



March 29, 2010

An Important Message for Adjunct Faculty Members

You undoubtedly know that the adjunct (part-time) faculty at Temple University are campaigning to become part of the existing fulltime faculty union, the Temple Association of University Professionals (TAUP). This campaign is the culmination of years of work by members of TAUP's Adjunct Organizing Committee (AOC). We are currently gathering the signatures of adjunct faculty on authorization cards to petition the Pennsylvania Labor Relations Board to conduct a representation election. This will decide whether adjuncts will become part of the TAUP and be entitled to bargain collectively with Temple administration about our terms and conditions of employment -- issues such as salary, medical and other benefits, job security, and assignment procedures.

AOC members have spoken with hundreds of adjuncts during the course of this organizing effort, and support for union representation among Temple adjuncts is overwhelming. Since we kicked off the card campaign last Wednesday, the TAUP office has received a constant stream of inquiries about how to get cards to sign, along with offers to distribute cards to adjunct colleagues. Most adjuncts disagree with Provost Lisa Staiano-Coico's statement, "We do not believe that an adjunct faculty member union is necessary at Temple University."

The Provost claims that "the system is working." Let's look at that system. The administration currently dictates all the terms and conditions of our employment: from whether or not we will teach any courses at all in a given semester to when we will be informed of our assignments; from how long our contract will last to how much we will get paid and what, if any, benefits we will receive. Our contracts make clear that we are at-will employees, subject to dismissal, course cancellation, or non-renewal of contract at the sole discretion of the administration. Adjuncts have no voice in this process.

The only way to give adjuncts a voice is for us to join together to bargain collectively about the terms and conditions under which we will work. To effectively negotiate with the administration, we must gain recognition to be part of the faculty union. Being represented in collective bargaining is an exercise in representative democracy as well as direct member decision-making. As members of the TAUP bargaining unit, adjuncts will elect our own representatives to the TAUP leadership. We will have our own representatives on the negotiating team, who will consult closely with adjuncts and advance our interests at the bargaining table. TAUP members who are adjunct faculty will have an equal vote with other members in elections and in approving a tentative

contract or authorizing collective action. This democratic system will give adjunct faculty a powerful voice in making the decisions that affect us.

This past week we were all reminded of the unilateral management power to change adjunct faculty terms of employment. On Monday, March 22, the University issued a revised policy on adjunct faculty members. One provision of the new policy stated that graduate students may not be appointed to adjunct positions. No adjunct faculty were informed, let alone consulted, about this significant and far-reaching revision. An uproar ensued, and by Friday, that provision had been effectively rescinded, but not before it had caused anxiety and uncertainty among graduate students who depend upon adjunct assignments to support themselves. This administrative dictum put on hold adjunct course assignments for the summer and fall in many departments. Allowing the administration to unilaterally dictate the policies and procedures that impact us is not in the best interests of any adjunct faculty members.

Join with us to claim your voice in decisions about your own employment at Temple University. Your colleagues will be distributing authorization cards during the next several weeks. If you need a card, or would like to help with the distribution, please stop by the TAUP office, or contact a member of the Adjunct Organizing Committee. Full contact information appears below.

We encourage all our fellow adjuncts to be part of this historic process of transforming adjunct employment at Temple University. It's UNION TIME – sign your card!

Yours truly,
Regina Bannan
Chair, Adjunct Organizing Committee

TAUP
Barton Hall, Room A213
TAUPAFT@aol.com
215-763-2287 or 215-204-7641

Regina Bannan, Adjunct in American Studies
regina.bannan@verizon.net
2215-545-9649

Ralph Flood, Adjunct in American Studies
ralflood@earthlink.net
215-384-3428

Dan Friedlaender, Adjunct in Film and Media Arts
Dff036@gmail.com
215-495-9185

Carol Jenkins, Adjunct in Political Science
Cjenkins27@gmail.com

215-387-0839

Frank Fucile, Adjunct in English

fafucile@gmail.com

443-845-2860

Amy Weigand, Adjunct in Religion

weiganda@verizon.net

610-348-0176