



# WHAT BEING A UNION MEMBER MEANS

*The Rutgers Adjunct Faculty Union is only as strong as our members!*

Part-Time Lecturers (PTLs), otherwise known as "adjuncts," teach in nearly every department at Rutgers. Each semester, PTLs teach at least 30% of all undergraduate courses and work in our professional and graduate schools. Our "bargaining unit" is around 1,800 PTLs each semester. Nearly half are union members—but we are aiming for 100% membership!

## What does it *really* mean to be a member of the Adjunct Faculty Union?

All workers benefit from union membership. Strong labor unions lead to higher standards of living for everyone. Here's why:

- Unions set pay standards and workplace protections;
- Unions leverage their collective bargaining power to negotiate with employers on members' behalf;
- Union members make an average of 30% more than non-union employees;
- 92% of union workers have employment-related health coverage versus 68% of non-union workers;
- Union workers are more likely to have guaranteed pensions than non-unionized employees;
- Additionally, unions help protect employees from unjust firing through collective bargaining agreements (CBA). Unlike "at-will" employees who can be fired at any time, unionized workers cannot be let go without "just cause";
- Finally, union members benefit from the collective power to go on strike. Unionized workers can stop working in protest of labor conditions or as a bargaining tool during management negotiations.

**Remember:** Our leverage at the bargaining table and in grievances is directly proportional to our number of active members. The more people we have engaged in the union, the louder our voice is at Rutgers!

With higher union density (i.e., more PTLs in our bargaining unit opting in and paying dues) and a lower number of "free riders," our union has more power at the bargaining table when we negotiate our collective bargaining agreement.

By leveraging our collective power, we can maximize our impact, and we'll have the best chance to win our top three contract demands in the new year:

- **Pay parity**
- **Job security**
- **Healthcare coverage**

Join our union! Visit [rutgersaaup.org/join](http://rutgersaaup.org/join) or scan the QR code here!

Questions? Email us at [ptl@rutgersaaup.org](mailto:ptl@rutgersaaup.org) or

reach out to our organizer, Emily Rosenzweig, at (201) 247-3974

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