



# WHY JOIN OUR UNION?

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

Lecturers voted to unionize in 1988, forming the Part-Time Lecturer Faculty Chapter (PTLFC-AAUP-AFT, Local 6324). Today, our bargaining unit represents roughly 2,700 lecturers in total. Joining our union means having a voice in contract negotiations, a vote in contract ratification and officer elections, and an opportunity to run for office. In April 2023, we went on strike for the first time and won significant gains for adjunct faculty. The stronger we are, the more power we have to build on these gains!

## What have we won?

**Historic Salary Raises.** Our spring 2023 strike resulted in over 30% salary increase for the lowest paid lecturers in the first year of our contract (2022-2023) (\$7530 for a credit course), and a 44% increase in base salary by end of the contract (2026) (\$8331). These gains are among the largest ever for adjunct faculty in public higher education.

**Job Security and Long-Term Appointments.** Beginning in Fall 2024, many lecturers teaching 12 credits per year will receive two-semester appointments, and many long-serving lecturers will receive four-semester appointments.

**More Opportunities for Promotion.** Promotions for adjunct faculty now match full-time non-tenure track, with 5 levels. Each promotion comes with a 10% salary increase. We also won a reduction in the number of semesters required to advance, and can now also advance based on the number of credits taught.

**Binding Arbitration in Grievance Procedures.** Any Lecturer whose rights have been violated under our collective bargaining agreement will have a fairer process in which to pursue those rights.

## What are we fighting for?

- **Health care.** Rutgers administration should work with us and the NJ legislature to make sure that every worker at Rutgers, including all adjunct faculty, has health care coverage.
- **Enforce our new contract.** It will take a strong union to ensure the University upholds these wins.

### How much does it cost to be a member?

Dues are 1.25% of your course salary, roughly \$8.50 per paycheck for a 3-credit course. Rutgers has millions of dollars to challenge our demands and keeps the notorious union-busting law firm Jackson Lewis on retainer. Union dues are used to pay for our excellent staff organizers, our communications software, our legal team, union events, and stipends for union officers. It takes resources to sustain a strong union and fight for fair working conditions!

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

Although most lecturers are appointed semester-to-semester, the average stay is 8 years. Lecturers retain membership in the union for a full year after teaching their last Fall or Spring semester. Dues are deducted only when you are actively teaching.

**Join our union!** Visit [rutgersaaup.org/join](https://rutgersaaup.org/join)  
**Questions?** Email us at [ptl@rutgersaaup.org](mailto:ptl@rutgersaaup.org) or  
reach out to our organizer, Emily Rosenzweig, [erosenzweig@rutgersaaup.org](mailto:erosenzweig@rutgersaaup.org),  
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