

Summary and Highlights of New PSC Contract Provisions – Instructional (Faculty) and Non-Instructional (HEO) Staff

Contract Provisions	Additional Information
<p><u>Wage Increases</u> The term of the contract is from 12/01/2017 to 02/28/23 (63 months). Wage increases are as follows:</p> <ul style="list-style-type: none"> ○ 2% effective 10/01/18 ○ 2% compounded effective 10/31/19 ○ 2% compounded effective 11/15/20 ○ 2% compounded effective 11/15/21 ○ 2% compounded effective 11/01/22 	<p>The 11/01/2022 2% wage increase does not apply to teaching adjunct series title and hourly professorial salary schedules except for the following employees:</p> <ul style="list-style-type: none"> - Teaching adjuncts whose hourly rate as a result of previous CUNY employment exceeds the new contractual single rates on 8/25/2022. <p>The 11/01/2022 2% wage increase shall apply to the hourly rates for non-teaching adjuncts, adjunct CLTs and CETs.</p>
<p><u>Additional Teaching Adjunct Pay:</u></p> <p>Employees in teaching adjunct titles who teach at least three classroom contact hours per semester (at least 45 appointment hours) within the same college will be paid for office hours in the amounts designated below.</p> <p>Allocation of paid office hours per college: A total of fewer than 3 classroom contact hours: 0 paid office hours 3 or more but fewer than 6 classroom contact hours: 15 paid office hours/semester 6 or more but fewer than 9 classroom contact hours: 30 paid office hours/semester 9 or more classroom contact hours: 45 paid office hours/semester</p> <p>Paid office hours will be capped at 45 per semester at any one college. If an adjunct teaches at two colleges, paid office hours will be capped at 45 at the first college and 30 at the second college.</p> <p>Allocation of paid professional hours per college for teaching adjuncts assigned to teach one or more but fewer than 3 classroom contact hours in a single college is two (2) paid professional hours/semester to be used for required trainings.</p> <p>Full-time employees who teach an overload assignment/course will be paid at the applicable professorial rate for the office hours specified above in addition to any office hours for which they are normally responsible as part of their full-time assignment.</p>	<p>Effective at the start of the Spring 2020 semester.</p> <p>Adjuncts shall be paid for these hours at their full hourly rate.</p> <p>These hours are to be spent on campus - unless the course is conducted entirely or partially through distance learning, in which case the office hours may be conducted online as directed by the department chair.</p> <p>The hours are to be spent engaged in or available for student contact. Colleges may direct that a maximum of three office hours per semester or six office hours per semester (for those who are paid more than 15 office hours) may be used for required trainings such as Workplace Violence Prevention, Sexual Harassment Prevention, professional development, college orientation sessions, and union meetings.</p>

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<p><u>Adjustment to Adjunct Salary Steps:</u></p> <p>The salary steps in teaching adjunct titles shall be eliminated and replaced with a single hourly rate as below:</p> <p>Adjunct Lecturer and related titles (Adj. Lecturer (H), Adj. Lecturer Doctoral & Instructor (H)): \$91.67 per hour (\$5,500 per semester for a three- contact hour course)</p> <p>Adjunct Assistant Professor and Adjunct Assistant Professor (H): \$ 100.00 per hour (\$6,000 per semester for a three-contact hour course)</p> <p>Adjunct Associate Professor and Adjunct Associate Professor (H): \$108.33 per hour (\$6.500 per semester for a three-contact hour course)</p> <p>Adjunct Professor and Adjunct Professor (H): \$112.50 per hour (\$6,750 per semester for a three-contact hour course)</p>	<p align="center">Effective at the start of the Fall 2022 semester (August 25, 2022)</p>
<p><u>College Laboratory Technician Title Series Salary Schedule (Article 24.6):</u></p> <p>Each step on the College Laboratory Technician salary schedule shall be increased by \$2,500. Each step on the Sr. College Laboratory Technician salary schedule shall be increased by \$2,000.</p>	<p align="center">Effective January 1, 2020</p>
<p><u>Assistant to Higher Education Officer Salary Schedule (Article 24.6):</u></p> <p>Each step on the Assistant to Higher Education Officer salary shall be increased by \$1,000.</p>	<p align="center">Effective February 1, 2021.</p>
<p><u>Lecturer Title Series Salary Schedules (Article 24.6):</u></p> <p>Each step on the Lecturer, Visiting Lecturer and Lecturer Doctoral Schedule, CLIP Instructor and CUNY Start Instructor salary schedules shall be increased by \$1,500.</p>	<p align="center">Effective April 1, 2021</p>

