



## **Settlement Highlights**

**We are very pleased to present to the part-time faculty at The George Washington University the SEIU Local 500/Part-time Faculty Union collective bargaining agreement. To review the agreement in its entirety, please visit our website at [www.gwunion.org](http://www.gwunion.org).**

### **Compensation – Salary Increases**

#### **Compensation – Part-time Faculty, paid by the course, Effective January 1, 2008:**

- 3-4 credit courses, with a terminal degree – A minimum salary of \$3,800 per course, or a \$550 increase over your present per course rate (for each course you teach), whichever produces the greater increase.
- 3-4 credit courses without a terminal degree in the applicable field – A minimum salary of \$3,300 per course, or a \$550 increase over your present per course rate (for each course you teach), whichever produces the greater increase.
- 1-2 credit courses, with a terminal degree – A minimum salary of \$2,300 per course, or \$330 increase over your present per course rate (for each course you teach), whichever produces the greater increase.
- 1-2 credit courses, without a terminal degree in the applicable field – A minimum salary of \$2,000 per course, or a \$330 increase over your present per course rate (for each course you teach), whichever produces the greater increase.
- 1 credit non-standard activity or skills course – A minimum salary of \$750 per course, or \$100 increase over your present per course rate (for each course you teach), whichever produces the greater increase.

#### **Compensation – Regular Part-time Faculty, Effective January 1, 2008:**

- A minimum salary of \$21,000 per year, or \$2,500 per year above your present salary, whichever produces the greater increase.
- Course overload to be compensated at the “paid by the course” rates, over and above your regular salary.

#### **Compensation – Applied Music Faculty, Effective January 1, 2008:**

- \$55 per clock hour minimum for applied music faculty paid by the hour.
- For regular part-time faculty: the greater of \$55 per hour minimum, or \$21,000 per year, or \$2,500 above your current salary, provided you work a minimum of 15 clock hours per week, including non-teaching assignments.

#### **Compensation – GSEHD Internship Supervisors, Effective January 1, 2008:**

- \$550 per student, minimum.

#### **Compensation – Course Reduction Fee, Effective January 1, 2008:**

- If faculty member’s class is cancelled after you have been notified of re-appointment and less than 21 days before the first day of class, you will receive 20% of the salary you would have received to teach the class.

### **Job Security – Significant Restrictions on Denying Reappointment**

- Part-time faculty members paid by the course who have taught a minimum of 4 semesters over 4 preceding years can only be denied reappointment under very limited circumstances, centering on the elimination or downsizing of departments, elimination of courses due to changes in curricular requirements, or demonstrated inferior job performance.
- Regular part-time faculty members in their second consecutive year can only be denied reappointment at their same base course load under very limited circumstances, centering on the elimination or downsizing of departments, elimination of courses due to changes in curricular requirements, or demonstrated inferior job performance.

## **Job Security – No Unfair or Capricious Discipline or Discharge**

- Establishment of a *just cause standard*, limiting discipline and discharge to circumstances where the university has substantial evidence of wrong doing, where the university is not acting in an arbitrary, capricious or illegal manner, and where the discipline is commensurate with the alleged wrong doing.
- The right to have union representation in any meeting or proceeding where discipline may result.
- A grievance procedure with binding arbitration that can be utilized where the employee and the union believe that discipline occurred without just cause. The final, binding decision rests with the neutral third party – not the university.
- Protection from any discrimination based on any rights established by local, state and federal law.

## **Benefit Improvements**

- Contractual protections for benefits currently offered to regular part-time faculty members.
- Supplemental retirement, Metrochek, and medical leaves of absence, as applicable under the Family Medical Leave Act, for part-time faculty paid by the course.
- A commitment to jointly study and bargain in the future over the need for health benefits for part-time faculty who are paid by the course.

## **Open and Transparent Evaluations**

- Student feedback forms will be used to evaluate part-time faculty every two years. Faculty members have the right to respond to this evaluation in writing, which will then be reviewed.
- Every three years, regular part-time faculty members will receive an additional evaluation based on classroom observations, review of the syllabus and course materials, and self-assessment, as well as student feedback. The faculty member may provide relevant material to be taken into consideration in the evaluation (such as evidence of scholarly activity, letters from students, etc.)
- Part-time faculty paid by the course may request this additional evaluation once every three years and have the same rights as regular part-time faculty above.

## **Faculty Member Rights**

- Protection of academic freedom in the course of your teaching, scholarly and/or creative work.
- Access to personnel files by appointment, with a union representative present if the faculty member so desires.
- A commitment to pay faculty members on a timely basis, with itemized pay stubs.
- Access to university services, including an email address on the university server.
- Access to space to create a website.
- Notification by the university to all faculty members regarding the availability of these services.
- A commitment to work jointly to address the limitation of adequate office space and equipment available to part-time faculty members.

## **Union Rights**

- Union representatives are allowed access to university facilities to enforce this agreement.
- The university will provide facilities on university property for union meetings.
- The university agrees to a “fair share” agency fee provision, requiring most part-time faculty to either join SEIU Local 500, or to pay a fee to cover the cost of enforcement of this agreement, so the burden does not fall unfairly on a smaller number of faculty members.

## **Continuing the Push for Improvements**

- A high level labor management committee is being created to continue addressing issues not resolved through negotiations, as well as other issues which may arise during the term of this agreement.

## **Term of Agreement**

- January 1, 2008 – June 30, 2010