

Currently, SEIU Local 500 represents the part-time faculty in seven institutions of higher education for the purposes of collective bargaining - the George Washington University, Montgomery College, American University, Georgetown University, Howard University, UDC and Maryland Institute College of Art (MICA). Contingent faculty at Goucher College voted for representation in 2014, but the results of that election have been challenged by the employer. Collective bargaining agreements are in place at George Washington University, Montgomery College, American University and Georgetown. Adjuncts at Howard University, UDC and MICA began bargaining their first union contracts in fall 2014. This document summarizes the key improvements in each contract.

Salary Increases- all adjuncts in each institution have received pay increases since the formation of their union.

GWU - The first contract established *minimum rates* per course (a floor not a ceiling). Many adjuncts received a 30 percent increase or more. In fall 2014, the minimum rate for a 3-credit course is \$3,600 for lecturers without a terminal degree in their field and \$4,150 per course for part-time faculty members who have a terminal degree in the field in which they teach. Applied Music teachers receive \$67 per hour (\$70 for those with a terminal degree) - an increase from \$40 before the contract. Part-time faculty who were above the minimum rates in the first contract received an increase to their base rate of compensation. Further negotiations have resulted in further across-the-board increases.

Montgomery College - Since forming their union in 2008, part-time faculty at Montgomery College have seen a 14 percent increase in pay. In spring 2014, adjuncts negotiated a 3-year contract that brings pay increases of between 16 and 22 percent over the 3 years of the contract beginning fall 2014. The pay rate for Adjunct II has increased by 33 percent since the formation of the union at Montgomery College.

American University - Minimum rates per course established by first contract, with the lowest paid seeing significant increase. Currently, the minimum rate for a 3-credit course is \$3,600 for lecturers without a terminal degree in their field. There is a higher minimum rate for part-time faculty members who have a terminal degree in the field in which they teach - \$4,150 per course currently. Applied Music professors receive \$65 per hour - increased from an average of \$42 prior to the contract.

Georgetown University - the union contract brings the lowest paid adjuncts to a reasonable rate of compensation. Minimum rates per course are established by the first contract - \$4,300 for a 3 or 4 credit course in spring 2015, increasing to \$4,700 in fall 2016. Adjuncts compensated at rates above the minimums but below \$6,000 also received an increase.

Job security – through protections on being re-appointed, access to academic freedom, and a “just cause” standard on discipline and dismissal part-time faculty are now much more secure in their jobs.

GWU and Georgetown - Part-time who have taught a course/ four times are re-appointed to those courses except in limited circumstances. These circumstances include elimination or down-sizing of departments, elimination of courses due to changes in curricular requirements, absorption of the course by a full-time position, or demonstrated poor job performance. Notifications of assignments made as early as possible.

Montgomery College - Part-time faculty members who have taught for 4 semesters are re-appointed at their previous course load, except in limited circumstances. Such circumstances include elimination or downsizing of a department or program, unsatisfactory performance, or other academic, fiscal, programmatic or organizational changes made by the College. Notification of assignments made in April for fall and November for spring semesters. Part-time faculty members who have taught a minimum for seven semesters may apply for an annual appointment for their previous course load.

American University - Part-time faculty members who have taught a course three times are re-appointed to those assignments except in limited circumstances. Those circumstances surround program or departmental downsizing, absorption of the course by a full-time position, course cancellation for under-enrollment, or demonstrated poor job performance. Notification of assignments are made in a timely manner.

GWU, Montgomery College, American U. and Georgetown - Establishment of a ‘just cause’ standard for discipline and dismissal. This means that the employer must provide substantial evidence of wrongdoing to justify discipline or dismissal, and must not act in an arbitrary, capricious or illegal manner. Prior to these contracts, a part-time faculty member could be dismissed for any or no reason whatsoever. Disputes over discipline or dismissal are resolved through “binding arbitration” by a neutral third party.

GWU, American U. and Georgetown - Part-time faculty are guaranteed the same academic freedom as full-time faculty.

Professional Development Funds help adjuncts attend conferences and support them as teachers and scholars

Each contract creates a professional development fund for part-time faculty through which they may apply for reimbursement for professional development opportunities related to teaching: GWU - up to \$600 per person until June 2014. Montgomery College - up to \$600 per person per academic year. American U. - up to \$600 per person per academic year. Georgetown - up to \$600 per person per academic year.

Fair and Transparent Evaluations protect part-time faculty from capricious treatment

[GWU, Montgomery College, American U. and Georgetown](#)- Student feedback alone cannot be used to judge a part-time faculty members performance and negative student reviews cannot be the sole basis for dismissal or non-renewal. Other materials and evidence of good teaching and scholarship may be submitted as part of the evaluation and the part-time faculty member may receive a classroom observation. Part-time faculty members have to right to respond to their evaluations and discuss them with their department chairs.

Part-time faculty members are notified about any concerns regarding their performance, and are given the opportunity to address those concerns.

Labor-Management Collaboration committees provide a forum for on-going problem solving

[GWU, Montgomery College, American U. and Georgetown](#)- On-going Labor-Management committees at each institution create a collaborative and productive arena to address issues of concern to part-time faculty above and beyond the collective bargaining process.

Supports for teaching give faculty the tools they need to do their jobs well

[GWU, Montgomery College, American U. and Georgetown](#)- Access to materials, supplies, services and administrative support needed to teach courses. Access to computer work stations, reimbursements for classroom and other teaching-related expenses.

Other Gains

[Montgomery College](#) - Paid personal, court attendance, and bereavement leave. Access to College Wellness program and Flexible Spending Accounts. Transparency around rank assignment. The College and the Union will collaborate on the creation of a regular part-time faculty position to be piloted January 2015.

[GWU.](#) - Course reduction fee of 20% of course rate if your course is cancelled 21 days or less before the start of classes. Access to non-contributory retirement plan and SmartBenefits pre-tax commuting program. Same access to pool and gym as full-time faculty. A meeting once a year between part-time faculty leaders and the Provost is guaranteed in the contract.

[American U.](#) -Course reduction fee of \$325 if course is cancelled within three weeks of the start of classes. Access to professional development opportunities, non-contributory retirement plan, and compensation for non-teaching duties. Compensation for developing new courses.

[Georgetown](#) - Course cancellation fee of \$300 if a course is cancelled within 21 calendar days before classes begin for that course. Access to non-contributory retirement plan and SmartBenefits pre-tax commuting program. Adjunct faculty members shall have the same access as other part-time University employees to discount programs, the GU Wellness program and other employee programs.