



HIGHLIGHTS OF OUR UNION CONTRACT

ART 15
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Range	Points	Steps	72% of FT Rank	AY 16-17	77% of FT Rank	AY 17-18	80% of FT Rank	AY 18-19
Tier 1	0-25	1	Asst-1	\$1,610*	Asst-2	\$1,764	Asst-2	\$1,833
Tier 2	26-50	2	Asst-2	\$1,650	Asst-4	\$1,884	Asst-4	\$1,958
Tier 3	51-74	3	Asst-3	\$1,706	Asst-6	\$2,004	Asst-6	\$2,083
Tier 4	75-100	4	Asst-4	\$1,762	Assoc-1	\$2,064	Assoc-2	\$2,207
Tier 4	101-125	5	Asst-5	\$1,818	Assoc-2	\$2,124	Assoc-4	\$2,332
Tier 4	126	6	Asst-6	\$1,878	Assoc-3	\$2,184	Assoc-6	\$2,457

The per unit rates above are tied on a percentage basis to the Full-Time Faculty Scale as noted. If the Full-Time faculty scale increases during the life of this Agreement, then the above per unit rates of pay would be increased accordingly to maintain the percentage noted. * 72% of FT rank or \$1,610, whichever is higher.

SIGNIFICANT GAINS

ART 10
P. 12-16

- One-to-three year teaching contracts with a predicted course load based on average courses taught, and a transparent, seniority-based, enforceable system for assigning courses.

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(ABOVE TABLE)

- Seniority steps. Six steps on the salary scale, awarded based on teaching at Dominican, teaching at other universities or colleges, terminal degree, and non-teaching professional experience where applicable. All will advance to additional salary steps during the agreement as they qualify.

ART 13
P. 21-23

Performance evaluations, peer feedback, and performance improvement plans to support the development of high quality teaching with real job security.

ART 14
P. 24 + APPENDIX

- By the end of the three-year agreement, adjunct compensation will be tied to 80% of the full-time Assistant Professor rate and some at 80% of Associate Professor rate. (See the table on p. 1.) A "me-too" clause that ensures that adjuncts will receive any raises given to full-time faculty to maintain the percentage ratio to full-time salary.

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- Everyone will get raises to base compensation of 2-18% for the first term after ratification, with raises of 16-55% over the 3-year agreement.

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- Class cancellation fees will pay adjuncts at a rate of 10%, 25%, or 50% of the Step 1 per course rate depending on date of cancellation. *ART 11 P. 17-18*
- A Grievance and Arbitration process to resolve disputes and challenge discipline or terminations under the contract. Non-renewal of a teaching contract/termination based on performance can now be challenged subject to just cause, the grievance process, and binding arbitration. *ART 21 P. 33-34 ART 22 P. 35-38*
- Lowered the threshold to qualify for health benefits with the University from 20 to 18 units per year, and protected health benefits for term adjuncts for two more years. *ART 19 P. 31*
- A new \$60,000 hardship fund for adjuncts who buy individual health insurance and are facing significant unreimbursed out-of-pocket health care costs. *ART 19 P. 31*
- Adjuncts will also receive extra pay for overenrolled courses, substitute teaching, developing courses, reading theses, writing references, etc. *ART 16 P. 27-28*
- A faculty development fund of \$40,000 per year will be used to pay adjuncts for service and development at \$35 per hour, and 300 hours per year to pay union stewards, Labor-Management Committee members, bargaining teams. *ART 12 P. 19-20 ART 17 P. 29*