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<p><u>HEO Series Discretionary Assignment Differential:</u></p> <p>A pilot program will be established for the University to set aside funds to supplement the funding provided by the colleges for discretionary HEO assignment differentials. The supplementary funding for differentials to be awarded in accordance with Article 22.5 will be provided as follows:</p> <ul style="list-style-type: none"> ○ \$ 71,946 effective January 1, 2020 ○ \$143,893 effective July 1, 2020 ○ \$143,893 effective July 1, 2021 ○ \$143,893 effective July 1, 2022 <p>Funds shall be apportioned to each college on February 1, 2020 based upon the number of Assistant to HEOs, HEO Assistants and HEO Associates who have completed one or more years of service at the top salary step of their respective salary schedules as of October 1, 2019. Each subsequent apportionment shall be based on the number of eligible employees on the July 1st and funding will be provided to the colleges on the following dates:</p> <ul style="list-style-type: none"> ○ August 1, 2020 ○ August 1, 2021 ○ August 1, 2022 	<p>Effective January 1, 2020, through June 30, 2023.</p> <p>The decision as to how many assignment differentials to award in any year remains discretionary with the colleges. The colleges will track the number of differentials awarded, and the University will report annually to the PSC on the amounts of reimbursements awarded to each college and the number of differentials awarded by each college.</p> <p>Eligible employees who submit completed applications to the college HR office by January 1 of each year shall receive notification of the President's decision no later than the following June 30.</p> <p>Eligible employees who submit completed applications to the college HR office by July 1 of each year shall receive notification of the President's decision no later than the following January 15.</p>
<p><u>New York State Paid Family Leave:</u></p> <p>The Labor/Management Committee shall be established to work out implementation of Paid Family Leave for eligible part-time employees and eligible full-time employees, if possible, modeled on the NY State statute and on applicable New York State/New York City programs.</p>	

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<p><u>Payment for Defined Projects through Stipends:</u> In addition to the existing ability to grant reassigned time or make payment on an hourly basis, the college and University will have the discretion to pay faculty stipends for work on certain defined projects that are not part of the employee's normal responsibilities and that include a specific deliverable in a specified timeframe.</p> <p>Eligibility for stipends will be limited to full-time faculty members who are on the regular University payroll and who have a continuing CUNY appointment.</p> <p>Stipends may not exceed \$10,000 per project. The amount of stipend pay will be determined by the scope and complexity of the project, not by the title or underlying salary of the recipient.</p> <p>Stipends will be taxable, pensionable and subject to normal payroll deductions.</p> <p>Projects for which stipends are paid are as follows; University or college strategic initiatives, course development as part of a University or college initiative, and leadership roles in accreditation processes. Other defined projects may be eligible if approved by the Executive Vice Chancellor and University Provost or his/her designee.</p> <p>No stipend may be less than \$500. Work requiring payment below \$500 will continue to be paid at the appropriate non-teaching adjunct rate.</p>	<p>The pilot program governing stipends will be for five academic years, beginning with the 2019-2020 academic year through the end of the 2023-2024 academic year.</p> <p>CUNY Start and CLIP Instructors are not eligible for the stipends.</p> <p>A letter which specifies the stipend terms must be signed by both the faculty member and the President's designee.</p> <p>Colleges will track stipends awarded each year of the pilot, and CUNY's Office of Academic Affairs will provide the Union with a summary report at the end of each academic year.</p> <p>Stipends may not be used to replace reassigned time that is normally allocated for administrative leadership of departments, programs or schools.</p>
<p><u>Reassigned Time for Untenured Faculty:</u> Untenured Assistant Professors, Associate Professors and Professors (including faculty counselors or librarians) who receive an initial appointment to a professorial title on or after the start of the Fall 2020 semester will receive 18 contact hours of reassigned time to be used for scholarly and/or creative activities related to their academic disciplines during their first five annual appointments. In the event that such faculty member takes a leave during the specified five- year period, the period will be extended by one year.</p> <p>Upon receiving appointment with tenure, the faculty members specified above shall receive six (6) contact hours of reassigned time to be used during the three succeeding academic years, beginning with the year in which tenure becomes effective. If the faculty member receives a fellowship leave or takes other leave during this three-year appointment, the period will be extended by one year.</p>	<p>Effective 2020-2021 academic year.</p> <p>Assignment of reassigned time will be made by the college pursuant to guidelines designed for the encouragement of scholarship.</p>

