director Martin Zwiren will speak about Lehman College Athletic Programs.



Deadlines & Dates for the 2015 PSC Elections

The 2015 Spring elections are for the PSC's principal officer positions of President, First Vice President, Secretary, Treasurer; for Vice Presidents for Senior Colleges, Community Colleges, Part-Time Personnel and Cross-Campus Units; and for the other 19 positions on the PSC Executive Council. Members will also elect delegates to the AFT, NYSUT and AAUP. To vote, one must be a PSC member as of December 1, 2014. The timeline is:

- 1/9/15 – Completed Candidate Declarations were due
- 2/2/15 – Pre-printed nominating petitions are available
- 3/2/15 – Completed nomination petitions are due
- 4/1/15 – Ballots are to be mailed
- 4/29/15 – Ballots are due
- 4/30/15 – Ballots are counted