

ADJUNCT FACULTY AND THE AMERICAN FEDERATION OF TEACHERS (AFT)

The AFT organized adjunct faculty in 1997 as a separate bargaining unit of the Council of New Jersey State College Locals. Adjunct faculty are represented by six integrated locals — those having both full/part-time faculty and adjunct faculty, and two adjunct faculty locals at Kean University and Montclair State University. Since we negotiated our first Adjunct Agreement with the State, CNJSCL-AFT has won the following contractual benefits for adjunct faculty:

✓ MAJOR SALARY INCREASES

Adjunct faculty are paid by the credit hour. When the Council first organized the adjunct faculty in the late 1990s, most adjuncts were paid between \$350 and \$450 a credit hour— rates that had not changed for many years. In fall 1999, under the first contract, adjunct per credit rates were raised to a minimum of \$525 per credit. The 2007-2011 Agreement provides a \$250 increase per credit hour on the base rate salary ending at \$1,200 in year four; this is a 26-28% increase in per credit rate over the life of the contract and represents a 243% increase from the \$350 (sometimes less) per credit hour rate that existed at our campuses prior to our first Agreement in 1999.

✓ RECOGNITION OF SENIORITY

Adjunct faculty who have taught 16 or more semesters will receive \$50 more per credit than those with less service.

✓ RECOGNITION OF EMPLOYEE RIGHTS

Several items that were in Side Letter I (Employee Rights) of the 2003-2007 Agreement were clarified with more specific contract language and moved to Article XI — Employee Rights.

Included in our new 2007-2011 Agreement is a new category regarding course cancellation. If a course is re-assigned to any other employee or is cancelled less than two weeks before commencement of the relevant semester, you will receive ½ of a credit hour for the course. If a class is cancelled or reassigned after the first class is taught, you will receive one credit hour payment. This is a ten fold increase over the past \$100 rate.

Employees who are summoned to jury duty or to appear as a witness before a judicial or a quasi-judicial proceeding to which they are not a party during regularly scheduled work hours, will not lose pay for their absence from the class room.

The Colleges/Universities must identify and provide useable spaces and/or common areas, where appropriate, in which adjunct faculty may meet with students or work on instructional activities and College/University matters. Additionally, the institutions must provide adjunct faculty with access to instructional materials and services that aid in their instruction at the same level as full-time faculty teaching the same course.

Your contract also sets forth requirements as to the information that individual employment contracts must contain.

✓ REGULATION OF WORKLOAD

The definitions of teaching credit hours in this new article assures that the Colleges/Universities do not exploit adjunct faculty by assigning them too few credits for the classes they teach as compared to full and part-time faculty. It also provides for equity in the assignment of student teaching duties with respect to travel time and distance.

✓ RIGHT TO UNION REPRESENTATION

In the event that an adjunct faculty member is interrogated by management about a problem that faculty member believes might lead to discipline, he or she has the right to ask for union representation.

✓ PERSONNEL FILES

Our Agreement sets forth the employee's rights with respect to what can be placed in an employee's file, establishes the employee's right to review the file and right to respond to items in the file. It also provides for a mechanism for removing items from an employee's file.

✓ LOCALLY NEGOTIATED BENEFITS

Several locals have signed local agreements providing adjuncts with such benefits as Tuition Waiver (William Paterson), a system of evaluation procedures (MSU), more notice of appointment and the like.

Other Important Benefits of AFT Representation

✓ ACCESS TO HEALTH INSURANCE

After five years of persistent lobbying, the Council secured a law that permits adjunct faculty to enroll in the New Jersey State Health Benefits Program. Adjunct faculty can participate in the State's PPO by paying the same as the State pays for the insurance plus 10%. State health insurance is more comprehensive and about one-third lower in cost than that which one could buy individually on the open market. AFT also offers a Limited Supplemental Medical Benefits program. This program is designed especially for Adjunct Faculty. Basic coverage is as little as \$62.35 monthly for an individual, and \$148.98 monthly for a family.

✓ ACCESS TO OCCUPATIONAL LIABILITY INSURANCE

CNJSCL Locals subscribe to the AFT Occupational Liability Insurance Plan. This benefit, which is available only to members, provides \$1 million coverage for bodily injury, property damage and personal injury. It also provides for reimbursement of legal expenses where members are sued or threatened with suit in connection with their work.

