

## Responses to Faculty Senate – Questions from the University Community

### General Questions about Process/Rationale for TAUP and Temple

| Question   | TAUP Response  | Temple Administration Response   |
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| <p>1. With all the new buildings going up on campus, including the new football stadium, how does Temple stand by saying that money for faculty is a zero sum game?</p>                            | <p>Temple Administration says that the budget is “zero-sum”, but the truth is more nuanced. First of all, there is not a fixed “pot” of money to be divided among full-time and part-time faculty. Under decentralized budgeting, Temple decides how to set the parameters for school and college budgets; it could set different parameters. Temple’s choices over recent years have resulted in a declining proportion of what is called “educational and general expenditures” going to “instruction.” Thus, as the number of full-time faculty has increased, the dollars devoted to teaching have not kept up proportionately with Temple’s increasing revenues. The figures are there for all to see in Temple’s annual financial reports. Meanwhile, Temple is sitting on an ever-increasing amount of unrestricted net assets.</p> | <p>Money for school/college operations, including salaries, comes from school/college revenues, including tuition dollars. Government appropriations or private donations designated for building construction is legally restricted from use for other purposes. These funds are not interchangeable.</p> |
| <p>2. Why were current T/TT and NTT’s kept relatively in the dark about this merger. Why was there no communication with T/TT’s and NTT’s about this merger and no attempt to get their input?</p> | <p>Adjuncts organizing and wanting to join TAUP has been going on for several years. We have communicated via eBulletins sent out in the past few years about the effort, particularly since September 2014 when the adjunct organizing campaign began. Each of those communications asked for questions and comments. We received a small handful of responses.</p> <p>By the way, this is not a “merger.” That term</p>  | <p>This is a question for TAUP.</p>  |

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|   | would imply that there were two existing entities coming together. But adjuncts do not belong to an existing entity. Adjuncts will be accreted into the existing bargaining unit. Accretion is the legal term.  |  |
| 3. There are already hard feelings between TT and NTTs about who truly gets good representation at the bargaining table, so why did TAUP think it was a good idea to add more conflict by adding adjuncts, especially in such large numbers?              | <p>Having adjuncts in the same union with full-time faculty is the standard in unionized colleges and universities in Pennsylvania. It is extremely common at research universities like Temple in other states, such as at Rutgers, SUNY, and CUNY. Academic traditions are intact at those institutions, and in fact, when all faculty are able to stand united on issues, faculty voice is stronger.</p> <p>There is much agreement among NTTs and TTs about bargaining priorities. In early 2014, we conducted a bargaining issues survey and reported the results in three e-Bulletins (see the TAUP website <a href="http://www.taup.org">www.taup.org</a>). We found that there was great support for NTT priorities among TT faculty and likewise great support for TT issues among NTTs. The results gave our Negotiating Team confidence in negotiations. Members ratified that contract by a very wide margin - 96.3% Yes to 3.7% No. We hear little about supposedly “hard feelings.”</p> | This is one of the university’s key concerns, and a primary reason for Temple’s opposition to the merger.  |
| 4. What happens if TAUP discovers that there is too much conflict in representing the three divergent groups like TT, NTTs and Adjuncts. What are the options to separate the unions once a bargaining unit has been determined by Labor Relations Board? | Adjuncts voting to join the full-time unit is a matter of Pennsylvania law. The Public Employe Relations Act, under which Temple University and we operate, involves a set of rules that have governed situations like ours for over 30 years. The PLRB’s consistent policy has been to put part-time employees together with full-timers in  | If conflict takes over, TAUP cannot reverse course and change union structure. If adjuncts find themselves unhappy as have adjuncts in <a href="#">other merged unions</a> , the only option is to try to decertify the entire union – this is difficult to achieve. |

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|  | <p>the same bargaining unit when there is an identifiable community of interest. <b>Despite Temple arguing for months that adjuncts do not have the right to have a union AND do not have the right to join our union, the PLRB rejected their arguments as having no merit.</b></p> <p>Temple adjuncts led the unionization drive. The law doesn't allow full-time faculty in an existing bargaining unit to exclude adjuncts at state-related institutions. In fact, we would be violating the law if we refused to accept the new group of employees, once they vote to join our union.</p> <p>So, if there are conflicts, <b>we will deal with them internally.</b></p>   |                                     |
| <p>5. How will the TAUP organizational structure accommodate adjuncts who will represent more than half of the bargaining unit. Will they be 50% of the leadership on the union's executive committee? How will the union organize itself to accommodate this?</p> | <p>The TAUP Executive Committee is drafting a revised Constitution &amp; Bylaws to ensure that all groups of faculty – TTs, NTTs, and adjuncts – are adequately represented, that everyone has a voice, and that no constituency drowns out the others.</p> <p>Until adjuncts vote to join TAUP, however, the question of constitutional change is premature. If adjuncts vote against joining TAUP, any changes would be irrelevant. If they vote to join TAUP, the proposed amendments will be distributed to TAUP members and there will be ample opportunity for discussion. These changes will require a 2/3 vote of those voting.</p> <p>As has always been the case, only members of TAUP get the right to elect the leaders, to vote on</p> | <p>This is a question for TAUP.</p> |

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|  | constitutional amendments, and to ratify the contract. If you choose not to join, you leave the right to make decisions to those who do.  |   |
| 6. If TAUP has students best interest in mind as they claim, why circulate and have members sign a petition asking donors to withhold donations to and public support from Temple University in an effort to promote the union?  | If Temple has the best interests of students and the university community in mind, then they should not fight every effort of adjuncts to achieve justice, spending great sums of tuition and state appropriation money on lawyers.   | This is a question for TAUP, but <a href="#">petitioning</a> donors to withhold contributions is contrary to Temple's students interests.   |
| 7. When discussing their interest in the union, one of the union organizers and others have said that they would like to participate/be involved in the departments in which they teach. Isn't that a departmental and/or collegial assembly prerogative? Does the union propose to involve itself in the inner workings of academic departments? How would it propose to do that if a given department does not want to include adjuncts in personnel decisions like tenure, long range curricular planning, and internal conversations about the development of new academic programs? | Adjuncts have many of the same aspirations that full-time faculty have, especially for a voice in decisions that matter to them and their profession. The collective bargaining process provides a vehicle for that voice.<br><br>Some provisions of the contract affect how NTTs are hired, reappointed and promoted, how merit is decided and how other decisions are made, so that NTTs are included in some decisions. However, only tenured faculty can be involved in tenure decisions, under the contract. TAUP does not get involved in curricular decisions or planning of new academic programs. That is the purview of departments, colleges, and the Faculty Senate. But NTTs are involved in many of these decisions at one level or another. So, in most cases, the involvement of adjuncts in committee decisions is up to departments, colleges and the Faculty Senate to decide. | Faculty engagement in departmental and college-level committees is typically a matter of department and school/college prerogative, outside the purview of collective bargaining.   |
| 8. If the adjuncts vote to accrete does this mean the current TAUP contract is no longer in effect? Does it mean that there would be an immediate negotiation for all issues pertaining to adjuncts and fulltime faculty?  | You may have heard rumors circulating that when adjunct faculty vote to join TAUP, the existing contract for full-time faculty would be canceled. That is not the case.   | Until a new agreement is approved by both Temple and TAUP, the existing contract remains in effect for current (full-time) members of TAUP. Negotiation of all articles that impact both adjuncts and full time faculty will be on the table. |

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|   | <p>Longstanding legal precedent in Pennsylvania holds that, when a new group votes to join the bargaining unit during the term of a collective bargaining agreement, the employer and the union bargain over wages, hours and terms and conditions of employment <u>only</u> of the new group, until the time comes to negotiate a new contract. The existing contract for full-time faculty is effective through October 15, 2018.</p> |   |
| <p>9. If adjuncts merge into TAUP will each adjunct's vote be fully valued as full-time members' votes are or will an adjunct's vote be prorated or discounted?</p> | <p>The American Federation of Teachers and we follow the principle laid out in the American constitution of one person, one vote.</p> <p>Adjuncts would be accreted into TAUP. Merger implies a joining of two existing entities. Adjuncts do not belong to an identifiable entity.</p>   | <p>This is a question for TAUP, but adjuncts in merged unions at other institutions are frustrated that their votes are prorated.</p>   |
| <p>10. What percentage of TAUP dues goes to AFT?</p>  | <p>Approximately 40% of dues are paid to our affiliate unions – 24.5% to AFT, 14.8% to AFTPA, and less than 1% to Philadelphia Council, AFL-CIO.</p> <p>TAUP gets a great deal of service from our affiliates. We wrote about it in early 2014 in an e-Bulletin - <a href="http://bit.ly/1Wp3nQL">http://bit.ly/1Wp3nQL</a></p>   | <p>TAUP can provide current detail, but on its 2014 <a href="#">tax form</a>, TAUP reported paying \$248,620 to “affiliates”. See p.10.</p>   |
| <p>11. How much salary does each officer of TAUP earn in that role?</p>   | <p>President - \$350 per month + the equivalent of one 3-credit summer course (i.e., \$5,700). Total = \$9,900 per year.<br/> Vice President - \$350 per month. Total = \$4,200<br/> Treasurer - \$350 per month. Total = \$4,200</p> <p>The president voluntarily gave up part of his stipend this year, reducing it from two summer course equivalents, to offset the loss of</p>   | <p>TAUP can provide current detail, but on its 2014 <a href="#">tax form</a> TAUP reported paying salaries as follows: President Hochner, \$15,050; Vice President Newman, \$3,300; Treasurer Goldstein, \$4,200, Grievance Chair Hansell, \$2,100; Exec Board Member Rader, \$1,450; Exec Board Member Palter, \$2,100; DiBenedetto, \$90,394. These wages total \$118,594. See p.7.</p> |

