

President's Letter: Time for Action

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membership is no longer worthwhile, the power to negotiate will dissipate. To counter this, many local unions are organizing campaigns that ask existing members to pledge that they will remain as members, continue to pay dues, and participate in union business.

It is especially important to retain contingent faculty members and to motivate and sign up contingent faculty fee

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Americans in the Jim Crow South” and that “unions continue to play a significant role in making wages and labor benefits more equal across racial and gender lines.”

Thus it has been argued that unionizing can particularly benefit women of color and that they will be especially harmed by Janus. And as Martin Luther King so aptly stated, “Wherever (right to work) laws have been passed, wages are lower, job opportunities are fewer and there are no civil rights.”

According to Janelle Jones, an analyst for the Economic Policy Institute, “A weaker union is going to be less able to protect its workers, and the people who basically need the most protection are those who are usually discriminated against.”

Janus would clearly make unions weaker and weaker unions mean weaker employee rights and the erosion of collective bargaining which provides union members with a voice to negotiate better wages, benefits, and working conditions.

payers because as a group, they represent the majority in some bargaining units and additional strength for the benefit of all members. I have been signing up new contingent members at my own institution, including four in the last five days. I hope you will do the same.

AAUP has materials that address the Janus challenge on its website at: <https://www.aaup.org/together>. You may need to log in to access this page. I believe it is worth the effort.

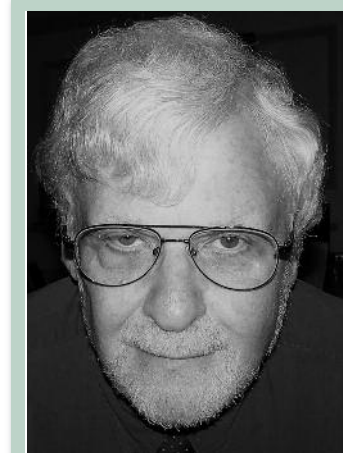
AAUP General Counsel Risa Lieberwitz sums the situation up by noting that “This case is part of a broader effort to weaken the freedom and power of working people, undermine public services, and to erode the common good.

The Supreme Court should consider the benefits of robust collective bargaining for public employers, employees and the general public, including improved government services, better educational outcomes and higher economic mobility.”

Just as the Women’s Marches brought about a new awakening amongst those who had not previously considered themselves ‘feminists’ or ‘womanists,’ Janus is providing each of us with an opportunity to wake up to the need for activism and action within our own profession.

In closing I would like to remind you of the famous “First they came for” quote by Martin Niemoller which included the line “Then they came for the trade unionists and I did not speak out because I was not a trade unionist.” They HAVE come for us – it’s high time to speak out!

Resource: <https://supreme.justia.com/cases/federal/us/431/209/case.html>



President's Letter Time for Action

by Jeffrey Baker

Arguments in Janus vs. AFSCME were heard by the U.S. Supreme Court on February 26th and observers seem certain that the ruling will favor the plaintiff.

This means that those of us in New York State represented by collective bargaining units, whether they are affiliated with AAUP CBC, NYSUT or other organizations, may no longer have dues or agency fees collected automatically through payroll deductions.

In turn, agency fee payers (who have chosen not to be members) will no longer be required to contribute financially to collective bargaining efforts and some members may choose to disaffiliate.

While many full-time faculty and professional staff in higher education recognize the value of union membership, it is likely that a majority of adjunct and other contingent faculty feel that their unions have not represented them.

Otherwise, there would be pay equity and more opportunity for contingent faculty to move into positions that provide more security than term appointments.

But all faculty who are represented by unions should be concerned because the Janus ruling will further erode the security, pay and benefits that have been won through collective bargaining.

Tenured or tenure-track faculty now make up only a quarter of those teaching in higher education. The remaining three quarters already experience little opportunity and power. Without tenure, academic freedom is merely a concept without reality.

The last AAUP salary survey was quite alarming because the number of tenure-track faculty has declined precipitously, predicting that the number of tenured faculty will further decline in the future.

