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RE-ELECT THE NEW
CAUCUS HEO
SLATE



STAND WITH THE
PEOPLE WHO WILL
STAND UP WITH
YOU

Dear HEO Colleagues:

We are proud to represent you to CUNY management. We know of HEOs great value to this university and we are pledged to protect and further develop the contractual foundations of HEOs professionalism.

We are the university’s first responders, working day, night and weekends in the admissions and bursars offices, at the registration sites, at the counseling and advisement centers, in financial aid, at the Educational Opportunity Centers, in the SEEK and College Discovery Programs, at the childcare centers, in the libraries and information technology offices - we are there, maintaining the special services that make it possible for students to survive.

In our everyday work-lives, most of us work collaboratively with management. The union contract provides the necessary supports for such collaboration with its provisions for salary steps and salary scales equal to faculty ranks, 13.3(b) job security protections, due process rights, professional development grants – to name a few.

When management steps out of line and tries to undermine the basis for collaborative work, as they did in the last negotiations by trying to undermine 13.3(b), we **stood up** to management to protect our rights.

When our working conditions undermine professionalism, like long hours of unpaid overtime, we **stood up** to management to enforce the federal Fair Labor Standards Act and the provisions of our contract.

We know that much more needs to be done in this round of bargaining to insure our professionalism – higher salaries, promotional opportunities, better due process protections – and you need representatives who will **stand up** to management to win these.

We ask you to stand with the people who will **stand up** with you to achieve our rights.

In solidarity,

Jean Weisman, HEO Chapter Chair

Iris Delutro, PSC Vice President for Cross-campus Units

Arthurine DeSola, PSC Secretary



When Management Said No to HEOs
Needs, The New Caucus Leaders

Stood Up

And Won Important Victories

In Contract Bargaining New Caucus HEO Leaders:

- **Created the HEO Professional Development Fund (2002-2002 Contract).**
- **Achieved equity pay increase for Assistant to HEO (2000-2002 Contract).**
- **Added money on the Top Step (2000-2002 Contract).**
- **Instituted labor-management teams to consider reclassification and workload issues (2002 – 2002 Contract).**
- **Strengthened the Welfare Fund and dental benefits (current contract).**
- **Won additional professional development funds (current contract).**
- **Stopped management attempt to create a lower HEO pay scale (last bargaining round).**
- **Defeated management attempt to weaken 13.3(b) protections (last bargaining round).**

In Contract Enforcement New Caucus HEO Leaders

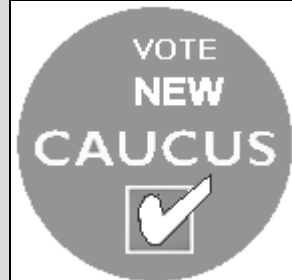
- **Engaged in major litigation to secure pay for over 35 hours and overtime pay.**
- **Increased dramatically the success rate of grievances filed by HEO's.**
- **Enforced health and safety standards.**
- **Made HEO Grievance Officers available 4 days a week at the PSC.**

New Caucus Leaders *Stand Up* for the Solidarity of HEO's with All PSC Members

Representation of HEOs in PSC Decision-making Increased Dramatically Under New Caucus Leadership:

- ▶ Increased HEO representation on critical PSC decision-making bodies: the Executive Council, the Negotiating team, the Grievance Policy Committee and the Contract Enforcement Committee.
- ▶ Arthurine DeSola, PSC Secretary and a Higher Education Assistant from Queensborough CC, is the first HEO elected to a principal officer position in the history of the PSC.
- ▶ HEOs represent the PSC at its state and national affiliate bodies: NYSUT, AFT and AAUP.
- ▶ Resolutions adopted at state and national affiliate bodies on issues of special importance to HEOs (e.g. standards to prevent a hostile work environment and/or health and safety standards).

**There Is Much More To Do for HEOs in this Round of Bargaining and...
The New Caucus Leadership Will *STAND UP* With HEOs to Fight For:**



- | | |
|---|---|
| ▶ Meaningful Salary Increases | ▶ Improved Family Leave |
| ▶ Strengthening the Welfare Fund and Protecting Our Benefits | ▶ Sick Leave Bank |
| ▶ Promotion/Reclassification Opportunities | ▶ Better Safety and Health Protections |
| ▶ Straight-time and Overtime Pay | ▶ Better Due Process Protections |
| ▶ Additional Money on the Top Step | |



"HEO's (along with other staff) are the unsung heroes of the City University. Their unstinting dedication and knowledgeable professionalism make a crucial contribution that benefits students and faculty alike. The University simply could not function without them."

Michael A. Krasner,
Associate
Professor, Department of
Political Science, Queens
College & Co-Director, Taft
Institute for Government
and Co-Director, Michael
Harrington Center

DIVERSE LEADERSHIP FOR A DIVERSE CUNY

LEAD OFFICERS: **Jean Weisman** - Chair, CCNY/ **Iris DeLutro** - Vice- Chair Graduate School/ **Ann Batiuk** - Secretary Graduate School.

OFFICERS-AT-LARGE: **Sherriann Grant-Fordham**, York/ **Janet Leslie-Pierre**, Kingsborough/ **Robert Nelson**, Graduate School/ David Nadvorney, Law School.

DELEGATES: **A. Anthony Andrews**, York/ **Stephen A. Barrerra**, York/ **Ann Batiuk**, Graduate School/ **Daniela Francisco**, Queens/ **Ralph G. Giordano**, Staten Island/ **Maureen Pierce-Anyon**, Queens/ **Wayne Harewood**, Kingsborough/ **Nicholas Irons**, Brooklyn/ **Michael Neal**, BMCC/ **Janet Winter**, John Jay/ **Alvin Tramble**, BXCC/ **Jose Santana**, Hostos/ **Anselma Rodriguez**, Brooklyn/ **Carol Stanger**, NYCCT/ **Steve Selwyn**, Lehman/ **George Muchita**, QCC, **Warren Orange**, CCNY, **Aurea Santana**, Baruch.

ALTERNATES: **Robert Bandelt**, LGCC/ **Andrea Vasquez**, GS, **Marc Ward**, Lehman, **Carole Taylor**, Hunter/ **Michael Simmonds**, ME