

**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

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

CC100s:	from 2013	to 2018
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

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