If those who do not benefit fully from collective bargaining and academic freedom decide that union

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AAUP National and State Conference Elections Ballots Must Be Returned by April 15

Ballots for this year’s national Officer and Council election, and New York State Conference Elections were mailed March 7 to the home addresses of eligible voting members.

Additionally, postcards were sent to the work addresses of eligible voting members with instructions for obtaining a ballot. In order to be counted, ballots must be received by April 16.

If you have not received a ballot, email your name and home address to Help+AAUP@election-america.com OR call Election-America at (888) 914-5654 with your home address.

Information about the election—including National candidate biographies and campaign statements—is posted on the AAUP’s website at <http://www.aaup.org/about/elected-leaders/elections/2018-election-information>.

NYS Conference election information and candidate statements can be found at <http://nysaaup.org/news/45/election-of-officers-nys-conference-2018>.

NYS AAUP Spring Conference to be Held April 13-14

The Spring Conference of the New York State Conference of AAUP will be held April 13th and 14th in Albany.

This spring’s meeting will feature speakers who will be focusing on member recruitment, chapter development and how AAUP regional alliances can be effective. The meetings will be split between Albany Law School and the College of Saint Rose.

Friday’s business meeting will begin at 12:00 noon at the Albany Law School, Room W120 (the room is located on the ground floor of the law school’s main building), which is located at 80 New Scotland Avenue. That evening, a dinner

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AAUP Summer Institute at University of New Hampshire

The 2018 AAUP/AAUP-CBC Summer Institute is coming to the University of New Hampshire in Durham, New Hampshire. From July 19 to July 22, hundreds of higher education professionals from around the country will gather for four days of exciting workshops and special programs.

The event brings in organizers, data analysts, seasoned campaigners, and issue experts to build your skills as an advocate for AAUP principles, collective bargaining, and higher education.

Amicus Brief Supports "Sanctuary Jurisdictions"

On February 11, the AAUP joined with other groups, including members of the California Community College System, in filing an amicus brief in support of a permanent injunction against a Trump administration executive order that sought to strip federal funding from "sanctuary jurisdictions."

The lawsuit resulting in the injunction was filed by the city of San Francisco. The AAUP's interest in the case stems from the potential application of the executive order to colleges and universities. Such an extension would negatively impact colleges' and universities' ability to carry out their public mission and their interests in developing a diverse student body.

Allowing the executive order to stand would also set a dangerous precedent for the proposition that the president may unilaterally use the threat of withholding federal funding in a broad and punitive manner as part of an effort to coerce colleges and universities to participate in federal immigration enforcement.

Joining this amicus brief enables the AAUP to participate in a precedent-setting case on issues of great national significance that affect the ability of universities to develop and support a diverse student body, regardless of students' immigration status.

The case, now in front of the US Court of Appeals for the Ninth Circuit, is the City and County of San Francisco v. Trump.

You can read the entire brief at https://www.aaup.org/sites/default/files/SanFrancisco_v_Trump_Feb2018_0.pdf.

The AAUP Annual Conference to Focus on Free Speech

The AAUP's 2018 Annual Conference on the State of Higher Education will focus on free speech on campus. The Conference is held in conjunction with the annual meeting, which will be held June 13 to June 17 at the Double Tree by Hilton Hotel Crystal City, which is located in Arlington, Virginia.

This year, conference sessions exploring free speech on campus, as well as other topics of interest to academics, will occur on Thursday and Friday, June 14-15. The complete program will be available in April.

Nancy MacLean will be the speaker at plenary luncheon on June 15. MacLean is the William H. Chafe Professor of History and Public Policy at Duke University and author, most recently, of *Democracy in Chains: The Deep History of the Radical Right's Stealth Plan for America*, a finalist for the National Book Award.

MacLean will speak on the topic "The Origins of the Radical Right's Attack on Higher Education and Democracy—and What We Can Do About it."

