



Getting Things Done: "I've Always Had the New Caucus With Me"

Things Have Changed

"All For One And One For All"



March 18, 2007

DEAR HEO COLLEAGUES:

Many of you know me from my years as an activist in both the HEO chapter of the PSC and with the New Caucus of the PSC. Like so many of you, I have been at CUNY for many, many years, first hired at City College in 1983 as the administrative coordinator of the City College Center for Worker Education where I also taught many courses about labor and women.

In the 1980s, I began to attend meetings of the PSC HEO Chapter. (This was long before the New Caucus assumed leadership of the PSC in 2000). Under the old leadership, it was always the same: an hour-long report from the President, and an occasional discussion. When I suggested that we organize a trip to Albany to lobby against cuts in the CUNY budget, the old leadership responded negatively.

Millions of dollars have been saved in the CUNY budget as a result of lobbying by members and leaders of the current PSC. I have always had the New Caucus with me -- first as the insurgent caucus and now as the incumbent leadership. In the mid-'80s DC 37 challenged 150 HEO lines, claiming that they really belonged to DC37. I took the initiative to organize with HEOs against the loss of our lines. As a result, no one was transferred involuntarily to DC 37. In 1992 and 1995, the University declared retrenchment and 15 HEOs, mostly women and people of color, at CCNY were fired. Again, I spoke to the PSC attorney about discrimination. His response to me was that a case could only be made if management declared that it wanted to fire women and people of color. After a meeting with the President of the College, we prevented layoffs in Financial Aid.

But things have changed since the New Caucus PSC-CUNY-wide victory in 2000. In 2001, I was elected chair of the HEO Cross-Campus Chapter on the New Caucus slate. My style has been activist and inclusive - meetings on a variety of topics with a variety of speakers, winning extra pay for Assistants to HEOs and other HEO titles which were "stuck at the top," creating a \$500,000 Professional Development Fund which made \$2000 grants (increased to \$3000 in the recent contract), for a variety of HEO projects, courses, conferences and research, and creating labor-management committees that have achieved reclassification for some HEOs. When CCNY's Marshak Building was literally falling apart, I drew attention to the conditions. The union organized meetings with the CUNY Administration and filed a grievance. As a member of the bargaining team, I witnessed CUNY's proposals to lower HEO pay below that of equivalent faculty lines, and to terminate HEOs with 13.3b after two negative evaluations in a year. We united with the faculty to oppose these outrageous demands.

The only way for the union to win is for all of its constituencies -- HEOs, CLTs, part-time and full-time faculty to work in unity and speak with one voice. I truly believe in the HEO leadership has worked very hard with faculty so that members are respected and invited to faculty campus chapter meetings. We keep the HEO agenda on the table. We have not yet prevailed against management on promotions, and overtime but we are not deterred. We will persevere on these issues as well as sabbaticals, maternity/paternity leave, and childcare, to name a few.

The New Caucus HEO slate has deep roots throughout CUNY and years of experience representing HEO issues.

VOTE FOR THE NEW CAUCUS!

Sincerely,

Jean Weisman
HEO Cross-Campus Chapter



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www.newcaucus.org

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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*

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