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|   | department chairs who had been TAUP members. Otherwise, the stipends have remained the same for many years.   | TAUP also <a href="#">reported</a> paying “other salaries and wages” totaling \$105,531. There is no detail regarding to whom these other wages were paid.  |
| 12. Why did Temple challenge TAUP's petition causing everyone expense and delay?  | NR  | Temple challenged TAUP's petition because Temple believes it is inherently flawed, with many problems that would work against the best interests of all faculty. The only parties to benefit in the event of a merger will be TAUP and its parent union, AFT/AFL-CIO. |
| 13. What process would TAUP use at the proverbial bargaining table to decide how it proposes allocating the total among the different faculty groups?                                     | What do you mean by “allocating the total”? That's not the process in negotiations between TAUP and Temple. TAUP comes to the table with a set of proposals and priorities among them. Temple may come with proposals and priorities also. The two sides discuss the proposals one by one and respond to the other's proposals by making modifications until we reach an agreement. Either side may lack flexibility on particular issues and have flexibility on others. TAUP does not take money from one place to put it into another. | This is a question for TAUP.  |
| 14. What representation will adjunct faculty have on TAUP's executive board? How will executive board seats be allocated among the various faculty groups?                                | The TAUP Executive Committee is drafting a revised Constitution & Bylaws to ensure that all groups of faculty – TTs, NTTs, and adjuncts – are adequately represented, that everyone has a voice, and that no constituency drowns out the others.<br><br>See also the answer to question 5.  | This is a question for TAUP.  |
| 15. TAUP has said it is revising its constitution to include adjuncts and that constitutional amendments pass by a vote of 2/3 of current dues payers. Does that mean that only full-time | Adjuncts are not yet members, so the Constitution has to be changed to include them when they vote to join TAUP. So any constitutional changes will go before dues-paying members. As per our Constitution, 2/3 of  | This is a question for TAUP.  |

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| <p>faculty dues payers can vote on how the union will be structured? Or is it like the election, and therefore is 2/3 counted only from those who actually cast a vote on the amendments? Do adjuncts get a vote on amendments, too? If so, how will their vote be weighted versus votes of full-time faculty?</p> | <p>those voting have to approve any changes, including the definition of membership.</p>  |                                     |
| <p>16. Why didn't TAUP file for a separate union for adjuncts?</p>   | <p>The choice was always between whether the adjuncts at Temple University would organize to join TAUP or not have a union. We knew the PLRB's policy, which has been to put part-time employees together with full-timers in the same bargaining unit when there is an identifiable community of interest. The labor board prefers "broad-based" bargaining units. We also were certain, based on the requirements of PA law, that the PLRB would find a community of interest between full-timers and adjuncts. These judgments were borne out by the PLRB's decision.</p> <p>In fact, at about the same time we submitted our petition to the PLRB, at Community College of Allegheny County, the long-existing AFT union of about 350 full-time faculty petitioned the PLRB for a separate bargaining unit for adjuncts, who number about 800. The labor board told the union to revise their petition because the labor board does not want "over fragmentation" of bargaining units where a community of interest can be found. So, the union complied and the election was held in June 2015. Now the union represents all 1150 faculty in one unit and is negotiating with their administration on terms and conditions for adjuncts. By the way, the</p> | <p>This is a question for TAUP.</p> |

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|  | <p>ratio of adjuncts to FT faculty at CCAC (800 to 350) is much greater than at Temple.</p> <p>With respect to the PLRB's reasoning, see these quotes from the decision in TAUP's case:</p> <p><i>[PA law says] In determining the appropriateness of the unit, the board shall: (1) Take into consideration but shall not be limited to the following:</i></p> <p><i>(i) public employes must have an identifiable community of interest, and (ii) the effects of over fragmentation.</i></p> <p>...</p> <p><i>Temple's argument that there is an alleged conflict of interest between the adjunct and full-time faculty, which destroys any community of interest, is untenable. There is always a potential for tension between full and part-time employes or different classifications of employes in the same unit; however, the Board, as set forth above, has long favored a policy of certifying broad-based units. In fact, the Board has been certifying full and part-time employes in the same unit with appellate court approval at least as far back as 1975.</i></p> <p>...</p> <p><i>Temple's claim that the petition seeks to accrete an inappropriate number of employes also lacks merit. There are approximately 1,300 employes in the existing unit, and Temple estimates that if adjunct faculty members are included in the unit, it would amount to approximately 1,400 to 2,000 new bargaining unit members. (N.T. 353). However, Temple cites no authority whatsoever for the proposition that these figures somehow</i></p> |  |
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|   | <i>render the unit inappropriate as a matter of law. Nor would the petitioned-for unit result in over-fragmentization, as Temple alleges. To the contrary, the number of bargaining units will remain the same if the petitioned-for adjunct faculty members are accreted into the existing unit.</i>  |                              |
| 17. Why didn't TAUP include all adjuncts in its filing?   | Do you mean adjuncts at the four professional schools? We do not represent full-time faculty at those schools, so we didn't think it appropriate to try to represent adjuncts there. The full-time Law faculty have their own collective bargaining unit. The full-time faculty at the Medical and Dental schools successfully petitioned the PLRB in 1972 to be excluded from the TAUP unit.  | This is a question for TAUP. |
| 18. What was the process for deciding whether the full-time faculty want adjunct faculty to join TAUP? Who was included in the process? What number of TAUP members participated in or responded to any inquiry on this topic? What sort of negative feedback did TAUP receive on this question and how did TAUP respond? | The TAUP Executive Committee is the highest policy decision-making body in TAUP. The EC has discussed organizing adjuncts for several years, including putting forth a failed attempt in 2010 to 2011. At the time, there were e-Bulletins sent to TAUP faculty and staff inviting comment, as well as similar communications on TAUP-Forum, our members-only Google Group. Very few comments came back to TAUP. In September 2014, when the current adjunct organizing effort began, we sent out an e-Bulletin announcing it and inviting questions and comments. Subsequently, we sent follow up emails to the faculty. Over this time, we received very few comments and questions, and little negative feedback. | This is a question for TAUP. |
| 19. How large is TAUP's executive committee? Assuming adjuncts are  | Currently, the EC has 15 members. We are drafting a revised Constitution & Bylaws to   | This is a question for TAUP. |

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| <p>added to TAUP, will the committee be increased? By how many seats? How many total seats will adjuncts have?</p>  | <p>ensure that all groups of faculty – TTs, NTTs, and adjuncts – are adequately represented, that everyone has a voice, and that no constituency drowns out the others.</p> <p>When adjuncts vote to join TAUP, we will circulate the proposal, hold meetings to discuss it, and ask for ideas on how to make it better. At this time, we do not yet know whether the numbers of EC members will increase and how many seats there will be for adjuncts.</p>         |  |
| <p>20. What are the proposals for bylaw changes needed to accrete adjuncts that would explain how their rights will be enforced and how they will fit into the union after a merger with TAUP? Please share this information.</p> | <p>Please look to question 19’s answer.</p>  | <p>This is a question for TAUP.</p>  |
| <p>21. Once the adjuncts elect to join TAUP, how long will it be before we see changes? When will we get another increase in pay and guaranteed contracts for more than one semester?</p>   | <p>Upon the certification of the revised bargaining unit, TAUP will request negotiations with Temple administration. The length of negotiations will depend on many factors, including Temple’s willingness to reach an agreement.</p> <p>We will craft proposals based on the issues adjunct faculty have identified as their highest priorities. Job security and length of appointments has been an issue we’ve heard from hundreds and hundreds of adjuncts.</p> | <p>A merged union of 2700 faculty members is complex given the varied interests of all involved and may take many months to complete. Other universities with adjunct unions who do not have the complication of a merged union have reported taking a year or more to reach conclusion.</p> |
| <p>22. When there is a conflict between the interests of full time faculty and adjunct faculty, how will the conflict be resolved?</p>  | <p>Not knowing what conflict you refer to makes it hard to answer this question. The Executive Committee, which should include representatives of both full-time and adjunct faculty, would be the main forum for discussion</p>   | <p>Only TAUP can answer its plans for responding in the future. In the past, though, TAUP has routinely taken a “hands off” approach in such situations.</p>   |

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|   | and decision.  |                              |
| 23. What does TAUP plan to do if the adjuncts agree to this merger but the current voting members of TAUP do not approve changes to the extant TAUP constitution? The constitution requires 2/3rds agreement to create changes. | <p>There would be no point in putting forth constitutional amendments that would fail to be approved. When adjuncts vote to join TAUP, we will circulate our proposal, hold several member meetings to discuss it, and ask for ideas on how to make it better. When we are sure it satisfies the membership, we will put it to a vote. If the members vote it down, we will go revise the proposals and continue the process until we get it right.</p> <p>Until the Constitution and Bylaws are changed, the current membership has the right to vote on amendments.</p>  | This is a question for TAUP. |
| 24. Why has TAUP presented NTTs as being more aligned in status to adjunct faculty members after spending years suggesting that NTTs have rights similar to tenure and tenure track faculty?                                    | <p>We believe that all faculty deserve certain things—fair pay for the work they do, professional respect and job security. We have been able to achieve this for tenured, tenure-track, and NTT faculty through the contract. We know we will achieve this for the adjunct faculty once the election is won.</p> <p>In the PLRB hearings, Temple administration argued that adjuncts are so different from full-time faculty that they should not be in the same union. TAUP argued that among full-time faculty, there are differences between TTs and NTTs, specifically with regard to eligibility for tenure, pension contributions, inclusion in shared governance, etc. The PLRB rejected Temple’s arguments and accepted TAUP’s.</p> <p>Moreover, all faculty constituencies – i.e., TT,</p> | This is a question for TAUP. |

