Why does the AFT represent TCNJ adjunct faculty?
In 1997, adjunct faculty teaching at the 8 state colleges and universities voted by secret ballot to be represented by The Council of New Jersey State College Locals, (CNJSCL) AFT, the same bargaining agent which represents full-time faculty and professional staff at the nine public state colleges and universities. The College of New Jersey Federation of Teachers, Local 2364, represents AFT bargaining unit employees on our campus. Since then, two adjunct faculty contracts have been negotiated with significant improvements in salary and other terms and conditions of employment. Gains have been achieved but, as you know, there is plenty of room for more improvements. The adjunct faculty contract is available for your review on-line at: http://www.tcnj.edu/~aft/aft.htm as both a web page and MSWord file.

Who else is represented by Local 2364, TCNJFT
The College of New Jersey Federation of Teachers, Local 2364, is an "integrated" Local as desired by the adjunct faculty who were included in the bargaining unit when it was first established. This means that both the full-time faculty, professional staff and adjunct faculty are represented by the same Local although the full-time and adjunct faculty have separate contracts. While the contracts (master agreements) negotiated between the CNJSCL and the State of New Jersey establish the major benefits and working conditions on all campuses, issues specific to one campus can be and are negotiated locally. For instance, right now we are discussing the implementation of a tuition waiver program for family members of TCNJ employees with the TCNJ administration. It is our intent to include adjunct faculty in any program implemented.

When we negotiate a contract, whether for the full-time or adjunct faculty units, our goal is always to make improvements in both terms and benefits. The more members who have signed membership cards, the more clout and power your negotiators bring to the bargaining table.

Membership strength is what wins good contracts, not LOGIC or begging!

What is covered in the adjunct faculty contract?
All things related to "terms and condition" of employment are included in your contract. Most items are negotiated at the state-level and are included in the master agreement. However, there are specific items related to a particular campus which are negotiated locally between the Local and the administration of that college/university. The current state-wide contract can be reviewed at: HERE.

I noticed that money is being withheld from each of my pay checks for the AFT. Why are dues being deducted from my pay if I am not a member?
A non-member does not pay "dues.” When a person begins teaching at TCNJ, she/he is included in our bargaining unit and eligible for membership. All individuals represented by the bargaining agent must pay either an "agency representation fee" or, if they become an AFT member, pay union dues.

Each person in the bargaining unit who is NOT a member of the union has 1.615% of their salary deducted each pay period. This amount is set at 85% of the membership dues. (see the next question)

Unit membership is NOT the same as being a UNION MEMBER!
You are NOT a Union member unless you sign and return a membership card.

What are the membership dues if I sign a card and join Local 2364?
The current membership dues equal to 1.9% of salary were established when the AF unit was formed 7 years ago and has not been increased since then. The money is used to support a number of union activities including state-wide lobbying for higher education, contract negotiations, contract enforcement and related endeavors.

What is the benefit to me of becoming a member of the AFT instead of remaining in the lower cost "agency fee" category? Why should I spend the extra money if I don't have to?
While we are negotiating for your next contract, the most important thing you do to help us win a better contract is to give the negotiating team strength at the bargaining table. By being a member of the AFT, you are demonstrating your support for the AFT which is your representative. The State knows how many eligible employees on each campus are in the "agency fee" category as opposed to being full AFT members. Nothing tells them more clearly that they don’t need to heed our demands than low membership numbers.

The greater the proportion of unit members who join the AFT, the better we can represent YOU!
In addition, as a union member you will also feel better knowing that you are fully supportive of the organization which both represents and protects your rights both as a TCNJ employee and professional.

While non-members have the same contractual protections of members under labor law, only members can vote in union elections, hold office and receive other worthwhile benefits.

We urge you to sign a membership card and join your sisters and brothers in improving your working conditions as well as TCNJ and the adjunct faculty teaching profession in general.

• There is much to do and we need your help in order to achieve our collective goals.
• Contact us at X 2783 or aft@tcnj.edu if you have any questions
• More Local 2364 and AFT information is available at: http://www.tcnj.edu/~aft/aft.htm