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AAUP Calls for Sensible Gun Control Measures

The National AAUP has released the following statement in the wake of the mass shootings at Marjory Stoneman Douglas High School:

The recent mass shooting of fourteen students and three adults at Marjory Stoneman Douglas High School in Parkland, Florida, has refocused efforts to stem the epidemic of gun violence plaguing the nation.

This time the effort has been initiated and led by the surviving students, supported by their teachers, parents, and students across the country.

The American Association of University Professors salutes these brave and eloquent young people, many of whom will soon enter colleges and universities. We hope they will continue their activism on our campuses.

Gun violence is not a problem limited to high schools. Colleges and universities have been sites of mass shootings ever since Charles Whitman climbed to the top of the tower at the University of Texas at Austin on August 1, 1966, with an arsenal of high-powered weapons and began shooting, killing at least sixteen people and injuring thirty-one.

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between public and private sector collective bargaining do not translate into differences in First Amendment rights and "No special dimension results from the fact that a union represents public, rather than private, employees" (H. Wellington & R. Winter, Jr., *The Unions and the Cities* 95-96 [1971]).

A public employee has every right to speak their voice if they feel that their union is not representing them. Not only are they able to vote in accordance with their convictions, they are "largely free" to express their views, in public or private, orally or in writing. With some exception, considered irrelevant in the case, they are able to participate in a wide-range of political activities as do other citizens.

Janus raises compelling questions and concerns, especially since the only new justice on the Courts since the last time this issue was argued is Neil Gorsuch, who is expected to side with Janus.

In addition, a Wall Street Journal op-ed "The Supreme Court May Rescue Blue-State Finances" reported that after Wisconsin legislated an end to public union mandates, membership fell by 60 percent. While the state's finances improved, union power waned.

According to a 3/2/18 article in Forbes titled *Janus v. AFSCME: Perhaps This Time the Court Will Take the First Amendment Seriously*,

"If the Court decides against public union coercion, other states where the unions hold enormous clout, especially California, New York, and Illinois, might see similar

political swings."

As members of the New York State Conference of the AAUP you are also members of the American Association of University Professors (AAUP), an organization with a 100+ year history of defending academic freedom and integrity.

The AAUP's more recent One Faculty, One Resistance campaign brings together faculty, academic professionals, and supporters to fight for higher education.

AAUP maintains that "Faculty play an important role in a free society and that academic freedom requires and supports a democracy that thrives on dissent, critical inquiry, free speech, and free research" and fully recognizes that "The state of the academic profession in a political climate that has exacerbated existing threats to higher education." Janus is clearly one of those threats.

It should also be noted that Janus has been primarily supported by conservative groups, the same groups that threaten the basic foundation of what the AAUP has stood for over the last century. And as I mentioned earlier, while no one is exempt, there are those who stand to suffer even more.

For example, a February 26, 2018 article in Vox.com titled "What the latest union case before the Supreme Court could mean for workers of color," reminds us that people of color have benefitted greatly from membership in public sector unions.

In fact, "Union leadership and labor experts note that unions have played a historical role in the integration of the workforce and in providing opportunities to African

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Annual Conference to Focus on Free Speech

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The AAUP Annual Meeting is the business component of the larger Annual Conference on the State of Higher Education, and it has certain responsibilities as laid out in Article VI of the AAUP Constitution. The 104th Annual Meeting will take place Saturday, June 16. You can learn more about the Annual Meeting, its rules and the procedures for submitting resolutions at <https://www.aaup.org/about/annual-meetings>.

In order to participate in weighted voting at the 104th Annual Meeting, chapter and conference delegates must complete the appropriate delegate credentialing forms, which can be accessed at <https://www.aaup.org/2018-delegate-forms>.

Note that there will be no Capitol Hill Day at this year's annual conference. Individuals are welcome to arrange their own visits to the Hill to meet with their Congressional representatives. Members of unionized AAUP chapters are encouraged to attend organizing and messaging workshops on Wednesday, June 13.

The 2018 conference will take place in a new, Metro-accessible location adjacent to Washington, DC. The hotel offers

complimentary shuttles from Washington National Airport and the Metro. The DoubleTree by Hilton Hotel Crystal City is located at 300 Army Navy Drive in Arlington, Virginia.