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|   | <p>NTT, and adjuncts - have similarities, as the PLRB found: <i>adjunct and full-time faculty members have identical teaching responsibilities, which include preparing the syllabus, researching in preparation to teach, selecting course materials and readings, preparing assignments, writing exams, communicating with students, planning and teaching classes, preparing and delivering lectures, and evaluating and grading students. Likewise, adjunct faculty members work on the same campuses and in the same classrooms as full-time faculty and other bargaining unit members. Similarly, adjunct faculty members teach the same courses as full-time faculty members, and have nearly the same educational requirements. Indeed, adjunct and full-time faculty members are both typically expected to have a terminal degree in their field. Further, adjunct faculty members have offices in the same areas as full-time faculty members, and sometimes even share offices with each other.</i></p> |  |
| <p>25. TAUP followers on social media lambasted TAUP members of the university who were subpoenaed to testify and did not share the union's position toward this merger. How is that sentiment reconciled with the oft-noted spirit of TAUP solidarity?</p> | <p>Just one TAUP member was subpoenaed to testify for the university. TAUP did not engage in any “lambasting” and we are unaware of anyone doing that. However, we do not control the actions or statements of individuals who might express themselves on social media. We are respectful of all members of the TAUP unit, whether they are dues paying or not.</p>  | <p>This is a question for TAUP, but this conduct by TAUP is emblematic of the university’s concern that TAUP will be so divided that it will be unable to fairly represent all of its members.</p> |
| <p>26. Recently, a TAUP bulletin noted that TAUP NTT faculty testified in Harrisburg for the union. Realizing that in reality NTT faculty also testified against the union, why does TAUP continue to present such a</p>                                    | <p>Three NTTs testified for TAUP and one NTT testified for Temple. The recent e-Bulletin featured the three from TAUP because they express the views that we have heard from the many NTTs we’ve talked with.</p>   | <p>By refusing to recognize the TAUP members who disagree with this petition, TAUP <i>is not</i> representing all of its members’ interests.</p>   |

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| <p>generalization about supposed NTT support?</p>  |  |   |
| <p>27. Realizing that TAUP and AFT have been using tactics that some faculty members find to be antithetical to the principles of a union and against the collegiality of the university how has or will TAUP deal with complaints against its member's conduct?</p>   | <p>It's impossible to answer this question without knowing what behavior is being referred to. However, when complaints are brought to our attention, we will ask for details about the incident. We will then talk with the individual in question to hear their side of the story. If further action is necessary at that point, we will take it. See also the answer to question 32 below.</p>  | <p>This is a question for TAUP. If the inquirer refers here to concerns by adjuncts about organizers coming into their classrooms and to their homes to press their case aggressively, the university notified TAUP several times of complaints it heard. TAUP failed to remedy the conduct.</p>  |
| <p>28. Should this merger go through, the union will be completely different than the one that current TAUP members support. Will TAUP allow current members to leave immediately if they select to do so or will TAUP hold members to the usual two weeks in October self-removal date?</p>   | <p>The withdrawal period is during the first 15 days of October each year. That provision is part of the Temple-TAUP collective bargaining agreement. No provisions in the contract will change when adjuncts come in to the union. The existing contract for full-time faculty is effective through October 15, 2018.</p>   | <p>This is a question for TAUP.</p>   |
| <p>29. Obviously, TAUP does not represent all faculty. Even its reach does not cover some of the schools or positions. But further, the witnesses that TAUP noted in Harrisburg were primarily from only a few schools or colleges, and more particularly from only a few departments. Does TAUP actually have data from all of the schools or colleges to substantiate their claims about faculty sentiments? If so, will it agree to produce those data?</p> | <p>TAUP is the legal representative of <b>all</b> faculty in all schools in the bargaining unit, as we have been for the past 42 years. TAUP and Temple agreed that neither side would have to put witnesses on the stand from all schools, colleges and departments in order to make general claims. We did not challenge Temple to prove that their witnesses from just a few schools and departments were representative of all deans, chairs, and faculty.</p> | <p>TAUP presented testimony from six adjunct witnesses, each from a different school/college. They each testified that, in their experience, they performed virtually identically to full-time faculty, just in less time. In response, Temple presented testimony from an NTT-Program Director, chairs and deans from each of those same schools and colleges who testified from a broader perspective about the different functions of part-time and full-time faculty across the school/college. Only TAUP can answer whether they collected data about adjunct faculty sentiments in all schools/colleges and whether they will produce those data.</p> |
| <p>30. Why did TAUP not allow for the formation of an adjunct only union when the idea was</p>   | <p>Temple University has made it abundantly clear that they feel adjunct faculty should not have</p>   | <p>TAUP recently has said that it is legally required to proceed to a merger. <a href="#">That isn't true</a>. TAUP</p>   |

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| <p>presented by the university?</p>   | <p>any union. They have stated this for over a year in communications from Provost Dai, Deputy Provost Sitler, and Associate VP for HR Sharon Boyle, in the media, and their witnesses before the PLRB.</p> <p>Nevertheless, Temple never presented an adjunct-only bargaining unit in any serious way. In fact, they argued before the PLRB that adjunct faculty should not have a union AND should not vote to join TAUP as prescribed by the law.</p> <p>For more details about the law, see the answer to question 16.</p>  | <p>could have withdrawn its petition to merge; a petition could then have been filed for a standalone union for all adjuncts. The only reason that TAUP now is locked into the path of moving for a merger is because its leadership decided not to withdraw its petition.</p> |
| <p>31. Why in the spirit of openness does TAUP believe that it has the right to send out messages to faculty but has publicly and repeatedly asked that the university, particularly the provost, not do the same?</p>                          | <p>TAUP made a single request for neutrality from the university because we believe that the adjuncts should get to decide for themselves without fear, intimidation, or coercion. Moreover, the administration has already communicated its position loud and clear to adjuncts for over a year, so it need not be repeated.</p>   | <p>This is a question for TAUP. Temple believes it should <a href="#">engage</a> in the conversation so that adjuncts have complete information to consider before they vote.</p>  |
| <p>32. A series of complaints were made about the method through which TAUP garnered feedback and signed petitions from adjunct faculty members, including demands to cease and desist. How did TAUP deal with these complaints, if at all?</p> | <p>Over the course of the past year, we have had many thousands of conversations with virtually all adjuncts to talk about their jobs, what they think should be different and their ideas on how to enact those changes. During that time, fewer than ten complaints came from HR to TAUP about people being bothered by organizing. In each case, we requested further details to discuss with the person who had the conversation. Often, it was an enthusiastic adjunct talking to a colleague. In every instance, if an adjunct faculty said they were not supportive of wished to no longer speak about</p> | <p>When adjuncts and full-time faculty complained to the university about their treatment by union organizers, we routinely informed TAUP of the complaint and asked them to remediate antagonistic conduct. TAUP failed to remedy the conduct.</p>                            |

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|  | <p>the union, that request was honored.</p> <p>As for email communications, we have an unsubscribe button we direct people to in order to no longer receive emails.</p>  |   |
| <p>33. The contention has been raised that TAUP has only been an echo chamber on this proposed merger. Has TAUP ever purposely attempted to garner and consider opposition voices to this proposed merger?</p>   | <p>Every communication from TAUP has asked for feedback, questions, and comments. Anyone who is or has been opposed has had ample opportunity to discuss their thoughts with us, privately or publicly. We also have annual elections for Executive Committee, and in this year, for Officers. Anyone who wanted to voice their opposition could have contacted the Nominating Committee or used the self-nomination process in our Constitution &amp; Bylaws.</p>         | <p>This is a question for TAUP.</p>   |
| <p>34. How much more money will TAUP gain through this proposed merger, assuming that current members do not vacate their membership?</p>  | <p>The rate of dues for adjunct faculty has not yet been set. It typically takes at least ten years of a newly organized group of faculty paying dues to recoup even the initial investment made to help organize.</p> <p>Almost all of the money that has been spent on the adjunct organizing effort has come directly from the AFT, evidence of our affiliation fees (and those of our sisters and brothers in the AFT around the nation) being used on our behalf.</p> | <p>This is a question for TAUP.</p>   |
| <p>35. Please specify the actions of AFT and its agenda as similar or different than TAUP's mission. What has been the role of AFT in this process? Are non-Temple, AFT members involved in this proposed merger? If so, what has been their role?</p> | <p>AFT and TAUP have worked closely together on the campaign for adjunct unionization at Temple. AFT's efforts are concentrated in United Academics of Philadelphia, which has served as TAUP's adjunct organizing committee. UAP seeks to organize the nearly 15,000</p>  | <p>AFT/AFL-CIO members unaffiliated with Temple have been actively involved in this merger effort. Adjunct faculty have complained they were harassed by union organizers, both affiliated with Temple and not. TAUP should give further detail on the specifics.</p> |

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|   | adjuncts in Philadelphia area colleges and universities.  |  |
| 36. Is the idea really that full time and adjunct faculty will have equal votes? Have there been any proposals to include an adjunct voice, while honoring the good work that full time faculty do? (The email from earlier today was worded as if the adjuncts would conceivably be 'taking over' the TAUP union.) | <p>According to the US Constitution, the principle is one person, one vote. The AFT Constitution follows that principle and so does TAUP: one member, one vote.</p> <p>The Executive Committee is committed to ensuring that all groups of faculty – TTs, NTTs, and adjuncts – are adequately represented, that everyone has a voice, and that no constituency drowns out the others.</p> <p>There is no realistic basis to concerns that adjuncts would be “taking over” TAUP. After all, the leadership of TAUP is and has been made up of full-time faculty, both tenured and NTT. We seek to unite faculty, not to have one group dominate another.</p> | If merged, adjuncts will outnumber full-time faculty. TAUP can give further detail on their strategy for representing both full time and adjunct faculty and maintaining the integrity of the union. |
| 37. I'm shocked at the format of the vote. How did this majority format get approved?   | The ballot rules are a matter of Pennsylvania law, which requires a simple majority of those voting to approve. That same principle applies to all other elections in this country.   | PA labor law sets the format.  |
| 38. Why is there not a proxy vote sent to ALL adjuncts?   | All eligible adjuncts will be sent a ballot by the PLRB by US mail and will be required to return their completed ballot by mail to the PLRB. Neither TAUP nor Temple is involved in the mechanics of the election.   | In filing its petition, TAUP chose to exclude adjuncts from the schools of law, dentistry, medicine and podiatric medicine. Only TAUP can explain why they made this choice.                         |
| 39. Why is Temple's administration fighting adjunct unionization so aggressively?   | Temple has the intention of maintaining unilateral control over adjunct wages, benefits and other terms and conditions of employment. This puts all the power in the hands of management and keeps adjuncts in a powerless  | <p>Temple is not fighting adjunct unionization. Temple opposes merging 1400 adjunct faculty into the full-time faculty union.</p> <p>This merger threatens university operations and</p>             |



