


UNION ORGANIZING AMONG ADJUNCT FACULTY

IF IT IS IN THE COMICS,
IS IT TIME TO PAY ATTENTION?

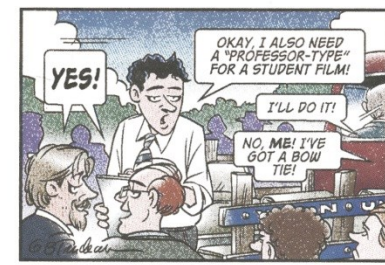
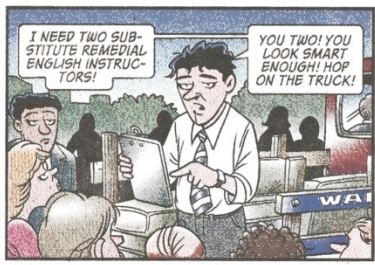
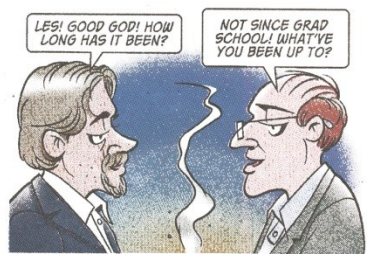
October 2, 2015

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DOONESBURY



by G.B. Trudeau



Union organizing among adjunct faculty If it is in the comics, is it time to pay attention?

1. Why Are Union's Succeeding?

Union Organizing Themes aimed at Adjuncts faculty

Low Pay

Isolated from colleagues

No job security

Low pay

(FMLA) No benefits - medical insurance; statutory time off based on hours worked

No office space

Saddled with debt from earning degrees

Long hours, often without pay - work outside the classroom

No pay if class cancelled despite time spent preparing

2. How do Unions Get In?

NLRB election Process

A. Petition

B. Campaign

C. Election

3. Where Have Unions Succeeded?

SEIU - non-tenure track adjunct faculty at Siena College - certification 6/11/15

SEIU - Part-time adjunct faculty at Bentley College who teach one credit-bearing course and compensated per course, but excluding on-line courses, non-degree granting courses, 1st year seminar, transfer seminar or career development seminar courses - certification 3/9/15

SEIU - Webster University adjunct faculty - Union not selected 5/26/15 (5 votes)

United Steel Workers - part time/adjunct faculty and part time reference librarians at Robert Morris University - certification 3/27/15

United Steel Workers - adjunct faculty at Duquesne University - certification 6/5/15 (after application of Pacific Lutheran criteria)

Manhattan College Adjunct Faculty Union - Opening ballots 8/26/15

Saint Xavier University Adjunct Faculty Organization - challenge to direction of election based on Pacific Lutheran 6/1/15

SEIU - adjunct faculty who teach at least one-credit earning class, lesson, or lab Laguna College 6/15/15

SEIU - Seattle University petition 2/20/14, ballots not counted, still in litigation on Request of Review regarding jurisdiction All non-tenure-eligible faculty employed by the Employer, including but not limited to all non-tenure-track instructors, senior instructors, adjunct faculty, senior adjuncts, lecturers, senior lecturers, legacy titles including but not limited to visiting professors, visiting assistant professors, and core lecturers;

SEIU - Tufts Election 9/26/13 SEIU won (mail in ballot)

Bargaining began February 2014

Tentative agreement in September 2014

3 year agreement covering 200 part-time lecturers - benefits, job security and pay

Preparedness -

- a. decision to oppose unionization
- b. who will be spokesperson
- c. who will address faculty and student support
- d. who interacts with adjuncts
- e. how integrate them into faculty
- f. who will articulate position that oppose
- g. how hear their concerns

4. What Steps Should Be Considered Now.

A. Examine the university organization and determine what vulnerabilities and/or employee frustrations exist and determine whether they can be rectified and/or explained to employees why the issues exist and have to continue to exist.

If the problems involve the way employees are treated, what is the cause of the problem - do supervisors need additional training to be better supervisors;

If the problems relate to compensation, then can comparisons be made to what competitors do for their employees; or can competitive forces be explained as the reason why there is a need to be competitive

B. Decide what position you are going to take if a union begins organizing and/or files a petition seeking an election.

If you learn about organizing before a petition is filed, how and when will you respond?

If you receive a petition, what position will you take:

Active opposition

Passive opposition

Remain neutral

Who will be the spokesperson; what role will the President play

Who will address faculty, students and staff concerns; support for the union

C. Identification of supervisors and training of supervisors so that they are familiar with the Do's and Don'ts if there is a union effort at organizing. The actions of supervisors are attributable to the institution

D. Decide who will be the chief spokesperson if there is a union election campaign.

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Gary Starr provides practical advice to a wide range of clients in the private and public sector, bringing over 30 years of experience to counseling clients in traditional labor relations matters as well as human relations problems. His experience helps clients avoid the "big mistakes" as well as the day-to-day hassles.

Gary also defends employers in state and federal courts, regularly appearing before judges, juries, and administrative agencies. He provides strategic and creative approaches to difficult employee issues, seeking practical solutions and aggressively litigating where and when necessary. Gary is the author of many articles on labor relations matters, including articles which regularly appear in the Connecticut Association of Nonprofit's newsletter. He is a frequent speaker to business and professional groups on labor and employment law topics.

EDUCATION

- New York University School of Law LL.M., 1978, with honors
- University of Connecticut School of Law J.D., 1975, with honors
- Union College B.A., 1972, *cum laude*

BAR ADMISSIONS

- Connecticut

COURT ADMISSIONS

- U.S. District Court, District of CT
- U.S. Court of Appeals for the Second Circuit
- U.S. Supreme Court

DISTINCTIONS

- BV Peer Review Rated, [Martindale-Hubbell](#)
- Listed as a Connecticut [Super Lawyer](#)®: *Employment & Labor* (2007-2014)
- Volunteer of the Year: Union College, Admissions Department (2002)
- Editor, *Connecticut Law Review* (1974-1975)



PRACTICE AREAS

- Employment Law
- Employment Litigation
- Labor, Employment and Benefits

PROFESSIONAL AFFILIATIONS

- American Bar Association: Labor and Employment Law Section; Litigation Section
- Connecticut Bar Association: Labor and Employment Law Section; Federal Bar Section

COMMUNITY INVOLVEMENT

- The Lawyers Collaborative for Diversity: Nominating Sub-Committee Chair, Edwin Archer Randolph Diversity Award (2007), Committee Member (2006-2011)
- Beth El Temple, West Hartford: President (2009-2011); Vice President (2005-2009); Chair, Personnel Committee (1995-present); Endowment Fund Board of Trustees (1997-2011)
- Greater Hartford Jewish Federation: Allocation Committee (2000-2004); Long Range Planning Committee (2011-present); Community Trustee (2011-present)
- Jewish Association for Community Living: President (2002-2004); Vice President (1998-2002); Board of Trustees
- Union College: Coordinator, Alumni Interviewing
- Connecticut Association of Nonprofits, Inc.: Board of Trustees (2005-present)

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