



WHY JOIN OUR UNION?

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, roughly 1,300 PTLs teach at least 30% of all undergraduate courses and hundreds more work in our professional and graduate schools. PTLs voted to unionize in 1988, forming the Part-Time Lecturer Faculty Chapter (PTLFC-AAUP-AFT, Local 6324); today, our bargaining unit represents roughly 3,000 PTLs overall. Joining our union means having a voice in contract negotiations, as well as a vote in contract ratification and officer elections. Our leverage at the bargaining table and in grievances is directly proportional to our number of active members. (Plus, [research shows](#) that strong labor unions lead to higher standards of living for everyone.) The more people we have on board, the louder our voice is at Rutgers!

What are we fighting for in our next contract?

- **Equal pay for equal work.** We teach the exact same courses as full-time NTT faculty. Rutgers should pay us the same rate for this work.
- **Job security.** PTLs deserve to know they'll have a job beyond the current semester.
- **Health care.** Rutgers should work with the state on our behalf to make sure that all PTLs employed by the University are covered.

How much does it cost to be a member?

Dues amount to around 6 dollars per paycheck, which is around 1.25% of your salary. Rutgers has millions of dollars to challenge our demands and even has Jackson Lewis, a union-busting law firm, on retainer. Dues are our organization's resources for tough contract fights. We need resources to win!

Why should I join the union if I'm appointed for only one or two semesters?

Although most PTLs are appointed semester-to-semester, the average stay is 8 years. PTLs retain membership until 3 consecutive semesters have passed without teaching. Plus, you don't pay dues unless you are teaching.

What have we won?

Higher Salaries that increase every academic year. Since we unionized, our salaries have increased seven-fold. Longstanding PTLs with more than 12 semesters of teaching now get paid significantly more than they did just a few years ago.

Professional Development Fund that reimburses PTLs for expenses related to research and teaching. Non-unionized universities do not offer this kind of support for adjunct faculty.

Priority in Appointment for longtime PTLs. PTLs who have been teaching for 10 semesters or more are guaranteed the right to teach their courses without fear of being replaced by PTLs with less experience.

Stronger Grievance Procedure available to any PTL whose rights have been violated under our collective bargaining agreement.

Tuition Remission for 50% available for PTLs to take courses related to their subject matter.

Join our union! Visit rutgersaaup.org/join or scan the QR code here!

Questions? Email us at ptl@rutgersaaup.org or

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

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