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|  | position. With both full-time and adjunct faculty in TAUP all faculty will have a stronger voice in improving the working conditions of faculty and the learning conditions of students.   | fails to recognize the interests of any members of the Temple community, including adjuncts. The only parties that benefit from the proposed merger are TAUP and its parent union, AFT/AFL-CIO.<br><br>Merged unions elsewhere have failed, leading to a <a href="#">divided faculty</a> . Standalone unions have been more successful. The university and adjuncts have done well talking with each other directly. |
| 40. Why is Temple's administration trying to pit part-time and full-time faculty against each other?   | Temple administration wants to use the age-old method of "divide and rule." Encouraging faculty to fight each other is an attempt to divert us from standing up with a unified voice to management.  | The university encourages open, honest dialogue about the issues of a potential merger. Discussion and examination of pros and cons of the proposed merger will help inform everyone affected.   |
| 41. Why doesn't Temple's administration want adjunct faculty to have a voice in their workplace?   | Temple pretends that they want to speak and deal with adjuncts individually because they know that an organized adjunct faculty will have a stronger voice.  | Adjuncts do have a voice. Prior to TAUP filing its petition, adjuncts spoke; Temple listened. Following direct discussions in 2013-14 between groups of adjuncts, HR and the Provost's office, Temple made <a href="#">many tangible improvements</a> on adjuncts' behalf.   |
| 42. How much money did Temple's administration spend on Ballard Spahr to delay an election that the majority of Temple's adjunct professors authorized last year?  | At the six days of hearing in Harrisburg, Temple had at least two Ballard Spahr attorneys and on three of those days they had three attorneys. In addition, at each of the hearings, several high-level administrators attended for the entire day and others attended for partial days. A great deal of time and money was spent on the hearings by Temple. | \$0. Temple did not engage Ballard Spahr to delay an election. IF TAUP had filed for a stand-alone union for all Temple adjuncts rather than a merger for some, the election would have occurred many months ago.  |
| 43. The PLRB ruled against every single argument that Temple admin/Ballard Spahr made in the hearings. The PLRB ordered an election. Yet Hai Lung-Dai says that joining TAUP is "unwise" and Sharon Boyle says | Temple's arguments against the accretion of adjuncts to TAUP have been wrong since the very beginning of the organizing campaign. The PLRB rejected every single one of these arguments. The administration continues to   | The university is committed to candid and uncensored conversation on these difficult topics. The real question is why TAUP would want to silence those who disagree.   |

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| <p>that the administration will not be neutral during the election. Why?</p>  | <p>repeat their arguments, despite the fact that the majority of adjuncts want to join TAUP.</p>   |  |
| <p>44. Why do Sharon Boyle, Hai Lung-Dai, and Michael Sitler say that they've been having "direct dialogue" with adjuncts when this is untrue? Why do they insist on a campaign of false information?</p>   | <p>Temple has called some meetings with selectively invited adjuncts. Very few adjuncts attended such meetings. There has been very little direct dialogue with the 1400 adjuncts.</p>   | <p>Beginning in winter of 2013 and continuing until TAUP filed its petition, HR and the Provost's office met with numerous groups of adjunct faculty from across the university. This direct discussion is what informed <a href="#">improvements</a> for adjunct faculty.</p>   |
| <p>45. Why does Temple give raises to adjunct faculty ONLY when we organize?</p>  | <p>Temple only responds when adjuncts start to get together to fight for improvements. They do this to try and head off unionization.</p>  | <p>AFT has been working to organize Temple's adjunct faculty for at least 15 years. The most recent <a href="#">increase in minimum base</a> salary was a result of direct discussions with adjunct faculty before the petition was filed. Also, most schools and colleges have processes by which they regularly increase adjunct salaries.</p>                 |
| <p>46. Is excluding existing TT faculty TAUP members from voting/deciding on whether it is in the best interests of existing members to open the bargaining unit up to adjunct membership a matter of ad hoc or existing policy at TAUP? Or is it a statutory limitation? Or did the TT membership simply fall asleep at the wheel (i.e. at some point an email went out from TAUP leadership to ask us if we thought it was a good idea and we just ignored it)?</p> | <p>It is a matter of Pennsylvania law. See the answer to question 4.</p>   | <p>TAUP could and should have sought feedback from those it represents prior to filing its petition. TAUP <a href="#">didn't have to</a> file to merge; TAUP could have filed for a separate union for adjuncts. Because TAUP filed for a merger, only the group that potentially will be added to the union legally may vote on the question of the merger.</p> |
| <p>47. Why hasn't TAUP articulated to the TT membership a plan or strategy through which the union leadership intends to reconcile diverging interests in the bargaining unit should adjuncts elect to join it? If adjuncts do elect to join it follows that their numbers will exceed or match those of existing members. Therefore subsequent voting on matters of contract negotiation</p>   | <p>See the answers to questions 2, 3, 4, 5, and 22.</p> <p>As for what will happen in negotiations, all anyone can say for sure is that the only provisions that will be negotiated into the contract after the adjuncts vote to join us are those that both the Administration and TAUP reach agreement on. Neither side can simply force the other to agree. What TAUP can</p> | <p>TAUP should elaborate on their strategy. However, conflicts among merged unions are <a href="#">well documented</a>. To avoid these conflicts, adjuncts in schools such as Rutgers and Community College of Philadelphia formed stand-alone unions.</p>   |

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| <p>and other long term effects on quality of work for TT faculty at Temple will be in the hands of membership that does not necessarily share TT labor processes. Is this consistent with labor statute and/or the practices in other labor union organizations or is TAUP undermining custom and precedent?</p> | <p>promise is that in the negotiation process, we will fight hard to protect <u>all</u> members of our diverse bargaining unit, as we have done for over 40 years.</p> <p>Moreover, having adjuncts in the same union with full-time faculty is the standard in unionized colleges and universities in Pennsylvania. It is extremely common at research universities like Temple in other states, such as at Rutgers, SUNY, and CUNY. Academic traditions are intact at those institutions, even where adjuncts are a large percentage of the membership. And in fact, when all faculty are able to stand united on issues, faculty voice is stronger.</p> <p>The administration may claim that adjuncts and full-time and adjunct faculty have conflicting interests, but the experience of the unions who represent both shows the groups working with each other effectively.</p> |  |
| <p>48. Should adjuncts elect to join TAUP, what are the process by which TT faculty who do not see their interests represented by TAUP, may leave the union and form their own bargaining unit with another union?</p>   | <p>As stated above, the PLRB sets the rules for determining bargaining units under the Public Employe Relations Act, which governs the relations between TAUP and Temple. They ruled that the full-time and adjunct faculty belong in the same bargaining unit because they have an identifiable community of interest. It would not be possible to form a separate union for TT faculty because the labor board opposes “over-fragmentization” of bargaining units.</p> <p>See also the answers to questions 16 and 24.</p>   | <p>For a group to leave a union, they would have to decertify the entire union. Practically speaking, this is nearly an impossible task.</p> |

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| <p>49. Does Temple or the Faculty senate have an online/email venue in place through which open deliberation can take place on of the possibility of breaking off from TAUP and forming a separate bargaining unit or how we may resolve possible divergent interests between TT union members and adjuncts before the vote?</p>                               | <p>See answer for question 8.</p> <p>In addition, if you want to resolve divergent interests, the best way is to participate in your union, run for Executive Committee, and influence the decisions.</p>   | <p>One cannot secede from TAUP. The only way to break off from a union is through “decertification,” a process with which Temple is legally prohibited from assisting. If adjuncts want to consider forming a separate union, they must vote “no representative” on the ballot.</p>  |
| <p>50. What are TT faculty legal rights against TAUP if we should find ourselves no longer represented and wish to investigate allocation of dues etc. that were used for diluting the current bargaining unit and excluding TT membership?</p>  | <p>If you feel your rights as laid out in the TAUP constitution have been violated, you may request an investigation from AFT.</p>  | <p>TAUP has a “duty of fair representation,” which means they are legally obligated to represent the interests of individual and groups of faculty they cover. As your certified representative, TAUP can further advise on this question.</p>   |
| <p>51. If TAUP made information available and afforded TT members some element of choice on how we would welcome and reconcile conflicts of interests with adjuncts then some of the question above are moot and we just need to know: When did that happened and where information on and documentation of that process is so we can review it ourselves?</p> | <p>Visit the TAUP website (<a href="http://www.taup.org">www.taup.org</a>) and look at the history of communications about the campaign and how through collective bargaining we have made gains for faculty. We are stronger when we all are working together.</p>         | <p>This is a question for TAUP.</p>  |
| <p>52. Why can't the adjuncts form their own union and be separate from the union we currently have?</p>   | <p>See the answers to questions 4 and 30 above.</p>   | <p>Adjuncts can form a union. They could have done it instead of TAUP filing for a merged union; they can do it if TAUP’s bid for a merged union fails. If adjuncts want their own union, they must vote “no representative” on the ballot, then work with AFT/AFL-CIO, SEIU or any other interested union to file for a union of their own.</p> |
| <p>53. Does voting "yes" on the ballot mean that you automatically agree to also be enrolled in said union?</p>  | <p>The voting, which will be conducted by the PLRB, is by secret ballot, so that neither the union nor the administration will know how you voted. Thus, no, you do not automatically become a TAUP member. To become a member of TAUP you must sign a membership form.</p> | <p>Regardless whether you vote “yes” or “no representative”, if the merger succeeds you will be represented by TAUP.</p>   |

