

## **ARTICLE 1 RECOGNITION**

A. Temple recognizes TAUP, pursuant to the final certification of the Pennsylvania Labor Relations Board of July 5, 1973 in Case Nos. PERA-R-1123-E and PERA-R-1137-E, as amended in Case No. PERA-U-87-266-E (PERA-R-1123-E) of July 14, 1987, as amended in Case No. PERA-U-90-265-E (PERA-R-1123-E) of May 20, 1990, as amended in the Case No. PERA-U-12-332-E (PERA-R-1123-E) of April 21, 2015, as amended in Case No. PERA R-14-400-E (PERA-R-1123-E) of December 8, 2015, as the exclusive collective bargaining representative of the employees of Temple University in the unit described below for the purpose of negotiating with respect to wage, hours, and other terms and conditions of employment.

B. All full-time faculty, employed at Temple University, full-time professional librarians on the Charles Library budget or in other colleges and schools included in the bargaining unit, and non-faculty academic professionals as defined in Article 19 of this Agreement. Excluded from the bargaining unit: Deans, Associate Deans, Assistant Deans, members of the faculty as well as librarians and support professionals serving outside the continental United States, the School of Medicine, the James E. Beasley School of Law, the School of Dentistry and Hospital of Temple University, and the School of Podiatric Medicine of Temple University, and all other non-faculty and professional employees, including teaching associates and graduate assistants, computer activity personnel and management, supervisors, and first-level supervisors and confidential employees as defined in Act 195.

C. The bargaining unit shall include all part-time faculty on payroll in adjunct faculty classifications during any full or partial semester provided that:

1. The individual has primary responsibilities for classes or labs bearing a total of 2 credits or more or performs research or provides instruction to students as artist-in-residence or clinical adjunct faculty for 10 hours per week or more; and

2. The individual has had primary responsibilities for classes or labs bearing a total of 2 credits or more or performs research or provides instruction to students as artist-in-residence or clinical adjunct faculty for 10 hours per week or more in at least one full or partial semester in the immediately preceding 3 semesters.

All adjunct faculty members on payroll in a summer session and meeting criteria 1 and 2 above shall be included in the bargaining unit.

All adjunct faculty on payroll who were full-time TU employees in the TAUP bargaining unit within the 3 immediately preceding semesters and meeting criterion 1 above shall be included in the bargaining unit.

All adjunct faculty members who have not worked within the 4 immediately preceding Fall or Spring semesters must re-establish eligibility.