

RESPECT & EQUITY, ADJUNCTS MAKE A DIFFERENCE!



# MSU Adjunct Connection

**AFT LOCAL 6025**

**February, 2016**

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## **Presidents Message**

### **100 Years of Fighting Hard for Teachers**

#### President's message

One hundred years ago the American Federation of Teachers was founded. Margaret Haley, who started the movement in Chicago, said in her autobiography, 'If you happened to be born wanting freedom for yourself, for your group, for people at large, you had to fight for it- and you had to fight hard.' In spite of the many gains the AFT and union organization have won for educators, a hundred years later we still must fight hard for fair treatment for teachers- especially the adjunct professors our local represents.

With challenges at the national, state and local level, our union is in a fight for its survival. Just this month the US Supreme Court heard the Friedrich's case which threatens to abolish agency fees and make every state a "Right to Work" state. "Right to work" is, of course, double speak for right to destroy the right to union representation by allowing public workers to freeload. At the State level, we are beginning our second

semester without a contract with no signs of a settlement in sight. At the local level, one of our deans has bragged about saving \$300,000 on the backs of adjunct professors.

The national AFT has issued a challenge to every local to enroll every adjunct as a member and reach out to all our members and engage them in "fighting hard" for equitable pay and fair treatment. Last semester we received national recognition for our success in recruiting 120 new members. But with the threat of a negative Friedrich's decision this spring, we must at the very least replicate that level of recruitment this semester. We are seeking to engage all our members by asking them to recruit at least one new member. We are also asking all adjuncts and the entire university community to join us in signing a petition for pay equity for adjuncts (see below).

*Bob Noonan*

President of AFT local 6025



## Petition for Equal Pay & Contract Enforcement



## Sign Petition for Pay Equity for Adjuncts

Adjuncts at Montclair State University should be paid \$100 more a credit this academic year to achieve parity with what full time faculty receive for teaching extra courses. Eight years ago we achieved such parity. Four years ago we thought that there was a commitment to such parity when the full time contract was negotiated. But when the adjunct contract was finalized the state reneged on this commitment.

Now that we are working for our second semester with an expired contract we are calling upon the University Board of Trustees to set aside enough to pay this amount retroactively for two semesters. We call this "sound fiscal management" in our petition. We would also contend setting such money in escrow shows that our Board of Trustees is committed to fairness and will not buy into any suggestion by the state that our compensation should be frozen retroactively as was done four years ago,

[Click here](#) for a copy of this petition. Print it out and ask other adjuncts and all members of our university community to sign it in solidarity. Try to fill out the sheet



## Contract Enforcement Strengthens Our Union

A union contract is only as good as its enforcement. So even as we fight hard to gain stronger protections and rights in our new contract, we must enforce the language in our existing agreement. Below are three areas that we are focusing on. For the full details of state contract and local agreements see our website at <http://060250.nj.aft.org>

Did you have a course cancelled after January 4th this semester? If so, our contract entitles you to a half credit compensation. If you lost a course after you taught one class, you are entitled to a full credit. Let us know the details by email and your union will process the claim for you.

Can my department require me to have office hours? No. There is a provision in the full time faculty agreement for office hours but there is no such language in our contract. If the administration wishes us to provide office hours, they need to negotiate for such and compensate accordingly. Can my department ask for us to volunteer to provide office hours? No. The concept of "volunteering" when one is re-appointed on a semester by

with the names of supporters. Then bring it or send it to our union office at Room 441 Dickson Hall. Or bring you signatures to our general meeting on February 16th.

semester basis is highly questionable if not disingenuous. If you have been asked to list office hours, let us know. Your union will follow up and enforce the contract.

Finally does our contract restrict us to teaching 6 credits per semester and no more than 12 credits in the fall and spring semesters? Absolutely not!. Our contract places no such limits and your union will never stand in the way of you earning more money. These rules are administrative rules. In fact, when the administration moved to strictly enforce their rules, your union representatives asked for greater flexibility. We are especially concerned about the impact such restrictions would have on the adjuncts, programs and students in departments in which many courses are organized on a four or four and a half credit basis.

**Contracts matter. Your union matters.** If you have not yet joined our movement for fair compensation and equitable treatment, click on [registration card](#) and join our local today.

## LOCAL ELECTIONS & SOCIAL MEDIA





## LOCAL 6025 ELECTIONS

Dear Adjunct Union Member,

In accord with the Locals 6025 Constitution, (Article IV, section 4 ) "elections for officers and the executive board shall be held between March 1 and April 15 of each even numbered year."

In accord with Article IV Section 5 of the Constitution, you as a member in good standing are hereby notified that nominations are open 45 days prior to the election. To be nominated, a candidate must submit a petition containing the signatures of at least five (5) members in good standing for the office sought.

This petition must be received no later than February 29, 2016, [Click here](#) for the petition.

Petitions must be returned to:

Elections - Local 6025  
c/o Council of NJ State College Locals  
AFT-AFL/CIO  
1435 Morris Avenue, Suite 3A  
Union, NJ 07083

The following officers are open for nominations:

- President
- First Vice President
- Second Vice President
- Secretary
- Treasurer
- Four (4) Directors.

A candidate can verify that an individual is "a member in good standing" by contacting Bruce Howard at the State Council Office at [908-964-8476](tel:908-964-8476), [Extension 314](#). Individuals who are employed as Adjunct Professors at Montclair State University and have paid full dues are members in good standing. Under Article II Section 2 of the Constitution, "a member in good standing

## SOCIAL MEDIA

Yes, the MSU Adjunct Union is on Facebook & Twitter with daily posts & tweets about adjunct life here on campus and nationwide! This is a great place to get the most current information & real-time updates about important issues affecting you--such as parking, compensation for cancelled classes, contract negotiations, union events on campus, and more. Want to know what's really going on, and stay in the loop on #AdjunctLife? This is the place to do it! Add the Union to your Facebook and Twitter feeds by liking/following here:

### FACEBOOK:

Montclair Adjunct Union AFT Local 6025

<https://www.facebook.com/Montclair-Adjunct-Union-AFT-Local-6025-164584583743692/?fref=ts>

### TWITTER:

@MSUadjuncts

<https://twitter.com/MSUadjuncts>

who is not invited back in any single semester is allowed to remain a member in good standing with dues being suspended for the duration of that semester." After one semester hiatus, individuals can maintain membership by paying \$25 per year in accordance with current by-laws. Only members in good standing prior to March 1, 2016 can run for office, sign petitions or vote for candidates.

Upon receipt of nominating petitions, the ballot will be set. Only duly nominated candidates will appear on the ballot. In accord with the local by laws, write in votes will not be allowed. All candidates will be provided upon request one set of mailing address labels containing all "members in good standing" and eligible to vote. The ballot will be mailed to all members on March 24, 2016. Ballots will be counted at Council offices April 15, 2016

In solidarity,

*Adrienne Santola*  
Chair of Elections for Local 6025

## NEXT MEETINGS & ANNUAL DINNER

Please join us at our next **General Meetings** on Feb. 16th and March 16th at 4pm on the 4th floor of the student center. All adjuncts are welcome and light refreshments will be served.

Also hold the date for our **Annual Awards Dinner** on April 21st, 2016. More information to follow.



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