

## **FAQs about Changes to the TAUP Constitution & Bylaws**

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- 1. Won't adjuncts dominate TAUP?**
- 2. What if adjuncts were elected as Officers of TAUP?**
- 3. Won't full-time faculty dominate TAUP?**
- 4. Can you explain the adjunct dues?**
- 5. What are dues spent on?**
- 6. How much will this add to my monthly dues?**
- 7. Is the section on dues pass throughs from AFT and AFTPA a new dues increase?**

**Q1:** With 1400 adjuncts joining the existing union that has 1400 full-time faculty, librarians, and APs, won't the adjuncts dominate and drown out full-time voices?

**A1:** No, the new proposed structure ensures that each constituency has a guaranteed voice in leadership and on all policy, legal, and contract issues. Adjuncts will have the same number of EC representatives as TT and NTT faculty. Nevertheless, the various groups of faculty have much in common as teachers, scholars, and artists. The new structure will allow us to work on building those commonalities, while acknowledging our differences. Customarily, important decisions by the EC and the Negotiating Team are made by consensus, and we see no reason for that custom to change. Consensus means that differences of opinion and perspective are listened to with respect and mutual accommodation. Moreover, it would be counterproductive for one segment of the faculty to alienate another segment. We need to work together to enhance unity and strength.

**Q2:** What if the adjuncts were to band together and elect adjuncts as the Executive Officers - President, Vice President and Treasurer – who are elected at large by the entire membership?

**A2:** That seems unlikely, given the semester-by-semester employment adjunct faculty currently have. Moreover, the new structure is intended to ensure that all segments of the faculty have strong voices and that a unified faculty will work together. As primarily a volunteer organization, TAUP needs leadership that is dedicated, motivated, and skilled. We welcome leaders from all segments of the faculty, librarians, and APs. TTs and NTTs have worked together well in the leadership. Currently, we have two TTs (president and vice president) and one NTT (treasurer) as officers. In the recent past, we had one TT and two NTTs. Combinations like this are very useful to represent a variety of perspectives. As we integrate adjuncts into TAUP, they will gain much greater awareness of TT and NTT issues, and vice versa. Mutual understanding will help us find mutual solutions.

**Q3:** Won't full-time faculty dominate the union, as they currently do, thereby doing little to improve adjuncts' conditions?

**A3:** No, adjuncts have a guaranteed role on the Executive Committee and will be part of any Negotiating Team. The above answers also apply to this question.

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**Q4:** Can you explain the adjunct dues?

**A4:** Adjuncts will be paying an amount that is fair. For example, let's take an adjunct teaching one 3-credit course at the current minimum pay of \$3,900 in the fall semester. That works out to \$975 per month in pay. So, 0.55% would be \$5.63 per month. Combined per capita dues to our affiliates for this adjunct would add \$8.58 to that, for a total of \$14.21 per month. That equates to 1.45%, higher than the rates for full-time members.

**Q5:** What are TAUP dues spent on?

**A5:** We are legally obligated to represent fairly all members of the bargaining unit whether or not they pay us dues. Member dues, thus, subsidize the non-members, who contribute nothing but receive coverage under the collective bargaining agreement. We have three full-time and one part-time staff. We will need to hire at least one more part-time staffer to help with organizing, recruiting, and communicating with all members and nonmembers. Dues money goes also for legal representation, negotiations, and to required dues to AFT and AFTPA, our affiliate unions. We run a lean organization. Any member who wishes to inspect our annual audits may do so, upon request to the TAUP office. The reason for the dues increase is to enable TAUP to better communicate with and involve members in defending academic freedom, enhancing and defending shared governance, and to do the best job we can of representing our interests at Temple and the wider community.

**Q6:** How much will the dues increase add to my monthly payment to TAUP?

**A6:** That will depend on your salary, of course. But for instance, if you are an NTT or TT making \$50,000 per year, your dues would go up about \$4.20 per month. An NTT or TT making \$75,000 would see an increase per month of about \$6.25. A Tenured member making \$80,000 would see an increase of about \$6.70 per month. A Tenured member making \$110,000 would see an increase of about \$9.20 per month.

**Q7:** Please explain the "pass-through" dues to our affiliate unions. Is this an additional dues increase?

**A7:** It's not new. The AFT has required us under its constitution to pass on these increases whenever their per capita dues increase. We were not doing this prior to 2002, but they insisted that we start doing that. If we did not pass on these increases to members, the money owed would reduce our local treasury, making it harder to represent and fight for our members' interests. So, in fact, we've been adding these increases to member dues since 2002, and we have made this clear in our recent membership applications. We want to call attention to this requirement from our national and state union affiliates to make our budget more transparent to our members.