

**2015-2019 contract between the Affiliated Faculty of Emerson College,  
American Association of University Professors (AFEC-AAUP)  
and Emerson College**

**Contract Cheat Sheet**

**Seniority accrues after 12 courses taught, down from 15**

no seniority accrued for courses taught as a grad student instructor  
seniority does accrue to those who worked as term, tenure-line faculty  
online courses taught in fall or spring count towards seniority

**Salary: raises ranging from 11% to 30% over the life of the contract**

Year 0: retroactive COLA

Fall 2015: COLA, grid shift for those making the least

Fall 2016: COLA +115 raise/course

Fall 2017: COLA +115 raise/course

Fall 2018: COLA +115 raise/course

<b>WR100s:</b>	<b>from 2013</b>	<b>to 2018</b>
Step 1:	\$4,408	to \$5,833
Step 2:	\$4,862	to \$6,395
Step 4:	\$5,771	to \$7,526

<b>CC100s:</b>	<b>from 2013</b>	<b>to 2018</b>
Step 1:	\$4,581	to \$5,830
Step 2:	\$5,012	to \$6,392
Step 5:	\$6,417	to \$8,089

**VM, LF, LM, MU, DA, CC, LS, TH, JR, PA**

	From 2013	to 2018
Step 1:	\$4,942	\$5,821
Step 2:	\$5,450	\$6,382
Step 3:	\$5,963	\$6,949
Step 4:	\$6,470	\$7,510
Step 5:	\$6,983	\$8,077

**Philosophy: from 2013 to 2018**

Step 1:	\$5,076	\$6,199
Step 2:	\$5,599	\$6,716

**LI, WR200+, SC, HS, PB, IN**

	From 2013	to 2018
Step 1:	\$5,209	\$6,116
Step 2:	\$5,749	\$6,713
Step 3:	\$6,283	\$7,303
Step 4:	\$6,823	\$7,900

Step 5:        \$7,357        \$8,490

**PS, SO**        From 2013    to 2018

Step 1:        \$5,343        \$6,411

**CD100-599, MT, HI**

From 2013    to 2018

Step 1:        \$5,476        \$6,411

Step 2:        \$6,043        \$7,037

Step 3:        \$6,604        \$7,658

Step 4:        \$7,170        \$8,283

**PL:            From 2013    to 2018**

Step 1:        \$5,744        \$6,406

Step 2:        \$6,337        \$7,031

**GM, MK, HC, CD600+, MB, ME**

From 2013    to 2018

Step 1:        \$6,946        \$8,035

Step 2:        \$7,662        \$8,827

Step 3:        \$8,378        \$9,618

??:            \$13,892       \$15,712

**Health insurance:** no change: still 50/50 split

Safety net: if teach only 3 courses for one year still get insurance for that year,  
need to have been eligible for prior two years,  
only get safety net for 1 year

**Promotions:**

right to a phone call if you make the short list

**(top 20-30, still needs to be defined)**

Notice to hiring committees that they're required to give fair consideration to adjuncts

**Contract length:** Step 5 faculty get three year contracts

**Evaluation:**

codified how adjunct faculty performance is measured

may submit reflective statement to chair

**Professional development funding:**

\$5,000 increased professional development fund, now at \$15,000/year

Can now get \$1,500, up from \$750/award

Awarded in spring semester now, closer to when fiscal year starts

**Merit pay:** \$2000 merit pay bonuses available, CAO discretion

**Tuition remission for Step 3+ faculty**

Grad classes and online classes

**Paid access to department meetings**

Adjuncts help select 1 rep, who gets \$300, communicates with dept. adjuncts

**Paid training:** \$50 for 2 hours, \$75 3-4 hours, \$100 for >4 hours

Excludes certain types of training

**Senior adjuncts can grieve non-rehire decisions based on performance or discipline**

Right to a union presentation at orientation

Get phone numbers from faculty

Clarifications on grieving due to mistakes in credit count

Teaching availability forms mandated

Access to email, buildings, library for a semester after employment ends

New **nondiscrimination** clause

Core membership fee codified in contract

Notification of non-payment of dues or fees nicer

**No-strike clause:** Have right to do handbills and leaflet; removed agents term

**Right to review** department chairs, deans, and program heads anonymously

**Course releases:** College pays AFEC president \$5000/year  
(Need to run this by national regarding how to use this to grow the union.)

Side letter for the 2-credit issue that grandfathers existing faculty

**Title changes:**

Steps 1 & 2: Affiliated faculty members

Steps 3+: Senior Affiliated faculty members

###