

COUNCIL of NEW JERSEY STATE COLLEGE LOCALS AFT/AFL-CIO



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Tim Haresign, Ph.D.
President



VOTE YES!

Dear Adjunct Faculty Member:

In the email accompanying this letter are the instructions for you to cast your vote on the 2019-2023 Adjunct Faculty Memorandum of Agreement. The Council's negotiating team, which included representatives from each of the Council's local unions that represent adjunct faculty, unreservedly urges you to vote **YES** to ratify this Agreement.

NEGOTIATIONS BACKGROUND

After months of negotiations with the State and the State College/University Presidents, the Council of New Jersey State College Locals reached a Tentative Agreement on November 22, 2019. This Agreement protects and improves working conditions for more than five thousand adjunct faculty at our State Colleges and Universities.

PRIMARY ECONOMIC/NON-ECONOMIC ISSUES

SALARY INCREASES – Article XIV

Adjunct faculty will receive a total increase of **\$230 per teaching credit hour** over the duration of the statewide agreement, meaning that by the end of this four-year agreement, you will earn **\$5,115** for teaching a three credit course. We will also reach parity with the full-time faculty overload and summer session rates by September 2022.

The additional \$50 per credit seniority rate has been **negotiated** from fourteen (14) semesters to thirteen (13) semesters, effective Spring 2020.

Date	1-12 semesters	13+ semesters
Spring Semester 2020	\$1,505	\$1,555
September 2020	\$1,575	\$1,625
September 2021	\$1,630	\$1,680
September 2022	\$1,705	\$1,755

COURSE CANCELLATION COMPENSATION INCREASED – Article XIII

The amount paid to an adjunct faculty member whose assignment is cancelled or reassigned less than two (2) weeks before classes begin has **increased** from one half (0.5) of a teaching credit hour to **one (1) teaching credit hour**. The negotiated compensation rate for class cancellation or reassignment after the first class taught will be **increased** from one (1) teaching credit hour to **one and one-half (1.5) teaching credit hour**.

Make your voice count — cast your ballot today!

DOCUMENTATION FOR UNEMPLOYMENT INSURANCE — Article XIII

In instances where the Colleges/Universities do not intend to offer a subsequent assignment to an adjunct faculty member, you have the right to request that management **provide written notice** of this intent. This will help adjunct faculty file for unemployment insurance benefits.

OTHER ECONOMIC/NON-ECONOMIC ISSUES

BINDING ARBITRATION ON COMPENSATION – Article XIII

Compensation for assignments other than regular course work, (e.g. developing or revising an online course), will be negotiated locally and subject to binding arbitration.

COMPENSATION FOR TRAINING – Article XIII

The number of hours required for training in any term is capped at four hours. The salary for compensation for mandatory training in excess of four hours will be compensated at a **minimum rate of \$25 per hour**. Existing agreements offering higher rates of compensation remain in full force and effect.

TIMELY COMPENSATION – Article XIV

The Colleges/Universities will ensure that all adjuncts are **paid on time**, on the first payday of the semester, inter-session, pre-session and summer session that corresponds to the pay period dates in which work was first performed.

WRITTEN REASONS FOR DISMISSAL – Article VII

Adjuncts discharged for cause during the term of a contract will be provided with reason(s) for dismissal within ten (10) calendar days of a submitted request. The affected faculty shall have the opportunity to meet with the Dean and have the right to union representation at the meeting.

EXPANDED UNION RIGHTS – Article X

Union rights expanded by the NJ Workplace Democracy Enhancement Act (WDEA) are now memorialized in the new Agreement. Among newly implemented WDEA terms in the contract is the Union's right to attend and discuss the benefits of Union membership at new employee orientations.

To review the Tentative Agreement MOAs in full, please visit the Council's website at www.cnjscl.org

Please cast your electronic vote in accordance with the instructions provided by the American Arbitration Association.

Your ballot must be received by no later than January 3, 2020.

Make your voice count — cast your ballot today!