

FDA – PLENARY
September 25, 2019

1:15-2:45 p.m. – FDA Faculty Lounge, 8th Floor, Hunter West

MINUTES

1. Sign-up sheets were made available. At least thirty persons were in attendance.
2. FDA President Wallach opened the meeting and noted various matters that had arisen since the beginning of the semester relevant to the FDA – including the launching of the Faculty Senate Caucus, the rebuilding of Hunter’s representation on the University Faculty Senate, the blocked effort of the FDA to make a presentation at the new faculty orientation (August, 2019), and an upcoming meeting of the FDA Executive Committee to meet with Hunter’s President and Provost to discuss the role of the FDA in faculty governance at Hunter. A planned presentation to the FDA by President Barbara Bowen from the PSC-CUNY about contract negotiations, initially planned for today, had to be postponed.
3. Presentation by FDA EC member and Adjunct Liason, Peter Dudek about the situation of adjuncts at Hunter. He reviewed items from the PSC-CUNY flyer on adjuncts, answered questions about contractual rights of adjuncts, provided information about the numbers of adjuncts, both Teaching and Non-Teaching, in Hunter and throughout the CUNY system. Mr. Dudek spoke about the situation of adjuncts at Hunter and CUNY and answered questions, working from the “CUNY Adjunct Rights and Benefits” flyer produced by the PSC/CUNY.

ADJUNCT PAY and PAY SCALE::

Reviewed pay scale. Starting rate = \$3,500 per 3 hour class. 4 classes per semester = around \$29,000/yr. If at step 4 of asst. prof., one makes around \$35,000. This explains the adjunct demand for 7k per 3 hour class.

ADJUNCT PROMOTION:

Discussed how to apply for it. Most adjuncts are stuck at lower ranks. Step increases should be automatic, but adjuncts must check to make sure they happen on schedule.

SICK LEAVE:

Explained that for sick leave the college must pay the substitute and the person who is sick; the adjunct may not pay the sub. Allowed one sick day.

Under CUNY bylaws, it is the Department Chair’s responsibility to staff classes - thus the adjunct cannot be asked to find a replacement.

For a professional leave the adjunct would not be paid but the sub would be.

Nearly all adjuncts present indicated that they came to work sick because they did not want to lose pay. Adjuncts were either not aware of the proper policy or misinformed by the department.

Solution: the union must correct this situation (visit each department head?), this should not be the adjunct’s responsibility to fix.

MULTI YEAR APPOINTMENTS:

The procedure: no need for adjunct to submit any documentation. Department automatically considers. Must keep personnel file updated.

Only two departments had adjuncts not reappointed for 3-year contract. PSC appealed and won

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the appeal in each case. An arbitrator's decision ruled that CUNY cannot deny an adjunct a multiyear appointment arbitrarily and that if the administration is going to deny someone for budgetary or programmatic reasons, the college must conduct a comprehensive review of the budget or the programmatic basis.

ADJUNCT NEEDS:

Offices. Space is an issue.

Info (about what is available from the school and the union) before they start teaching.

Most faculty present (not just the adjuncts) seemed unaware of the information about the contractual working conditions of adjuncts.

Need for an Adjunct Handbook from each department.

WORK LOAD:

Over 70% of classes taught at Hunter, and CUNY more generally, are taught by adjuncts.

Dissatisfaction was expressed with the current structure (why the limit on number of classes, number of classes limited at one school, etc). Non-teaching adjunct work load was also discussed (really overworked).

4. Report from "7k or STRIKE":

It's an adjunct conceived and driven movement. Group wants to work with the PSC to attain adjunct salary increases, but also across the board improvements for all members (HEOs, CLTs, non-teaching adjuncts, full-time faculty, etc) in current and future contract negotiations. Trying to build broad based support for a more militant union. Wants to engage students and their families to improve conditions.

5. ALSO NOTED:

Many adjuncts present did not get an email about the event from the FDA. The FDA should make every effort to contact adjuncts about its meetings – beginning with developing a list of Hunter adjuncts. Also some did not get an email at all, from anyone (emails were gathered for inclusion on future adjunct announcements).

Adjuncts and full-time faculty seemed to have questions on most everything covered.

There were more adjuncts present than full-timers. If future meetings are held, we should try to increase full-timer attendance.

Many adjuncts did not attend a new faculty welcome meeting. Suggestion that more should be held by HR (Human Resources), before and during the semester.

Approved, FDA Executive Committee, 2 October, 2019