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Iris DeLutro

CROSS CAMPUS OFFICERS

Donna Gill

Steve Trimboli

Andrea Vásquez

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For our full slate of 27 Executive Council Officers and 100 convention delegates to the AFT and NYSUT (our national and state affiliates)

Dear HEO and CLT Colleagues:

As professional staff of CUNY, you will have the chance to vote in April in the University-wide PSC election. This election will determine who will lead the union over the next three years. As the four **New Caucus** HEO/CLT Cross Campus candidates, we are writing to ask that you vote for experience and accomplishment by re-electing our slate headed by **Barbara Bowen**.

Elect the New Caucus slate because we have:

A Record of Respect for HEOs and CLTs: In a vigorous demonstration of its commitment to our cross-chapter community, the New Caucus leadership has an established record of respect for HEO and CLT members. Gone are the days when HEOs and CLTs were considered second class in the union. New Caucus leadership increased the number of professional staff on the PSC Executive Council and, importantly, on the contract negotiation team. The New Caucus was first to elect a HEO, **Arthurine DeSola**, as a principal officer. Now Iris DeLutro, Steve Trimboli, and Arthurine DeSola all serve on the negotiations team. We have experienced voices at the table at all times.

A Record of Bargaining Accomplishments for HEOs and CLTs: The New Caucus leadership has advanced the interests of the professional staff by delivering contracts with gains for HEOs and CLTs. For the past nine years, in addition to preserving 13.3B protection for HEOs and preventing the establishment of a part-time HEO line, the New Caucus leadership has negotiated:

Wage increases above inflation ranging from a minimum of 30% to a maximum of 60%

- By October of this year, a minimum 34% increase in the top salary steps for all HEOs (e.g. the highest step rose from \$86,619 to \$116,364)
- By October of this year, a top step increase of 38% for Assistants-to-HEO
- By October of this year, a top step increase of 41% for CLTs
- A Professional Development Fund for CUNY HEOs and CLTs
- Labor/Management Committees at each campus to review workload issues and to act as a vehicle for HEOs to self-recommend for reclassification
- A stable Welfare Fund that now has its largest-ever reserve fund
- A "bank" of sick days for all HEOs and CLTs
- Paid Parental Leave available for HEOs and CLTs
- A salary differential for CLTs and Assistants-to-HEO with advanced degrees, starting in 2010

A Record of Contract Enforcement Accomplishments for HEOs and CLTs: A contract is worthless unless it is enforced. Along with many other victories, the New Caucus leadership has won specifically for the staff:

- A major overtime pay lawsuit for HEOs where "exempt" HEOs are now compensated for time worked beyond thirty-five hours
- A 35-hour workweek arbitration for HEOs (official compensatory time with reasonable implementation timelines)
- Protection of members' rights to Travia leave through an arbitration decision
- A record of legislative accomplishments for HEOs and CLTs: Strong legislative representation means better budgets and saving jobs.

Legislative victories include:

- Pension equity for TIAA/CREF participants with TRS participants (resulting in a 3% increase in take-home pay)
- City and State budget increases for CUNY since 2004
- Legislative approval of contract "pay bill"

A Record of Promoting Recognition and Respect of the Professional Staff: At the state and national levels, New Caucus leaders have been trend-setters. Here are some examples:

- We have raised awareness of HEO and CLT issues with PSC affiliates: AFT, NYSUT, and AAUP.
- As members of the AFT Professional Staff Advisory Committee, we contributed to the *Standards of Good Practice in the Employment of Professional Staff in Higher Education*, a publication that is a blueprint for including professional staff issues in contracts. It has been distributed to HR directors and college presidents.
- We have insisted that workshops for the professional staff be a part of the AFT Higher Education Annual Conference. In March 2009, there were three such workshops, one of which, "Bullying at the Workplace," was conducted by the leading expert in the field, Dr. Gary Namie of the Bullying Institute.
- PSC professional staff now sit on NYSUT's Higher Education Council, its Board of Directors, Human and Civil Rights Committee, Legislation Committee, Committee for Professional Staff, and the Committee of 100

Iris DeLutro

Candidate for Vice President, PSC Cross Campus Units, Murphy Institute, SPS, Graduate Center

Donna Gill

Candidate for Officer, Cross Campus Units, Assistant to HEO, Hunter College

Steve Trimboli

Candidate for Officer, Cross Campus Units, Senior CLT, Lehman College

Andrea Vásquez

Candidate for Officer, Cross Campus Units, HEO Associate, Graduate Center

A Vision For the Professional Staff: The New Caucus belief that “Another University is Possible” translates as real job security, promotions through peer review with clear benchmarks, presidential reasons when reappointment or reclassification has been denied. It means being paid for time beyond the 35 hour workweek. It means the right to work in a hostility-free environment. It means first-class acceptance, not second-class treatment. It means the right to be treated with respect.

Our Opponents Have Shown No Leadership and Have Been Missing in Action: Our opponents in this election have no record of accomplishment and have not participated in the budget or contract campaigns. They criticized the last contract while refusing to lift a finger to fight for the gains we achieved. They have not advocated in Albany or City Hall for CUNY funding. The person heading their ticket showed a lack of respect for HEOs and CLTs when he ran for election last year on the “Faculty First” slate. When there is real advocacy work to be done, they simply hide in the shadows and, then, at election time emerge to criticize.

We have made major advances, but there is still more to achieve. That is why we ask you to support us and the entire New Caucus slate.

Re-elect the New Caucus, a leadership that builds unity and respect and gives all members a voice.

In Solidarity,

Iris DeLutro

Donna Gill

Steve Trimboli

Andrea Vásquez



New Caucus

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