

VOTE
Union-wide election

Meet the candidates. Get ready to vote.

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Erik McGregor

CHANCELLOR BACKS DOWN AN INJURY TO ONE IS AN INJURY TO ALL

CUNY Central violated our contract when it suddenly delayed equity raises for assistants to HEO and lecturers. Thanks to organizing, the union forced the administration to reverse course. Read about the PSC's success and the ongoing fight for raises. **PAGE 3**

GRIEVANCE

Fighting for our raises

The union makes its case to a CUNY hearing officer that the university violated the contract when it unilaterally delayed our 2% contractual raises.

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With Governor Andrew Cuomo in a tight spot, unions and progressive legislators have an opportunity to pass a fair budget with new taxes on the rich.

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Rudy Crew steps down

For months, Medgar Evers College community members have called for the controversial president to resign. He finally did in February.

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Paid family leave FAQs

The union is happy to announce a new benefit for CUNY faculty and staff: paid family leave. Members have some questions, and we have some answers.

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Brad Lander

PSC: Lander for comptroller

By ARI PAUL

He's against austerity and he's in favor of the PSC-backed New Deal for CUNY legislation. He's Brad Lander, and the PSC has endorsed him for city comptroller.

A Brooklyn City Council member who has been a vocal part of its progressive caucus, Lander is the best candidate for the position of the city's top fiduciary officer. PSC President Barbara Bowen said, he "will simultaneously safeguard the city's fiscal health and fight for an economic recovery that repudiates austerity," because he "understands that an economic crisis that has been devastating to the city's working class, its poor and its communities of color cannot be solved without visionary investment."

"Investments in CUNY provided a platform for young people, especially those from immigrant and low-income backgrounds, from across this city to thrive in generations past," said Lander in a statement. "The cuts and tuition hikes of recent years fall hardest on those students who can least afford it, denying them the chance to succeed. As comptroller, I will be a strong partner to faculty and students in advocacy to fully fund CUNY as the essential institution it is to secure an equitable recovery and shared prosperity."

Among other fiduciary responsibilities, the comptroller oversees the city's five pension funds, including the Teachers' Retirement System of the City of New York.

PROGRESSIVE SUPPORT

Lander is backed by a coalition of progressive state and city lawmakers, as well as unions and organizations, including the Working Families Party, Our Revolution and the Communications Workers of America-District 1.

The union also endorsed several New York City Council candidates in February: Christopher Marte, Erik Bottcher, Keith Powers, Julie Menin, Maria Ordoñez, Diana Ayala, Tiffany Cabán, Jaslin Kaur, Adrienne E. Adams, Felicia Singh, Sandy Nurse, Alexa Avilés, Kevin Riley, Marjorie Velázquez, Juan Ardila, Lincoln Restler, Michael Hollingsworth, Brandon West and Josue Pierre.

The union will conduct a vigorous get-out-the-vote effort for these and other candidates, including Jumaane Williams for public advocate (*Clarion* reported on this endorsement in February). The Democratic primary will be held June 22.

Fighting for members' 2% raise

By ARI PAUL

The fight to have PSC members paid what they are owed continues.

Last November, Chancellor Félix Matos Rodríguez ruined the holidays for CUNY faculty and staff when he told the union that the university would ignore its contractual obligation to implement a 2% raise for everyone in the bargaining unit. The union vowed to fight.

On February 19, the union made its case against CUNY before a university hearing officer regarding its mass grievance concerning the raise. Renée Lasher, the PSC's director of contract administration, did not mince words when she said in her statement before the hearing officer that the chancellor had failed in his most basic duty of adhering to the union and the university's collective bargaining agreement.

NOT SUGGESTIONS

"Once these terms are bargained and signed, they are not a suggestion, they are not optional, they are not subject to the whims and vagaries of the parties, they are legally binding obligations," Lasher said. "This isn't news, not to anyone here, and not to the chancellor. The chancellor understands his obligation to pay what the contract says is going to be paid, but his actions reveal his disdain for his legal obligation, the contract and his employees. The chancellor made the assessment that he wouldn't be held accountable in any way that mattered to him, so he chose to disregard his obligations to his employees."

And, Lasher said, is that the administration's justification for delaying the contractual raise was the fiscal uncertainty caused by the state's decision to withhold 20% of state funding to the university. But that excuse doesn't hold water, she said.

"CUNY had access to over \$118 million for institutional needs from the CARES Act passed at the end of March 2020, but didn't seem to feel any urgent need to use it," Lasher said. "To date, the status of that money is being guarded like a corporate secret. The CARES Act award to CUNY... was a total of almost \$251 million. Roughly \$118 million was earmarked specifically for aid to students; the balance could be used more broadly to support employees as well as stu-

'Chancellor's actions are illegal'



Erik McGregor

Chancellor Félix Matos Rodríguez has decided, wrongfully, that implementing contractual raises is optional.

dents, and meet other institutional needs created by the pandemic."

She continued, "More recently, on December 27, a second much larger aid package was passed, allocating an additional \$118.4 million earmarked for student aid to CUNY colleges, and an additional \$336.7 million to CUNY colleges for institutional needs. This means that CUNY will have a total of \$455 million for institutional needs, but again, CUNY's plans for these funds are hidden."

OTHER UNIONS FIGHTING

The PSC isn't the only union fighting this battle – last year, several state unions reported that the state was delaying negotiated wage increases. The *Times-Union* in Albany reported that workers whose unions bargain directly with the governor may not see raises implemented until 2023 unless the state receives more federal aid.

The *New York Daily News* reported that the Metropolitan Transportation Authority was considering freezing wages until at least 2024, prompting Transport Workers Union President John Samuelson to say workers would be so "upset by the rescinded raises that they'd likely begin to disrupt mass transit service on their own." The Empire

Center for Public Policy, an anti-union think tank, complained that the state's pay freezes weren't extreme enough, suggesting that the legislature freeze all state and local government worker pay.

No excuse for this delay

The United University Professions (UUP), which represents SUNY faculty and staff, has joined the PSC in calling on the New York State Legislature to adopt new tax revenue bills to fund services and address budget shortfalls.

"Last year, UUP filed class action grievances covering the delayed raises as well as delays in implementing increases in minimum salaries scheduled to take effect in 2020," UUP spokesperson Mike Lisi told *Clarion*. "These include minimum salaries for adjuncts. UUP also filed an improper practice charge with the NYS Public Employment Relations Board (PERB) on behalf of residents working in facilities associated with SUNY's academic medical centers."

CUNY's lawyers offered little defense of the chancellor's action in the hearing, other than to say that because the administration has vowed that the raise will be implemented eventually with backpay, there was no need to apply interest as well. PSC President Barbara Bowen called on

the CUNY hearing officer, Eric Carr, to rule in favor of the union.

Bowen said that the fight for the raise is also an ongoing fight in Albany, where she has been speaking to state lawmakers about using new federal monies to fund contractual raises.

"Now that there is more than \$12 billion coming into the state from the federal government, it is an absolute priority that we restore these wages," Bowen said. "This fight is not just about a grievance – it's a budget fight."

BROAD ISSUE

Bowen pointed out that the law requires the union to go through the grievance procedure before filing a lawsuit.

It is likely that the grievance will eventually be settled in arbitration. For the union, the grievance is not just about the chancellor's violation of the contract.

"The chancellor's actions are immoral, illegal, unethical and unsupportable," Lasher said. "This kind of casual disregard of legal obligation, dismissal of the less powerful, and refusal of personal accountability might be considered normal in Washington, DC, and on Wall Street, but I never would have expected it to be taken up by CUNY."

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Union defeats admin on pay delay

By ARI PAUL

Chancellor Félix Matos Rodríguez messed with the wrong union.

As the PSC continued its fight to force CUNY to pay the delayed across-the-board 2% increases (see story page 2), it learned on the evening before contractual equity increases were due that the Chancellor had also decided to delay those raises, despite having promised as recently as December to pay them on time. PSC had negotiated the equity raises for assistants to HEO effective February 1 and lecturers (including those in CLIP and CUNY Start) effective April 1. People in those classifications had been some of the lowest paid full-time workers in the bargaining unit.

The news was met with outrage, by the union, which had fought hard for the equity raises in the last round of contract negotiations.

“CUNY’s decision to withhold the raises is a betrayal of the 1,295 assistants to HEO, the 1,262 lecturers, and every member of the PSC. It is also a blatant breach of our contract,” PSC President Barbara Bowen and First Vice President Andrea Vásquez said in a statement.

IMMEDIATE ACTION

The union took immediate action. More than 100 PSC members rallied outside of CUNY’s Midtown Manhattan office on February 15, demanding that the university pay workers their contractually due raises. Members also flooded the chancellor’s email inbox with demands to reinstate the pay raise. They also began planning a major escalation action for February 27 – a demonstration outside the chancellor’s house in Westchester County.

The intensifying union militancy forced the chancellor to back down from his indefensible position of denying the contractual raises. PSC was backed by numerous supporters. NYC labor leaders from every sector recognized the importance of the issue for all workers and signed a letter to the chancellor demanding that the raises be reinstated. And the *Chief-Leader*, a weekly civil service newspaper, said that wage deferrals at the city level have only occurred after both unions and the administration engaged in good-faith bargaining. The paper said that if the chancellor maintained his unilateral action, then “[he would be] risking a job action, one that should be backed by the entire city labor movement.”

AGREEMENT

In the days before the planned protest at the chancellor’s home, the administration rushed to come to an agreement with the union, finally buckling to the PSC demand to abide by the contract in the late hours of February 26.

Bowen and Vásquez said in a message to members: “This is a victory for all of us. Hundreds of members fought back fast and hard because we were offended that Matos Ro-

A blatant contract violation

dríguez would attack lower-paid employees and withhold raises explicitly bargained to address inequities of race and gender. And we came together from every part of the union because we were stunned that management thought it could shred our contract with impunity – and without even bothering to notify the affected workers! We fought back and we won.”

WE DESERVE MORE

Cindy Bink, the PSC chapter chair for HEOs, told *Clarion*, “I

am grateful the university backed off their attempt to delay even the smallest of increases for our lowest paid HEOs. They deserve more. I am appalled that CUNY can simply ignore this and other contract agreements. We fought too hard for these gains. Living in New York City is still not cheap and there have been a number of HEOs concerned that utility bills and rent has increased once they began using their homes as full-time offices. Give us what we deserve.”

There is still a long way to go. The union continues to fight the administration’s unilateral delay of the across-the-board contractual raises, and the union is organizing in Albany against more cuts. The union continues to fight...raises, and the union is organizing in Albany not only to stop further cuts, but to increase funding for CUNY as a step towards achieving the New Deal for CUNY (see story page 4). The union leadership believes that the energy from this victory will inspire the membership onward in these other campaigns.

The PSC president and the first vice president added, “It should not have taken a protest at CUNY Central on Presidents’ Day, email messages from nearly 1,000 mem-

‘We fought back and we won.’

bers, petitions from two different campuses, a letter to the chancellor signed by the city’s major labor leaders, intervention by elected officials, and a plan to demonstrate on the chancellor’s

doorstep just to get CUNY to adhere to the contract and pay the equity raises. But the restoration of the equity raises was more than a defensive victory: it was proof that we are prepared to fight until we win.”



Members protested outside of CUNY’s main administration building in Midtown Manhattan.

Virtual picket line at LGCC

By ARI PAUL

How can faculty and staff organize to stop class cuts and class size increases during COVID-19, when in-person pickets are more difficult to pull off? The PSC chapter at LaGuardia Community College (LGCC) figured out a way.

In the first week of March, the chapter pulled together a virtual picket to protest the prospect of class cancellations. Here’s how it worked: Lara Beaty, the PSC chapter chair (on sabbatical) at LGCC, sent an initial message to the college president and provost, decrying the cuts, and copying chapter members on the email. Then members hit “reply all” with their own personal, often fiery pleas against class cancellations.

BIG TURNOUT

As of this writing, nearly 200 faculty members at the school have taken part in the protest. And the results have been positive.



Lara Beaty, PSC chapter chair at LaGuardia Community College.

“We’re working on gathering the information, but it looks like class loss and health insurance loss to adjuncts will be minimal,” said Laura Tanenbaum, who also serves as the chapter’s interim chair. “We also won a reduction of the minimum to run a class from 15 to 12, probably the biggest factor in saving classes.

And while our administration didn’t give a cutoff for Bursar’s holds, the provost did report that they used \$750,000 for tuition debt relief to help students enroll.”

Nathan Schrader, who leads the LaGuardia PSC chapter’s ad hoc committee on adjuncts, said, “We really didn’t know it was go-

ing to be as successful as it was,” adding, “I would definitely recommend that other campuses adopt similar methods.”

Sigmund Shen, an associate professor of English and a former chapter chair at LaGuardia, wrote a particularly heartfelt letter to the administration in his “reply all” message on the virtual picket.

ACTION NOW

“Pandemic layoffs are business as usual,” Shen said. “But this is not business as usual. If nothing else, extraordinary times call for rational behavior. If we’re not willing to act to protect jobs today, then when? When there’s 600,000 dead? When the next pandemic hits? When one employer who loses someone personal to them, or has someone personal to them lose their health insurance, decides that’s when it’s time to ‘have a change of heart’? This is not ‘The Hunger Games.’ This is a community. It is so because we make it so through our choices.”

Schrader added, “I hope that our message has been heard and that the college president will do the right thing.”

Ellen Moynihan

Erik McGregor

Organizing for a fair budget

By ARI PAUL

As this newspaper went to press, the New York State Legislature and Governor Andrew Cuomo – who is facing impeachment, an investigation by the state attorney general and a chorus of high-level elected officials from Albany to New York City to Washington calling for his resignation – continued state budget negotiations set to conclude by April 1.

The legislature’s proposals offer some good news for CUNY, countering the governor’s original proposal to cut funds for public higher education. The proposals by the New York State Senate and Assembly represent a starting-point in negotiations with the governor over the final budget. PSC leaders have been in conversation with legislators at every stage of developing the bills, urging the legislature to make historic investments in CUNY this year. Both Senate and Assembly bills take major steps toward protecting PSC members and making new investments: they reject the governor’s proposed cuts, provide funding to cover the temporary decline in community college enrollment, add funding for opportunity programs and provide funding to close the “TAP gap,” which the union describes as “the growing difference between [Tuition Assistance Program] funding for students and actual tuition costs.” Both bills also reject the governor’s plan to withhold 5% of state funding from CUNY next year, and call for an end to the “freeze” on raises for state government workers. Both bills also include proposals to increase state revenue by ending tax breaks for the rich.

NEED ANSWERS

But questions remain. Will the final agreement go further to include the new revenue streams New York needs for a lasting recovery? Will legislators seize the opportunity to pass the PSC-backed New Deal for CUNY legislation as a signature achievement (see pages 8–9)? The PSC is a major part of a revenue coalition that is pushing the legislature to pass six new tax bills to claim a fair share of the enormous wealth generated in New York State.

“There’s a large consensus on taxation: the question is how much and which forms of taxation, and not whether to do it,” PSC Legislative Representative Luke Elliott-Negri said of the state lawmakers he and other PSC activists have spoken to. “There seems to be less resistance around a personal income tax,” he said, adding, “The debate is about what income level to start with.”

The governor has been cool to new taxes on the rich but growing calls from state and federal legislators – including New York’s U.S. senators – for him to resign have left him in a weakened bargaining position.

