



"In 1995, the New Caucus began as an insurgent group within the Professional Staff Congress (PSC).... It had a twofold purpose: to transform the union into an agency that would fight for workers' rights and social justice; and to protect the right of New Yorkers to attend the City University of New York, working to keep it open, accessible, and of high quality to improve the lives of the students and their families. In order to do this, the New Caucus knew it was necessary to see an active, engaged membership working collaboratively with labor, students and community groups."

With these words (above), the Northstar Foundation described the New Caucus in 2001 when it gave us its annual Frederick Douglass Award. Since 2000, New Caucus has been the elected leadership of the central union and has worked "collaboratively with labor, students and community groups" to fulfill the goals described in Northstar's tribute. In areas of common interest, we have worked cooperatively with CUNY Administration. By building union power and working with diverse allies, we have done the following:

ENHANCED THE PROFESSIONAL LIVES OF OUR MEMBERS

- ▶ Won extensive release time for new faculty.
- ▶ Saved 13-B Protections for HEO's.
- ▶ Created a Professional Development Fund for CUNY staff.
- ▶ Increased adjunct pay through the creation of a fully paid "professional hour."
- ▶ Significantly expanded grievance and contract enforcement efforts.
- ▶ Won approval for 100 new full time lines for existing adjuncts.
- ▶ Increased sabbatical pay to 80%.
- ▶ Defeated a so-called "Academic Bill of Rights" in Albany, which would have threatened Academic Freedom.
- ▶ Protected members' rights to Travia leave through an arbitration victory.
- ▶ Won Pension equity for TIAA/CREF members with TRS.

BUILT A STRONGER CUNY

- ▶ Added 1,000 new full time lines since 2,000 (640 faculty & 360 HEO's and CLT's).
- ▶ Changed the agenda in Albany and City Hall to reverse a 15 year pattern of declining CUNY funding.
- ▶ Pushed City Council to expand Vallone scholarships and the city's safety net program

BUILT A NATIONAL AGENDA FOR SOCIAL JUSTICE

- ▶ Worked with the AFT on a national program to reverse the "Academic Staffing Crisis."
- ▶ Worked to build an anti-war movement in NYSUT and the AFT
- ▶ Built alliances with local and national immigrant rights groups around access to higher education.

INCREASED THE POWER OF THE UNION

- ▶ Organized New CUNY Research Foundation Chapters.
- ▶ Brought adjuncts into the union as full members.
- ▶ Kept Department Chairs from being taken out of the union.
- ▶ Activated campus chapters that win victories on issues such as workplace safety, faculty computer access, timely pay for adjuncts, and movement up salary steps.
- ▶ Established new representation for HEO's Adjuncts and Retirees on the Executive Council.

EXPANDED ACCESS TO CUNY

- ▶ Legislation passed defending the rights of immigrant students to in-state tuition.
- ▶ Waged a strong campaign with community groups to restore the rights of thousands of people on welfare to gain access to CUNY.
- ▶ Fought off tuition increases over the last 2 years.