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<p><u>Multi Year Appointments for Teaching Adjuncts:</u> A teaching adjunct who has taught at least six contact hours per semester within the same department of the college for the 10 most recent consecutive semesters (excluding summer sessions) preceding the effective date of the three-year appointment shall be considered for a three-year appointment, subject to the comprehensive review and assessment. Up to four semesters of substitute service in a teaching title within the same department of the college may be counted as qualifying service.</p> <p>With the start of the Fall 2019 semester, the following eligibility criteria shall also be in effect: A teaching adjunct who has taught at least six (6) contact hours per semester within the same department of the college for at least 10 of the 12 most recent consecutive semesters (excluding summer sessions) preceding the effective date of the three-year appointment shall be considered for a three-year appointment, subject to the comprehensive review and assessment.</p> <p>A teaching adjunct must inform the college Human Resources Office and the department chair who believes that his or her service in at least 10 of the 12 most recent semesters counts as qualifying service no later than the end of the second week of the Spring semester in which he or she would be considered for the three-year appointment. The college shall determine whether the adjunct meets the eligibility criteria to be considered for a three-year appointment and shall notify the adjunct whether he/she is eligible.</p>	<p>Pilot program will be extended through the end of the 2023-2024 academic year.</p> <p>The first three-year appointments shall begin in Fall 2017 semester, and <u>three-year appointments</u> will continue to be available starting each fall semester through Fall <u>2023</u>.</p> <p>Adjuncts shall be notified on or before May 15th concerning appointment or non-reappointment for a three-year period.</p> <p>In rare instances in which a department Personnel and Budget Committee determines that an eligible adjunct will not be reappointed to a three-year appointment but could benefit from a one- year appointment and additional guidance, the adjunct shall be appointed to a one-year appointment. At the end of the one-year appointment, the adjunct must be considered for a three-year appointment.</p>
<p><u>Professional Development for Higher Education Officers, Non-Teaching Adjuncts, and Adjunct CLTs</u></p> <p>Full-time employees in Higher Education Officer Series and College Laboratory Technician Series titles will be eligible to apply for professional development grants. Employees in adjunct College Laboratory Technician titles <u>and Non-Teaching Adjunct titles</u> will also be eligible to apply, provided that they have worked <u>an average of</u> 10 or more hours per week for four consecutive semesters (not including summer sessions) immediately preceding the semester in which application is made.</p>	<p>Eligible employees will apply by using the standard application form. The application will explain how the professional development activity is related to the employee's position at the University and to the employee's own professional development.</p>

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<p><u>HEO/CLT Professional Development Fund</u> Effective January 1, 2020, \$807,442 and effective February 1, 2021 (and annually thereafter), \$1,047,442 University wide will be allocated to provide professional development opportunities.</p>	<p>Effective January 1, 2020</p>
<p><u>Adjunct Professional Development Fund</u> The University will provide \$660,000 annually to the Adjunct Professional Development Fund.</p>	<p>Effective January 1, 2020</p>
<p><u>Research Accounts for Department Chairs</u> The University will deposit \$1,750 on February 1, 2021 and \$3,000 on September 1, 2021 (and on or before September 1 every year thereafter) in the research account at the CUNY Research Foundation for each department chair represented by the PSC.</p>	<p>Effective February 1, 2021</p>
<p><u>Travel Allowances</u> The University will provide \$1,863,236 annually for the use by members of the bargaining unit to attend professional meetings and conferences.</p>	<p>Effective January 1, 2020</p>
<p><u>Classroom Teaching Observations of Online Courses</u> Regardless of the mode of instruction, at least once during each academic semester, non-tenured and non-certificated members of the teaching staff shall be observed for a full classroom period.</p>	<p>Except as otherwise provided, the employee shall be given at least 24 hours of prior notice of observation.</p>
<p><u>Notification of Appointment for Teaching Adjuncts</u> Adjuncts hired on a semester basis shall receive appointment notice on or before December 1 in the Fall semester or May 15 in the Spring semester.</p>	<p>Notification of Appointment is subject to sufficiency of registration and changes in curriculum.</p>
<p><u>Eligibility for Fellowship Award</u> Permanent faculty members including instructional staff who have been approved for tenure effective the following September 1 and Lecturers with a certificate of continuous employment who have completed six years of continuous paid full time service with the University shall be eligible for a fellowship award.</p>	<p>Fellowship awarded for the Fall semester or for the full academic year shall begin on the day full time teaching faculty are scheduled to return from their annual leave (third day before the thirtieth day in August).</p>

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<p><u>Scheduling Options for Paid Parental Leave – Instructional Faculty</u></p> <p>Full time classroom teaching faculty may elect one of the following options in lieu of taking eight weeks of paid parental leave immediately following the birth or adoption of a child:</p> <p>If there are five or less weeks remaining in the semester at the time the faculty member becomes eligible:</p> <ul style="list-style-type: none"> ○ He/she may take paid parental leave for the remainder of that semester and receive a 3 contact hour release in the next semester or ○ He/she will be entitled to take the remaining weeks (up to the full eight weeks) in the next semester. <p>A faculty member who becomes eligible for paid parental leave during the annual leave period (after spring commencement until the third day before the thirtieth day in August) may choose the following options:</p> <ul style="list-style-type: none"> ○ Take eight weeks of paid parental leave effective with the first day of the Fall semester following the period of annual leave. ○ Receive a 6 contact hour release to be taken in the Fall or Spring semesters following the period of annual leave. ○ Receive a 3 contact hour release in the Fall semester and 3 contact hour release in the Spring semester. 	<p>The election shall be made at the time he/she files the notice of intent to take parental leave.</p> <p>It is the intention of the parties that a faculty member not be on leave for two semesters and are encouraged to utilize the course release option as appropriate.</p>