Rebecca Bailin, campaign manager for Invest in Our New York, a coalition pushing for increasing taxes on the rich, said the one-house

Alliance to fund public institutions



The Invest in Our New York coalition is pushing for more taxes on the wealthy.

bills were welcome, but to remember that “now is not the time for half-measures.” Bailin continued, “These budgets will help remedy the challenges our state has faced due to COVID-19, but they lack adequate annual, sustainable revenue for vital services and public goods. Both one-house budgets fail to claim anywhere near the full extent of common-sense, progressive revenue within reach, and therefore do not go far enough in building a New York that stands for all. Without the necessary revenue, the legislature has stopped far short of preventing our public schools from reaching a fiscal cliff when federal aid runs out; ensuring that all New Yorkers have a safe and affordable home; preventing unnecessary overdose deaths; providing safety net equity for excluded workers and so much more.”

Part of the PSC’s organizing around the budget revenue bills has been the creation of the CUNY Caucus, a coalition of legislators

committed to a transformation in CUNY funding. The caucus meets on a biweekly basis to discuss how to move the New Deal for CUNY and the “tax the rich” bills forward. In recent weeks, the caucus has met with dozens of state lawmakers from New York’s five boroughs, as well as legislators from Westchester County and Long Island, where many CUNY students, faculty and staff live.

“We want the regionality of our issues to be clear to the leadership and everyone who is paying attention,” said Elliott-Negri.

CITY LEVEL

At the same time, the union is pushing the city, which is responsible for funding CUNY’s community colleges. PSC President Barbara Bowen recently testified at a New York City Council hearing, calling for increased city funding: \$77 million to make up for budget cuts over two years, \$24 million to offset tuition loss as a result of low enrollment during the pandemic and \$20 million to fund the first year of the New Deal for CUNY at community colleges.

“The PSC calls for a fundamentally different approach than the approach you heard from the CUNY administration: we call on you to join us in advocating for a major increase in CUNY funding,” Bowen said. “This is the moment not just to protect CUNY from budget cuts, but to think strategically about the future of the city and invest. The future of CUNY is the future of New York.”

CARES Act money distribution by campus

Institution Name	Total Allocation	Minimum Allocation (50% for Students)	18004(a) (3) Money Min \$500k Allocation	Strengthening Asian American and Native American Pacific Islander-Serving Institutions (AANAPISI)	Strengthening Predominantly Black Institutions (PBI)	Developing Hispanic-serving Institutions (DHSI)	Promoting Postbaccalaureate Opportunities for Hispanic Americans (PPOHA)	Sum
Bernard M. Baruch College	\$16,563,226	\$8,281,613		\$66,387				\$66,387
Borough of Manhattan Community College	\$26,420,828	\$13,210,414		\$105,008		\$1,613,111		\$1,718,119
Bronx Community College	\$9,658,626	\$4,829,313				\$589,436		\$589,436
Brooklyn College	\$17,627,330	\$8,813,665		\$70,398				\$70,398
City College	\$15,399,906	\$7,699,953		\$61,517		\$954,041	\$152,249	\$1,167,807
College of Staten Island	\$12,595,956	\$6,297,978		\$50,351		\$781,877	\$125,036	\$957,264
Graduate School and University Center	\$776,134	\$388,067		\$3,331	\$81,496	\$58,456	\$11,084	\$154,367
Hostos Community College	\$7,267,430	\$3,633,715				\$440,788		\$440,788
Hunter College	\$19,006,958	\$9,503,479		\$76,300		\$1,194,146	\$193,386	\$1,463,832
John Jay College of Criminal Justice	\$15,320,009	\$7,660,005		\$61,038		\$941,885	\$149,091	\$1,152,014
Kingsborough Community College	\$10,156,521	\$5,078,261						
LaGuardia Community College	\$12,917,232	\$6,458,616		\$51,726		\$805,857		\$857,583
Lehman College	\$13,293,096	\$6,646,548				\$820,272	\$130,351	\$950,623
Medgar Evers College	\$7,109,437	\$3,554,719			\$456,272			\$456,272
New York City College of Technology	\$16,209,328	\$8,104,664		\$64,586		\$996,886		\$1,061,472
Queens College	\$16,736,798	\$8,368,399		\$67,136		\$1,049,222	\$169,533	\$1,285,891
Queensborough Community College	\$11,321,080	\$5,660,540		\$45,312		\$705,281		\$750,593
School of Law	\$141,995	\$70,998	\$358,005					
York College	\$7,205,414	\$3,602,707		\$28,791	\$474,997	\$446,744	\$71,354	\$1,021,886
Stella and Charles Guttman Community College	\$1,228,352	\$614,176				\$74,820		\$74,820
Total	\$236,955,656	\$118,477,830	\$358,005	\$751,881	\$1,012,765	\$11,472,822	\$1,002,084	\$14,239,552

The chart above shows how the federal CARES Act money and other grants are spent at CUNY, broken down by campus. PSC activists should take a good look at how much their campus was allocated and keep track of how the administration spends it. The stimulus bill passed in December allocates another \$455 million to CUNY colleges, and the American Rescue Plan Act signed in March allocates additional funds. Not all funds have been received yet.

Crew resigns from Medgar Evers

By ARI PAUL

Rudy Crew, who has been dodging calls from the campus community to resign for nearly a year, stepped down as president of Medgar Evers College (MEC) on February 28.

It has been a wild ride to say the least. Last April, Crew indicated that he would soon leave the college for a superintendent position in Georgia's DeKalb County School District for which he was a final candidate, but his candidacy was ultimately rejected by the school board. At the end of May 2020, CUNY Chancellor Félix Matos Rodríguez announced that Crew, who has served as MEC president since 2013, would be retiring at the end of the 2021 Spring semester. But some in the community wanted Crew gone immediately.

BAD SITUATION

Myrlie Evers-Williams, the widow of the slain civil rights leader for whom the college is named, reportedly blasted Crew's record after his failed bid for the DeKalb County post this past summer, saying in a letter to the CUNY Board of Trustees that his leadership is "exacerbating a deteriorating situation in an institution that carries our family name."

Owen Brown, a professor of social and behavioral sciences at MEC, was quoted in the *New York Daily News* last summer saying that as Crew spent time seeking the DeKalb position, he "left the college adrift as our faculty worked valiantly to provide online distance learning." Crew's time at MEC has been marred by "declining enrollment, retention and graduation rates," added Brown, who called for Crew's resignation at the time.

"Crew entrenched an administrative leadership group which exploited ethnic and other divisions among faculty and staff to advance individual agendas and parochial interests," said Terrence Blackman, an associate professor of mathematics at MEC, upon hearing news of Crew's resignation. "The resulting patronage, nepotism and cronyism has stunted the growth of the college," he said, adding that "our academic and social justice imperatives were stifled or dismissed in favor of the unfocused and unsustainable whims of favored insiders."

Blackman welcomed Crew's resignation, saying, "This is a much needed first step along the path to rebuilding the college around its historic mission."

Other faculty and staff have gone on the record to say that Crew's presidency has led to a downturn in educational quality at the school. "We've lost 25 percent of core faculty," said Kathleen Barker, a professor of psychology and the chair of the MEC Faculty Senate, referring to the faculty situation under Crew's tenure. "This is a huge hit."

According to Zulema Blair, the chair of the college's public administration department, MEC students

A controversial president moves on



Former student Sakia Fletcher is one of many in the MEC community who believed they were retaliated against for speaking out.

have also struggled since the start of the pandemic. "Students and faculty were lacking in everything: supplies, internet access, laptops.... Students weren't being given the equipment that they need to effectively participate [in online school]," she said.

In addition, at the time the PSC protested the layoffs of more than 1,000 adjuncts, Medgar Evers College, along with Bronx Community College, was responsible for the largest number of three-year appointment denials for incumbent adjunct instructors. PSC activists delivered a petition to the MEC campus administration to demand that it reappoint all 66 teaching adjuncts eligible for new or renewed three-year appointments and "reduce the maximum class size to the Spring 2020 level of 28 students."

Blair, Blackman and Barker were among the MEC faculty and staff, joined by other community members, who had called on Crew to resign rather than serve out the remainder of the academic year. In addition to bad leadership, they said, Crew oversaw an environment of bullying and intimidation against colleagues and students.

Consider the case of Sakia Fletcher, who as a student in the Spring of 2019, attended a Community Board 9 hearing at Medgar Evers College to verbally express her displeasure with a local development project supported by the local City Council Member Laurie Cumbo. The next day, Fletcher says, MEC gave her an emergency suspension effective immediately, which barred her from communicating with teachers and from entering the college. Fletcher, who graduated from MEC last year, is currently suing both the college

and Council Member Cumbo on the grounds that her First and Fourth Amendment rights were violated.

LONG HISTORY

Crew was not an unknown entity when he arrived at MEC. He had served as the city's schools chancellor under then-Mayor Rudy Giuliani, before going on to serve in a similar position in Miami-Dade County Florida public schools and later as the chief education officer in Oregon. He attracted controversy in each of these roles. The *Miami New Times* – in a wide-ranging investigation involving interviews, formal complaints and legal documents – characterized him as "a poor chief executive who will do almost anything to enhance his image

as an education reformer, even if it means protecting corrupt but loyal administrators or firing those who expose misconduct."

Crew has not been without his supporters, though. Chancellor Matos Rodríguez hailed Crew's leadership last year, and in a piece published in *Kings County Politics* this past summer, several faculty members and administrators (including Clinton Crawford, the PSC chapter chair at Medgar Evers College) praised the outgoing president, saying, "We have implicit confidence in the unrivaled leadership and unwavering commitment of President Crew." Some faculty believe the problems at MEC are not Crew's fault and that he inherited an underfunded and flawed institu-

tion and that Crew's skillset as a K-12 administrator didn't effectively translate to the CUNY setting.

David Orenstein, a professor of anthropology, said that while he understood that faculty had concerns about Crew's leadership, the former president had responded to a variety of anti-Semitic attacks against Orenstein, including the vandalization of his car in the college parking lot. "Crew was kind, courteous and deeply supportive of me during this difficult time," Orenstein said, adding, "for this, he gained my support."

SPLIT FACULTY

But Blair said that Crew's leadership had split the faculty and staff into two "tribes," one that was critical of his leadership and one loyal to the administration. She hoped that his resignation would bring a new day to the campus.

"We've witnessed this tribalism at Medgar Evers College," she said. "Tribalism has no place in an academic institution. We need a president who is a visionary and who will work with faculty and staff to establish a collegial and supportive academic environment for faculty, staff and students. We need leadership who understands and implements the mission and objectives of social justice for which the college is built on, and for which the community needs. We will work extremely hard to reverse the damage that has been done and rebuild a stronger and more robust Medgar Evers College, a historic Black institution."

For his part, Crew said in his resignation letter that he is "immensely gratified by the growing array of programmatic innovations initiated in our school of education, business, liberal arts and science, health and technology," and that there were "a good many more achievements and milestones along the way."

Vaxxing at CUNY campuses



York College, above, is one of the main COVID-19 vaccination sites in the city. Medgar Evers College is another one.

CUNY selling off its posh homes

By MAURIZIO GUERRERO

As part of a strategy to generate revenue under severe budget shortfalls triggered by the pandemic, CUNY has decided to sell residences usually provided to serving college presidents at Medgar Evers College and the College of Staten Island (CSI). According to management's plan, CUNY also intends to eventually sell its remaining presidential houses at Baruch College, Lehman College, Queens College and Brooklyn College.

"For us to be able to really move into what we've got to do – which is educate our students – we want to get out of this business of the presidential housing," said Hector Batista, CUNY's executive vice chancellor and chief operating officer, during a December 2020 meeting at which the CUNY Construction Fund (CUCF) approved the dispositions. Batista has also served as CUCF's acting interim executive director since December.

DOLLAR BILLS

The two properties could raise around \$4.4 million. The CSI presidential house, located at 35 Beebe Street in Staten Island, was purchased in 1999 for \$960,000 and appraised last fall, according to Batista, at \$1.3 million. The Medgar Evers College residence, an apartment in the iconic Williamsburgh Savings Bank Tower in Downtown Brooklyn, was recently appraised at \$3.09 million. CUNY purchased it for \$1.5 million in 2010.

CUNY's Board of Trustees unanimously approved the sales on December 14 of last year.

"Probably, there are two more [residences] that we would be bringing forward in the future," Batista said during the CUCF meeting. He added that in some cases, the maintenance costs of presidential houses are in the "hundreds of thousands of dollars."

In lieu of a residence, CUNY offers a housing allowance of \$5,000 per month to presidents or deans of colleges. The chancellor receives a monthly housing allowance of \$7,500 on top of his \$650,000 annual pay. Additional compensation for the chancellor includes a vehicle, business expenses, memberships in professional associations, pension and health insurance.

These types of perks are in addition to the annual salaries CUNY approved in 2017 for presidents and deans.

The idea to sell its presidential houses dates back to 2001, when then-Chancellor Matthew Goldstein reportedly submitted a plan to sell eight residences worth more than \$10 million. Some were eventually sold off. The four-story brownstone on the Upper East Side, once intended as the chancellor's residence, brought in \$3.4 million in 2009.

Yet in 2010, CUNY purchased the apartment in the Williamsburgh

Houses for presidents raise cash in a crunch



The College of Staten Island president's home at 35 Beebe Street in Staten Island.

Savings Bank Tower that it is now bringing to market.

CUNY advocates say the initiative to sell off the opulent homes, which are themselves symbols of housing the inequalities between upper-management and the rest of CUNY, is a welcome one, but PSC activists are quick to note that the plan is not a replacement for a real effort to increase annual state funding for CUNY.

In February, *Clarion* reported that housing insecurity – the inability to pay rent or utilities, or the need to move frequently – was experienced by 55% of CUNY students, according to a 2018 survey published in March 2019. The survey also found 14% of CUNY students reported having experienced homelessness, and 3% self-identified as homeless.

CLOSE THE DEAL

It is not certain when CUNY will be able to close a deal on any of the properties it has decided to sell or how much cash it will ultimately obtain. The CSI house (built in 1945) needs a lot of "mechanical stuff that has to get fixed," said Batista.

Questioned by New York Senator Toby Ann Stavisky, chair of the Higher Education Committee, Batista acknowledged that because of the pandemic, the real estate market was currently "soft."

"We will do our best to make sure that we recoup as much of the money as possible," said Batista. "If we don't get what we believe we should be getting," he suggested, the sales may be postponed. As of March 10, none of the properties were listed on com-

mercial real estate market websites.

Overall, CUNY is reviewing its assets to identify potential revenue sources or savings that could support its core educational mission, said Frank Sobrino, a university spokesperson.

Last year, the Board of Trustees Committee on Facilities Planning and Management reportedly approved a \$750,000 contract with Real Estate Solutions Group (RESG) to assess the value of CUNY's more than 300 buildings,

comprising 29 million square feet, across all five boroughs.

CUNY's academic and administrative offices comprise 30% of the university's square footage, followed by instructional (28%) and support services (18%). The residential properties, which make up a relatively negligible part of CUNY's real estate assets, are included in the unassigned and non-institutional agencies' assets or "other" category, which makes up 8% of CUNY's square footage.

AGED HOMES

The average building at CUNY is more than 50 years old, most are over 30 and some exceed 100. To maintain these assets, CUNY requested \$3.627 billion in its five-year capital plan for the fiscal year 2021-22 through 2025-26 for capital renewal and minor repair.

In this context, CUNY is looking for sources of additional revenue and savings. "To the extent any of these facilities holds untapped potential to generate revenue to support CUNY's core mission, the university would like to determine the opportunities available to it," Sobrino explained to *Clarion*. "This is consistent with best fiscal practices across higher education nationally."

