

Adjunct Faculty Questions and Answers - Local 2364 (AFT)

The College of New Jersey Federation of Teachers) Feb 2006

- **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 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. Negotiations for the contract to follow this present one which expires in June of 2007 begin shortly. Our statewide demands will be formulated based on feedback and input from all bargaining unit members. The more members who have signed membership cards, the more clout and power your negotiators bring to the bargaining table. Strength based on membership is what wins good contracts, not reason 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 state-wide contract can be reviewed at: <http://www.tcnj.edu/~aft/aft.htm> as either a HTML or MSWord file.
- **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 adjunct faculty member begins teaching for the second semester within a two-academic year period, she/he is included in our bargaining unit and eligible for membership. At that time, the bargaining unit is entitled to what is referred to as an "agency representation fee." 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*)
Bargaining 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 at TCNJ in 1997 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 activities.
- **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 can 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 union which is your. 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, and hold office.

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

Complete adjunct faculty information can be reviewed at: <http://www.tcnj.edu/~aft/adjunct/adjfac.htm>

More Local 2364 and AFT information is available at: <http://www.tcnj.edu/~aft/aft.htm>