Reservations can be made online (<https://book.passkey.com/gt/213931374?gtid=1d00321b267adbc3051bfcaf848df0c6>) or by calling 1-800-HILTONS, and mentioning AAUP to receive the special AAUP group rate of \$199/night.

Reservations must be made no later than Tuesday, May 22, 2018. All reservations must be accompanied by a first night room deposit or guaranteed with a major credit card. Hotel rooms are subject to applicable taxes (currently 13.25%).

The AAUP rate will be honored three (3) days before and three (3) days after the conference, depending on room availability. If you need to cancel your hotel reservation, the deadline is 72 hours prior to arrival date.

If you cancel after this date, you will be charged the first full night room and tax. Check-in time is 4:00 p.m. and check-out time is 11:00 a.m.

More information on this year's meeting is available at <https://www.aaup.org/event/2018-annual-conference>.

AAUP for Sensible Gun Control Measures

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More recent tragedies at Virginia Tech in 2007, Northern Illinois University in 2008, and Umpqua Community College in Oregon in 2015, among others, compel us to reflect on how we can best ensure the safety of our campuses.

The AAUP has long opposed the presence of firearms on college and university campuses. In 2008 the AAUP Annual Meeting passed a resolution to that effect.

In November 2015, the AAUP, the American Federation of Teachers, the Association of American Colleges and Universities, and the Association of Governing Boards of Universities and Colleges issued a joint statement opposing legislation—so-called "campus carry" statutes—that would permit the carrying of guns on campus.

The statement said: Colleges and universities closely control firearms and prohibit concealed guns on their campuses because they regard the presence of weapons as incompatible with their educational missions.

College campuses are marketplaces of ideas, and a rigorous academic exchange of ideas may be chilled by the presence of weapons. Students and faculty members will not be comfortable discussing controversial subjects if they think there might be a gun in the room. . . .

[We] strongly support efforts to make college campuses as safe and weapon-free as possible for students, faculty, staff, parents, and community members. We therefore oppose efforts to enact "campus carry" laws and call for their repeal where they already exist. We encourage colleges and universities to embrace critical incident planning that includes faculty and staff and to advise all faculty and staff of these plans.

We further call on these institutions to rely on trained and equipped professional law-enforcement personnel to respond to emergency incidents. State legislative bodies must refrain from interfering with decisions that are properly the responsibility of the academic community.

In November 2017, the AAUP, along with the Giffords Law Center to Prevent Gun Violence and the Brady Center to Prevent Gun Violence, submitted an amicus curiae brief in the case of *Glass v. Paxton*, in which a group of faculty members at the University of Texas have challenged as a violation of academic freedom the Texas law permitting concealed handguns in university classrooms. That brief stated:

The decision whether to permit or exclude handguns in a given classroom is, at bottom, a decision about educational policy and pedagogical strategy.

It predictably affects not only the choice of course materials, but how a professor can and should interact with her students—how far she should press a student or a class to

wrestle with unsettling ideas, how trenchantly and forthrightly she can evaluate student work.

Permitting handguns in the classroom also affects the extent to which faculty can or should prompt students to challenge each other. The law and policy thus implicate concerns at the very core of academic freedom: They compel faculty to alter their pedagogical choices, deprive them of the decision to exclude guns from their classrooms, and censor their protected speech.

The AAUP continues to oppose unequivocally any legislation or policy that would compel colleges and universities to permit firearms, concealed or openly carried, on campus.

In this we stand with the overwhelming majority of educators across the country, as evidenced by the fact that in the twenty-two states that allow colleges and universities to set their own policies about guns on campus, almost every school has elected not to permit them. Over a dozen other states and the District of Columbia bar guns from campus by statute.

Given the widespread availability of the most deadly weaponry and the growing number of instances in which such weapons have wreaked havoc, however, it is not sufficient only to champion the right of colleges and universities to bar their presence.