To many like Stavisky, the disposition of buildings is preferable to other options for offsetting budget cuts. "I would rather see a property sale," Stavisky said at the CUCF meeting, "than raising tuition on students or firing professors."

Blatant power grab by CSI prez

By ARI PAUL

One CUNY campus president is borrowing a line from King Louis XIV: *L'école, c'est moi* – the school, it is me.

William Fritz, the president of the College of Staten Island (CSI), is proposing a dramatic overhaul of the governance structure of the school that faculty advocates say would dissolve faculty governance and consolidate power under the president. The proposal, which requires a successful faculty referendum before going to the CUNY Board of Trustees for approval, would create the CSI College Senate, which would "replace the existing College Council and Faculty Senate," and "be a unicameral body, representing the faculty, students, non-teaching instructional staff and administrators of the college, presided over by the president of the college."

The outrage from faculty leaders at the college is palpable. "[The proposal] dismantles nearly every institution of shared governance and

Referendum on governance

shuts faculty out of all of its major roles in campus leadership," said Jane Marcus-Delgado, the chair of the CSI Faculty Senate. "Like many CUNY campuses, CSI has a long-established tradition of faculty participation in all aspects of campus life. Its most important leadership bodies – in terms of representative governance and checks and balances – would be eliminated under the president's plan. Gone would be the Faculty Senate, the College Council, the Institutional Planning Committee and nearly every major body chaired by faculty members. Replacing them would be committees headed by the president and administered at his discretion. Many faculty, myself included, vehemently object to the proposal in terms of both its process and content," said Marcus-Delgado.

Is it just a coincidence that this sweeping change consolidating power under the president comes

just months after the CSI Faculty Senate voted no confidence in both the president and the provost? As *Clarion* reported in February, that vote focused on two main issues: the undermining of faculty governance and the mishandling of the campus budget.

PAYBACK?

John Verzani, the chair of CSI's College Council (his authority would be abolished under the proposal) and a professor of mathematics, certainly believes that the president's proposal is a response to the Faculty Senate vote. "The president did not admit to that, but I don't see any other reason," Verzani said.

George Sanchez, the PSC chapter chair at CSI, agreed. He noted that the new governance plan, if approved and enacted, would do away with the faculty governance body that recently voted no confidence in the president and provost.

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New benefit: paid family leave

By CLARION STAFF

After complex negotiations involving the PSC, CUNY management, New York State, New York City and two insurance carriers, the union reached an agreement on paid family leave (PFL). CUNY faculty and professional staff – full time and part time – will have the right to take up to 12 weeks every year of paid, job-protected time off to bond with a new child or care for a family member who is ill.

PFL provides time free from work responsibilities with compensation at a percentage of normal pay. The time may be used to care for a spouse who is recovering from surgery, to take a parent to a weekly medical treatment, to stay home with a child suffering from serious physical or mental illness, to bond with a newborn child, to welcome a foster child and more.

Full information is available on the PSC website and answers to some of the most frequently asked questions can be found below.

What is New York State Paid Family Leave (PFL)?

Paid Family Leave, under New York State law, is paid, job-protected time off to bond with a new child, care for a family member with a serious health condition, assist one's family if a member is deployed on active military service outside the United States and – in 2021 – provide care for family members who have contracted COVID-19.

Frequently asked questions

Why is the PFL benefit at CUNY starting now?

Under the NY State Paid Family Leave Act, which took effect in 2018, most private-sector employers were required to implement PFL immediately. Public-sector unionized employers like CUNY, however, were not obligated to offer PFL; they have the option to offer PFL, but only if an agreement on terms consistent with the state law is negotiated with the affected union(s).

During negotiations for the current PSC contract in 2019, the PSC won agreement from CUNY management to develop a PFL benefit for both full-timers and part-timers. Developing the benefit required adapting PFL for the employment structure at CUNY, while staying within the requirements of the law. Negotiations involved the PSC, CUNY management, the city, the state, and two insurance companies. The PSC reached agreement in early March, and CUNY management, the city and the state agreed to implement the program promptly.

What kinds of family care are covered under PFL?

PFL may be used to:

- bond with a new child of any age during the first 12 months after the child's birth or the child's placement for adoption or foster care with the employee;

- participate in providing care for an eligible family member with a serious health condition that involves inpatient care in a hospital, hospice, or residential health care facility, or continuing treatment or supervision by a healthcare provider;
- attend to family obligations when a spouse, domestic partner, child or parent is on **active military service outside the United States** or has been notified of an impending call or order of active service abroad;
- and in a new provision for 2021, PFL may be used to care for a family member who has contracted COVID-19. In some situations, PFL may also be used to provide care when a dependent child is under quarantine or isolation because of COVID-19.

Which family members with a serious health condition may I care for under PFL?

The statute defines family member as follows:

- spouse,
- domestic partner (including same and different gender couples; legal registration not required),
- child/stepchild and anyone for whom you have legal custody,
- parent/stepparent,
- parent-in-law,
- grandparent,
- grandchild,
- Siblings are not covered.

Under the statute, a "child" means a biological, adopted or foster child or stepchild of the eligible employee or his/her domestic partner; legal ward of the employee; or a child for whom the employee stands *in loco parentis*. A child must either be under the age of 18 or incapable of self-care because of mental or physical disability. "Parent" means a biological, foster, or adoptive parent, a parent-in-law, a stepparent, a legal guardian, or other person who stood *in loco parentis* to the employee when the employee was a child. "Grandchild" means a child of the employee's child. "Grandparent" means a parent of the employee's parent.

Who is eligible for PFL?

Paid Family Leave is available to both full-time and part-time CUNY employees represented by the PSC who meet specific requirements. Citizenship and immigration status are not factors in eligibility. The vast majority of PSC-represented employees have already achieved eligibility because of how long they have worked at CUNY.

- **Teaching adjuncts and graduate assistants** are eligible once they have completed 26 weeks of employment. For teaching adjuncts, each week worked counts as a week for purposes of establishing the 26 weeks of employment, regardless of how many contact teaching hours the adjunct teaches per week.
- **Faculty and professional staff** working 20 hours or more per week are eligible after 26 consecutive weeks of employment. Breaks

between semesters during which the employee remains on payroll are counted toward the 26 consecutive weeks of employment.

- **Faculty and professional staff** working fewer than 20 hours per week are eligible after 175 days of employment. A workday includes any day that the employee is scheduled to work.

Are adjunct faculty, adjunct CLTs, non-teaching adjuncts, continuing ed faculty and graduate employees eligible for PFL?

Yes, provided they meet the minimum requirements for time worked above. For the first time, grad employees and the thousands of part-time employees at CUNY will have access to paid time off for parental needs or family care.

Will I be paid at my full rate while on PFL?

No. Under state law, employees on PFL are paid 67% of their average weekly wage, up to a cap of 67% of the statewide average weekly wage (SAWW). The SAWW is calculated annually by New York State; currently it is \$1,450.17. The maximum weekly benefit for 2021 is 67% of this amount, or \$971.61.

Because of the cap, faculty and staff who earn \$75,408.84 a year or more will be paid \$971.61 per week while on PFL. Consistent with state

Continued on page 12

Retaliation against faculty?

Continued from page 6

"This is a direct response to the vote of no confidence. No one can question this," he said. "President Fritz was given a strong vote of no confidence at the Faculty Senate of the college on December 17, 2020. That vote was given over two months of open, transparent discussions within every department, and with staff, prior to the vote in December."

Verzani, among the other faculty leaders on campus, urged faculty to vote "no," not just because he believes the proposal constitutes a power grab by the president, but because voting would begin at the end of March. Normally, he said, a referendum on governance changes of this magnitude would happen after months of discussion. "I think this is extremely rushed," he said. "I think there's a design in rushing it."

TOO FAST

Marcus-Delgado, a professor of political science, blasted the speed of the referendum as well and viewed the entire referendum process as a rigged game. "The CSI



College of Staten Island faculty are outraged by a proposal to overhaul governance.

president's timeline and process for the proposed gutting of the college's shared governance are alarming," she said. "He has called for comments on a public website, a town hall and a referendum. All of these

elements are biased and flawed. Given the precarity of employment, the intimidating hierarchy of the administration and community members' total dependence on the college for their livelihood and pro-

fessional survival, who is going to publicly denounce this ill-conceived initiative on a website or in a public forum? And the intrepid souls who do speak out at the town hall will be given *two minutes* to speak."

Sanchez urged a 'no' vote, saying, "It is paramount for all eligible voters at CSI to reject outright this assault on our governance plan by a president who was soundly given a vote of no confidence only three months ago. We need to do this to save our governance, but equally important, we need to do this to prevent this from happening at any other CUNY campus. If this is allowed to happen at CSI, it can happen at any of our institutions."

LOTS OF ISSUES

The Faculty Senate vote of no confidence in the president cited several issues concerning governance, including that the President did not articulate a clear intellectual or scholarly vision for CSI and had failed to provide leadership or consistent instructional policies, guidelines or parameters during the pandemic; approved and allowed online class sizes to increase against the recommendations of the Faculty Senate and the faculty in general; and also "ignored the Faculty Senate

Committee reports on research and technology submitted over the last two years."

Deborah DeSimone, secretary of the Faculty Senate, said of the no confidence vote last December, "There were ample opportunities for debate" and "this vote truly represents the concerns of the faculty at large."

BASELESS

Verzani said of the president's proposal, "It seems punitive in nature," adding that "there's no reason the college can't affect changes through a traditional process" and that "there's no reason why an upset president should dictate terms of roles on campus, which are designed to limit his exposure to faculty."

For Verzani, the proposal is clearly about disempowering the faculty in the governance process by putting the president at the head of a unicameral governing structure. "This plan takes away faculty leadership and replaces it with administrative leadership," Verzani said. "It fails to have a system where faculty have a voice to affect real change," adding that "it happens to be a poorly worded plan and has many fundamental flaws.... It's a demonstration of a failure to build a consensus around ideas and assert authority he doesn't have."

A New Deal for CUNY: for free t

By CLARION STAFF

In February, the PSC and a coalition of CUNY advocates and state legislators unveiled the New Deal for CUNY, an ambitious piece of legislation that would not only save the university from further state budget cuts, but reverse decades of underfunding (see February issue of *Clarion* for initial coverage). The goal of the legislation is not merely to fix CUNY, but to protect the quality of education. It aims to restore a tuition-free university and increase the number of faculty and staff.

Supporters can send state lawmakers a message urging them to pass the bill here: tinyurl.com/new-deal-4-CUNY-letter.

The obvious question CUNY advocates hear in response is: How will you pay for it? PSC and its allies have thought long and hard about this. Along with pushing for much-needed revenue bills in the New York State Legislature, the PSC and the CUNY Rising Alliance have issued a thorough concept paper on the bill that explains how it works. It is reproduced below.

1. Increase the ratio of full-time faculty-to-students ratio and professionalize adjunct compensation.

No single factor is more important to student success and a university's academic stature than the student-to-faculty ratio. As a result of decades of inadequate public funding, the number of full-time faculty at CUNY has plummeted by more than 4,000 positions even as enrollment has soared. Full-time professors have been replaced by temporary, part-time instructors and adjuncts. Even tuition increases of more than 50% over the last ten years at both senior and community colleges have been insufficient to offset the loss of public funds.

New York cannot accept a substandard ratio of full-time faculty to students and unprofessional compensation for adjunct instructors. They hurt our students and they hurt our state. The New Deal for CUNY mandates public funding to lift the ratio of full-time faculty to undergraduate students and close the equity gap between full-time and part-time prorated salaries.

BELOW THE NORM

In 2003, both CUNY and SUNY maintained overall ratios of 43 full-time faculty members to 1,000 full-time-equivalent (FTE) students in the four-year colleges, a number already below national norms for public universities. By 2017, the ratio at SUNY had increased slightly, to 47, while at CUNY it dropped to 35. At certain colleges within both systems, however, the ratio is even lower. The New Deal for CUNY brings the ratio up to 65 full-time faculty members per 1,000 FTE students at both senior and community colleges of CUNY over the next five years.

Legislation for a better CUNY



Students and PSC members marching in Brooklyn in support of the New Deal for CUNY.

A ratio of 65 full-time faculty members to 1,000 FTE students, or approximately 15 students to one full-time professor, would align CUNY with national averages. CUNY's current ratio of 35 full-time faculty to every 1,000 FTE students creates a student-to-faculty ratio of 1:29. The national average ratio of full-time faculty to FTE students, according to the federal government's National Center for Education Statistics, is 1:14. There are nearly twice as many full-time faculty per students nationally at other colleges and universities than there are at CUNY.

HALF THE SUPPORT

That CUNY students, who face far greater academic and economic challenges than the average college student, have access to only half as much full-time faculty support as students nationally speaks volumes about New York's failure to invest adequately in their education and their lives. CUNY's location in New York City and its powerful educational mission have enabled the university to attract exceptionally well-qualified adjunct faculty who are deeply committed to their students. But access to full-time faculty remains essential for student success. A major study by the National Bureau of Economic Research shows that institutional resources play a far greater role in student success than student preparation. Full-time faculty are a critical resource. With the time and economic security a full-time tenured or

tenure-track position provides, full-time faculty are in a unique position to invest in their students. As active researchers, professorial faculty also have institutional support for involving students in scholarly and scientific research and bringing the benefit of their own scholarly activities into the classroom.

Reaching the target of 65 full-time faculty to every 1,000 FTE students at CUNY will require hiring 5,000 new full-time faculty. The New Deal for CUNY mandates reaching that number over five years through a mix of assistant professor and lecturer positions. It calls for a combination of approaches for new hires: national searches for research faculty; targeted searches and recruitment of faculty from underrepresented racial, ethnic and gender groups; conversion of existing part-time positions for current adjuncts into full-time lecturer positions; and additional laboratory technician staffing in the physical sciences.

The legislation provides for a concerted national hiring campaign to attract full-time faculty from underrepresented groups. It also creates opportunities for long-serving adjuncts to assume full-time faculty positions at the appropriate faculty rank. As CUNY converts from a largely part-time faculty to a largely full-time faculty, the adjunct faculty who have developed expertise in working with CUNY students should have the opportunity to be hired in full-time positions.

CUNY has filled the massive hole in its core instructional budget by replacing thousands of stable full-time faculty positions with precarious, short-term adjunct positions. The university currently employs more than 12,000 adjunct faculty and only 7,500 full-time faculty. Despite the major gains in the current collective bargaining agreement between CUNY and the PSC, adjunct faculty positions are still not paid on the basis of equity with comparable full-time positions and often still lack the support a professor needs, such as an office, time to conduct research and professional working conditions. Students are shortchanged when adjunct faculty continue to be paid at unprofessional rates and cannot devote full time to their work at CUNY. Many still have to scramble for other part-time work and run from college to college cobbling together an income. Every faculty member who teaches CUNY students should be recruited, supported and compensated as a professional.

STRUCTURAL INEQUALITY

The replacement of full-time faculty with underpaid, contingent adjuncts is a national problem, and it systematically undermines both the quality of higher education and labor standards. It is not simply a matter of collective bargaining, however; it is a structural inequality built into CUNY's budget by the consistent failure of public funding to keep pace with enrollment. New York, long a leader on labor issues, should take the lead in undoing that

structure. Inadequate academic staffing can no longer be the norm. New York should also call a halt to normalizing unequal conditions and unprofessional compensation for the adjunct faculty.

Because of the strides made in the most recent PSC-CUNY contract, the cost of professionalizing adjunct compensation at CUNY is substantially lower than it would have been in years past. An increased investment of \$127 million every year for five years would raise the ratio of full-time faculty to students, staff classrooms and laboratories, and professionalize adjunct compensation. The investment would transform academic staffing at CUNY and create a new model nationwide.

