



“Fair wages and a stable workforce are important to students. We built our union to have a strong voice and win.”

Jaimie Hoffman,
California Faculty Association,
CSU Channel Islands

SEIU Contract Highlights: Compensation/Benefits

We thousands of adjunct and contingent faculty members have decided to stand together, to use our strength and voice in SEIU to win improvements that are helping raise standards on our campuses. We are building a nationwide movement for the future of higher education.

Unionized adjuncts often have a higher rate of pay, regular salary increases and pay protections on work done outside of the classroom.

- Median pay per course was 25% higher for adjuncts where part-time faculty had union representation.
- By September 2016, all Tufts University part-time faculty will make at least \$7,300 a course. The minimum for someone with more than 8 years of service is \$8,760.
- At George Washington University pay increased as much as 32% in one department when they ratified their first contract.
- At Tufts, instructors in Romance Languages could receive up to 43% more over the life of their first contract.
- California Faculty Association’s lecturers receive general salary increases at the same percentage level as tenure track faculty.
- Adjunct faculty at American University are paid a guaranteed minimum of \$250 for program and curriculum development.
- Tufts part-time lecturers have a contractual right to be paid for work outside of normal classroom duties (e.g., advising, mentoring and independent studies).
- Georgetown part-time faculty are paid a course cancellation fee of \$300 if a course is cancelled within 21 calendar days before classes begin for that course.

Unionized adjuncts are more likely to have access to health and retirement benefits.

- 34% of unionized adjuncts report having access to health benefits through their employer, while only 13.8% of non-union adjuncts have access to employer health insurance.
- 60% of unionized adjuncts report access to retirement benefits through their employer, while only 27.5% of non-union adjuncts report the same.
- California Faculty Association’s lecturers in the California State University system may participate in voluntary retirement savings plan and may be eligible to participate in the state retirement system.



“Our contract really is a demonstration of what we can achieve, what can be done to provide the kinds of benefits, job security, compensation, as well as what we think a person in a professional field should be able to expect.”

Andy Klatt
Tufts University



SEIU Contract Highlights: Respect

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Many SEIU faculty unions have an official platform to address issues of concern at their institutions and have contractually guaranteed protections for academic freedom.

- SEIU adjuncts at American University are contractually guaranteed the same rights and obligations of academic freedom as do all faculty at American University.
- SEIU adjuncts at the Community College of New Hampshire System have contractually guaranteed intellectual property rights of all scholarly works and intellectual property.

SEIU adjuncts have increased access to professional development opportunities and financial support and often have an expanded and more transparent evaluations process.

- Many part-time faculty contracts include a professional development fund for faculty through which they may apply for reimbursement for professional development opportunities related to teaching. At Georgetown the rate is up to \$600 per person per academic year.
- The evaluation process for many SEIU adjuncts must take into account numerous metrics beyond just student evaluations – such as classroom observation; and any materials presented by an employee regarding the employee’s professional, artistic, or scholarly credentials.
 - At Tufts, part-time faculty, where many have multiyear appointments, faculty will be evaluated prior to each appointment. These evaluations may include a classroom observation, reviews of syllabi, classroom materials, and assessment methods.
 - If there are poor student evaluations, the Chair will talk with the part-time faculty member about why the evaluations were poor and a possible plan for improvement.
- SEIU adjuncts often have “just cause” protections. This means that the employer cannot arbitrarily dismiss or discipline an employee. Adjuncts have due process if they are accused of wrongdoing.

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For more information visit adjunctaction.org.

"Our union upgrades the quality of life, the professional experience for all adjuncts, and especially for the most vulnerable and marginalized.

We have more job security, transparency and predictable reappointment. We have less arbitrary decision making."

Dick America
Georgetown University



SEIU Contract Highlights: Job Security

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Unionized adjuncts have an increased level of job security and protections.

- Adjuncts with a union are five times more likely to have some kind of job security as non-union adjunct faculty.
- An SEIU adjunct at George Washington University does not need to re-apply in order to be recommended for re-appointment. If an SEIU adjunct at American University is replaced by an adjunct with "greater professional qualifications" the replaced adjunct will receive 75% of the fee they would have received to teach the course.
- Eligible SEIU adjuncts at The Congress of Connecticut Community Colleges are assigned at least one course per semester based on seniority and qualifications once they have taught 24 credits in the system.
- California Faculty Association's contract includes a "preference for work" based on seniority and one-year and three-year contracts reserved for incumbents.
- All Tufts part-time lecturers have at least 1 year contracts, and half will have two and three year appointments by 2016.
- Tufts part-time lecturers get first notice and fair consideration for full-time positions including a guaranteed interview. If the part-time faculty member isn't offered the position, the instructor can find out why in a meeting with the dean or head of the department.
- GWU Part-time faculty can only be denied reappointment to courses they have previously taught (4 times) under limited, specified circumstances.



For more information visit adjunctaction.org.