



MEMORANDUM

TO: Instructional Staff Employees represented by the PSC and Excluded Staff

FROM: Office of Human Resource Management

SUBJECT: 2019 PSC Contract Implementation

DATE: February 6, 2020

As you are aware, CUNY reached a contract settlement with the Professional Staff Congress/CUNY (“PSC”) approved by the CUNY Board of Trustees on December 16th, 2019. The agreement will run from December 1, 2017 through February 28, 2023. Over the next few months, OHRM will be engaged in implementing the major changes in compensation and other terms and conditions of employment:

- **Across the board wage increases and salary adjustments**

Working in partnership with New York State Office of the Comptroller (OSC) and New York City Financial Information Services Agency and Office of Payroll Administration (FISA OPA), the across the board wage increases and retroactive payments will be made to employees as follows:

Community Colleges or employees on City payroll: March 6th

Senior Colleges or employees on State payroll: March 12th

Employees in teaching adjunct titles (Adjunct Lecturer, Adjunct Assistant Professor, Adjunct Associate Professor, and Adjunct Professor) will be appointed with the new rates as they begin the spring semester.

- **Changes to adjunct professional hours and office hours**

Effective with the Spring 2020 semester, teaching adjuncts who are assigned to teach at least three classroom contact hours per semester within the same college will be responsible for office hours paid at the applicable adjunct teaching rate. These office hours also apply to full-time faculty who teach an overload. OHRM is working closely with your campus human resources staff to ensure that these hours are appropriately recorded in the system and taken into account during the payroll process.

- **Faculty stipend pilot project**

The Provost’s office and Office of Labor Relations are developing guidelines to determine the projects that will qualify for stipend payments and they will be issued in the near future. OHRM is working with OSC and FISA OPA to develop payroll codes and a human resources process, which includes detailed record keeping, to be able to pay faculty stipends for eligible projects.



- **Paid family leave**

As per the new contract, CUNY and PSC will form a labor-management committee to work out the implementation of paid family leave for employees covered under the PSC contract. OHRM University Benefits Office has been working with insurance vendors to determine the appropriate contractual mechanism for CUNY to purchase a paid family leave policy and are discussing the terms of the policy with PSC and the Office of Labor Relations. All premiums will be paid by employees through payroll deductions and the amounts of these deductions are set by New York State. We will send out a memo with more details as we get closer to the implementation date.

Please refer to the attached FAQ document and contact your campus Human Resources office at 997-5765 if you have additional questions.