To ensure the safety of our students, of our faculties, and of all those who work at or visit our campuses, we must speak out in support of broader sensible gun control measures like those proposed by the students at Marjory Stoneman Douglas High School.

Specifically, the AAUP calls on our members and all faculty and students, on college and university administrators and trustees, and most of all on our political leaders to support

- a total ban on the sale and possession of military-style assault weapons, designed solely to kill human beings, and on high-capacity magazines and bump stocks;

- comprehensive background checks for all who purchase firearms, whether in a gun store or at a gun show, with reasonable restrictions on access to weapons for those with diagnosed mental illness or with a history of violence, including domestic violence;

- a complete universal database of those banned from buying firearms;

- raising the minimum age to purchase firearms to twenty-one.

We therefore also endorse the March 24 March for Our Lives in Washington, DC, as well as the efforts of students to protest gun violence with peaceful walkouts on March 14 and April 20.

Executive Director's Report

by Sally Dear-Healey

Right now, in New York state and throughout the U.S. faculty 'in the know,' largely AAUP members are focusing on Janus. Other pressing issues include the state of the academic profession in an increasingly unstable political climate that has, "exacerbated existing threats to higher education."

There has also been an increase of harassment campaigns targeting faculty members and faculty activism. This is especially troubling given that democracy "thrives on dissent, critical inquiry, free speech and free research."

Here in New York we have faced our own challenges and as most of us have come to realize, no faculty member or institution is invulnerable. Given the potential impact of the Janus decision, I have made it the focus of my report.

On February 24th union members, activists, and community members took part in a day of action to focus attention on a Supreme Court case that is expected to have profound and threatening implications for the labor movement.

On February 26th the Supreme Court heard arguments in *Janus v. AFSCME* (American Federation of State, County, and Municipal Employees, Council 31). *Janus* is a U.S. labor law case, concerning the right of labor unions to collect fees from non-union members for the service of collective bargaining.

Mark Janus, a public employee in Illinois, objected to a state law that directed that he must pay "his" union a "fair share" fee (78 percent) of the full membership dues.

The issue is whether *Abood v. Detroit Board of Education*, which has been in place since 1977, should be overruled and public-section "agency shop" arrangements invalidated under the First Amendment. An "agency shop" arrangement is where "every employee represented by a union, even though not a union member, must pay to the union, as a condition of employment, a service charge equal in donation to union dues."

At the heart of the matter is the challenge to the validity of the agency shop clause in a collective bargaining agreement between the Board and the Union. Complainants held that "the appellants were unwilling or had refused to pay Union dues, that they opposed collective bargaining in the public section, that the Union was engaged in various political and other ideological activities that appellants did not approve and that were not collective bargaining activities" and that they were concurrently deprived of "appellants' freedom of association protected by the First and Fourteenth Amendments."

It should be noted that in *Abood v. Detroit Board of Education*, "Upon the

defendants' motion for summary judgment, the trial court dismissed the action for failure to state a claim upon which relief could be granted" and upheld that the constitutionality of Detroit's mandatory agency fee law was a reasonable compromise between the government's interest in "labor peace" and the free speech rights of dissident employees. Janus is essentially the resurrection of this case and the argument boils down to upholding or overruling *Abood*.

Part of the argument is that there is a difference between public and private sector employees, when in fact public employees are not basically different from private employees. On the whole they have the same sort of skills, the same needs, and seek the same advantages. According to Summers, *Public Sector Bargaining: Problems of Governmental Decisionmaking*, 44 U.Cin.L.Rev. 669, 670 (1975), "The uniqueness of public employment is not in the employees nor in the work performed; the uniqueness is in the special character of the employer."

In reality, "The very real differences between exclusive agent collective bargaining in the public and private sectors are not such as to work any greater infringement upon the First Amendment interests of public employees." Further, the differences

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Excelsior College Cuts Faculty Pay

Excelsior College in Albany has informed its adjunct faculty of a pay reduction, claiming that it is cutting pay to be competitive with other institutions.

In some cases, the reduction is substantial and for some faculty, precludes expected future pay increases. There was no word about any other cost reductions or pay to full time faculty, staff and administrators, leading to the question of whether there is a financial exigency.

