making gains for contingent faculty

at the local level

# increasing VISIBILITY, influence, and representation

Establish contingent faculty representation on executive boards and negotiation teams.

Join the union and actively support efforts to improve the inclusion of contingent faculty.

Review your local’s by-laws and look for areas to improve participation of contingent faculty.

Ask for training from your union in negotiations and organizing.

Get on your local’s negotiation team or support other contingent faculty to be part of this team.

# influencing and directing contract negotiations

Study your contract. Things to think about and look for:

* Promotional system
* Annual/Multi-Annual contracts
* Stipends for Professional Development
* Compensation based on educational and teaching experience
* Leave – paid personal leave
* Adjunct orientations and mentorships
* Paid office hours
* Suitable facilities/working conditions
* Priority Consideration for available full-time positions
* Compensation for Governance work
* Conversion of “part-time” to full-time positions

# building a contingent faculty caucus

Increase the visibility of contingent faculty members – to the campus community as a whole.

* Form an adjunct faculty council or group and participate in college governance.
* Offer workshops
  + Adjunct orientation/mentorships
  + Rights and responsibilities under the contract
  + Unemployment benefits
  + Local bargaining
  + Political action to discuss state legislative events; hold a letter writing workshop
  + Attend lobby day in Olympia
  + Revive National Adjunct walk-Out Day
  + Testify at the Board of Trustees – have a different person at each meeting tell their story during the public comment periods