

ACT-UAW LOCAL 7902

The New School Part-time Faculty Union

Contract Highlights



Part-time Faculty at The New School voted to approve their first contract in 2005. During the organizational campaign, the Administration told voters that the New School operates with limited resources therefore unionizing might not lead to any improvements. Below is a summary of their working conditions before and after forming their Union. You can decide for yourself, but the part-time faculty ratified the agreement nearly unanimously. They were thrilled with the amazing economic gains negotiated in their very first contract!

BEFORE COLLECTIVE BARGAINING

AFTER FIRST CONTRACT (2005-2009)

COMPENSATION	No minimum salary. Compensation was at the discretion of the university. Many Part-time Faculty had received only minimal increases after years of teaching at The New School.	The union negotiated minimum rate for lectures rose by 46% over the life of the first contract. Those making above the minimum received at least \$10/hour raises. Two longevity increases were negotiated. The minimums will nearly double from the first contract in 2005; \$65/hour then, to \$127.85/hour in 2018.
JOB SECURITY	No job security. No obligation on the part of the university to reappoint Part-time Faculty no matter how long they taught at the university.	After 11 semesters, the University is obligated to re-appoint Part-time Faculty based on a base load calculated by previous contact hours taught. Severance remedies are provided if the course is discontinued and no other course exists that the Faculty member can teach.
COURSE CANCELLATION	No compensation for course cancellations.	After 4 semesters, part-time faculty receive annual appointment letters, and a 15% course cancellation fee. After 11 semesters, the course cancellation fee is between 30 – 50%, depending on seniority.
PAID LEAVE	No paid faculty leaves. Unpaid leave rarely approved and at the discretion of the university.	Paid and unpaid faculty leaves available every six years.
HEALTH INSURANCE	Health insurance was offered but only to some departments, premium rate increases made it unaffordable to most. Other faculty received \$500/year that could go to health or a retirement fund. No dental insurance provided.	Health insurance benefits (individual and family) expanded to be available to Part-time Faculty in all departments, with premium subsidies proportional to courses taught. Premium increases capped. A new dental plan was provided.
RETIREMENT BENEFITS	Most faculty were ineligible for any retirement fund. In some cases, faculty received \$500/year that could go to health or a retirement fund.	A retirement fund for faculty with the University contributing 5% in year 1 of the contract, increased to 10% by the 4 th year of the contract.
DISPUTE RESOLUTION	The University had exclusive authority to determine the resolution of any dispute raised by a Part-time Faculty. The only recourse outside University decision-making control was to file a law suit, which was too costly for most Part-time Faculty to consider.	The contract is enforceable by filing a grievance. The Part-time Faculty member has union representation and a neutral arbitrator determines the final decision and remedy, if appropriate.