

VOTE FOR IRIS DELUTRO AND THE ENTIRE NEW CAUCUS SLATE FOR HEO CHAPTER OFFICE

ENDORSED BY: *Barbara Bowen, PSC President, Steve London, PSC VP, Arthurine DeSola, PSC Secretary (and first HEO to serve as a principal officer of the PSC), Mike Fabricant, PSC Treasurer.*

A UNITED NEW CAUCUS LEADERSHIP WORKS HARD FOR HEOS AND DELIVERS:

- **WON!** 6.1% Top Step Increases In October
- **WON!** 34% Minimum Salary Increases Over 9 Years For All HEOs (Beating Inflation)
- **WON!** Additional Equity Increases and Pay Differentials For Assistant To HEOS
- **WON!** Professional Development Grants For All HEOs
- **WON!** Additional 3% Contribution To TIAA-CREF Pension Accounts
- **WON!** 35 Hour Workweek Grievance
- **WON!** Paid Parental Leave For All HEOs
- **SUCCESSFULLY DEFENDED!** Salary Steps Which Add 3%-4% To Annual Salaries
- **SUCCESSFULLY DEFENDED!** 13.3b Job Security Protections
- **SUCCESSFULLY DEFENDED!** Pay Parity and Benefit Parity Between Faculty and HEOs

Our Opponents Put Forward a Program That Would:

- **WEAKEN** Salary Steps And Contractual Titles And Give Management More Power Over HEOs
- **WEAKEN HEOs** By Dividing HEOs From Faculty And CLTs
- **WEAKEN HEOs** And The PSC By Dividing The PSC From The Rest Of The Labor Movement

Our Opponents Like To Send Out Emails And Talk, But They Have No Plan To Win - Only To Divide

New Caucus Candidates Are Committed to Winning

- HEO TITLES AS A PROMOTIONAL SERIES
- GREATER HEO JOB SECURITY
- WORKLOAD REDUCTIONS
- ANTI-BULLYING PROTECTIONS
- SALARY INCREASES

We need to be honest. These are heavy lifts in tough economic times. We will need a united union to have the power to win these demands. The New Caucus leadership has proven that it can unite and deliver. The other guys are all talk. The choice is clear.

