

FACT VS. FICTION

PAY RAISES

FICTION: Adjunct faculty will receive pay raises with the union.

FACT: There are no guarantees. Salary would be a topic of collective bargaining. The union cannot obtain anything to which the university does not first agree.

EVALUATION PROCESS

FICTION: The evaluation process for adjunct faculty is “unfair.”

FACT: The university does not believe the current process is unfair. To our knowledge, the union has not provided any examples of why the evaluation process is unfair. Long before learning of the union’s petition to represent the adjunct faculty the university committed to reviewing all adjunct policies. As part of this initiative, the Faculty Senate called for nominations from adjunct faculty to serve on a Senate Ad Hoc committee to review the evaluation process and other adjunct policies. With unionization, the shared governance philosophy and practice of the Faculty Senate would be replaced with collective bargaining.

PART OF UNIVERSITY COMMUNITY

FICTION: Adjuncts are treated as “second class citizens.”

FACT: You are considered a vital part of the university faculty community. In addition to receiving invitations to university sponsored social gatherings, training opportunities, and seminars, adjunct faculty are frequently encouraged to attend departmental meetings to share your viewpoints. You also work directly with the academic unit heads, usually chairs and directors to adapt your teaching schedules to your professional commitments outside of academia. With unionization, the union would be speaking on your behalf and could seek a more generalized approach incompatible with your individual circumstances.

BENEFITS AT GEORGE WASHINGTON UNIVERSITY

FICTION: Adjunct faculty at George Washington University have much better benefits because of the union.

FACT: This is simply not true. American University encourages you to ask the union organizer for a copy of the George Washington University collective bargaining agreement. Once you review that document ask yourselves whether the benefits of adjunct faculty at George Washington University exceed the benefits you personally receive now.

COMPULSORY UNIONISM

FICTION: Even if the union wins the election, you will have the choice of whether you want to be a part of the union.

FACT: The topic of compulsory unionism would be a part of the collective bargaining process. Even if the contract did not include a union security provision requiring you to join the union and pay dues, the contract negotiated with the union would still govern your employment terms with the university. Thus, regardless of whether you actually joined the union, if unionization occurs the union will be speaking on your behalf. Further, the union could require that you pay an “agency fee” in lieu of monthly dues.

The ballots were mailed to your home addresses on January 19. Please remember to mail your ballot back to the NLRB as soon as possible so your vote can be counted. Also, please do not forget to SIGN the yellow envelope.