

# HUGE WIN FOR PART-TIME FACULTY AT MONTGOMERY COLLEGE!

*Did you know that your union recently negotiated a second union contract? We are excited to let you know about all of the gains made by a bargaining team made up of your fellow part-time faculty. And this is just the beginning! Join us to help build our strength and create positive movement for bigger gains in the future!*

## **Bonus!**

Part-time faculty members received a one-time payment equal to **two percent (2%) of the contracted ESH amount paid for bargaining unit work performed during the 2011-2012 academic year** in March 2012. Each bargaining unit member who taught in Fiscal Year 2012 will also receive an additional one-time payment in July 2012. That payment is calculated as follows: **\$24.00 per ESH for bargaining unit work performed during the fall semester of 2011 and the spring semester of 2012** (academic year).

## **Enhanced Job Security**

The College will now provide “good faith consideration” for continuing annual appointments and semester assignments on the amount of ESH taught in the previous corresponding semester (fall to fall, spring to spring). If you have applied for good faith consideration, the College may only give you less ESH than you received in the previous corresponding semester in limited circumstances (outlined in Article 7 of your contract). Also, part-time faculty members may now apply for their annual appointment after teaching seven out of the preceding ten semesters.

## **Paid Leave Improved**

In addition to the existing paid leave benefit of one session per class per semester, part-time faculty can now apply for court attendance leave, bereavement leave and one day of professional development leave.

For more information about your union, contact Seth Dietz at [dietzs@seiu500.org](mailto:dietzs@seiu500.org)



## **Part-time Faculty Professional Development Assistance Program Created**

The College will create a fund to help part-time faculty pay for pre-approved professional development activities. Fund recipients can use their day of professional development for these activities.

## **Salary Gains Protected**

All the salary gains made in the first contract are protected and remain in place, including salaries for Lecturer (\$870.83), Adjunct I (\$911.81) and Adjunct II (\$947.66.).

## **Wellness Programs Restored**

Eligibility for the College Wellness Program restored. Each part-time faculty member is now eligible to receive a benefit of \$100 toward the cost of participation in the Wellness Program. The College will provide \$4,000 per year to fund this benefit.

## **Continuation of Collaborative Focus on Pay Parity and Health Care**

Both the joint Labor/Management Committee and the joint Work Group on Compensation and Benefits will be extended into the new contract. The work of the joint Work Group on Compensation and Benefits will examine the pay disparity between full- and part-time faculty and work on recommendations to end such a disparity. The Work Group will also explore the extent to which part-time faculty may be able to obtain health benefits through the College.

**Want a say in what gets negotiated in your contract?  
Want to address political concerns that impact the higher  
education community?  
Stand up and be heard!**

**Join your union today!**

**For more information on how to get involved contact your  
Campus Council Chair or Member Strength Organizer Seth  
Dietz at [dietzs@seiu500.org](mailto:dietzs@seiu500.org)**