Originally founded as the Regents External Degree Program and later Regents College by then New York State Commissioner of Education Ewald Nyquist, it later became an independent, non-profit institution.

The original purpose of the college was to allow adults who were not able because of military, work or family commitments, to meet the typical requirement of qualifying for a degree by completing the last 30 credit hours in residence.

Credit was granted for previous work at regionally accredited institutions, military training evaluated by DANTES, college level examinations and special assessment by faculty.

The college was later spun off from the state as a private, non-profit institution and has recently undergone administrative changes.

AAUP Elections Ballots Must Be Returned by April 15

Unions and allies work together for the common good on campus

Rooms were packed and rallies loud during the filled-to-capacity Bargaining for the Common Good in Higher Education Convening at Rutgers University in New Brunswick, N.J., the home of an AAUP Collective Bargaining Chapter, February 22-24. Hundreds of activists were eager to dive deep into finding ways their work can serve not just their members, but also other people in their communities and the public good at large.

“Bargaining for the common good—essentially expanding union focus beyond wages and benefits to address broader community issues—is occurring at a time of extreme challenge but also remarkable opportunity,” said Joseph McCartin, executive director of Georgetown University’s Kalmanovitz Initiative for Labor and the Working Poor.

“The American working landscape has been transformed by overreliance on a gig economy (including on adjunct faculty), exploitative employment practices facilitated by deregulation, under-regulation that threatens workplace safety, and an assault on public sector unions,” he said.

On the other hand, the emergence of new initiatives of empowerment—including the movement for black lives, the Fight for \$15, and the recent uprising among youth fighting for gun control—are reasons for hope.

McCartin counts bargaining for the common good among these bright lights, and frames it as a way to “foster solidarity between unionized workers and the broader community.” In higher education, he adds, it could “help transform educational institutions from crucibles of the economy of inequity into epicenters of democratic empowerment.”

Stephen Lerner, also with the Kalmanovitz Initiative, described the moment as “tilting between barbarism and a real thirst for justice,” and told participants, “What we do individually and collectively is more important than at any time in our lives.”

Bargaining for the common good has already had some success. The Saint Paul (Minn.) Federation of Teachers modeled it when members asked their neighbors what the community needed most in its public schools, and then folded those demands into its 2013 and 2015 contracts.

The result was reduced class sizes; more school nurses, counselors, social workers and librarians; expanded family engagement programs; and mechanisms to address institutional racism.

“Our fundamental idea was that our contract should be the most powerful document to attract and retain the professional

workforce that knows how to meet the needs of students in St. Paul,” said Mary Cathryn Ricker, who was president of the SPFT at the time and is now the AFT’s executive vice president. With a contract centered on students, the ways in which the union can contribute to the community are limitless, she said.

But Ricker also warned that bargaining for the common good requires that seeds be planted years before a contract is signed, and it has to be maintained and continued. “The campaign is never over,” she said, a point echoed by others who agreed the bonds created with community are more lasting than any contract.

Other examples of successful common-good work include the California Faculty Association’s “cultural taxation” contract provision.

As described by the CFA’s Cecil Canton, CFA faculty can be compensated for time spent mentoring “underserved, first generation, and/or underrepresented students,” a task that disproportionately falls to faculty of color and affects their professional development.

The provision values those contributions as part of their legitimate workload rather than as an extra burden that takes away from the “real” work of academia.

At the University of California, the union once focused on job security and was unconcerned about the university’s growth initiatives, admitted Liz Perlman, executive director of the AFSCME employee local there. But when UC-Berkeley tried to expand into nearby Richmond, Calif., a primarily black and Latino community that would have been displaced by plans for a multibillion-dollar research campus, the union swung into action.

When union members consulted Richmond residents, Perlman said, they learned how disruptive the construction would be; they then vigorously opposed the project, appealing to donors who eventually pulled their funding and defeated it.

