

THE VISION

THE NEW CAUCUS

Brings to the PSC

A Fair Contract and Strong Welfare Fund

Democratic Unionism

Mobilized Membership

Respect and Equity For Part-Time Faculty

Advocacy for CUNY and Public Higher Education

Solidarity with the Larger Labor Movement

Alliances with Students and the Community

Competent Administration and Forceful Contract Administration

Political Action on Behalf of the Membership and Our Students

Vigorous Defense of Member Rights and Academic Freedom



**The New
CAUCUS**

**BUILDS A STRONGER, DEMOCRATIC
AND MORE EFFECTIVE UNION**

RE-ELECT NEW CAUCUS LEADERSHIP

.....Strength Through Union Democracy

www.newcaucus.org

Re-Elect LEADERSHIP THAT DELIVER



We achieved major breakthroughs in the last contract.

Junior faculty leave, adjunct professional hour, HEO/CLT professional development fund, summer administrative pay for department chairs, and raises above the rate of inflation.

We activated thousands of members in a campaign for a fair contract.

We became respected and effective political players--instrumental in winning increased CUNY budgets.

Following endorsements of NYC Council candidates, Council Speaker declared CUNY "priority number one" and proclaimed an annual "CUNY Day." Significant increases in City budget for CUNY; \$4 million student financial-aid program passed; TANF reform (allowing CUNY students on "workfare" to count school time as work).

State Legislative Victories: Transit Checks; in-state tuition for undocumented students; "maintenance of effort" provision in funding community colleges; increased State budgets; helped defeat so-called "Student Bill of Rights."

We made the defense of CUNY a key priority of our NYSUT and AFT affiliates.

We worked with AAUP to defend academic freedom and due process rights at CUNY.

We enforced the contract and secured grievance and legal victories on the campuses, in the courts and at the Public Employment Relations Board.

Significant increase in grievances and arbitrations with many more victories and favorable settlements. Important arbitral precedents include: Travia Leave protected for those with five years of service; reappointment notice deadlines affirmed and strengthened; evaluation conference procedures and role of guidance made fairer; protection of annual leave provision for counselors; improper to use non-reappointments for disciplinary reasons.

Important legal victories on: intellectual property; pension payments for teaching overloads; reversal of a bad arbitration decision at LaG CC; court decision on union members' right to confidentiality.

Many PERB victories or favorable settlements: affirming PSC bargaining rights, prohibiting CUNY from making private deals and harassing PSC chapter leaders, getting PERB to seek court injunction to stop CUNY from unilaterally implementing terms and conditions of employment.

Major Grievances/Arbitrations underway: HEO overtime payments; adjuncts paid for full 15 weeks of semester; CUNY's abuse of the "substitute" title.

We established sound management of the Welfare Fund while preserving prescription drug coverage for active members and retirees and health insurance for eligible adjuncts.

WITH A VISION ERS RESULTS

We expanded support for CUNY, the PSC and public higher education by building ties and solidarity with student, community, and labor organizations.

We built a democratic union by widening the circle of participation and organizing new members.

Expanding representation on Executive Council to Part-timers, Retirees, and increasing HEO/CLT representatives; creating many constituent-based and issue-oriented membership committees that give members voice in union affairs; building strong local chapters, empowering them with chapter budgets and organizers; open and democratic debate of policy issues in the chapter and at the Delegate Assembly; financial accountability and transparency; membership participation in endorsement of political candidates; increasing PSC membership by one-third and organizing new members in the Research Foundation.

We reached out to our members and beyond through our award-winning *Clarion* and website.

We promoted the cultural and intellectual life of the union and its members through events like "Labor Goes to the Movies" and forums on a variety of topics.

We worked for social justice, workers' and students' rights.

Organized with other local education unions to: change NYSUT and AFT support for the Bush Administration's Iraq policy; limit the reach of military recruiters in schools and protect free speech rights against military recruiters on campus; reform the Taylor Law; and provide comprehensive health care reform.

The Current Contract

It's easy to settle a contract if you are prepared to cave in.

We will hold our ground and work tirelessly for a contract that:

- Strengthens our Welfare Fund
- Provides for salary and professional advancement
- Addresses needed equity adjustments

We stand firm against management demands to:

- Remove department chairs from the bargaining unit
- Reduce job security for HEOs
- Do away with salary steps

Together we--PSC leadership and membership--will win a fair contract.

A Balanced Slate with Deep Roots In the Membership:

Representing Newer and Experienced Leaders, Faculty, HEOs and CLTs, Full- and Part-Time



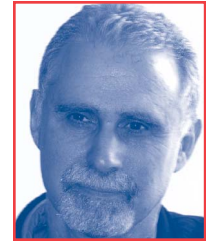
Barbara Bowen
President
Associate Professor
Queens College



Steve London
First Vice President
Associate Professor
Brooklyn College



Arthurine DeSola
Secretary
Higher Education Assistant
Queensborough CC



Michael Fabricant
Treasurer
Professor
Hunter College

University-Wide Officers

Stanley Aronowitz (GS)
Jonathan Buchsbaum (Queens)
Lorraine Cohen (LaGuardia CC)
John Pittman (John Jay)
Nancy Romer (Brooklyn)

Cross Campus Officers

Iris DeLutro (Queens) - VP
Donna Gill (Hunter) - Officer
Steven Trimboli (Lehman) Officer
Vera Weekes (Medgar Evers) - Officer

Senior College Officers

Robert Cermele (NYCCT) - VP
Kathleen Barker (Medgar Evers) - Officer
Marilyn Neimark (Baruch) - Officer
Alex Vitale (Brooklyn) - Officer

Part-Time Officers

Marcia Newfield (BMCC) - VP
Susan DiRaimo (CCNY) - Officer
David Hatchett (Medgar Evers) - Officer
Diane Menna (Queens) - Officer

Community College Officers

Anne Friedman (BMCC) - VP
Jacob Appleman (QCC) - Officer
Lizette Colon (Hostos) - Officer
Susan O'Malley (KCC) - Officer

Retiree Officers

Peter Jonas - Officer
Jim Perlstein - Officer



New Caucus

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