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| <p>54. Is it appropriate (and legal) for AFT representatives to show up at people's homes trying to pressure ("encourage") people to sign pledge cards? This seems to be counterproductive as it is seen by some as an invasion of privacy.</p>  | <p>In order to make sure everyone has the opportunity to have their questions answered, every effort is made to reach people,, which includes visits at home if all other attempts have not been effective.</p> <p>Home visits are a common feature of many types of campaigns—political and ballot initiatives, as well as union elections. Organizers only visit the homes of adjuncts we have been unable to talk with on campus or who had told us they were undecided.</p> | <p>We recently learned that the PLRB gave adjunct addresses to TAUP and TAUP has given them to its organizers. It is legal for organizers to go to people's homes; adjuncts can turn them away if they choose.</p> |
| <p>55. I can understand that TAUP might wish to assist adjuncts with regard to unionization efforts as part of their general cause, but what authorizes TAUP to negotiate for their inclusion in the full-time faculty union without first ensuring that this is what their current constituency wishes to happen on their behalf? Faculty vote on contracts; why not on an issue as important as this? How was the decision made by TAUP to argue on behalf of adjunct faculty?</p>                       | <p>See answers to questions 4, 16, and several others throughout this questionnaire.</p>  | <p>This is a question for TAUP.</p>  |
| <p>56. If the current dues structure were applied to adjunct faculty, how much potential annual revenue would this generate for TAUP under "best-case" (i.e., all adjuncts join and pay dues) or typical/expected scenarios (i.e., adjuncts join and pay dues at rates similar to Temple faculty or rates similar to adjunct faculty in other right-to-work states where they bargain alongside full-time faculty)? How does this potential revenue align with union funds already spent on efforts to</p> | <p>See the answer to question 34.</p>   | <p>This is a question for TAUP.</p>  |

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| support adjunct unionization?  |   |   |
| 57. Why does the University continue to spend money to fight the unionization of adjuncts, when all that money could have gone to a better pay scale for adjuncts in the first place?  | Temple wants to maintain absolute control over adjuncts and does not want any obstacles in the way. Adjunct unionization threatens that control.  | The university has been <a href="#">opposing</a> the merger, not the unionization of adjuncts. Prior to TAUP filing for the merger, the university provided an <a href="#">8% increase</a> to adjunct minimum rate. |
| 58. Why don't the adjuncts have their own union, or have a branch of TAUP that works with their specific concerns?   | See the answers to questions 4 and 30.  | Unions don't have branches. Adjuncts can, though, form their own union at Temple. If adjuncts want their own union, they must vote "no representative" on the ballot and seek to form their own union.              |
| 59. Will unionized adjuncts be allowed to vote in every election on every topic? Will adjuncts be able to "out-vote" full-time faculty on issues that may not affect them or their contracts?  | The TAUP Executive Committee is drafting a revised Constitution & Bylaws to ensure that all groups of faculty – TTs, NTTs, and adjuncts – are adequately represented, that everyone has a voice, and that no constituency drowns out the others. We will work to have a unified faculty, as we have between TTs and NTTs.                         | This is a question for TAUP.  |
| 60. I am wondering why the tenured/ or t-track (the Presidential) faculty is not allowed to vote about adjuncts being accepted to TAUP? This is a matter of concern among us.  | See the answer to question 4.   | In an accretion situation, like this one, PA law permits only those seeking to merge to vote on the question. This particular merger is unusual because it will more than double the size of the original union.    |
| 61. Question for TAUP: How many adjuncts would be voting members if they join TAUP? Since the TAUP is a voting body, it seems that adding all adjuncts will cause a change in the direction that TAUP would take. The union would be driven by adjunct needs. Right? For example, what if a strong union leader (like an adjunct version of Art) would muscle his/her way into TAUP leadership. The decisions would be favoring adjuncts. How would that be prevented? | Every member of the bargaining unit has the right to join the union and have their voice heard. The best way to insure that all voices are heard and setting our union's priorities is for you to become an active member of TAUP.<br><br>Adjuncts will have to sign a membership form to become members.<br><br>See also the answer question 36. | This is a question for TAUP.  |
| 62. Question for TAUP and administration: I  | See the answers to questions 4 and 30.  | Adjuncts <i>can</i> form a union. If adjuncts want their  |

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| believe that everyone recognizes the need for representation of adjuncts. Why doesn't someone talk about adjuncts having their own bargaining unit?                      |  | own union, they must vote "no representative" on the ballot and form their own union. Consider, as well, the <a href="#">substantial improvements</a> adjuncts made on their own behalf in direct conversations with the university in 2013-14. |
| 63. Why haven't TAUP members been permitted to (or even asked if they want to) vote about whether or not any union for adjuncts be folded into TAUP in its current form? | Full-timers cannot exclude part-timers when the PLRB finds an identifiable community of interest between the two, as they have in TAUP's case. See also the answers to questions 4 and 30. | This is a question for TAUP.  |

## Impact of Unionization on Adjuncts

### General Questions about Process/Rationale for TAUP and Temple

| Question   | TAUP Response  | Temple Administration Response  |
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| 1. What impact, if any, will unionizing have on my salary/compensation?  | If you are an adjunct, that will be determined by the bargaining process between TAUP and Temple. All anyone can say for sure is that the only provisions that will be negotiated into the contract after the adjuncts vote to join us are those that both the Administration and TAUP reach agreement on. Neither side can simply force the other to agree. | If you merge into TAUP, salary/compensation may be one of topics negotiated at collective bargaining. Whether an individual's salary is positively or negatively impacted depends upon the proposals, ultimate agreement and adjustment to budgets necessary as a result. |
| 2. If this unionization does pass, what happens to the adjuncts who do not want to join the union. Will we still be able to keep our positions, or will the union box us out?  | Joining the union is not a condition of employment, so non-membership in TAUP will have no effect on your position.  | If the merger with TAUP is voted through, adjuncts who are opposed to the merger still will be covered by the negotiated collective bargaining agreement. If you don't want to join TAUP, you must vote "no representative".  |
| 3. Realizing that at this point there is no compunction for adjuncts to be renewed beyond the current appointment letters, some of which may or may not include Spring semester, how will TAUP respond to the contention that the future remains | Currently, the only protection that adjuncts have against nonrenewal would come from a provable charge that it was in retaliation for union activity or was discriminatory.<br><br>Adjuncts desire job security and we hope that   | TAUP cannot promise to fundamentally change the nature of adjunct appointments. As recently as the last negotiations, TAUP relied on the temporary nature of adjunct appointments to promote proposals for full-time faculty groups.                                      |

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| <p>completely uncertain for adjunct faculty members?</p>  | <p>the future collective bargaining agreement between TAUP and Temple will improve the system to be fair and transparent.</p>   |   |
| <p>4. Will TAUP be able to prevent last-minute class cancellations and bumping of adjuncts by full-time faculty if TAUP is elected to represent adjuncts?</p>   | <p>This is certainly an issue we can pursue at the bargaining table. Our ability to prevent this depends on member engagement in the collective bargaining process.</p>   | <p>See above. Also, in order to deliver such a guarantee, TAUP would have to make a proposal that impacts full-time faculty. This is exactly the sort of conflict that concerns us.</p> |
| <p>5. TAUP/UAP recently sent an email to adjuncts asking that they join in a demonstration for "Campus Equity Week". What, exactly, does TAUP/UAP intend as "equity" for adjuncts? Will TAUP negotiate for equitable pay between adjunct faculty and full-time faculty? In other words, is TAUP proposing that it will obtain proportionate pay for these two groups?</p> | <p>We believe that no Temple employee, especially faculty should be living below the poverty line. Negotiating for improvements in pay and lessening job insecurity is the first step to achieving this goal.</p> <p>For specific bargaining proposals, we encourage all interested adjunct faculty to join the union and get involved once we win the election.</p>  | <p>This is a question for TAUP.</p>   |
| <p>6. Chairs have the right to set section caps for enrollment as well as manage sections, including meshing multiple current sections into a mass lecture (which, pre-empting the argument, can and may have amazing pedagogical benefits.) This combining sections will result in less reliance upon adjunct faculty members. How will TAUP respond?</p>                | <p>Temple management has the right to set enrollment caps in courses already, and they have used it to increase class sizes and to consolidate sections. This has been occurring in the absence of adjunct unionization. Still, there are 1400 adjuncts on the eligible voter list that Temple recently provided to the PLRB. In fact, over the past decade, Temple's reliance on adjunct faculty has increased rapidly. In her testimony in the PLRB hearings, Associate Vice President for Human Resources Sharon Boyle estimated there are as many as 2,000 adjunct faculty teaching at Temple, though she may have been including adjuncts at the non-bargaining schools. We do not see the reliance on adjuncts declining.</p> | <p>This is a question for TAUP.</p>   |



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| <p>7. TAUP has consistently noted that NTTs are merely contingent faculty like adjuncts. Surely, TAUP remembers its much noted accomplishment of creating multiple year contracts for NTT faculty members. First, is the analogy therefore an appropriate one and second, is TAUP working for multiple five year contracts for adjuncts like NTT faculty members?</p> | <p>Contingent faculty is a term defined as a group of people united by some common feature, which in this case is without tenure bestowed by the University. NTTs at Temple do have job security with the multiple-year contracts achieved in the union contract.</p> <p>When adjuncts vote yes to join TAUP, if multiple year contracts is an important issue, it could become a <u>priority of bargaining</u>.</p>                              | <p>It's been at least a decade since Temple considered NTTs to be "contingent". TAUP should explain why it continually tries to blur the differences between NTT and adjunct functions at Temple.</p>  |
| <p>8. Please describe exactly how TAUP will plan to handle issues related to adjunct dismissal. What process will chairs and departments have to consider to remove an adjunct faculty member to be removed from their position?</p>  | <p>The issue of dismissal and discipline is negotiated in each contract. For an example, please see Article 12 in the current contract. The procedure for any disciplinary action follows a protocol agreed upon by members of TAUP and Temple administration. This is to ensure that each employee in the bargaining unit receives fair treatment. We would make sure to negotiate fair terms on behalf of adjuncts at the bargaining table.</p> | <p>This is a question for TAUP.</p>  |
| <p>9. If the adjuncts are included in the union, is there any possibility that adjuncts who are receiving higher pay rates right now will see a reduction in their rate of pay?</p>   | <p>TAUP has consistently negotiated for minimums, not for caps. We would like to set the floor for compensation as well as for raises. Our current contract does not set maximums for pay or raises.</p>  | <p>Schools/colleges must work within budgetary constraints. If adjuncts' minimum base increases, school/colleges will have to make adjustments in other areas, including the possibility of lowering salaries for more highly paid adjuncts.</p> |
| <p>10. What are the union dues and how are they calculated? For instance, are adjuncts who teach only one course charged the same dues as adjuncts who teach three or four courses?</p>   | <p>Union dues for adjunct faculty have not been set; they will have to be determined by an amendment to the union bylaws. Currently, dues for tenured faculty, Librarians with regular appointment and post-probationary Academic Professionals are 1% of base salary. For untenured faculty (both TTs and NTTs) and probationary employees, dues are 0.75% of base</p>   | <p>This is a question for TAUP.</p>  |