Senior college cost over five years:

\$453 million

Community college cost over five years: \$183.5 million

Total cost over five years:

\$636.5 million

METHODOLOGY: Cost of hiring 3,500 assistant professors and 1,500 lecturers, plus fringe benefits, minus savings from replacement of adjunct appointment hours by full-time faculty appointment hours as full-time faculty are hired = \$461.5 million. Cost of increasing adjunct compensation to equity, on a prorated basis, with equivalent full-time faculty title = \$175 million, split 70/30 between senior and community colleges.

2. Reset the ratios of mental health counselors and academic advisors to students, in line with national standards.

CUNY students, perhaps more than any other college population in the country, bear stresses that make it extraordinarily difficult to stay in college, sometimes even to survive. More than 60% of CUNY undergraduates have family incomes under \$30,000 a year. Eighty percent are people of color. Forty-two percent report food insecurity. Many are parents, and more than half work at least half-time. For thousands of CUNY students, every day is a struggle with poverty, hunger, racism, homelessness, low-wage work and parenting. For most CUNY students, the only available access to academic support or mental health counseling is within the university. That CUNY students absorb the stresses they do and nevertheless persist in their college education is a testament to their hunger for knowledge and commitment to transforming their lives. They know what is at stake in earning a college degree.

Yet CUNY's ratio of mental health counselors to students falls dangerously below the national standard, a standard that assumes students with far fewer stresses and much more support. The International Accreditation of Counseling Services calls for a ratio of 1:1,000 mental health counselors to students. At CUNY, the ratio is closer to 1:2,700. The New Deal for CUNY would

Tuition and more investment

make a fundamental investment in students' success and survival by lifting the ratio of mental health counselors to students to 1:1,000 and maintaining at least that level.

The New Deal for CUNY also mandates public investment, again at the federal, state and city level, in academic advisors and other student support personnel. The Center for an Urban Future has recently recommended academic advisors on a ratio of 1:600 students. CUNY's own highly successful ASAP program attributes much of its success in doubling two-year graduation rates to its interventionist academic advising; ASAP is staffed with academic advisors at a ratio of 1:150. Especially for a student body where many are the first in their families to attend college and many thousands are newly arrived immigrants, hands-on academic advising can make the difference between graduating and dropping out. Limited access to advisors means that students often spend precious semesters in courses that do not contribute to their majors or fail to enroll in the required courses they need. For a relatively modest public investment, CUNY could provide every student with academic support and ensure that students get the maximum benefit from their efforts in college.

Senior college cost over five years: \$28 million

Community college cost over five years: \$12 million

Total cost over five years: \$40 million

METHODOLOGY: Two different counseling specialties are urgently needed at CUNY: mental health counselors and academic advisors. The two are distinct fields, each with special qualifications. The International Accreditation of Counseling Services sets a standard for clinical mental health counselors in colleges of 1:1,000 students. To

reach the nationally recommended ratio of 1:1,000 mental health counselors to students, CUNY would need to add 125 mental health counseling positions, distributed between faculty and professional staff titles. Assuming a mix of lecturers and HEO associates, plus fringe benefits, the cost of increasing the ratio of mental health counselors CUNY-wide to the nationally approved level would be \$15 million. Using a median number of 250 new academic advising positions and other student support positions, the cost CUNY-wide of providing sufficient academic advising positions would be \$25 million. These costs were aggregated and then divided on a 70/30 split between senior and community colleges.

3. Make CUNY free: eliminate undergraduate tuition and fees for in-state undergraduate students and replace tuition income with public funds.

For more than a century, CUNY led the national conversation about the right to a free college education. New York would not be the city and state it is today had CUNY not provided a way for each new wave of immigrants to receive a free, rigorous college education. Every one of CUNY's Nobel laureates attended tuition-free. It is not an overstatement to say that there would be no healthcare industry, no fashion industry, no publishing industry, a diminished finance industry and a scarcity of public school teachers in New York City if not for CUNY's unmatched ability to offer new immigrants, the working class and the poor a chance to attend college free that they received nowhere else. And it is indisputable that New York would not be the gateway for successive generations of immigrants without access to free college.

Now, when the national conversation has shifted back to CUNY's

original great idea of providing free college education to all, it is time for New York to define the national higher education agenda again. Nothing is more important in taking leadership than instituting genuinely free

Support in both state houses

tuition. Reintroducing free tuition at CUNY would be especially powerful as a public investment in communities currently under attack because of rising racism, anti-Semitism and anti-immigrant bigotry. Free undergraduate tuition at CUNY would send an unmistakable message to the rest of the country that New York believes that "the children of the whole people," regardless of origin, race or citizenship status, should be educated together and with equal resources. What powers CUNY intellectually, despite its meager funding, is precisely the mix of students, with the subjugated knowledge and intellectual passion they bring to their work.

Even if the next president of the United States is elected on a platform of free tuition at public colleges, free tuition is unlikely to be achieved immediately or easily. New York can demonstrate right now that a new, progressive approach to college education is possible. CUNY is the right place to do it.

A BIG PLAN

The New Deal for CUNY mandates that all tuition and fees for in-state undergraduate students within specified time-frames for degree completion be eliminated, and that the revenue to the colleges that would otherwise derive from tuition and fees be replaced annually by federal, state and city funds.

One model for achieving free tuition and fees would be to eliminate eligibility for TAP for CUNY undergraduates (annually \$332 million) and use the funding formerly provided through TAP to help to support free tuition for all, thus reducing the

cost. Financial aid counselors at the colleges could be retrained as academic advisors and other support personnel, further reducing costs. The legislation would mandate, however, that students who meet the income requirements would retain eligibility for federal Pell grants, enabling them to dedicate those funds to the heavy expenses of textbooks and other supports.

Senior college cost: \$660 million

Community college cost: \$136 million

Total cost: \$796 million

Operating Budget Costs of the New Deal for CUNY

Total senior college operating budget increase over five years: \$1.141 billion, approximately \$228 million additional per year in each of five years

Total community college operating budget increase over five years: \$331.5 million, approximately \$66.3 million additional per year in each of five years

Total CUNY operating budget increase over five years: \$1.472.5 billion

Capital Budget

Invest in capital renewal plan to address urgent issues of safety, accessibility, energy, capacity and maintenance of CUNY buildings.

The most visible sign of systematic inadequate funding of CUNY is the state of its physical plant. Any renewal of CUNY must address the degraded and sometimes dangerous conditions in its classrooms, libraries and laboratories.

While CUNY includes some important and beautiful new buildings, much of the physical plant is more than 50 years old. Decades of underinvestment have meant that these buildings have deteriorated and essential repairs have not been made. The result is massive overcrowding on many campuses, leaky roofs, broken plumbing, dangling ceiling tiles, dangerous pavements, failure to replace ma-

jor electrical components, burst pipes, inadequate heating, cooling and ventilation problems, and many other hazards. Too often, the physical environment at CUNY hinders rather than supports teaching and learning. As they navigate around makeshift repairs in hallways, classrooms, libraries and bathrooms, students have to struggle to accomplish the ordinary activities of learning. All too often, especially at the campuses with high concentrations of the low-income students, the physical environment telegraphs the message that their studies – and their lives – do not matter.

SENDING A MESSAGE

As a diverse, public university in a progressive state and the largest city in the nation, CUNY should send a message about the importance of education, about sustainability in an urban environment, and about hope. Education is inherently about the future, and CUNY has the opportunity to contribute to mapping out a sustainable future, both by renewing the physical plant and by drawing on the expertise of its environmental science faculty. CUNY could provide leadership on such urgent issues as how to upgrade buildings to meet emerging flood standards, how to promote the transition to renewable energy by using the resources of CUNY's 300 city buildings, how to create models for a sustainable urban environment. The New Deal for CUNY mandates a five-year capital plan consistent with the university's capital plan that combines capital renewal and repair with new strategic initiatives, including technology upgrades and sustainability projects.

Senior college capital cost over five years: \$3.79 billion

Community college capital cost over five years: \$1.41 billion

Total capital budget increase over five years: \$5.2 billion



Higher education advocates believe in raising taxes on the wealthy to fund vital services like CUNY.

PROFESSIONAL STAFF CONGRESS/CUNY
FINANCIAL STATEMENTS with SUPPLEMENTAL INFORMATION
AUGUST 31, 2020 and 2019
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Independent Auditor's Report

To the Executive Board of Professional Staff Congress of the City University of New York
We have audited the accompanying financial statements of the Professional Staff Congress of the City University of New York (PSC/CUNY), which comprise the statements of financial position as of August 31, 2020 and 2019, and the related statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements: Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility: Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the PSC/CUNY's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the PSC/CUNY's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion: In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Professional Staff Congress of the City University of New York as of August 31, 2020 and 2019, and the changes in its net assets and cash flows for the years then ended, in conformity with accounting principles generally accepted in the United States of America.

Change in Accounting Principle: As discussed in Note 11 to the financial statements, PSC/CUNY adopted new accounting guidance, ASU 2014-09 – Revenue from Contracts with Customers (Topic 606), ASU 2018-08 - Not-for-Profit Entities (Topic 958) Clarifying the Scope and the Accounting Guidance for Contributions Received and Contributions Made, and ASU 2017-07 – Compensation – Retirement Benefits (Topic 715), Improving the Presentation of Net Periodic Pension Cost and Net Periodic Post Retirement Benefit Cost. Our opinion is not modified with respect to this matter.

Report on Supplemental Information: Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental Schedules of Expenses by Category are presented for purposes of additional analysis and are not a required part of the financial statements. Supplemental information is the responsibility of the PSC/CUNY's management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

Novak Francella LLC
New York, New York, February 26, 2021

STATEMENTS OF FINANCIAL POSITION AUGUST 31, 2020 AND 2019		
	2020	2019
Assets		
Cash and cash equivalents	\$ 1,237,823	\$ 711,649
Investments – at fair value		
Mutual funds	12,367,478	10,849,343
Investments – other		
Certificate of deposit	992,000	992,000
Total investments	13,359,478	11,841,343
Receivables		
Dues	167,000	125,000
Due from related entities	141,000	617,400
Due from other	-	90,000
Total receivables	308,000	832,400
Property and equipment		
Equipment	731,585	702,649
Leasehold improvements	658,758	531,860
Furniture and fixtures	342,580	341,405
	1,732,923	1,575,914
	(1,471,411)	(1,416,898)
Less: accumulated depreciation		
Net property and equipment	261,512	159,016
Total assets	\$ 15,166,813	\$ 13,544,408
Liabilities and Net Assets		
Current liabilities		
Accrued expenses	\$ 403,058	\$ 273,379
Accrued compensated balances	589,981	697,814
Due to related entities	1,629,418	1,620,215
Deferred revenue	64,119	-
Total current liabilities	2,686,576	2,591,408
Long-term liabilities		
Deferred rent	\$ 410,166	\$ 567,227
Unfunded projected pension benefit obligation	4,263,151	4,071,885
Total long-term liabilities	4,673,317	4,639,112
Total liabilities	7,359,893	7,230,520
Net assets without donor restrictions	7,806,920	6,313,888
Total liabilities and net assets	\$ 15,166,813	\$ 13,544,408

See accompanying notes to financial statements.

NOTES TO FINANCIAL STATEMENT
AUGUST 31, 2020 AND 2019

NOTE 1. ORGANIZATION AND TAX STATUS

The Professional Staff Congress of the City University of New York (PSC/CUNY) was created by a merger of the Legislative Conference of The City University of New York and the United Federation of College Teachers. It was created to be the collective bargaining representative of the instructional staff of the City University of New York (CUNY). The Professional Staff Congress of the City University of New York is a Local (Local 2334) of the American Federation of Teachers (AFT). Through the AFT, PSC/CUNY is affiliated with New York State United Teachers (NYSUT) and The American Federation of Labor and Congress of Industrial Organizations (AFL-CIO).

The purpose of PSC/CUNY is to advance and secure the professional and economic interest of the instructional staff of the CUNY and other members of the bargaining units of PSC/CUNY. The objectives of PSC/CUNY are to negotiate and administer collective bargaining agreements; to improve the quality of education, research and scholarship at the CUNY; to cooperate with other educational, professional, and labor organizations in order to enhance the quality of education in the nation and to promote the professional and economic interests and the welfare of all workers; to serve as the public representative of the instructional staff of the CUNY and other members of the bargaining units of the Professional Staff Congress; and to cooperate with other CUNY employee and academic organizations and student bodies in order to advance the interests of the faculty, staff and students of the CUNY and the community it serves. The benefits members receive are paid for by contributions from the employer, CUNY, which are negotiated during bargaining as part of members' compensation. PSC/CUNY and its affiliated organizations have arranged for various special economic benefits for its members. Supplemental health and welfare benefits are paid from a separate trust fund and are not included in these financial statements.

PSC/CUNY is exempt from Federal income taxes under Section 501(c)(5) of the Internal Revenue Code under a blanket exemption of the AFT.

Accounting principles generally accepted in the United States of America require management to evaluate tax positions taken by PSC/CUNY and recognize a tax liability if PSC/CUNY has taken an uncertain position that, more likely than not, would not be sustained upon examination by the U.S. Federal, state, or local taxing authorities. PSC/CUNY is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. Typically, tax years will remain open for three years; however, this may differ depending upon the circumstances of PSC/CUNY.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Method of Accounting - The accompanying financial statements are prepared using the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP) for non-profit organizations. Net assets are classified as net assets without donor restrictions and with donor restrictions. Net assets are generally reported as net assets without donor restrictions unless assets are received from donors with explicit stipulations that limit the use of the asset. PSC/CUNY does not have any net assets with

donor restrictions. Membership dues and fees are accounted for as exchange transactions.

Net Assets without Donor Restrictions - Net assets that are not subject to donor-imposed restrictions and may be expended for any purpose in performing the primary objectives of PSC/CUNY. These net assets may be used at the discretion of PSC/CUNY's management and the Board of Directors. Net assets without donor restrictions totaled \$7,807,020 and \$6,313,888 for the years ended August 31, 2020 and 2019, respectively.

Cash and Cash Equivalents - PSC/CUNY considers all cash and highly liquid investments, including certificates of deposit with initial maturities of three months or less, to be cash equivalents.

Investments - Investments are carried at fair value which generally represents quoted market prices, or the net asset value of the mutual funds, as of the last business day of the fiscal year as provided by the custodian or investment manager. Certificates of deposit held for investment that are not debt securities are classified as Investments - other and are carried at cost.

Property and Equipment - Property and equipment are recorded at cost. Major additions are capitalized while replacements, maintenance and repairs which do not improve or extend the lives of the respective assets are expensed currently. Depreciation is computed over the assets' estimated useful lives, three to thirty years, by the straight-line method. Depreciation expense was \$54,513 and \$50,127 for the years ended August 31, 2020 and 2019, respectively.

Accrued Compensated Balances - Future employee absences that have been earned but not yet taken are accrued within the contract limits. The accrued compensated balances were \$589,981 and \$697,814 for the years ended August 31, 2020 and 2019, respectively.

Membership Dues and Dues Receivable - Membership dues are recognized as revenue over the membership period. Dues come from members through payroll deductions and direct payments. Dues receivable are recorded as revenues are recognized. PSC/CUNY has determined that no allowance for doubtful accounts for receivables is necessary as of August 31, 2020 and 2019.

Deferred Rent - Operating leases are recognized on a straight-line basis over the term of the lease. Deferred rent has been recorded for the difference between the fixed payment and the rent expense. Deferred rent was \$410,166 and \$567,227 for the years ended August 31, 2020 and 2019, respectively.

