

THE NEW SCHOOL

A Statement from the President, Provost, Deans, and Chiefs

Is there a reason the Deans and Chiefs don't want their names listed? Perhaps they don't want to be accountable to these arguments?

FAIR WAGES AND EQUITABLE TREATMENT AMONG EMPLOYEE GROUPS

Negotiations continued on Tuesday on a first contract for graduate and undergraduate academic student workers. We are pushing hard to get a contract in place quickly that provides student workers with **fair wages**, consistent **annual raises**, and substantially **expanded access to healthcare** that is comparable to coverage received by other university employees. Reaching an agreement that ensures **equitable treatment among employee groups** continues to be a central focus and a key priority for The New School.

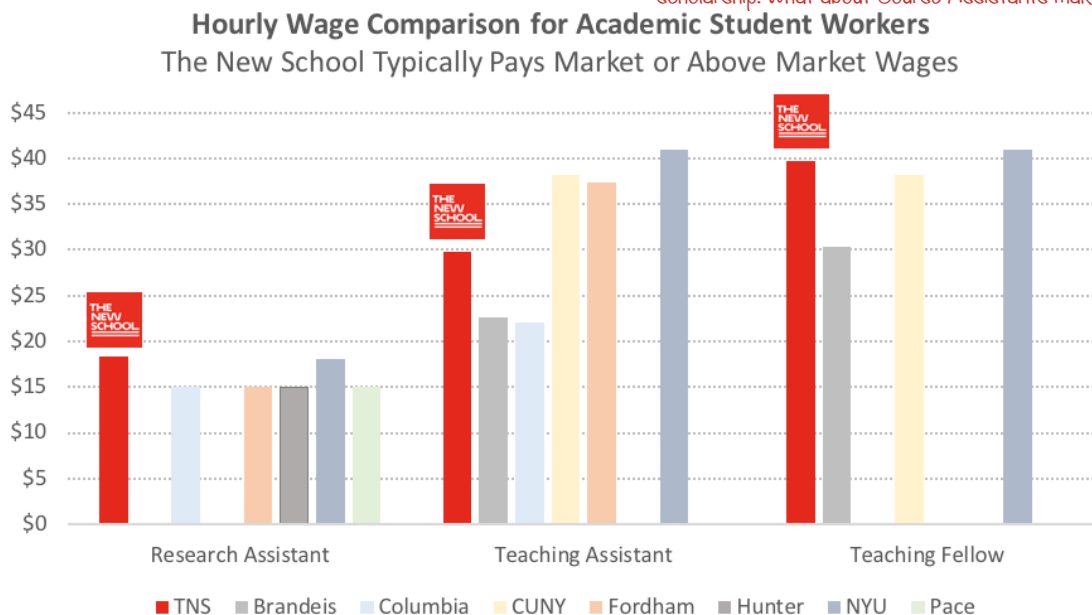
Negotiations are expected to resume on Thursday, November 1. We remain committed to devoting the time, effort, and resources needed to reach a contract that delivers strong results for our academic student workers and the entire university community.

As these discussions move forward, there are a few key facts we think are important to keep in mind:

1. The New School typically pays at or near the top of the range for area colleges and universities.

Lacking specificity - by how much? For which positions?

The New School has improved wages in recent years and current rates for academic student workers range up to \$39.69/hour for teaching fellows. *Cherry-picking data that supports your argument is bad scholarship. What about Course Assistants making \$13/hour?*



What are the sources for the data in this table? Without proper citation, this table is meaningless!!

It turns out, with proper citation, this table is false. <https://sensuaw.org/2018/10/15/1015/>

2. The university is offering annual raises that are consistent with those for other employees at The New School.

Annual raise percentages for other employees at The New School average 2.46%.

Missing your argument - what are the annual raises The New School is offering?

The union is asking for over a 4% average yearly wage increase, nearly 62% higher than typical for other employees.

You can't compare apples to oranges. The percentages in a first-time contract are historically different than ongoing contractual relations.

The university has committed to ^{providing - check grammar} provide annual wage increases that will bring hourly rates to as much as \$43.82 for teaching fellows by the end of the contract. This is approximately \$80,000 per year on a full-time, annualized basis and higher than the rate for some groups of part-time faculty. ^{???} It seems like you only skimmed your own TF policies. Students can hold, at most, 2 of these positions a year, so it is impossible for ASWs to earn this annualized salary. You should have mastered your own TA/TF FAQ from 2017 by now. See: <https://goo.gl/8XkQUQ>

FY 18 Wage Increases					
Faculty & Non-Union	Part-Time Faculty	Maintenance	Security	Clerical & Librarians	Professional
2.5%	2.75%	2.5%	2.25%	2.75%	2.0%

Wrong again! The PT Faculty increase for 2018 was 3%. You should know that, you negotiated it!

3. The New School is committed to providing healthcare benefits for as many student workers as possible, in ways that are fair and equitable for other university employees.

The university is working hard on proposals that will make many more academic student workers – both graduate and undergraduate – eligible for subsidized healthcare benefits under this contract.

All academic student workers at The New School work part time – most work fewer than 10 hours during a typical week.

This contradicts your argument above that workers earn the equivalent of \$80,000/year.

All other New School employees must meet certain eligibility requirements to receive university- subsidized health care benefits (often a minimum number of hours worked per week and/or a base level of time spent working at the university). It would not be fair or equitable to provide healthcare benefits to employees who work substantially less than others or who have not established a track record of regular employment at The New School.

Academic student workers, however, are a unique group and, as a matter of policy, cannot work more than 20 hours per week. To reflect this, the university has proposed a contract that provides a subsidized healthcare benefit for student employees who work 10 hours per week, compared with a minimum of 20 hours per week for administrative employees.

We know of no other employer in the U.S. with such a low eligibility threshold for providing a subsidized healthcare benefit. In addition, we know of no other private university that offers this type of healthcare benefit to undergraduates.

Also factually inaccurate. The linked chart above includes information about ASWs who receive full health coverage as part of their employment with the same policies on work limits.

This is just lazy. Discussing the limitations of your argument should be an informed discussion, not a list of things you didn't want to research but easily could have.

Administrative Employees # of hours worked per week to be eligible for healthcare premium subsidy	Academic Student Workers proposed # of hours worked per week to be eligible for healthcare premium
20	10

Not your best work New School. You're missing important parts of your argument, use data carelessly, and you don't cite any of your sources. We've emphasized the importance of crediting scholarly research and writing, and this won't cut it.

Grade: F