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|  | salary.  |   |
| 11. What annual percentage increase in salary can adjuncts expect if we elect to join TAUP?  | It is impossible to say until negotiations begin, which will happen after the election. Raises will be negotiated over and both sides will have to agree.  | TAUP can't promise any raise in a given year. This year TAUP bargained for a 1.625% across-the-board increase for all faculty in its unit.  |
| 12. What percentage of my salary (adjunct) will go to TAUP dues if I choose to pay dues?   | See the answer to question 10.   | This is a question for TAUP.  |
| 13. If adjuncts pay dues to TAUP at Temple will they also be required to pay dues to unions at other employers?  | Members of TAUP will pay dues to TAUP.   | Possibly. An adjunct who is included in Those covered by TAUP and a different union (whether at another employer or at Temple) will be subject to the rules of both unions, including the request or possible requirement to pay dues to both.            |
| 14. If the merger occurs and TAUP moves to collective bargaining what specific proposals will TAUP make to the University in terms of things like job stability, higher wages and benefits? What other proposals will TAUP make on adjuncts' behalf? | The bargaining process is a transparent process that requires lots of feedback from members about changes they'd like to see and priorities of the changes needed. If you are eligible, you will be asked to fill out a bargaining survey. | This is a question for TAUP.  |
| 15. I am a TA covered by TUGSA. I also have an adjunct position. Would I have to consider paying dues to TUGSA and to TAUP?  | As long as you are an adjunct at Temple University, you will have the ability to join TAUP.  | Yes.  |
| 16. If the adjuncts successfully unionize, will they be offered retirement contribution plan matching from the University, like full-time faculty currently have included as part of their compensation?   | That is a great question, and let's discover that when we are bargaining with Temple after the election.   | Adjuncts are not being asked whether they want to unionize. They can do that any time. This ballot asks whether adjuncts want to join the full-time faculty union.<br><br>Currently, only full time employees receive any matching contributions from TU. |
| 17. I am a part time adjunct typically teaching one course per term. My concern is the potential cost of the union dues. Specifically, what will be the cost of the union dues? So, if   | Dues for adjunct faculty have not been set yet. Hundreds and hundreds of adjunct faculty are organizing to join the union to negotiate higher pay with scheduled and legally protected raises  | This is a question for TAUP.  |

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| <p>the only impact of unionization to me would be to reduce my compensation to pay the Union dues, I'm wondering what's the point.</p>  | <p>that people can count on. Dues are not collected until after a contract is reached and ratified by members of the union. We have yet to see a group of members agree to a first contract that would have faculty earning LESS.</p> |  |
| <p>18. Will a full-time Temple staff member who supervises one or more students' Directed Study projects for credit (but teaches no formal group courses) be considered an adjunct and be a member of the union? The staff member is not currently part of any bargaining unit.</p> | <p>The questioner should contact TAUP directly with this question. We can look into the particular circumstances and get you a detailed answer.</p>   | <p>Possibly. If the staff member is functioning as an adjunct, they will be part of the bargaining unit.</p>   |
| <p>19. My question is besides a minimal dues fee, what are the other negatives of joining a union?</p>  | <p>There are only positives.</p>  | <p>Adjuncts are <i>not</i> being asked whether they want to “join a union”. They are being asked whether they want to merge into the already-existing union of 1,300 full-time faculty. This is a critical difference: because TAUP would have so many different groups of faculty members in a single union, it will be caught in a push/pull over how to prioritize interests in conflict.</p> <p>Some <a href="#">negatives</a> adjuncts would feel:</p> <ul style="list-style-type: none"> <li>• loss of individual control;</li> <li>• not being fairly represented, given TAUP’s conflicted loyalties;</li> <li>• potential <a href="#">negative economic consequences</a>;</li> <li>• potential restrictions on university-wide adjunct initiatives;</li> <li>• possibility of mandatory dues;</li> <li>• possible inattentiveness to adjunct concerns, as has been reported by adjuncts in <a href="#">other merged unions</a>.</li> </ul> |
| <p>20. Other colleges and universities such as CCP have a pension plan available for their adjunct faculty that have been teaching for a</p>  | <p>That is a great question, and let’s discover that when we are bargaining with Temple after the election. We will have to survey adjuncts about</p>   | <p>Currently, adjuncts can contribute to a voluntary plan through Temple. None of the University “matching” plans are offered to any part time</p>   |

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| <p>certain minimum time such as six years or longer. There are a considerable number of adjunct faculty that have been teaching at Temple Univ. for ten or more years. Under what circumstances will adjunct faculty be able to join or participate in the University pension plan even if they don't join a union?</p> | <p>bargaining priorities and ask our negotiating team to develop proposals.</p>  | <p>employee.</p> <p>In response to adjuncts' questions expressed directly to HR and the Provost's about benefits, in 2013-2014 Temple began to look into best benefits packages for them. The University had to stop investigating this possibility because TAUP filed its petition. Everything costs money and, unfortunately, Temple has limited resources. If a merger goes through, all changes to benefits will be subject to the priority TAUP places on each change among all of the interests expressed by full-time faculty and part-time faculty.</p> |
| <p>21. Since Adjuncts work very hard to prepare, present instruction, grade papers, respond to numerous emails daily, post on numerous places on Blackboard, respond to department procedures, will there be consideration for pay raises annually?</p>   | <p>Adjuncts do work very hard and the lack of regular pay increases is one key reason to vote yes for union.</p>   | <p>Temple sets a minimum base salary that each school/college must meet or exceed. In 2014, Temple raised that <u>minimum by 8%</u>. As long as schools/colleges meet the minimum base, they may pay increases beyond the university-set minimum. Because bargaining is a negotiation and TAUP will represent the interests of several different groups of members, every point you mention is up for trade by TAUP against different, even unrelated, items.</p>   |
| <p>22. Can Adjuncts have consideration for accrued time, such as educational/conference time, vacation days, sick days, etc, based upon years of service?</p>   | <p>A great idea for a contract proposal. As we have said, we will have to take the pulse of adjuncts with a survey and develop priorities for bargaining after the election. Vote yes and let's start negotiating!</p> | <p>If adjuncts merge into TAUP, TAUP may propose each of these items, lumped in with all other items TAUP proposes. TAUP hasn't said what it will ask for in negotiations with the university if adjuncts merge into the full-time union. See above response for additional detail.</p>   |
| <p>23. Is it possible to have some offices in which to meet with students outside of the classroom? There are many times you need to meet with students, who might have missed class, doing poorly and you want to help them catch up, etc, and there is no one</p>   | <p>A great idea for a contract proposal. Vote yes and let's start negotiating!</p> <p>See also the answer to question 22.</p>  | <p>Space at Temple is tight. Some full-time faculty share offices; in some departments, tenured faculty work from cubicles. Many schools/colleges provide private areas in which adjuncts can meet with students. Some provide offices that adjuncts share. Others provide</p>  |

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| <p>place to meet with students. Based on time constraints and lack of connection with the departments during the day, no time to always reserved a room in advance, there needs to be a legitimate place for Adjuncts to conduct office hours, especially when required by the University and especially when you are investment in the student's learning.</p>   |   | <p>community space that adjuncts can rotate in/out of on a sign-up basis.</p>   |
| <p>24. Based on other universities, it seems that Temple's pay for Adjuncts is one of the lowest. Can the pay keep pace with other universities, to 1-provide more incentives to keep good teachers, 2-to give the message to the Adjunct that they are valued, and 3-to maintain certain standards in keeping with the surrounding community?</p>  | <p>These are important concerns. We will have to take these into account when we are developing contract proposals. Vote yes, so that we can start negotiating.</p>                                   | <p>Each of the points laid out is important to Temple. That is why, in 2014, Temple <a href="#">increased</a> its minimum base salary by 8%. Many of Temple's schools/colleges pay in excess of the minimum. When compared to similar universities, Temple's minimum pay is among the highest.</p>  |
| <p>25. Will adjuncts be given office space so they can hold office hours?</p>   | <p>A great idea for a contract proposal. Vote yes and let's start negotiating.</p>  | <p>Space at Temple is tight. Some full-time faculty share offices; in some departments, tenured faculty work from cubicles. Many schools/colleges provide private areas in which adjuncts can meet with students. Some provide offices that adjuncts share. Others provide community space that adjuncts can rotate in/out of on a sign-up basis.</p>   |
| <p>26. Some adjunct faculty have been employed by Temple for several years. I know some part-time teachers that have been teaching for more than twenty years. Temple should consider rewarding adjuncts who have taught for several years, and have maintained a high level of competency (as measured by performance evaluations). As an incentive for long-term employment, would it be possible for Temple to offer increased benefits for ten or twenty years of</p> | <p>A great idea for a contract proposal. Again, we need to collect the views of adjuncts through conversations, questions such as this and through surveys. Vote yes and let's start negotiating.</p> | <p>In 2013-2014, Temple was <a href="#">conferring directly</a> with adjuncts and responding to many of their questions about benefits and other rewards for long and meritorious service. Temple was legally required to freeze any efforts not then implemented when TAUP filed its petition.</p> <p>An adjunct award program similar to those that exist in individual schools and more suitable benefit options were among the items under consideration.</p> |