Estimates - The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect reported amounts and disclosures in the financial statements. Actual results could differ from those estimates.

NOTE 3. CONCENTRATION OF CASH

PSC/CUNY places its cash and certificates of deposit with financial institutions deemed to be creditworthy. The balances are insured by the Federal Deposit Insurance Corporation (FDIC) up to \$250,000. Cash balances and certificates of deposits may at times exceed the insured deposit limits. As of August 31, 2020, PSC/CUNY's cash and certificates of deposit in excess of FDIC coverage totaled \$987,823 and \$742,000, respectively.

STATEMENTS OF FUNCTIONAL EXPENSES YEARS ENDED AUGUST 31, 2020 AND 2019						
	2020			2019		
	Total	Member Services	Support Services	Total	Member Services	Support Services
Affiliation fees	\$ 10,122,154	\$ 10,122,154	\$ -	\$ 9,934,737	\$ 9,934,737	\$ -
Salaries, employee benefits and payroll taxes	5,775,348	2,461,884	3,313,464	5,450,920	2,270,353	3,18,567
Representational and governance	114,506	114,506	-	146,542	146,542	-
Public relations	96,697	96,697	-	154,877	154,877	-
Building expenses	1,457,241	621,222	836,019	1,401,783	583,843	817,940
Administrative, office and general	338,820	92,205	246,615	420,801	124,297	296,504
Professional fees	733,350	733,350	-	461,140	461,140	-
Contract and budget campaigns	317,051	317,051	-	759,168	759,168	-
Stipends and reassigned time	458,436	458,436	-	505,851	505,851	-
Depreciation expense	54,513	-	54,513	50,127	-	50,127
Membership campaign	11,328	11,328	-	31,707	31,707	-
Total expenses	\$ 19,479,444	\$ 15,028,833	\$ 4,450,611	\$ 19,317,653	\$ 14,972,515	\$ 4,345,138

STATEMENTS OF ACTIVITIES
YEARS ENDED AUGUST 31, 2020 AND 2019

	2020	2019
Revenue		
Membership dues	\$ 16,255,106	\$ 15,109,810
Organizing assistance	3,591,029	3,546,488
Investment income, net	742,525	802,753
Rental income	283,077	260,616
Other income	55,029	-
Total revenue	\$20,926,766	19,719,667
Expenses		
Affiliation fees	10,122,154	9,934,737
Salaries, employee benefits, and payroll taxes	5,775,348	5,450,920
Representational and governance	114,506	146,542
Public relations	96,697	154,877
Building expenses	1,457,241	1,401,783
Administrative, office and general	338,820	420,801
Professional fees	733,350	461,140
Contract and budget campaigns	317,051	759,168
Stipends and reassigned time	458,436	505,851
Depreciation expense	54,513	50,127
Membership campaign	11,328	31,707
Total expenses	19,479,444	19,317,653
Net increase in net assets before other changes	1,447,322	402,014
Other changes in net assets		
Unfunded pension benefits obligation adjustments other than net periodic pension service cost	45,710	(837,336)
Net increase (decrease) in net assets	1,493,032	(435,322)
Net assets without donor restrictions		
Beginning of year	\$ 6,313,888	\$ 6,749,210
End of year	\$ 7,806,920	\$ 6,313,888

See accompanying notes to financial statements.

STATEMENTS OF CASH FLOWS
YEARS ENDED AUGUST 31, 2020 AND 2019

	2020	2019
Cash flows from operating activities		
Change in net assets	\$ 1,447,322	402,014
Adjustments to reconcile change in net assets to net cash provided by operating activities		
Depreciation	54,513	50,127
Net realized and unrealized (gains) losses	(455,685)	(502,569)
Unfunded pension benefit obligation adjustments other than net periodic pension service cost	45,710	(837,336)
Decrease (increase) in assets:		
Dues receivable	(42,000)	232,000
Due from related entities	476,400	(279,400)
Due from other	90,000	(90,000)
Increase (decrease) in liabilities:		
Accrued expenses	129,679	(48,424)
Accrued compensated absences	(107,833)	95,781
Due to related entities	9,203	(520,302)
Deferred revenue	64,119	-
Deferred rent	(157,061)	(128,993)
Unfunded projected pension benefit obligation	191,266	968,420
Net cash provided by (used for) operating activities	1,745,633	(658,682)
Cash flows from investing activities		
Purchase of property and equipment	(157,009)	(21,322)
Purchase of certificates of deposit	(297,000)	(298,000)
Liquidation of certificates of deposit	297,000	298,000
Sale of investments	678,254	23,699
Purchase of investments	(1,740,704)	(1,299,359)
Net cash used for investing activities	(1,219,459)	(1,296,982)
Net (decrease) increase in cash	526,174	(1,955,664)
Cash and cash equivalents		
Beginning of year	711,649	2,667,313
End of year	\$ 1,237,823	711,649

See accompanying notes to financial statements.

NOTE 4. AVAILABILITY AND LIQUIDITY

The following represents PSC/CUNY's financial assets available within one year of the statements of financial position date for general expenditure at August 31, 2020 and 2019:

	2020	2019
Financial assets available within one year:		
Cash & cash equivalents	\$ 1,237,823	\$ 711,649
Investments	13,359,478	11,841,343
Receivables	308,000	832,400
Total financial assets	14,905,301	13,385,392
Less investments maturing greater than one year	(793,000)	(794,000)
Financial assets available to meet general expenditures within one year	\$14,112,301	\$12,591,392

As part of PSC/CUNY's liquidity plan, excess cash is maintained in checking and money market accounts, and certificates of deposit.

NOTE 5. FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described as follows:

Basis of Fair Value Measurement:

Level 1 - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the PSC/CUNY has the ability to access.

Level 2 - Inputs to the valuation methodology include: quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in inactive markets; inputs other than quoted prices that are observable for the asset or liability; inputs that are derived principally from or corroborated by observable market data by correlation or other means. If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another. In such instances, the transfer is reported at the beginning of the reporting period.

For the years ended August 31, 2020 and 2019, there were no transfers in or out of levels 1, 2, or 3.

The following tables set forth, by level within the fair value hierarchy, the major categories of investments measured at fair value at August 31, 2020 and 2019:

	Fair Value Measurements at August 31, 2020			
	Total	Level 1	Level 2	Level 3
Mutual funds	\$ 12,367,478	\$ 12,367,478	\$ -	\$ -
Investments at fair value	\$ 12,367,478	\$ 12,367,478	\$ -	\$ -

	Fair Value Measurements at August 31, 2019			
	Total	Level 1	Level 2	Level 3
Mutual funds	\$ 10,849,343	\$ 10,849,343	\$ -	\$ -
Investments at fair value	\$ 10,849,343	\$ 10,849,343	\$ -	\$ -

PSC/CUNY contributes to the Professional Staff Congress/CUNY Pension Plan (the Plan), a single-employer plan covering professional and management employees who meet age and service requirements. Contributions are actuarially determined.

NOTE 6. SINGLE-EMPLOYER PENSION PLAN

The Professional Staff Congress of the City University of New York Pension Plan is a defined benefit plan paying 2.2% of Final Average Compensation for each year of service, up to 25 years. Final Average Compensation is the average compensation over the last highest 5 consecutive years (or highest 60 months) of service. Plan assets do not include any securities of the employer or related entities. No amount of future annual benefits of plan participants is covered by insurance contracts. There were no significant transactions between the PSC/CUNY or related parties and the Plan during the years ended August 31, 2020 and 2019.

The following are the balances as of or for the years ended August 31, 2020 and 2019 as provided by the Plan's actuary:

	2020	2019
Projected benefit obligation	\$ (10,367,175)	\$ (9,038,340)
Fair value of plan assets	6,104,024	4,966,455
Funded status	\$ (4,263,151)	\$ (4,071,885)
Accumulated benefit obligation	\$ (2,004,164)	\$ (1,797,367)
Amounts recognized in the statement of financial position:		
Noncurrent liabilities	\$ (4,263,151)	\$ (4,071,885)
Amounts in net assets not recognized as components of net periodic benefit cost:		
Accumulated net gain or (loss)	(2,258,987)	(2,274,518)
Weighted-average assumptions:		
Discount rate (to discount plan benefit obligations)	2.59%	2.85%
Discount rate (to measure net periodic pension cost)	2.85%	4.00%
Expected return on plan assets	7.00%	7.00%
Rate of compensation increase	4.00%	4.00%
Employer contributions	\$ 420,000	\$ 431,047
Benefits paid	\$ 91,497	\$ 60,355
Net periodic pension cost - service cost	\$ 656,976	\$ 562,131
Other components of net periodic pension cost:		
Interest cost	\$ 256,180	\$ 295,236
Expected return on assets	(362,316)	(312,091)
Recognize actuarial (gain) loss	75,957	39,142
Other	-	46,070
	\$ (30,179)	\$ 68,357

The change in unfunded pension benefit obligations consists of the following:

	2020	2019
Changes in net periodic pension cost - service cost: Net periodic pension cost - service cost	\$ 656,976	\$ 562,131
Less: Employer contributions	(420,000)	(431,047)
	\$ 236,976	\$ 131,084

Changes recognized in unrestricted net assets other than net periodic pension cost - service cost:	\$	(30,179)	\$	68,357
Other components of net periodic pension cost				
Increase (decrease) in unrecognized accumulated net gain or loss	\$	(15,531)	\$	768,979
	\$	(45,710)	\$	837,336
	\$	191,266	\$	968,420

In 2020 and 2019, PSC/CUNY has recorded a gain of \$45,710 and a loss of \$837,336, respectively, to its net assets for the additional change in accrued pension payable beyond the current-year pension expense.

The Plan's expected long-term rate of return on assets assumption is 7.00%. This assumption represents the rate of return on Plan assets reflecting the average rate of earnings expected on the funds invested or to be invested to provide for the benefits included in the benefit obligation.

The assumption has been determined by reflecting expectations regarding future rates of return for the investment portfolio, with consideration given to the distribution of investments by asset class and historical rates of return for each individual asset class.

For the years ended August 31, 2020 and 2019, there were no transfers in or out of levels 1, 2 and 3.

The following tables set forth, by level within the fair value hierarchy, the major categories of Plan investments measured at fair value and the allocation of the Plan's net assets available for benefits at August 31, 2020 and 2019:

SEE TABLE 1

PSC/CUNY's investment policies are designed to ensure that adequate plan assets are available to provide future

payments of pension benefits to eligible participants. Taking into account the expected long-term rate of return on plan assets, PSC/CUNY formulates the investment portfolio composed of the optimal combination of cash and cash equivalents, equities, fixed income and mutual funds.

Future Cash Flows

The projected contribution for next fiscal year is \$420,000.

The following benefit payments, which reflect expected future service, are expected to be paid as follows:

2021	\$ 1,014,887
2022	\$ 226,371
2023	\$ 218,508
2024	\$ 330,595
2025	\$ 217,572
2026 - 2030	\$ 1,720,407

NOTE 7. MULTIEMPLOYER DEFINED BENEFIT PENSION PLAN

PSC/CUNY participates in the Office and Professional Employees International Union, Local 153 Pension Fund, a multiemployer defined benefit pension plan, under the terms of a collective bargaining agreement that covers its union-represented employees who meet age and service requirements. The risks of participating in multiemployer defined benefit pension plans are different from single-employer plans in the following aspects:

- Assets contributed to the multiemployer defined benefit pension plan by one employer may be used to provide benefits to employees of other participating employers.
- If a participating employer stops contributing to the multiemployer defined benefit pension plan, the unfunded obligations of the multiemployer defined benefit pension plan may be borne by the remaining participating employers.
- If the Plan chooses to stop participating in the multiemployer defined benefit pension plan, the Plan may be required to pay the multiemployer defined benefit pension plan an amount based on the underfunded status of the multiemployer defined benefit pension plan, referred to as a withdrawal liability.

PSC/CUNY's participation in the multiemployer defined benefit pension plan for the annual periods ended August 31, 2020 and 2019 is outlined in the table below. The zone status is based on information that PSC/CUNY received from the multiemployer defined benefit pension plan and is certified by the multiemployer defined benefit pension plan's actuary. Among other factors, pension plans in the red zone are generally less than 65 percent funded, pension plans in the yellow zone are less than 80 percent funded, and pension plans in the green zone are at least 80 percent funded.

SEE TABLE 2

* PSC/CUNY participates in the Local 153 Pension Fund through a collective bargaining agreement between PSC/CUNY and the Office & Professional Employees International Union, Local 153AFL-CIO (Local 153). The collective bargaining agreement has a three-year term of October 1, 2018 through September 30, 2021.

SEE TABLE 3

* The employer contribution rate of the Pension Plan was \$275 per week per employee effective June 1, 2020, and \$267 effective June 1, 2019.

SEE TABLE 4

NOTE 8. MULTIEMPLOYER PLAN THAT PROVIDES POSTRETIREMENT BENEFITS OTHER THAN PENSIONS

PSC/CUNY contributed to one multiemployer defined benefit health and welfare plan during the years ended August 31, 2020 and 2019 that provides postretirement benefits for its full-time support staff employees. PSC/CUNY's contributions to the welfare plan on behalf of its full-time support staff employees, contribution rates, and number of employees covered were as follows:

SEE TABLE 5

*Under a collective bargaining agreement between Local 153 and PSC/CUNY, PSC/CUNY established coverage through an insured Preferred Provider Organization Plan to provide medical, dental and prescription benefits. PSC/CUNY contributed \$66 per month to Local 153 Health Fund per active employee and \$8 per month per retiree under a collective bargaining agreement between Local 153 and PSC/CUNY to provide supplement benefits for life insurance coverage and vision benefits.

NOTE 9. RELATED PARTY TRANSACTIONS

Identification of Related Organizations

PSC/CUNY has the following related entities:

- American Federation of Teachers (AFT)
- New York State United Teachers (NYSUT)
- Professional Staff Congress of the City University of New York Welfare Fund
- The American Association of University Professors (AAUP)

The entities listed above share common trustees, officers or affiliation with PSC/CUNY.

PSC/CUNY is affiliated with New York State United Teachers (NYSUT) and the American Federation of Teachers (AFT) through arrangements whereby PSC/CUNY pays dues to each entity in order for its members to participate in affiliated programs and, in turn, is reimbursed for various expenses, including reimbursements

for meetings, organizing, legislative representation, training programs, and arbitration.

Dues paid to NYSUT for the years ended August 31, 2020 and 2019 were \$6,539,652 and \$6,463,851, respectively. As of August 31, 2020 and 2019, PSC/CUNY owed NYSUT \$1,057,000 and \$1,069,000, respectively, for dues. Dues paid to AFT for the years ended August 31, 2020 and 2019 were \$3,256,126 and \$3,147,839, respectively. As of August 31, 2020 and 2019, PSC/CUNY owed AFT \$556,000 and \$542,000, respectively, for dues.

Reimbursements from NYSUT for the years ended August 31, 2020 and 2019 were \$3,319,634 and \$3,282,090, respectively. As of August 31, 2020 and 2019, NYSUT owed PSC/CUNY \$116,000 and \$521,000, respectively. Reimbursements from AFT for the years ended August 31, 2020 and 2019 were \$271,395 and \$264,398, respectively. As of August 31, 2020 and 2019, AFT owed PSC/CUNY \$25,000 and \$88,000, respectively.

PSC/CUNY pays NYSUT a monthly fee for dues processing. Dues processing fees totaled \$76,357 and \$72,600 for the years ended August 31, 2020 and 2019, respectively. As of August 31, 2020 and 2019, PSC/CUNY owed NYSUT \$9,807 and \$6,050 for dues processing, respectively. As of August 31, 2020, PSC/CUNY owed NYSUT \$1,772 for postage.

