

MEMORANDUM

TO: PSC CUNY Represented Members

FROM: The Division of Human Resources

SUBJECT: 2019 PSC CUNY Contract Implementation

DATE: February 13, 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 16, 2019. The agreement will run from December 1, 2017 through February 28, 2023. Over the next few months, Central Office 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 6, 2020**
- **Senior Colleges or employees on State payroll: March 12, 2020**

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. The Office of Human Resources is working closely with Central Office to ensure that these hours are appropriately recorded in the system and taken into account during the payroll process.

Faculty Stipend Pilot Project

The University 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. Central Office 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. Paid Family Leave is a benefit offered by New York State. The 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 is 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. CUNY will send out a memo with more details as we get closer to the implementation date.

For further information please refer to [the FAQ document on the CCNY website](#) or contact your Human Resources Customer Service Representative.

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