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| <p>employment? For example, part-time long term faculty could be offered health care benefits (full or partial), or options for tuition reimbursement (for self or dependents).</p>  |  |   |
| <p>27. Tuition reimbursement would be a great benefit for many long-term adjuncts, especially if they have children that are approaching college age.</p>  | <p>A great idea for a contract proposal. Vote yes and let's start negotiating. We will have to consider all sorts of proposals before we go to the bargaining table.</p>   | <p>In 2013-2014, Temple was conferring directly with adjuncts and responding to many of their questions about benefits and other rewards for long and meritorious service. Temple was legally required to freeze any efforts not then implemented when TAUP filed its petition.</p>   |
| <p>28. What benefit(s) does representation by TAUP bring to a distance learning adjunct professor?</p>   | <p>It will bring the same benefits that an on-site adjunct will get.</p>   | <p>Representation by TAUP brings the same <a href="#">pros and cons</a> to all faculty represented by TAUP regardless where (virtual or physical) they teach.</p>   |
| <p>29. I have a great relationship with the University and don't want to join a union. Would I be forced to join and to pay dues to TAUP or can I opt out?</p>   | <p>Membership is voluntary.</p>  | <p>If you don't want to be part of TAUP, you must vote "no representative" so that your voice is heard. If the merger occurs, you will be covered by TAUP's collective bargaining agreement even if you opt not to pay dues. Opting out of the union altogether is not a possibility. In the past, TAUP has pushed hard for the collection of mandatory dues, also called "agency fees," even from those who don't support the union. If merged, adjuncts as well as full-time faculty could be required to pay mandatory dues to TAUP.</p> |
| <p>30. I work full time outside the University and teach part-time to share my real-world experience with graduate students. Please explain what benefit I would receive if a union were installed. What would I get in exchange for the union taking part of my salary away from me for union dues?</p> | <p>We have talked to hundreds of adjunct faculty just like you. One of the reasons so many adjuncts support the union is that they want the benefits, as you may too, of having more job security, being treated like the professional you are in your other job, and getting the resources you need to provide the best education to your students.</p> | <p>TAUP has told adjuncts that, by merging into the union, adjuncts will have a stronger "voice" and "job stability" and "higher wage" and "representation". Up until now, TAUP has not offered detail to support those vague promises. Only TAUP can address whether an adjunct's vote will be valued the same as a full-time faculty member's or discounted in some way. Only TAUP can answer what it is that adjunct</p>   |

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|   |   | faculty will get in exchange for agreeing to have TAUP represent them.  |
| 31. What process does the union follow to assure the adjuncts are qualified to teach or to continue teaching? | Employment is the responsibility of the University's administration. If someone is not qualified to teach, it is the duty of the University to dismiss them. It is the union's job to ensure that the Administration treats people fairly in such a process.  | This is a question for TAUP.  |
| 32. Does the union support tenure for adjuncts? If so, what are the requirements?                             | Tenure is a special job protection that has historically been allowed only for faculty on a specific kind of appointment. Unfortunately, the proportion of faculty members who have or are eligible for tenure has been shrinking for quite some time, as more contingent faculty, i.e., NTTs, adjuncts, and graduate TAs, have been added. This has been occurring at Temple and throughout the country. We believe that all faculty deserve a measure of security in their jobs that enables academic freedom and meaningful participation in decisions that affect the education of their students | This is a question for TAUP. But, some adjunct unions have been reported to suggest doing away with tenure for full-time faculty. If adjuncts merge into TAUP and outnumber full-time faculty, TAUP may have to respond to this question if a portion of its members propose it.  |
| 33. In what way does TAUP believe they understand the needs of graduate school adjunct professors?            | TAUP represents all full-time faculty, including many NTTs who teach graduate courses in some schools. We welcome the voices of adjuncts who teach graduate courses. Vote yes and participate in the union to make sure your concerns are heard.  | This is a question for TAUP.  |
| 34. What are pros and cons of proceeding with adjunct unionization?   | Faculty standing together only has pros.  | The proposition before adjuncts is <i>not</i> whether they want to unionize; it's whether they want to join the already-existing union of 1,300 full-time faculty. This is a critical difference: because TAUP would have so many different groups of faculty members in a single union, it will be caught in a push/pull over whose interests to |

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|  |   | <p>prioritize when interests conflict. TAUP says that the positive side of a merger would be a “voice at the table”, “job stability”, “higher wages” and “representation”. These statements all sound good, but TAUP has not offered any detail to explain how they will operationalize these assurances. Temple’s concern is that, given the difficulty that TAUP will have in prioritizing part-time and full-time faculty’s interests, these promises won’t be realized for adjuncts, resulting in a divided and compromised faculty, as well as limits on necessary flexibility for schools/colleges to effectively tend to students’ needs.</p> <p>Some specific <a href="#">negatives</a> adjuncts would feel:</p> <ul style="list-style-type: none"> <li>• loss of individual control;</li> <li>• not being fairly represented, given TAUP’s conflicted loyalties;</li> <li>• potential <a href="#">negative economic consequences</a>;</li> <li>• potential restrictions on university-wide adjunct initiatives;</li> <li>• possibility of mandatory dues;</li> <li>• possible inattentiveness to adjunct concerns, as has been reported by adjuncts in <a href="#">other merged unions</a>.</li> </ul> |
| <p>35. What are pros and cons of not proceeding with adjunct unionization?</p> | <p>Faculty standing together only has pros.</p> | <p>Temple believes the outcomes of voting “no representative” are all on the “pro” side. Until TAUP filed its petition for merger, Temple was actively working with adjuncts to improve their working conditions. Temple made <a href="#">tangible changes</a> in adjuncts’ favor. Temple wants to continue directly communicating with adjuncts without intervention by TAUP.</p>  |



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|   |  | There is no downside to voting “no representative”. If adjuncts find the university hasn’t made sufficient progress on their behalf, they can always change their mind about working with the university and call virtually any big labor union and ask them to come in and organize. The unions will jump at the opportunity. If adjuncts merge into TAUP now, it is virtually impossible to leave the union later. |
| 36. If adjuncts teach at two, three or more schools in the region, each with an adjunct union, may they be asked or even required to pay dues at each school? Is that true even if more than one of those unions are affiliated with AFT?                                     | United Academics of Philadelphia is the Philadelphia area union for adjunct faculty, empowering adjuncts in exactly that situation. Visit their website for more information.  | Yes, and yes.  |
| 37. As a current member of TAUP, I am not aware of the childcare and tuition improvements TAUP recently said it achieved this last year. What are those improvements and will they be extended to adjuncts?   | TAUP was able to reach agreement with Temple last year that the union would work with the Faculty Senate to prepare proposals on the childcare and tuition benefit issues to the administration. The administration agreed to consider any such proposals and to respond. So far, the joint TAUP-Senate tuition benefit committee produced a proposal that is still being discussed with management. The childcare committee is about to produce its own proposal. | Although TAUP recently claimed credit in an e-bulletin for having made improvements regarding childcare and tuition benefits for dependent children, this is not true. There have been no changes.   |
| 38. Many adjuncts report to program directors or others who are currently covered by TAUP. What happens when one of those adjuncts has a dispute with someone who is also covered by TAUP. How does TAUP represent both TAUP members in a grievance by one against the other? | The program director reports to the Chair, so if there were a grievance it would be directed to the Chair. The process must be negotiated after we win the election.   | In the past, TAUP has routinely taken a “hands off” approach in such situations, claiming that it can’t get involved because it represents both parties.   |
| 39. As an adjunct who gets premium pay for teaching a writing class, what increases to  | Pay increases and benefits are subjects of collective bargaining. So any increases would   | TAUP hasn’t said what it will ask for in negotiations with the university if adjuncts  |

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| my salary, tuition reimbursement, or benefits will I see if a union is voted in?  | have to be agreed upon by both TAUP and Temple.   | merge into the full-time union. Bargaining is a negotiation and TAUP will represent the interests of several different groups of members, so every point you mention is up for trade by TAUP against different, even unrelated, items.  |
| 40. I have traditionally been ant-union as a member of HR in private industry; what benefits or changes will I experience if I am to become a member?   | Better working conditions at Temple University  | Temple believes the outcomes of voting “no representative” are all on the “pro” side. TAUP hasn’t said what benefits or changes it will seek for adjuncts.  |
| 41. I am currently supervising student teacher in the School of Education. I am paid by the student. How would joining the union effect me?   | Vote yes and participate in the union, so that you can have a voice in the negotiations between us the administration.  | Each position will be evaluated to determine whether it is appropriately in or out of the union. If it is covered by the union, the individual will be subject to the same terms as are other adjuncts in the union.  |
| 42. Does the unionization of the adjunct faculty create incentives to minimize the utilization of adjuncts in the classroom and the hiring of additional NTT faculty to replace adjuncts? On a percentage basis, what is the estimated decrease in utilization of adjunct faculty across the university if the unionization goes forward? | We believe more full-time positions will benefit our members and our students.<br><br>As Temple University grows, we feel more faculty should have stable teaching positions . Temple has increased its reliance on adjunct faculty over the past decade; we do not realistically expect that trend to cease. | Economic reality is that Temple’s schools and colleges have full responsibility for managing and working within their own budgets. Currently, adjunct faculty teach 23% of class sections at TU. If it makes more budgetary sense to provide instruction in another manner, schools will need to make this decision.  |
| 43. Is TAUP seeking to obtain fair share dues if an individual adjunct faculty member doesn't want to pay dues to the union? If so, what percentage of salary would that fee be?  | Contract negotiations will begin once the adjuncts vote to join TAUP. Contract proposals have not yet been formulated.  | The concept of “fair share” or agency fee requires that everyone in a collective bargaining unit pay dues to the union and, if anyone refuses to do so, the employer (here, the university) must terminate his/her employment. Given the low numbers of voluntary dues paying members in TAUP (currently less than 50%), Temple hasn’t agreed to impose agency fee, believing it is unfair to impose it when such a large group of faculty members are not in support. TAUP, on the other hand, has pushed hard for agency fee in the past. |
| 44. Will TAUP work for merit-based increases for adjuncts just as it does for   | Contract negotiations will begin once the adjuncts vote to join TAUP. You raise an  | The idea of merit pay is always a topic at negotiation time. It is difficult to conceive how  |