PSC/CUNY reimburses the Welfare Fund for shared computer services. PSC/CUNY's portion of shared computer expenses totaled \$49,887 and \$38,978 for the years ended August 31, 2020 and 2019, respectively. As of August 31, 2020 and 2019, PSC/CUNY owed the Welfare Fund \$3,937 and \$1,334, respectively for shared computer services. As of August 31, 2019, the Welfare Fund owed PSC/CUNY \$5,400 in consulting fees related to office construction. As of August 31, 2020 and 2019, PSC/CUNY owed the Welfare Fund \$902 and \$1,831 in other consulting fees.

Office Space Leases

PSC/CUNY leases office space from 61 Broadway Owner, LLC (the Realty Corp). On September 30, 2005, PSC/CUNY entered into a sixteen-year lease with the Realty Corp for Suites 1500 and 1615 of the 61 Broadway building. The lease was amended on August 4, 2009 and May 17, 2012 to include Suites 1630 and 1610, respectively. The leases, all which expire on August 31, 2022, are classified as operating leases and provide for minimum annual rentals, plus certain additional expense escalations and utility charges. Per the agreement, PSC/CUNY is also responsible for its portion of real estate taxes.

The minimum annual future rental payments under the three leases are summarized as follows: Year ending August 31,

2021	1,282,830
2022	1,309,149
Total	\$ 2,591,979

Rent including utilities and maintenance was \$1,206,265 and \$1,189,874 for the years ended August 31, 2020 and 2019, respectively.

PSC/CUNY subleases office space to the Professional Staff Congress of the City University of New York Welfare Fund, a related party. The Welfare Fund pays PSC/CUNY a sum equal to 23.90% of the lease of Suite 1500. The sublease expires on August 31, 2022.

The minimum annual future rental income under the sublease with the related party is summarized as follows: Year ending August 31,

2021	216,546
2022	220,877
Total	\$ 437,423

Total rental income for the years ended August 31, 2020 and 2019 was \$283,077 and \$260,616, respectively. As of August 31, 2019, the Welfare Fund owed PSC/CUNY \$3,000 for rent. This amount was reimbursed as of August 31, 2020.

NOTE 10. LITIGATION

Certain claims, suits, and complaints arising in the ordinary course of business have been filed or are pending against PSC/CUNY.

On October 24, 2018, a non-member filed a lawsuit against PSC/CUNY along with several of its affiliates, as a class action suit. The claim arises from PSC/CUNY's collection of agency fees of which the non-member is seeking an order from the court directing a refund, along with interest, damages, and reasonable attorney fees and costs. The complaint does not specify a dollar amount sought. The plaintiffs filed an amended complaint of April 12, 2019. PSC/CUNY and its affiliates in the suit are parties to a joint defense agreement

TABLE 2

Legal Name of Pension Plan	Pension Plan's Employer Identification Number	Pension Plan's Plan Number	Pension Protection Act Zone Status				Expiration Date of Collective Bargaining Agreement
			Zone Status	Extended Amortization Provisions Used?	Zone Status	Extended Amortization Provisions Used?	
Local 153 Pension Fund	13-2864289	001	Red as of 01/01/20	No	Red as of 01/01/19	No	*

TABLE 3

Legal Name of Pension Plan	Contributions paid by the Plan directly to the Pension Plan		Contributions to the Pension Plan greater than 5% of total Pension Plan contributions (Plan year ending)	Employer Contribution Rate of the Pension Plan		Number of Employees Covered by the Pension Plan for which the Plan contributes directly to the Pension Plan	
	8/31/2020	8/31/2019		8/31/2020	8/31/2019	8/31/2020	8/31/2019
Local 153 Pension Fund	\$ 126,656	\$ 126,844	No, Plan year ending 8/31/20.	No, Plan year ending 8/31/19.	*	*	9 10

TABLE 4

Legal Name of Pension Plan	Funding Improvement Plan or Rehabilitation Plan Implemented or Pending?	Surcharge paid to Pension Plan by the Benefit Funds?	Minimum contributions required in future by CBA, statutory requirements, or other contractual requirements?	
			No?	If yes, description
Local 153 Pension Fund	Rehabilitation Plan Implemented	Yes	No	N/A

TABLE 5

Legal Name of Plan providing postretirement benefits other than pension	Contributions to Plan		Employer contribution rates		Number of employees covered by Plan	
	8/31/2020	8/31/2019	8/31/2020	8/31/2019	8/31/2020	8/31/2019
Local 153 Health Fund	\$ 9,177	\$ 9,440	*	*	15	16

and moved to dismiss the claim. In an Opinion and Order dated January 3, 2020, the Judge granted the motion to dismiss and issued a judgment dismissing the case on January 10, 2020. The plaintiffs filed a notice of appeal with the U.S. Court of Appeals for the Second Circuit on February 5, 2020. The appeal was upheld by the U.S. Court of Appeals and the case was dismissed on January 11, 2021.

NOTE 11. CHANGE IN ACCOUNTING PRINCIPLE

In March 2017, FASB issued ASU 2017-07 - Compensation-Retirement Benefits (Topic 715), Improving the Presentation of Net Periodic Pension Cost and Net Periodic Postretirement Benefit Cost. The update requires that the service cost component of net periodic

postretirement benefit cost be reported in the same classification line as other employee compensation costs arising from services rendered during the period. PSC/CUNY has adjusted the presentation of the statements of activities accordingly. The ASU has been applied retrospectively. PSC/CUNY used amounts disclosed in the Single-Employer Pension Plan footnote disclosures for the prior comparative periods as a practical expedient for applying the retrospective presentation.

NOTE 12. SUBSEQUENT EVENTS

PSC/CUNY has evaluated subsequent events through February 26, 2021 the date the financial statements were available to be issued, and they have been evaluated in accordance with relevant accounting standards.

SUPPLEMENTAL INFORMATION
SCHEDULES OF EXPENSES BY CATEGORY
YEARS ENDED AUGUST 31, 2020 AND 2019

	2020	2019
Affiliation fees		
New York State United Teachers	\$ 6,539,652	\$ 6,463,851
American Federation of Teachers	3,256,126	3,147,839
The American Association of University Professors	256,667	256,333
Municipal Labor Committee	43,409	36,464
Other	26,000	30,250
	10,122,154	9,934,737
Salaries, employee benefits, and payroll taxes		
Salaries	\$ 3,581,906	\$ 3,512,710
Payroll taxes	287,494	264,845
Health benefit expense	1,084,419	937,222
Pension benefit expense	783,632	688,975
Other	37,897	47,168
	5,775,348	5,450,920
Representational and governance		
Conferences and conventions	\$ 101,651	\$ 112,429
Elections	11,341	27,572
Committees	1,514	6,541
	114,506	146,542
Public relations		
Mobilization and outreach	\$ 72,301	\$ 123,648
Community relations	20,755	26,851
Cultural activities	3,641	4,378
	96,697	154,877
Building expenses		
Rent and services	\$ 1,206,265	\$ 1,189,874
Real estate taxes	151,278	126,794
Repairs and maintenance	99,698	85,115
	1,457,241	1,401,783
Administrative, office and general		
Office	\$ 187,987	\$ 262,870
Postage	23,120	30,542
Insurance	46,172	49,769
Dues processing	76,357	72,600
Other	5,184	5,020
	338,820	420,801
Professional fees		
Legal	\$ 351,219	\$ 176,065
Consulting	191,088	139,457
Accounting and auditing	35,600	34,600
Computer	155,443	111,018
Total Professional Fees	733,350	461,140
Contract and budget campaigns	\$ 317,051	\$ 759,168
Stipends and reassigned time	\$ 458,436	\$ 505,851
Depreciation expense	\$ 54,513	\$ 50,127
Membership campaign	\$ 11,328	\$ 31,707
Total expenses	\$ 19,479,444	\$ 19,317,653

See accompanying notes to financial statements.

Paid family leave

Continued from page 7

law, PFL benefits will be paid by an insurance carrier, not CUNY.

How is PFL paid for?

PFL is supported through mandatory employee contributions. The principle is that a relatively modest contribution from all PSC-represented employees creates a substantial PFL benefit that is available to all in times of family need. For 2021, the payroll deduction is 0.511% of the employee's wages each pay period, up to a maximum of \$385.34 a year. Employees earning \$75,408 more will have a maximum annual deduction of \$385.34, or \$14.82 per biweekly paycheck as determined by New York State.

Employees may calculate their deduction using the NYS PFL deduction calculator: tinyurl.com/PFL-calculator

Are there any caps on the deductions and pay for PFL?

Yes. Both the deductions and the pay under PFL are capped, based on the statewide average weekly wage for New York calculated each year.

Can I opt out of PFL?

Only those PSC-represented employees who meet one of the following conditions may opt out of PFL:

- You work fewer than 20 hours per week and fewer than 175 days in a consecutive 52-week period. Teaching adjuncts and graduate employees will be credited one workday for every contact hour they teach per semester, with a maximum of five workdays per week.
- Or you work 20-plus hours a week but for fewer than 26 consecutive weeks in a 52-week period.

If you think you will meet one of these criteria, you may request to opt out. You will *not* be automatically excluded from the program. You must submit the Employee Opt-Out of Paid Family Leave Benefits Form (tinyurl.com/PFL-opt-out) to your college Human Resources Office for approval. The deductions will stop only after approval. Please see CUNY's detailed guidelines for information on opting out.

What does it mean that my job will be "protected" if I take PFL?

Under the state law, employees who take PFL are entitled to restoration to "the position of employment held by the employee when the leave commenced or to be restored to a comparable position with comparable employment benefits." You are also protected from retaliation if you exercise your rights to PFL.

Will my health insurance be maintained while I am on PFL?

Yes, you are entitled to continuation of your CUNY health insurance benefits and Welfare Fund benefits during PFL. If you pay a premium for health insurance through biweekly deductions from your CUNY paycheck, you will remain responsible for paying that premium while receiving PFL benefits.

How much time off does PFL provide?

PFL provides 12 weeks of leave in any 52-week period if the PFL is taken in weeklong segments, regardless of how many days per week you normally work each week.

An eligible employee may take PFL in daylong increments rather than as whole weeks. To determine the number of PFL days you are eligible for, multiply by 12 the average number of paid workdays per week you worked in the eight weeks prior to the start of PFL. For example, if you are full-time faculty member and are paid for 5 days of work a week, you are eligible for 12 times five days, or 60 days, if you take PFL in one-day increments.

If you are an adjunct or hourly employee working three days per week, you are entitled to 36 days of PFL if you take PFL in one-day increments and to 12 weeks of PFL if the leave is taken in whole weeks. (If you work three days a week, the PFL wage replacement benefit will be based on three days per week.)

If you are an adjunct or hourly employee working three days per week, you are entitled to 36 days of PFL if you take PFL in one-day increments and to 12 weeks of PFL if the leave is taken in whole weeks. (If you work three days a week, the PFL wage replacement benefit will be based on three days per week.)

If I am taking eight weeks of Paid Parental Leave (PPL) after giving birth, may I also take Paid Family Leave?

Yes. If you are eligible for paid parental leave you may take both PPL and PFL, but you cannot take the leaves at the same time. PPL must be used first, immediately after the birth or adoption of the child. If you plan to use both leaves, you must take PFL sometime within 52 weeks of the birth or placement of the child, after the conclusion of your paid parental leave.

There are some differences in coverage, however: our existing PPL does not cover placement of a foster child, and it covers adoptions only of a child five years or younger. PFL has no restrictions on the child's age and includes foster care.

Can I take a half day of PFL if I don't need a full day?

No. The minimum increment for PFL is a full day.

What would be an example of how I might use PFL in one-day increments?

One example: you need to provide care for a parent who is undergoing chemotherapy treatments one day a week for 15 weeks. In that case, you

might elect to take PFL for that one day, or perhaps that day and the following one, every week for 15 weeks. Another example would be providing care for a child with a serious health condition requiring constant parental care. Perhaps your spouse is providing care three days a week and you need to provide care two days each week. In that case, you would take two days of PFL a week. If you are a full-time employee, you would be entitled to a total of 60 days in any 52-week period, so you could take two days a week for 30 weeks.

When do I notify my college that I wish to take PFL?

You are responsible for notifying the college that you intend to apply for PFL benefits. If the request is foreseeable, you must provide the

college HR Office with at least 30 days advance notice. If the event or reason for the leave is not foreseeable, you must notify the college as soon as practicable.

All employees should follow their department procedures and keep their department chairs or supervisors informed of their plans for use of PFL.

What forms do I need to submit and to whom?

To receive PFL benefits, you must complete the appropriate Request for Paid Family Leave Form and provide the necessary documentation. Your college HR Office should provide you the forms and instructions for applying to the insurance carrier that will pay your wage-replacement benefit. If you work at a community college, your benefit will be paid while on PFL by MetLife, through its service provider AbSolve. If you work at a senior college, your benefit will be paid by The Standard Insurance Company. Employees who work at both a senior college and a community college should apply separately to both AbSolve and the Standard to receive 67% of the average weekly wage they receive from each college. The employee, not the college, is responsible for submission of all necessary forms and documentation to the appropriate insurance carrier.

PSC elections – April 2021

Vote for union-wide officers

Voting for the election for the PSC Officers and Executive Council, as well as the delegates to the NYSUT and AFT Convention and AAUP Annual Meeting Delegates, will take place beginning on Thursday, April 1 when the ballots are mailed and will continue until Thursday, April 29 at 5:00 p.m. (EST), the time that the ballots must be received via mail or electronically through the American Arbitration Association website. The ballots will be counted on Friday, April 30. Voting will be by secret ballot available at aaaelections.org 24 hours a day throughout the voting period. Paper ballots will be available only by request.

Every eligible member will receive voting instructions via mail and email with instructions and an individualized personal identification number (PIN). The PIN will be printed above the name and address on the pre-printed ballot. Please check email junk and spam folders in case the email was routed there.

HOW TO VOTE

To vote online, log on to the website of the American Arbitration Association (aaaelections.org). Enter in the space provided your PSC Organization/Login ID (this ID will be provided in the voting instructions mailed and emailed to members). There will then be a field to enter your PIN. You will then be provided instructions on how to cast your vote or how to cast a write-in vote.

Voters with missing or damaged voting instructions should request replacements by calling the AAA Duplicate Hotline (1-800-529-5218) Monday through Friday, 9:00 a.m. to 5:00 p.m. (EST). This number is to be utilized only for duplicate requests. Members may also request replacements by emailing Sacha Ulerio at ulorios@adr.org. Voters are asked not to call or email prior to Thursday, April 8, 2021, to allow sufficient time for the delivery of all voting instructions.

The complete election rules and PSC Constitution may be obtained from the PSC website at tinyurl.com/PSC-election-rules and <https://www.psc-cuny.org/about-us/constitution>. Relevant sections are summarized in the December 2020 *Clarion* in the article "Notice of Nominations and Elections" (psc-cuny.org/clarion/december/2020).

Any questions regarding election procedures or materials can be addressed to elections@pscmail.org.

Editor's note: What follows on pages 13–15, as well as the bottom half of page 16 of this newspaper, are election materials provided by the one slate that is running in this general election. In accordance with PSC election rules, Clarion provides equal access and space in this newspaper for all slates participating in a union-wide general election. While only one slate is participating this year, members are nevertheless encouraged to read through all the materials provided and to become familiar with the candidates and the process.

