1 2 3	NYSUT Members Support PSC's \$7K Campaign and All NYSUT Locals' Campaigns for Fair Adjunct Pay
5 5 6	Whereas, teachers' unions were formed in order to demand and win professional pay and treatment for work that had previously been undervalued and viewed as non-professional; and
7 8 9	Whereas, as teachers' unions have multiplied and grown, they have expanded their work, winning better pay and treatment for other educational workers, for paraprofessionals and for others in service of the public good; and
11 12 13 14 15	Whereas, in higher education, however, the past 40 years have seen a slow but devastating hollowing out of the profession, as public funding has been systematically reduced and universities and colleges have responded not by challenging the premise of austerity but by accommodating to scarcity: they have cut costs by replacing full-time tenured faculty with part-time contingent faculty, who are paid at a fraction of the full-timers' rate; and
16 17 18	Whereas, more than 70 percent of faculty appointments in higher education nationally are now held by non-tenure-track, part-time and/or contingent employees; and
19 20 21 22 23 24	Whereas, the City University of New York, whose academic employees are represented by the Professional Staff Congress, a NYSUT local, employs an exceptionally large number of part-time—or "adjunct"—faculty, currently more than 13,000, and whereas, CUNY is able to attract outstanding adjunct faculty despite low pay because of its location in New York City and the power of CUNY's mission to draw committed, progressive teachers; and
25	Whereas, the starting pay for CUNY adjuncts is \$3,222 for a regular 3-credit college course; and
26 27 28 29 30	Whereas, several thousand CUNY adjuncts rely for their entire income on their adjunct teaching at CUNY, cobbling together multiple courses for an annual income of about \$25,000 for a full teaching load; and
31 32 33 34	Whereas, given the number of hours required for teaching a course, \$3,222 per course barely amounts to \$15 an hour, forcing some CUNY adjuncts to rely on public assistance and others to be evicted from their apartments; and
35 36 37	Whereas, CUNY adjuncts typically have advanced degrees, including multiple Master's degrees and Ph.D.s; and
37 38 39 40 41 42 43	Whereas, PSC has made major improvements for adjuncts during the last 17 years, including winning health insurance, paid office hours, three-year appointments with guaranteed income, professional development grant funds, improved sick leave and bereavement leave, and the conversion to full-time, salaried positions of more than 300 adjuncts and part-time instructors; and
44 45 46	Whereas, PSC is now attempting the hardest and most important adjunct improvement of all—fair pay—the goal of its collective bargaining demand for a minimum of \$7,000 per 3-credit course for adjuncts; and

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2	Whereas, other higher education locals in NYSUT are also pressing for fair adjunct pay,
3	including United University Professions, which has made the demand for a substantial increase
4	in adjunct pay a major part of its collective bargaining agenda; and
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6	Whereas, New York State prides itself on espousing progressive values and supporting working
7	people, and whereas New York State has the highest union density in the country, and whereas
8 9	New York State recently passed breakthrough legislation on a \$15-per-hour minimum wage; and
LO	Whereas, it is in the interest of all education workers to fight for professional pay for other
l1	educational workers because the persistence of substandard pay devalues the education
L2 L3	profession and creates an incentive to maintain low pay throughout education employment; and
L4	Whereas, it is in the interest of all union members in New York State to demand that no
L5 L6	unionized employers be allowed to persist in paying substandard wages; therefore be it
L7	RESOLVED that NYSUT supports PSC's campaign for \$7K and all other NYSUT locals'
L8	campaigns for fair adjunct pay, and that the NYSUT leadership will call on NYSUT members
L9	across the state to join the PSC in actions, demonstrations and advocacy for \$7K, because a
20	victory on \$7K at CUNY would be a victory for every teacher, professor, education worker and
21 22	student in the state; and be it further
23	RESOLVED that the NYSUT leadership will call on the NYS AFL-CIO to make fair pay for
24	adjuncts throughout the state a major budget priority.