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| <p>full-time faculty? And, how will that work for an adjunct who doesn't teach consecutive semesters?</p>   | <p>important issue. Vote yes, so that we can find out what bargaining priorities adjuncts have.</p>   | <p>TAUP could promise a reasonable expectation of merit for adjuncts, given the variable nature of appointments.</p>  |
| <p>45. How will the university look out for adjuncts if they don't unionize?</p>  | <p>The same way they do now, providing no job security to seasoned and devoted teachers, paying rates lower than other area unionized schools, and continuing with vague and unclear hiring and reappointment processes.</p>  | <p>TAUP's petition does not ask that adjuncts "unionize"; TAUP has petitioned to merge adjuncts into the existing union. This means that, if adjuncts join TAUP, TAUP will attempt to speak for them at the same time as it speaks for the interests of 1300 full-time faculty, whose interests may compete.</p> <p>If adjuncts vote "no representative" and do not merge into TAUP, they can work directly with their chairs and deans, as well as with Temple's administration. Recent, direct interaction with Temple resulted in <a href="#">tangible improvements</a> requested by adjuncts in terms of pay increases, longer appointments, better access to university resources and increased engagement in their work lives at Temple. Temple would resume this direct, ongoing work directly with adjunct faculty.</p> |
| <p>46. If Temple allocates a stated, definite amount for salary increases to be distributed among all TAUP faculty, how will TAUP suggest allocating that number between full-time and adjunct faculty?</p> | <p>This is not how Temple and TAUP negotiate. As stated in the answer to question 13 in the first section of this document: TAUP comes to the table with a set of proposals and priorities among them. Temple may come with proposals and priorities also. The two sides discuss the proposals one by one and respond to the other's proposals by making modifications until we reach an agreement. Either side may lack flexibility on particular issues and have flexibility on others. TAUP does not take money from one place to put it into another.</p> | <p>This is a question for TAUP.</p>   |
| <p>47. What is the strategy for adjuncts in terms of</p>  | <p>Contract negotiations will begin once the</p>  | <p>Currently, Temple sets a competitive minimum</p>   |

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| <p>pay? Is the union going to force adjuncts into some kind of pay scale like the TUGSA agreement where different schools have different rates? What is the union proposing in terms of how the pay issue would be addressed? Could some adjuncts potentially lose money?</p> | <p>adjuncts vote to join TAUP. Contract proposals have not yet been formulated.</p>   | <p>salary and allows schools and colleges to offer variable rates and increases over time. In response to adjunct discussions in 2013-14, the university <a href="#">increased</a> that minimum by 8% making it the among the highest in comparator groups. It is unclear what TAUP will propose and how those proposals may impact the pay of different adjuncts.</p>   |
| <p>48. If adjuncts unionize, can or will they be allowed or required to integrate themselves into departmental/school service?</p>  | <p>Contract negotiations will begin once the adjuncts vote to join TAUP. Contract proposals have not yet been formulated. The faculty and administrators in departments and schools determine many aspects of service in those units. As stated in the answer to question 7 in the first section of this questionnaire, TAUP does not get involved in curricular decisions or planning of new academic programs. That is the purview of departments, colleges, and the Faculty Senate. But NTTs are involved in many of these decisions at one level or another. So, in most cases, the involvement of adjuncts in committee decisions is up to departments, colleges and the Faculty Senate to decide.</p> | <p>As it presently stands, adjuncts have differing degrees of participation department-by-department, subject to the view of full-time faculty in an individual department.</p> <p>Although this sort of engagement has never been the topic of negotiations, only TAUP can answer whether they would push for a different level of inclusion on a department-by-department or school/college basis. This is an outcome that could exemplify some of the conflict between part-time and full-time faculty, especially if there is resistance to wider inclusion.</p> |

## Impact of Adjunct Unionization on Full-time Faculty (NTT and TT)

### General Questions about Process/Rationale for TAUP and Temple

| Question  | TAUP Response   | Temple Administration Response   |
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| <p>1. Are any measures in place to protect NTTs after adjunct unionization, as the position of NTTs would seem to be made arguably more precarious?<br/><u>Context of my query:</u> It is possible that the</p> | <p>We will work to protect all faculty we represent. It has not been our experience that any university decreases hiring NTTs because adjunct faculty organize.</p> | <p>Temple never conceived that NTTs would be displaced by adjunct hiring. Although, by merging adjuncts into TAUP, full-time and adjunct faculty concerns may become muddled. As the university's hiring flexibility becomes</p> |

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| <p>University will choose to hire unionized adjuncts over NTTs in the future, purely due to potential fiscal savings. I can make a very nuanced argument for NTT hires, but since decentralized budgeting has been implemented, a College could conceivably select not to renew all NTTs on 1-year contracts and replace them with adjuncts. Entire programs, such as First-Year Writing, would be, in a sense, wiped out. What is in place to prevent this from occurring? Probably nothing, in which case, should something be considered?</p> |  | <p>more limited because the hiring around adjuncts becomes more constricted, it is conceivable that NTTs would be impacted.</p>   |
| <p>2. What of the contention that TAUP has effectively turned Tenure Track and Tenured faculty against NTT faculty by suggesting that NTT faculty members are merely "glorified adjuncts"? What assurances has TAUP made to ensure that the hard earned rights for NTT faculty members are now not being eroded?</p>   | <p>We believe in extending and expanding respect for all faculty. NTT rights will benefit by adjunct faculty gaining voice. We have never called NTTs "glorified adjuncts." We have worked hard to expand the rights, privileges, pay and working conditions for NTTs. Our record in negotiations since 2000 is ample evidence of that commitment to NTTs. By <b>all</b> faculty standing together we will close gaps and strength <b>all</b> faculty's hard earned protections and gains.</p> | <p>This is a question for TAUP.</p>   |
| <p>3. NTT faculty members are regularly called upon to complete service. Will and can adjuncts, who the union asserts are all but NTT's in name, now be expected to do the same?</p>   | <p>All faculty who do service should be compensated for it. We will fight to ensure this happens.</p>  | <p>The university does not know what plans TAUP has in mind for proposals around adjunct employment. TAUP hasn't been clear on this issue. This is a question for TAUP.</p> |
| <p>4. Will 1400 adjuncts voting in the TAUP bargaining unit affect the contracts and courseloads for NTT faculty members?</p>  | <p>Longstanding legal precedent in Pennsylvania holds that, when a new group votes to join the bargaining unit during the term of a collective bargaining agreement, the employer and the union bargain over wages, hours and terms and conditions of employment <u>only</u> of the new group, until the time comes to negotiate a new</p>   | <p>This is a possibility that could have significant impact for NTTs as well as tenured and tenure track faculty.</p>   |

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|  | contract. The existing contract for full-time faculty is effective through October 15, 2018. So the contractual increases for full-timers will remain in place.   |   |
| 5. Will merit pools for full-time faculty be minimized or cannibalized to cover potential increased compensation for adjuncts?   | See the answer to question 4.   | We do not know how TAUP proposes to balance the interests of all when negotiating merit pools. What we do know is that increases in any one area require adjustment elsewhere in budgets.   |
| 6. If TAUP is allowed to collect fair share as a result of adjuncts joining the union, will full-time faculty be required to pay fair share too?   | The TAUP-Temple collective bargaining agreement provides that when 70% of current bargaining unit members join TAUP, then fair share or "agency " fees will be charged to non-members. See Article 7 of the contract. | If fair share/agency fee is successfully negotiated by TAUP, it will apply to all members in the union, including adjuncts, full-time faculty, librarians and academic professionals.   |
| 7. TAUP is supposed to represent interests of faculty interests. What specific evidence is there that bringing adjuncts into TAUP will strengthen rather than dilute and undermine the position of Temple faculty? | TAUP has represented the interests of all full-time faculty for 42 years. We will continue to do that as we bring adjuncts into the union.  | The university believes that all faculty, adjuncts and full-time alike, are likely to suffer by the proposed merger, especially given the sometimes irreconcilable differences between the groups. Only TAUP can answer how they believe this merger would strengthen Temple faculty.   |
| 8. If adjuncts join the union, how will it impact full time faculty members, positively and negatively?  | We will work hard to insure that a unified faculty brings improvements to all faculty, both full-time and part-time.  | The university does not believe that full-time faculty have anything to gain from a merged union. TAUP has provided no information about its plans to ensure that neither full-time nor part time faculty interests are undercut in favor of the other group. Full-time faculty numbers will be less than those of adjunct faculty and TAUP has not provided details on how the union by-laws will change if a merger goes through. |
| 9. Are there other universities where the adjuncts are unionized? If so, are they a part of the same union as the full time faculty? What has been the outcome for the   | Yes. Adjuncts have been together with full-time faculty at all 14 state-owned universities in the PA State System of Higher Education. CUNY, SUNY, Rutgers and CCP have been unionized                                | Adjuncts' <a href="#">report negative experiences</a> in merged unions around the country, referring to a "vast underclass" created by inequities resulting from conflicting interests. At Olympic College,   |

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| <p>full time faculty?</p> | <p>since the 70s with full-timers and part-timers in the same unions. At Rutgers, by having all faculty in the same union, the AAUP-AFT was able to negotiate for more tenure lines while strengthening job security and pay for adjunct faculty, non-tenure faculty, research faculty, and postdocs. They coordinate bargaining for all groups of faculty.</p> | <p>adjuncts believe their interests have been sacrificed for their full-time union-mates and the strength of their votes are a fraction of full-timers. Similar intra-union battles are ongoing in merged unions at CUNY schools and at Massachusetts Community Colleges. Faculty with separate unions at schools such as Rutgers and CCP are far more successful. In fact, this is what adjuncts at one SUNY school are fighting for -- an independent union.</p> |
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