CUNY solidarity with striking Columbia graduate student workers



PSC members and CUNY students support striking graduate workers at Columbia University, where graduate student workers say the administration will not bargain in good faith over pay and protection from harassment.

NYSUT, AFT delegate nominees

The nominees for delegates to the NYSUT and AFT conventions are:

Anthony Andrews, Jr., York College	Robert Farrell, Lehman College	Marva Lily, Retiree	George Sanchez, College of Staten Island
Robert Balun, City College	Margaret Feeley, Kingsborough Community College	Steve London, Brooklyn College	Emily Schnee, Kingsborough Community College
Hara Bastas, LaGuardia Community College	Beth Ferholt, Brooklyn College	Nivedita Majumdar, John Jay College	Young-Min Seo, LaGuardia Community College
Jeanette Batiz, Bronx Community College	Jennifer Gaboury, Hunter College	Gerald Markowitz, John Jay College	Scott Sheidlower, York College
Michael Batson, College of Staten Island	John Gallagher, Borough of Manhattan Community College	Ángel L. Martínez, Bronx Community College	Ian Singleton, Baruch College
Cynthia Bink, New York City College of Technology	Rulisa Galloway-Perry, John Jay College	A Gerald Martini, Graduate School	Michael Spear, Kingsborough Community College
Lawrence Bosket, Brooklyn College	Soribel Genao, Queens College	Elizabeth Mazzola, City College	Rosa Squillacote, Hunter College
Barbara Bowen, Queens College	David Gerwin, Queens College	Howard Meltzer, Borough of Manhattan Community College	Pamela Stenberg, City College
Robert Cermele, Retiree	Joan Greenbaum, Retiree	Franklin Mirer, Retiree	Christopher Swift, New York City College of Technology
Arthur Chitty, Queens College	Anthony Gronowicz, Borough of Manhattan Community College	Joyce Moorman, Retiree	Joanna Thompson, Borough of Manhattan Community College
Lorraine Cohen, LaGuardia Community College	Orit Gruber, College of Staten Island	Corinna Mullin, John Jay College	Garland Max Thorn, Queens College
Lizette Colon, Hostos Community College	Jane Guskin, Queens College	Sonia Murrow, Brooklyn College	Lynne Turner, Graduate School
Jonathan Cope, College of Staten Island	Jennifer Harrington, City College	J. Paul Narkunas, John Jay College	Alia Tyner-Mullings, Guttman Community College
James Davis, Brooklyn College	David Hatchett, Medgar Evers College	Hemalatha Navaratne, Borough of Manhattan Community College	Sharon Utakis, Bronx Community College
Stuart Davis, Baruch College	Carol Huang, City College	Immanuel Ness, Borough of Manhattan Community College	Andrea Vásquez, Graduate School
Iris Delutro, School of Labor and Urban Studies	Justyna Jagielnicka, Borough of Manhattan Community College	Marcia Newfield, Retiree	Ruth Wangerin, Lehman College
Myrlene Dieudonne, New York City College of Technology	Amy Jeu, Hunter College	Keith Okrosy, Hunter College	Dominic Wetzels, Kingsborough Community College
Susan DiRaimo, Lehman College	Karlene Johnson, Lehman College	Daliz Perez-Cabezas, Hostos Community College	Felicia Wharton, Brooklyn Educational Opportunity Center
Jacqueline DiSalvo, Retiree	Marc Kagan, Lehman College	Sharon Persinger, Bronx Community College	Stanley Wine, Baruch College
Jacqueline Elliott, New York City College of Technology	Susan Kang, John Jay College	Marianne Pita, Bronx Community College	Janet Winter, John Jay College
Luke Elliott-Negri, Graduate School	Geoffrey Kurtz, Borough of Manhattan Community College	John Pittman, John Jay College	
Michael Fabricant, Hunter College	Steve Leberstein, Retiree	Anselma Rodriguez, Brooklyn College	
	Penny Lewis, School of Labor and Urban Studies	Nancy Romer, Retiree	

A leadership transition for volatile times

For the past 21 years, under the extraordinary leadership of President Barbara Bowen, the New Caucus has led the PSC and built it into a strong, progressive union. The PSC under New Caucus leadership has improved conditions at CUNY and become a force in the labor movement locally and nationally. President Bowen’s decision not to seek another term means that the union will undertake a historic transition during a historic crisis in public health, economic stability and social justice. The New Caucus has planned for this leadership transition, developing another generation of skilled, principled and creative leaders. They include returning Executive Council (EC) members who are experienced union veterans and committed newcomers who bring vitality, diversity and engagement with their campuses and constituencies. This Executive Council will seize every opportunity to advance

the PSC’s vision and values on behalf of faculty, staff and the communities CUNY serves. The New Caucus candidates for PSC Principal Officers demonstrate the deep union experience and passion for the PSC’s mission shared by the whole New Caucus slate. James Davis is a resilient advocate who will bring to the role of President experience on the Executive Council, in collective bargaining and as chair of a vibrant chapter. Andrea Vásquez, an outstanding organizer and union strategist and HEO at the Graduate Center, will remain as First Vice President. She plays a key role in the transition, bringing the experience she has gained during her first term as First Vice President. The Vice President for Senior Colleges, Penny Lewis, will step into the PSC Secretary role, bringing her experience of four terms on the EC, and manifold experience at CUNY and the broader

city labor movement. Felicia Wharton, longtime Chapter Chair at one of CUNY’s four Educational Opportunity Centers, offers her acumen in the Treasurer position. Wharton is a mathematician who has served on the PSC Finance Committee for three years. In tandem with four seasoned Vice President candidates, Iris DeLutro, David Hatchett, Rosa Squillacote and Sharon Utakis, the officers will collaborate with the Executive Council to transform this moment of crisis into a moment of possibility, one in which visionary leadership and an organized union membership can work together toward realizing the founding promise of the people’s university. **OUR PLATFORM** There is no going back to the way things were before the pandemic. Racial austerity has threatened CUNY’s mission for years, so a re-

turn to “normal” is not a viable option. The New Caucus candidates seek to meet the challenges of the pandemic and economic uncertainty head-on, representing and engaging PSC members so that we can collectively create the conditions for faculty, staff and students to be safe and to thrive. The New Deal for CUNY and the coalition work we have done with students and unions is an important expression of the bold agenda we will continue to pursue. We believe CUNY’s overreliance on tuition should end. Alongside the CUNY Rising Alliance, we call for a tuition-free, quality education for all CUNY students. The New Deal for CUNY demand for 5,000 new full-time faculty hires over the next five years is at once totally transformative and totally achievable, given the sources of untapped revenue in New York State. Fulfilling that demand

would allow many long-serving adjuncts to move into positions with security and compensation that reflect their expertise and would allow for prioritization in the hiring of faculty from under-represented groups. The New Deal for CUNY also mandates higher ratios of advisors and counselors. By increasing the number of full-time faculty and staff, and pursuing pay parity for adjuncts. The New Deal for CUNY envisions a university in which all students can be successful and the careers of faculty and staff can flourish. We believe that our legislative and bargaining agendas must be connected. We will continue to bargain hard and wisely on your behalf and to frame our demands in relation to the communities in which we live and work. We will continue to prioritize equity for our lowest-paid faculty and staff

NEW CAUCUS SLATE FOR 2021 PSC ELECTION

FOR PRESIDENT

James Davis has served since 2015 as Chapter Chair at Brooklyn College, where he is professor of English. He was elected to the PSC Executive Council in 2018 as Senior College Officer and serves on the Bargaining Committee. A longtime PSC activist, he was drawn to organizing with students and colleagues 17 years ago to prevent tuition hikes and military recruitment on campus. He has helped to wage successful chapter campaigns for health and safety, academic freedom, union membership, adjunct equity, anti-racism and cross-title solidarity. With the PSC, he has led lobbying teams in Albany and demonstrations in the streets, represented the union in public hearings and helped to negotiate the implementation of the full-time faculty teaching-load reduction. He currently holds an elected position on the American Association of University Professors National Council. Prior to his Brooklyn College appointment, James spent four years adjuncting at NYC-area colleges and two years in a tenure-line position at a community college. A devoted teacher and scholar, he has published widely on American literature and is a recipient of the Excellence in Teaching Award from Brooklyn College. As President, he is eager to be a passionate voice for academic labor and sustain an effective, united PSC in the struggle for a flourishing university.



FOR TREASURER

Felicia Wharton is a doctoral lecturer at the Brooklyn Educational Opportunity Center (BEOC) and has taught mathematics at New York City College of Technology (NYCCT). In 2014, she became the chapter chair of the BEOC and currently serves on the PSC finance committee. Felicia is an active advocate for the Educational Opportunity Centers (EOCs), ensuring that EOCs maintain wage and benefit parity with CUNY employees in similar titles, and as chair has established a strong relationship with the NYCCT PSC chapter, as NYCCT is the administering college of the BEOC. She is a CUNY graduate with a PhD in urban education from the Graduate Center, a master's in pure mathematics from Hunter College, and recently a master's in higher education administration from Baruch College. Her research focuses on the issues and challenges teachers and students encounter in teaching and learning mathematics in adult education programs. Her work has been published in "Coteaching in International Contexts: An examination of Ten Years of Research and Practice and Transforming Urban Education: Urban Teachers and Students Working Collaboratively." As treasurer of the PSC, she will maintain an accurate accounting of all union funds, ensure compliance with relevant legislation and make sure that the union assets are safeguarded and used solely to benefit our members and priorities.



COMMUNITY COLLEGES VICE PRESIDENT

Sharon Utakis currently serves as a Community College Officer on the PSC Executive Council. She is a professor at Bronx Community College (BCC), where she teaches English & ESL, with a PhD in linguistics from the CUNY Graduate Center. Before coming to BCC in 2000, she taught as a contingent faculty member at City Tech, Baruch and Queens College, as well as at colleges in several other states. She has been part of the BCC Chapter Executive Committee for many years and served as grievance counselor, among other roles, before becoming chapter chair from 2015 to 2020. She has worked to make the chapter leadership more diverse and inclusive. Sharon also serves on the New Caucus Governing Board, and helped to organize two New Caucus anti-racism forums. Currently, Sharon leads the union-wide one-on-one conversations committee, organizing strike readiness through phone banking across campuses. She is a strong believer in one-on-one organizing.



FOR FIRST VICE PRESIDENT

Andrea Vásquez is the PSC First Vice President and running for re-election in the same position. A Brooklyn native, Andrea attended NYC public schools and earned her BA from Hunter College. She is Associate Director at the Graduate Center's American Social History Project/Center for Media and Learning. She has been active in the PSC since the moment she was hired in the HEO series in 2000. Before becoming First Vice President, she served as HEO Chapter Chair where she focused on contract enforcement and building new leadership, especially among women of color in the HEO series. As First Vice President, she has focused on membership and PSC coalition work with other unions, the revenue coalition, and the CUNY Rising Alliance. As a part of the union's legislative and coalition work, Andrea has played a leading role in the New Deal for CUNY campaign and legislation. Andrea feels privileged to have had the support, passion, wisdom and solidarity of her sister officers over the past three years and she is committed to assisting in a smooth and effective transition from one strong principled leadership body to another.



FOR SECRETARY

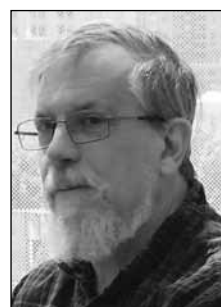
Penny Lewis is Associate Professor of Labor Studies at the CUNY School of Labor and Urban Studies, and Vice President for Senior Colleges for the PSC. She received her doctorate at the Graduate Center and has worked at CUNY since, including as a graduate fellow at John Jay, adjunct at Queens, teacher at the Hunter Campus Schools, and instructor at Borough of Manhattan Community College. A PSC activist since grad school, Penny has been on the Executive Council since 2009, Co-Chair of the Solidarity Committee, Labor-Management Chair and is currently on the Bargaining Committee. She has helped lead numerous campaigns over the years, such as successful efforts to win in-state tuition for undocumented students, local campus reductions in class size and pay equity raises, and efforts to help the PSC and other New York unions prepare for the *Janus* decision. She writes about social movements, and is co-editor of the forthcoming *Immigration Matters: Visions, Strategies and Movements for a Progressive Future* (The New Press, 2021) and coauthor of the forthcoming *A People's Guide to New York City* (University of California Press, 2021). Penny is excited to be part of a strong team to secure past gains and bring us closer to a just and equitable CUNY for workers and students alike.



Geoffrey Kurtz is Associate Professor of Political Science at Borough of Manhattan Community College (BMCC), where he has served as Chapter Secretary, Vice Chair, and Chair. In those roles, he led a campaign for increased reassigned time and a VOTE-COPE drive, built coalitions with student groups, initiated a department representative network, helped launch off-hours forums for adjunct faculty members, and worked to make one-on-one organizing conversations a regular part of the life of the chapter. He has also participated extensively in PSC legislative and electoral efforts. Before arriving at CUNY, he was a field organizer for labor-allied electoral projects, a staffer for other social justice groups, a graduate employee active in the Rutgers AAUP-AFT, and a part-time AFT member-organizer. A political theorist, he studies American political thought and the intellectual history of the democratic left.



Howard Meltzer is a professor in music and art at Borough of Manhattan Community College (BMCC). A longtime member of the American Federation of Musicians, he was a freelance musician and then a recreation specialist for New York City's Department of Parks and Recreation (DC37) and an adjunct at Baruch, BMCC, Fordham, and St. John's University. He worked at the non-union University of North Texas and Lock Haven University of



A leadership transition for volatile times

Continued from page 13

and fight for fair pay and safe working conditions for all. We recognize that a fully-funded, equitably staffed, fairly compensated CUNY will require tenacity at the bargaining table and in our legislative work. Moreover, we will defend existing PSC-CUNY negotiated agreements, bringing the full force of our members behind legal and political remedies to hold the administration accountable to the contract. We will build upon previous initiatives to center the efforts of anti-racism and anti-bullying within CUNY and the union, since addressing the insidious impacts of white supremacy and work-

place harassment is in everyone's interest and demands our shared engagement.

RECENT ACHIEVEMENTS UNDER NEW CAUCUS LEADERSHIP

Our union has been tested throughout the crisis of the pandemic, when our commitment has been to "Save Jobs, Save Lives, Save CUNY." The New Caucus leadership has advocated and ensured the health and safety of CUNY employees, defended contractual agreements, negotiated the option for faculty and CLTs to defer tenure review and fellowship leaves, and led vigorous campaigns that helped to reinstate

more than 1,000 laid-off contingent employees.

In recent years, high rates of union membership and stable budgets have been maintained through New Caucus leadership despite the 2018 *Janus v. AFSCME* U.S. Supreme Court decision. The union's voice has been amplified in the public, legislative and electoral arenas, advancing a public higher education agenda. And the PSC has formed chapter-level committees to build and assess the strike-readiness of members in order to strengthen the union's interrelated campaigns, galvanize chapters and meet the CUNY budget and safety crises with a demonstrable poten-

tial for escalation. New Caucus leaders have helped to forge an effective CUNY Rising Alliance coalition of community groups, unions and student organizations.

This New Caucus slate brings together elected leaders and campus activists with established records of organizing colleagues and fostering union democracy. We believe the union is only as strong as its roots, and we are committed to supporting chapter-level power. We are proud of the achievements of the PSC's New Caucus leadership over recent years. (You can read a comprehensive list here: <https://newcaucus.wordpress.com/our-successes/>) Each one

was a collective achievement, advanced by research, persistence and skillful negotiating, but ultimately powered by the action of wide circles of PSC members in the political arena, at our colleges and in the streets. The cumulative knowledge, energy and experience of PSC members under strong New Caucus leadership has made the difference for our union, our university and our students.

