

UDC Tentative Agreement Highlights 2020

Compensation:

3% increases for each of the next two academic years and a bonus for adjuncts who taught in AY 2019-2020.

- Adjunct faculty who teach in any semester of AY 2019-2020 will receive a one-time lump-sum payment of 3% based on the base salary of the adjunct faculty member for each semester taught in AY 2019-2020. The lump-sum payment will be paid the first semester that the adjunct faculty member teaches after AY 2019-2020. The lump-sum payment will only be paid during the term of this agreement.
- Adjunct faculty members will receive a cost of living adjustment (COLA) of 3% in AY 2020- 2021.
- Adjunct faculty members will receive a COLA of 3% in AY 2021-2022 provided that the District Council appropriates to the University funds specifically for that purpose.

Stipend for attending orientation:

- Adjunct Faculty members attending Department/Division orientation shall receive a stipend of \$100.00 for their attendance, and that payment will be included in the adjunct faculty member's regular payroll check.

Reduced Parking Fees for Union Members:

- Adjunct faculty who are members of SEIU Local 500 may purchase parking at a twenty percent (20%) reduction of the University parking rate each semester and the summer term by the date established by the University.

Professional Development Funds:

- The contract creates a professional development fund for adjunct faculty. The fund will provide support to enhance teaching excellence and ongoing professional development.
- Adjunct faculty members who are approved by the Chair/Dean shall be eligible for reimbursements up to \$1,000 towards professional development activities.
- The fund will total \$25,000 in each fiscal year of this agreement. The professional development fund will be available to adjuncts through a competitive application submission process.

Evaluations:

- The University shall develop a performance review process for adjunct faculty. The purpose of evaluations is to assure excellence in teaching and adherence to academic and professional standards.
- The LMCC shall give input to the evaluation process.
- At the beginning of each semester, the University shall inform all adjunct faculty members of its performance review process, including performance standards and measures.

- If a concern arises during the semester about an adjunct faculty member's performance, the University will promptly notify the adjunct of the concern(s) and provide guidance to the adjunct as part of the University's continuous improvement process.

Joint Labor-Management Committee:

- The Joint Labor Management Collaboration Committee shall review existing Adjunct Handbooks and make recommendations for one standardized handbook for all University Adjunct Faculty members.
- The Joint Labor Management Collaboration Committee will make recommendations on how adjunct faculty can move through approved salary tiers based on an established evaluation process.
- The Joint Labor Management Collaboration Committee shall be given an opportunity to provide input to the development of the evaluation tool, criteria and process.
- Once the evaluation system has been established and implemented, the parties agree to collaborate through the Joint Labor Management Collaboration Committee to develop recommendations for the Chief Academic Officer to retain excellent adjunct faculty.

Union Rights:

- Adjuncts will be able to sign up for membership in the union and dues deduction through PeopleSoft.

Length of agreement:

- The agreement will be in effect until September, 30, 2022.