✓ OPPORTUNITY TO INFLUENCE WORKING CONDITIONS

Adjunct faculty, though their membership in the UNION and participation in union affairs have been able to attract more attention from college/university officials. There is no question that management at the colleges/universities now pays more attention to adjunct faculty needs and concerns than it did in the past.

✓ ASSISTANCE OF A STRONG NATIONAL ORGANIZATION COMMITTED TO EQUITY FOR ADJUNCT FACULTY

The American Federation of Teachers has organized more adjunct and part-time faculty than any other union active in higher education. It has devoted considerable resources to organizing adjunct faculty, studying their working conditions and assisting state lobbying efforts to obtain better pay and working conditions. Its

most recent publication of adjunct faculty employment, Standards of Good Practice in the Employment of Part-Time/Adjunct Faculty: A Blueprint of For Raising Standards and Ensuring Financial and Professional Equity (2002) calls for many changes in terms and conditions of employment that would bring adjunct faculty higher salaries, more job security and fair treatment.

✓ **A RECORD OF SERVICE**

On a daily basis, the Council of New Jersey State College Locals staff, working in conjunction with your campus Local, provide a myriad of employment-related services you should know about. Council staff are available every business day to answer your questions, troubleshoot problems you encounter, file grievances on your behalf and resolve pension related matters. Most recently, through lobbying and rank and file activism, we successfully defeated an attempt by the Division of Pensions and Benefits to reduce the formula by which Adjunct Faculty members accrue pension credits.

SO WHAT IS THIS ALL ABOUT?

Are you an adjunct faculty member who has a full-time job in another career? Do you teach because you have a special skill or just love to teach? Do you feel that because you don't need an adjunct teaching position as your primary occupation that your Union membership doesn't matter? If so, the Union is making a special appeal to you to join the Union. Your membership will go a long way in assisting your adjunct colleagues who cull together several teaching positions semester after semester in order to earn a living wage.

In academic public employment in New Jersey, tenure track lines of employment have not kept pace with the increase in adjunct faculty. This increased dependence on adjunct faculty who have fewer employment rights makes it easier for the Colleges/Universities to take advantage of these employees.

The Council of New Jersey State College Locals has secured higher wages, protected pensions and gained more rights with each new contract. Union membership sends a clear message to management that the Union is strong and that it's a force to be reckoned with at the bargaining table. Negotiating strength means improved working conditions for all adjunct faculty. Please consider joining your campus AFT Local and becoming

part of the Council of New Jersey State College Locals so we can continue our record of accomplishment.

BECOMING A MEMBER

How do I Join?

Joining is simple. You need only complete a Union Dues authorization card and sign your name. You may obtain this card by contacting your local union (see below) or visit www.cnjscl.org and choose Join AFT in lower left.

What are my dues?

Your dues are, depending on your local, between 1% and 2.5% of your contractual salary. You already pay 85% of that amount as a representation fee. Therefore, joining costs only a little extra. Here's an example for an adjunct faculty member paying dues at 2% of salary: You teach 6 credits. Your contractual salary for Fall 2010 or Spring 2011 is \$7,200 (\$1,200 per credit X 6) and full dues would be \$144. You pay 85% of that amount which is \$122.40 as your representation fee for the Fall 2010 or Spring 2011 semester. If you join, you would pay an additional \$21.60 (\$2.70 per pay period).

Local UNION offices and phone numbers

KEAN-----	908-737-4202
MSU -----	973-655-3298
NJCU -----	201-200-2216
RAMAPO -----	201-684-7108
ROWAN-----	856-256-4511
RICHARD STOCKTON -----	609-652-4399
TCNJ -----	609-771-2694
WPU -----	973-720-2988

Become an AFT Member JOIN NOW

CONTACT US IF YOU NEED MORE INFORMATION OR HELP

**Council of New Jersey State College Locals
908-964-8476 - or info@cnjscl.org**

Adjunct Faculty

and the

**American
Federation of
Teachers**

**A Record of
Accomplishment**

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