



## *Contract Highlights*

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May 12, 2012

In the Fall, 2010, an overwhelming majority of UMass Lowell Adjunct Faculty signed cards to support forming the Union of Adjunct Faculty at UML, so we could work collectively to improve our pay, benefits and working conditions. We are proud to announce that after 14 months of challenging negotiations, we have reached a tentative agreement with the University which we can enthusiastically recommend, which we believe will not only make the work experience more fair and rewarding for those of us who teach part time at U Mass Lowell, but will help to set a standard for what adjunct faculty at other universities can achieve. We urge you to “vote yes” for this historic first contract.

In Solidarity,

The Union of Adjunct Faculty at UML Bargaining Committee, UAW Local 1596

### **Salary**

- (1) \$4000 minimum per three credit course in most Departments.
- (2) \$4500 minimum in the Sciences, Engineering, Physical Therapy, Mathematics and Clinical Lab Science;
- (3) \$5000 minimum in Management and Nursing.
- (4) 10% increase above the minimum for most Senior Adjunct Faculty (those who have taught 5 years and 10 courses.)
- (5) Additional \$500 per course for most holding a terminal degree in the relevant discipline.
- (6) Adjunct Faculty currently teaching at the minimum rate in applied music instruction increased 14% with an additional \$5.00 per hour for Senior Adjunct Faculty.
- (7) Adjunct faculty already receiving higher rates will maintain that rate plus the across the board percentage increases.
- (8) Across-the-board percentage increases of 1.75% on July 1, 2012, 1.75% January 1, 2013, 1.75% July, 2013, 1.75% and January 2014 with an additional increase in July 2014 TBD.
- (9) Possibility of a higher salary based other criteria e.g. relevant experience or qualifications, contact hours higher than credit hours, and past practices in the department.
- (10) The rate for developing a course will not be less than the minimum salary rate for teaching the course.
- (11) Increases are retroactive to January, 2012!

## Health Insurance

The University will fund a joint union/management run Health and Welfare Trust according to the following schedule:

1. July 1, 2012 \$300,000
2. July 1, 2013 \$375,000
3. July 1, 2014 \$450,000

Funds not used in each year shall roll over and be added to the funds committed to the subsequent year.

## Other Benefits

**TUITION:** Faculty members who have been employed at UMass Lowell for more than one semester shall be entitled to take one course per year at UMass Lowell at no cost to them.

**LEAVES:** One day of paid sick leave per semester. Paid leave for Union business.

One semester of unpaid medical leave. No one returning from an approved leave will lose any seniority and will be reinstated to his/her usual number of courses.

## Professional Development

- \$25,000 into an Adjunct Faculty Professional Development Grants Fund.
- Annual performance assessments with opportunity to advance to Senior Adjunct Faculty with a “grandparent” clause to advance incumbent faculty immediately.
- Full Academic Freedom in research and teaching and freedom of political belief and/or affiliation.
- Participation in University Orientation and Professional Development Sessions.
- Adequate office space (defined as appropriate shared space) for each Adjunct Faculty member with access to phones, computers, internet, printers and locked storage.
- Participation in Department meetings and events.

## Job Security/Due Process

- One year appointments for Senior Adjunct Faculty with subsequent one-year appointments with assignments to appropriate courses by seniority.
- Protection from termination of appointment without “just cause.”
- The right to notice and information in the event of appointment termination due to funding loss.
- A fair dispute resolution process.

### **Contract Ratification Vote**

**Friday, May 18<sup>th</sup> 10AM TO 12PM, SOUTH CAMPUS O’Leary Library 222**

**Friday, May 18<sup>th</sup> 2PM TO 4PM, NORTH CAMPUS Lydon Library Multi-Purpose Room**

**INFORMATION SESSIONS: 10AM AND 2PM**