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## NEW CAUCUS CANDIDATES

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**Bob Cermele**

### SENIOR COLLEGE OFFICERS

**Kathleen Barker**

**Diane Menna**

**Alex Vitale**

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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 Senior College Faculty:

We write today to ask that you cast your vote for the entire New Caucus slate in April's PSC election. Over the past nine years, chapter-by-chapter, activist-by-activist, the New Caucus vision of a revitalized, democratic, fighting union has taken hold. The New Caucus/PSC leadership has used the increased power of an active membership to make progress on our signature issues: the economic and professional advancement of our members, more funding for senior and community colleges, and ending the highly exploitative two-tier labor system.

In nine years of leadership, we have made real and important gains for senior college faculty and staff.

**Real Salary Increases And Time For Research:** In every title, wage increases are at or above inflation — and that was accomplished during two recessions. By October of this year, top step full-time faculty and HEOs will see a 34% increase since the first contract we negotiated in 2000 (e.g. Full Professor and HEO lines will increase from \$86,619 to \$116,364). Other titles and steps will increase from 30% to 60% (e.g. Adjunct lecturers on the top step with 6 credits will see a 60% increase, from \$5,308 to \$8,474). This is in addition to defending salary steps, passing pension legislation resulting in a 3% increase in take-home pay after 10 years of service, and winning many other economic benefits, including 80%-paid sabbaticals, 24 hours of untenured faculty reassigned time, paid parental leave and professional development funds for adjuncts, HEOs and CLTs.

**More Full-Time Faculty and Protecting Jobs by Increasing the State Budget:** New York State contributions to CUNY senior colleges have significantly increased over the past four years. The PSC has mounted a powerful political operation and worked closely with New York State United Teachers and CUNY management to lobby for these increased budgets. This has meant more full-time faculty and staff. This year presents new budget challenges and the PSC has put on a full-court press – lobbying, organizing and building effective coalitions with our state affiliates, CUNY and SUNY managements, students and community.

**Strong Advocates of Academic Freedom:** Tenure is the primary protection for academic freedom. New Caucus/PSC negotiators defeated CUNY management's attempts to institute a broad-based non-tenurable full-time faculty title. And, while we have had limited success in securing job security for long-serving adjuncts, this remains an important bargaining goal, because without job security adjunct's academic freedom is put in jeopardy. Other areas of academic freedom activity include: The PSC Academic Freedom Committee worked closely with the UFS Academic Freedom Committee on crafting the UFS Statement on Academic Freedom. The PSC aggressively pursues contractual breaches of academic freedom. We have worked with campus chapters to reverse a climate of fear and intimidation on campuses. At the national AAUP, we proposed and passed a resolution which put CUNY management on notice that it was being placed under scrutiny by the national organization for academic freedom violations.

**Advances for Part-Time Faculty:** We are fighting for more full-time jobs while simultaneously insisting on parity for part-timers. Since 2000, we won a paid office hour for adjuncts teaching 6 credits, established an adjunct professional development fund, saved the adjunct health insurance benefit, increased top step salaries for adjuncts teaching 6 credits by 60% and won 200 adjunct conversion lines. But, there is more to be done. We will continue to fight for adjunct job security and pay equity.

**Effective Local Representation:** On the ground our chapters have organized for, and won advances in, health and safety issues, full access to college email, workload and salary adjustments, and favorable settlement of contractual disputes. In the most difficult of economic times, we continue to resist local administration pressures for "speed-up," requiring us to do more with less. We have organized locally to lobby, testify and engage the media on campus needs. Contract enforcement committees have been vigilant in assuring that our presidents grant sabbaticals and recognize our contributions as scholars, researchers and educators.



**BOB CERMELE** (NY City Tech), Senior College VP candidate, has made a difference by lowering teaching load at City Tech by 3 hours and strengthening faculty governance.

**KATHLEEN BARKER** (Medgar Evers College), Senior College Officer candidate, has been stalwart in defending academic freedom, faculty governance, and enforcing contractual protections.

**DIANE MENNA** (Queens College), Senior College Officer candidate, has relentlessly fought for adjunct rights and overseen the union's adjunct organizing project.

**ALEX VITALE** (Brooklyn College), Senior College Officer candidate, has advanced the PSC's political work to make the PSC a powerful advocate for more full-time faculty lines and better CUNY budgets.

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Over the last nine years, we have developed strong leaders at every level of the union. A new generation of Chapter Chairs and Executive Council members has emerged after years of encouragement, mentoring, and professional development. It is these new leaders, who will continue to revitalize the union and build its strength for the challenges we are sure to face.

**Leadership in PSC's State and National Labor Affiliates:** On a broader level, New Caucus PSC leaders are active players in NYSUT, the AFT and the AAUP, serving on committees, planning conferences and forums and ensuring that public higher education issues are addressed. PSC leaders initiated the national AFT campaign to introduce legislation at the state level to achieve the goals of 75% instruction taught by full-time faculty and pay equity for adjuncts. Also, New Caucus/PSC leaders were instrumental in the AFT passing an anti-Iraq war resolution, breaking with years of AFT's uncritically following US war policies.

**Our Opponents Have Shown No Leadership and Have Been Absent:** Our opponents in this election have no record of accomplishment and have not participated in any budget or contract campaigns. They criticized the last contract while refusing to lift a finger to fight for any of the gains we achieved. They have not advocated in Albany or City Hall for senior college funding. When there is real advocacy work to be done, they simply hide in the shadows and, then, at election time emerge to criticize.

We thank you for your past support and urge you in April to re-elect the New Caucus.

In solidarity,

**Bob Cermele**

NYCCT, Candidate for Sr. College VP

**Kathleen Barker**

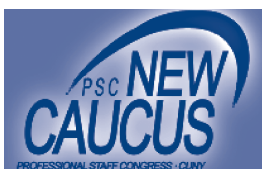
Medgar Evers, Candidate for Sr. College Officer

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Brooklyn, Candidate for Sr. College Officer



**New Caucus**

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