A vote for the New Caucus is a vote for a vibrant, engaged union committed to a better CUNY and a just society.

Vote for union power. MARK YOUR BALLOT FOR THE NEW CAUCUS SLATE.

Pennsylvania. He served on two regional boards of the ACLU, in Dallas and Central Pennsylvania, and as President of an LGBT Community Organization in Dallas, the Oak Lawn Band. In 2003, he was hired at BMCC and served as a Department Chair from 2011 to 2016. Howard has served on the finance committee, organized adjunct fora, and represented BMCC at the Delegate Assembly before his election to the Executive Council in 2018.

Emily Schnee is a professor of English at Kingsborough Community College where she has taught developmental English, composition, and literature classes since 2008. Prior to becoming part of the full-time faculty, she received her PhD in urban education from the CUNY Graduate Center and worked as an adjunct instructor, graduate assistant, and instructor in adult education programs at various CUNY campuses. Her research focuses on questions of justice and equity in community college education and has been published in the *Community College Journal of Research and Practice*, *Community College Review*, *Radical Teacher*, *Teachers College Record* and other journals. Emily has been active in the PSC for the past decade and is honored to have been nominated to serve on the New Caucus slate as a Community College Officer.



CROSS-CAMPUS VICE PRESIDENT

Iris DeLutro, a senior counselor and CUNY-wide coordinator of the LEAP to Teacher Program of the CUNY School of Labor and Urban Studies since 1984, is running for re-election to the position of PSC vice president for Cross-Campus Units. She serves on the board of directors of NYSUT, the PSC bargaining team and the PSC Legislation Committee. Iris has long been a leader in the PSC, and is known across CUNY campuses for her advocacy for all workers and for students. Iris works to ensure equity and advancement for the professional staff and to raise awareness of professional staff issues, including bullying in the workplace, changes to the time and leave time sheets, increased workload and the lack of a promotional system for HEOs and CLTs.



Myrlene Dieudonne is a HEO Cross-Campus Officer seeking re-election to the Executive Council. She works at New York City College of Technology as Associate Director of Campus Services. Prior to joining City Tech, Myrlene worked as Senior Program Manager at the Police Athletic League as a career guidance counselor. She is an active member of the HEO Steering Committee, advocating for better working environments across CUNY. She is also member of several PSC committees, including Health and Safety, the HEO chapter Executive Committee, the Delegate Assembly, and is actively involved with one-on-one outreach and organizing.



Amy Jeu, a college laboratory technician (CLT) in the geography and environmental science department at Hunter College, is a union-wide Officer-at-Large for the CLT Chapter; a member of the PSC Anti-Bullying, Anti-Racism, and Membership Retention Crisis committees; and serves on the PSC-CUNY Welfare Fund Advisory Council. She served for over a decade in the CLT Chapter as Delegate, Secretary, a grievance counselor, Vice Chair and acting Chair proudly representing an overworked, underpaid and deeply committed “invisible” labor force of the university. Through her leadership, the CLT Chapter adopted a Dignity at Work Policy, has taken firm positions on bullying and the misuses of rankism, advocates for equality and fair treatment of all in the workplace and is an agent of change. As a PSC Cross-Campus Officer and a delegate to NYSUT and AFT, her goals include expanding membership engagement to include CLTs, increasing awareness and knowledge of all titles, and sustaining a robust union.



Janet Winter has been a devoted PSC activist for many years, participating in numerous campaigns. Currently a member of the PSC Executive Council (EC), she is the Vice Chair of the HEO chapter and a member of the PSC Health and Safety Committee. She has worked at John Jay College as a HEO for over 30 years, and currently works as the Assistant to the Interim AVP of Enrollment Management. At John Jay, she is a member of the HEO Labor-Management Committee and an ‘honorary’ EC member of the faculty chapter, in which she has participated for years, including in labor-management meetings. Janet is an advocate for HEOs and all members of the PSC. She wants to expand membership participation and engagement in union work.



PART-TIME PERSONNEL VICE PRESIDENT

Rosa Squillacote has been Vice President of Part-Time Personnel since summer 2020 and is a member of the Hunter College Executive Committee. She is honored to be on the New Caucus slate for the same position. Rosa is an adjunct assistant professor in political science, where she teaches law and government classes. She matriculated at the CUNY Graduate Center in 2014 and her research focuses on the democratic possibilities of criminal legal institutions in American governance. Rosa holds a law degree from UC Berkeley and has a long history in criminal justice advocacy, including cofounding the Police Reform Organizing Project (PROP). She was a founding member of the Bronx/Upper Manhattan branch of NYC-DSA and is an active member of Hand in Hand, which organizes domestic employees and employers. She organizes locally with Mott Haven Families against police brutality in the Bronx. Rosa and her partner have two toddlers.



Ángel L. Martínez has taught at CUNY since 2017 and is an adjunct assistant professor at Bronx Community College, where he teaches political science. He also teaches Puerto Rican and Latina/o studies at Hunter College. Ángel serves on the Bronx Community College chapter’s Executive Committee and uses his voice to call out for justice, equality, and job security for adjuncts and part-timers. His research interests include the history of Puerto Rican cultural and political movements in the U.S. and the union’s role in anti-racist solidarity. He is a poet and cultural worker and has performed in labor arts festivals. Ángel is honored to be nominated by the New Caucus for the position of Part-Time Personnel Officer of the PSC.



Pamela Stenberg is an adjunct assistant professor in English at The City College of New York and Hostos Community College. As a part-time faculty member at City College, she has received several Campus Engagement Network grants to work with students and community-based organizations, creating public awareness/education campaigns on disability, prisoner reentry and vaccine acceptance. Pam is a graduate of City College with an MFA in creative non-fiction and a master’s candidate in digital humanities at the Graduate Center. She serves as City College’s Vice Chapter Chair and Adjunct Liaison. She is a staunch supporter of adjuncts, advocating for paid family leave, unemployment benefits, a path to full-time employment and pay equity. In Albany, she has advocated for full funding for CUNY and a tuition-free CUNY. She currently serves on the Anti-Bullying and Membership Retention Crisis Committee. She is honored to be nominated for the position of Community College Officer.

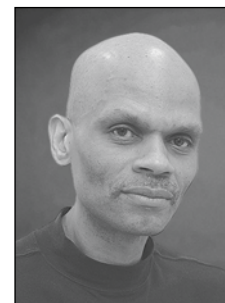


Lynne Turner serves as the Graduate Center Chapter Chair and Part-Time Personnel Officer on the PSC Executive Council. She is a doctoral candidate in sociology at the Graduate Center and teaches as an adjunct lecturer at LaGuardia Community College. Lynne is on the steering committee of the PSC’s Committee for Adjuncts and Part-Timers and took on various leadership roles during the CUNY Summer of Struggle and contract fight. She spearheaded work for fair funding and guaranteed health insurance for tuition-only fellows at the Graduate Center. As a New Caucus coordinator, Lynne organized a multi-university panel on Bargaining for a Common Good in Higher Education and looks to further work building alignment with students and community within multifaceted, escalating campaigns for a New Deal for CUNY. Prior to graduate studies, Lynne was a long-term organizing director, researcher and educator in labor and labor-community organizations, as well as global justice and anti-war activist. Her research on SEIU’s Fight for a Fair Economy is a chapter in “New Labor in New York: Precarious Workers and the Future of the Labor Movement.”



SENIOR COLLEGE VICE PRESIDENT

David Hatchett has been a PSC activist since 2001 and currently sits on the PSC’s Executive Council and serves on the union’s Bargaining Committee. He is a member of the Executive Committee of the Medgar Evers College PSC chapter. David was an adjunct for 22 years and has long been an advocate for part-timers. He has served as the Coordinator of the part-time faculty Liaison Program since 2005. The program employs part-time faculty on 17 CUNY campuses to inform other adjunct faculty about their rights and benefits and encourages them to join the PSC. David is currently a lecturer at Medgar Evers and understands the needs of full-time and adjunct faculty. He is deeply committed to bringing more diversity to the PSC and CUNY.



Michael Batson is a lecturer in the history department and COR 100 Program at the College of Staten Island (CSI). Prior to his appointment in 2017, he was an adjunct lecturer at CSI since 2000, and at Kingsborough Community College from 2010 to 2015. He has been on the Executive Council since 2009 serving two terms as a Part-Time Personnel Officer, and one term as a Senior College Officer, and has served on the bargaining team through the past two contracts through today’s impact bargaining. He has worked as a Part-Time Liaison, and was the VOTE-COPE Coordinator for three years. In the CSI chapter, Michael has worked to grow union membership, both in terms of numbers and engagement. He produced a report in 2010 on the impact of budget cuts on adjunct layoffs, helped to plan and implement the 2017 strike authorization vote, and he played an instrumental role in gaining eligibility for adjuncts to the city health care plan.



Susan Kang is a member of the Delegate Assembly and is running for Senior College Officer. She is an associate professor of political science at John Jay College. Her research and teaching interests include international relations, international political economy, labor and human rights and international law. She has published journal articles and a book on the ways in which unions and social movements can use international human rights law to challenge austerity and neoliberalism. Prior to coming to CUNY, Susan was active in a graduate employees union organizing drive at the University of Minnesota. Susan is also active in state and local politics. She helped create No IDC NY in 2017 and currently serves in leadership in the NYC chapter of the Democratic Socialists of America.





15-MINUTE ACTIVIST

Check out our ND4C ad

On pages 8 and 9 of this newspaper, you will find a summary of the New Deal for CUNY, an ambitious piece of legislation supported by the PSC and other advocates that would fully fund CUNY, bring back tuition-free education and hire more faculty and staff. The bill already has support in both houses of the New York State Legislature.

According to a union release, an ad in support of the higher education bill ran on broadcast and digital media in New York City, Long Island, Westchester and Albany, and featured "a recent rally in support of the New Deal for CUNY."

Check out the ad here: tinyurl.com/new-deal-4-CUNY-ad.

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NEW CAUCUS SLATE FOR 2021 PSC ELECTION

Continued from page 15

George Emilio Sanchez is honored to be nominated to the PSC Executive Council slate for the third consecutive term. He currently is the Chapter Chair at the College of Staten Island and is completing his third term in that role. He is a professor in the drama program of the Performing and Creative Arts Department. He served as Chair for his department for 12 years. He is a performance artist who has created and is presenting a series titled "Performing the Constitution." His next performance, as part of this series, is titled "In the Court of the Conqueror," and focuses on the 200-year-old history of Supreme Court rulings that have diminished the Tribal Sovereignty of Native Nations in Indian Country. He is a Social Practice Artist-in-Residence at Abrons Arts Center on the Lower East Side. In August 2021, he will receive his master's in legal studies in indigenous peoples' law from the College of Law at the University of Oklahoma.



past five years, including Higher Ed Lobby Day in February 2020 to fight for support for CUNY and the Committee of 100 in March 2020.

Nancy Romer is an active retiree chapter member and chair of the Environmental Justice Working Group. She looks forward to working with the new leadership on the PSC Executive Council. She served on the Executive Council from 2000 to 2009, and was an active member of the Brooklyn College PSC chapter from 1973 to her retirement in 2016. Her goals include supporting a smooth transition with the new leadership, establishing more agency and capacity in the various union committees and working groups, expanding retiree engagement in the community, supporting movement and electoral work of the PSC, and expanding democratic participation of all members. Nancy is a professor emerita of psychology at Brooklyn College.



student, college assistant, adjunct, and HEO, and delegate has given him a unique and personal insight into the concerns that our members face.

Luke Elliott-Negri is the Legislative Representative for the PSC-CUNY. He serves on the Bargaining Committee, and is running for re-election as a university-wide officer. As the Legislative Representative, he has helped coordinate the PSC's 2021 endorsement process and electoral work. He has also worked with elected and staff leaders to develop and execute a state-level legislative strategy, with a focus on the New Deal for CUNY. Luke works as a non-teaching adjunct at the School of Labor and Urban Studies, where he conducts research on worker organizing. He has published studies on labor, politics and social movements in journals such as *Social Problems*, *Socius*, *New Labor Forum*, and *Social Movement Studies*. His forthcoming co-authored book project with Oxford University Press analyzes the conditions under which social movements can make substantial gains.



She's also active on the PSC's Legislative Committee and in the CUNY Rising Alliance.

Sharon Persinger has served since 2015 as Treasurer of the PSC. During that period, she chaired the committee that worked to negotiate contract provisions for observations of online courses, participated in the Legislative Committee, and served as Co-Chair of the internal Contract Enforcement Committee, in addition to leading the development and monitoring of the union budget. She is currently a member of the Anti-Bullying Committee and the Membership Retention Crisis Committee. Previously, she served as Vice Chair and Chair of the chapter at Bronx Community College, where she is an associate professor in the department of mathematics and computer science.



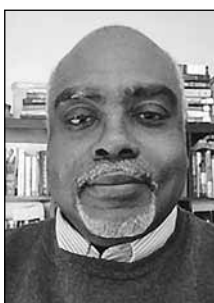
RETIREES

Prior to retirement, **Marva Lilly** served three years as HEO Chapter Treasurer at John Jay College. She participated in the campaign to sign up non-fee-payers to the PSC. She was an Alternate Delegate and attended Delegate Assembly meetings and many rallies. Since joining the PSC Retiree Chapter Executive Committee, she has worked on the Social Safety Net Committee, presenting workshops to NYSUT state-wide audiences of educators and community groups on the benefits of saving Social Security. Marva currently serves as Secretary of the PSC Retiree Chapter Executive Committee and a NYSUT Retiree Council Delegate. She served on the NYSUT Registration Committee in 2019. She has participated as a lobbyist in Albany for the



UNIVERSITY-WIDE

Lawrence Bosket has had a long and varied connection with Brooklyn College (BC). It began in Fall 1997 when he entered the Adult Degree Program to pursue a dual-BA degree in sociology and political science. After completing his degrees, he became a graduate student in the Political Science department. Concurrently, he started working as a CUNYCAP in the Admissions Office. In 2005, he became an assistant to HEO and later a transfer admission counselor. His connection with Brooklyn College also included a stint as an adjunct lecturer at Brooklyn College from 2006 through 2013. He has been a HEO Delegate since 2016 and currently serves on BC Campus Reentry Review Team and the Team for Racial Justice. His background as a



Jennifer Gaboury is a full-time lecturer on an adjunct conversion line in the department of women and gender studies at Hunter College. She's currently working on a book about segregation related to shared objects and intimate public spaces, including public bathrooms. She has served on the boards of CLAGS (Center for LGBTQ Studies) and Alternatives to Marriage Project, and has been a member of the Advisory Committee for the LGBTQ Rights Division at Human Rights Watch, where, in another lifetime, she also worked. She currently serves as Chapter Chair at Hunter College for the PSC CUNY.



Youngmin Seo is an adjunct lecturer in the social science department at LaGuardia Community College and Borough of Manhattan Community College (BMCC). He has a master's in anthropology from the City College of New York and is ABD in anthropology at the CUNY Graduate Center. He has taught at several CUNY campuses, including Lehman, Kingsborough, and is currently at BMCC. He served as Student Senator at the Graduate Center from 1994 to 1996. He was an alternate College Senator at LaGuardia Community College from 2012 to 2014. He has been a PSC Delegate since 2014 and a LaGuardia PSC Adjunct Liaison from 2016. He has also served the chapter as an Executive Committee member. He will focus on the equity for all part-timers, CETs, NTAs, CLTs and adjuncts. He will work for full-time faculty suffering through suffocating workloads, but he will fight hardest for students and their future.