These victories are hard-won and involve considerable knowledge and organizing savvy, another focus of the convening at Rutgers. Going after the financiers of universities can be key, as participants learned at a joint session with the United Students Against Sweatshops annual conference.

“Wall Street has its tentacles over everything in the private and public sectors,” said Saqib Bhatti, co-executive director of the Action Center on Race and the Economy. Powerful corporations are among the biggest lobbyists in Congress and state governments, pushing for tax cuts—which result in

slashed funding for public higher education—as well as deregulation and privatization.

Hedge funds swallow up university endowments and pensions, charging high fees despite relatively low returns, and investing money in everything from private prisons to fossil fuels and Puerto Rican debt.

University board membership is heavily skewed toward financiers who frequently advantage their investments with favorable votes on university research, grants and hiring. “Universities have become just another vehicle for wealth extraction,” said Bhatti.

These activities may seem removed from on-campus experience, but they affect everyone. At the University of Massachusetts in Boston, for example, parking fees have increased and plans are in place to build expensive, privatized lots; the fees are one more burden for low-income students driving to this commuter campus, and many skip classes as a result.

So, how to fight such behemoths? By coming together with like-minded groups—including students. “This feels like the Justice League,” said one student, noting the power of the larger community as he described Rutgers One, a coalition of a dozen campus unions, student groups and community groups. “We represent the past, present and future of the labor movement,” said another student, just before USAS and Bargaining for the Common Good participants marched outside the building for a rally with Fight for \$15, the group advocating for a livable wage.

“We have to fight for our students and our communities,” Rutgers professor Deepa Kumar told the cheering crowd, listing affordable healthcare, pay equity, job security and free higher education as essential to ensuring dignity for all. “The woman who cleans the building where I work cannot afford

to take my class,” she said. “That is a shame.”

“We will stand united,” said the AFT’s Ricker at the rally. “We are here together. We are here for good.”

Back at the convening, participants gathered by cohort, drilling down to determine how to take the inspirational message of bargaining for the common good into their own locals back home.

Ideas ranged from early steps, such as listing and contacting potential partner organizations and scheduling meetings with other unions on campus, negotiating to “ban the box” (the requirement that ex-felons identify themselves on college and job applications), and fighting changes to rent control that would threaten the availability of affordable housing for students and campus workers.

“How do we link to what other folks are doing? How do we center racial justice? Lots of folks have the words, but we don’t have the actions yet,” said conference organizer Marilyn Sneiderman, director of the Center for Innovation in Worker Organization at Rutgers’ School of Management and Labor Relations and a member of Rutgers AAUP-AFT. The convening was designed to change that.

The gathering was hosted by the Center for Innovation in Worker Organization at Rutgers University’s School of Management and Labor Relations with support from the American Federation of Teachers (AFT), National Education Association (NEA), Service Employees International Union (SEIU), Communication Workers of America (CWA), the International Brotherhood of Teamsters, the American Association of University Professors (AAUP)-AFT at Rutgers, the Part-Time Lecturer Faculty Chapter (PTLFC)-AAUP-AFT at Rutgers, the Action Race on the Economy, and the Kalmanovitz Initiative for Labor and the Working Poor (KI) at Georgetown University

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will be held at Café Capriccio, 49 Grand Street, Albany (payment required).

On Saturday, April 14, the meeting shifts to The College of Saint Rose’s Centennial Hall, located at 930 Madison Avenue. The meeting begins at 8:00 a.m., in “Midnight Eats,” located on the building’s ground floor, and will run to about 3:00 p.m.

The morning will feature a speaker from the AAUP Northeast Pennsylvania Regional Alliance, a regional coalition of

AAUP chapters at seven northeast Pennsylvania colleges. The discussion will focus on how to set up a regional alliance, the advantages that they’ve found to doing so, and the challenges that they’ve faced. The second session of the morning will feature a discussion on member recruitment and chapter development. The business meeting will continue after lunch.

A block of hotel rooms has been reserved at the Hilton Garden Inn Albany Medical Center, 62 New Scotland Avenue, Albany. To make a reservation, call (518) 396-3500.