

Who's my steward? Who's my union rep?

Your first points of contact with questions or concerns regarding any of the following are your stewards (Part-time BU faculty leaders and contract experts). They are:

Antonio Ochoa, CAS

antoniochoa@icloud.com

John Maslanka, MET

lmaslanka@gmail.com

Laurie LaPorte, CAS & MET,

laurie.laporte@gmail.com

Gabe Langfur, CFA

gabelangfur@gmail.com

Dev Luthra, MET

devluthra@gmail.com

David Lyons, LAW

dbl@bu.edu

You may also reach out directly to the BU Union Field Representative (union rep), who is an SEIU 509 employee supporting BU part-time faculty). His contact information is:

Jonathan Moore - (jmoore@seiu509.org)

How do I become a member?

Visit <http://bufacultyforward.org/membership/> If you have questions, reach out to a steward, or our union rep Jonathan Moore.

What pay raises will I receive as part of the contract?

Minimum rates paid to adjunct faculty will increase over the next three years. All faculty teaching in 2016-2017 have seen improvements in per-course pay – varied by department and college – including significant raises for the lowest-paid instructors. For more specifics, see the tables on the right.

Probationary Faculty:

College(s)	Minimum Rate
SED and MET	\$1325 per credit
All Other Colleges	\$1550 per credit
In Fall 2017 and 2018, probationary faculty will receive raises of 2% each year, if they have already reached the minimum.	

Upon completion of the probationary period, part-time faculty members will be placed on the post-probationary per credit rate, regardless of college.

Post-Probationary Faculty:

Effective Date	Minimum Rate
Fall 2016	\$1700 per credit
Fall 2017	\$1800 per credit
Fall 2018	\$2100 per credit

Colleges or Departments may offer higher probationary and/or post-probationary per credit rates than the minimum rates. Here are other details about pay:

- **CELOP.** The minimum increase in the hourly rate will be 3% at the beginning of the Fall Semester 2016 and 2.5% at the beginning of the Fall Semester in 2017 and 2018. CELOP faculty will continue to receive the same pay for additional work performed in addition to teaching courses.
- **The University will negotiate payment for designing or substantially redesigning courses with individual faculty members.** Such payment shall not alter the part-time faculty member's intellectual property rights to the syllabus and course content.

What if I am already paid above those minimum pay rates?

Effective the beginning of the Fall Semester each year, part-time faculty will receive a minimum increase of 2.5% in 2016 and 2% in 2017 and 2018.

How do I know if I am probationary or post-probationary?

Part-time faculty members will have a probationary period of 8 courses or 4 years, whichever happens sooner. During the probationary period, a part-time faculty member may be discharged with or without cause, which shall not be subject to the grievance procedure. Current part-time faculty members who have completed either 8 courses or 4 years may be evaluated in the first semester they teach after summer 2016. If a part-time faculty member who has taught more than 8 courses or 4 years is not reappointed due to a poor evaluation, then the faculty member may file a grievance to challenge the decision.

I have heard that “Good Faith Consideration” (GFC) is important to my job security. What does that term mean?

Part-time faculty members who have completed the probationary period will be given Good Faith Consideration in the assignment of courses that they previously taught. “Good Faith Consideration” is the right to teach previously taught courses absent any disqualifying events.

How much are dues?

Dues are 1.5% of your gross pay. All part-time faculty members received a raise that is greater than the dues amount.

Am I eligible for longer appointments?

Some part-time faculty have been given 9 month appointments, and our contract stipulates that multiple semester appts (Fall-Spring) and recurring appts (Fall-Fall) are normally available for part-time faculty. If, for example, you have taught the same courses for 3 semesters or years in a row, you may be eligible for a longer appt. If you think you are, please contact your steward.

What do I do if I think my rights are being violated?

As soon as you believe the university may be in breach of contract, reach out to one of the stewards, or our union rep. They will assess your concern with respect to the contract and labor law, and work with you to file a grievance if you choose to. This is time sensitive.

What benefits will I be entitled to as part of the contract?

Health Insurance: BU Part Time Faculty who teach 50% of a full teaching load AND have at least a 9-month contract are eligible for benefits. You can contact Boston University Human Resources to find out how your college calculates your FTE percentage. If eligible, the University will pay 50% of the premium of the plan and level of coverage chosen.

Do I get access to professional development funds?

Our contract establishes a new Professional Development fund of \$25,000. Each post-probationary part-time faculty member is eligible to apply . Funds allow part-time faculty to be reimbursed for attendance at an academic conference or other relevant professional development activity related to teaching at Boston University. Visit the website for BU’s Center for Excellence in Teaching for details on how to apply, and when you submit an application, please copy our union rep Jonathan Moore (jmoore@seiu509.org).

How can I get more involved?

Our union is stronger when more people become informed and involved. Please contact a steward or our union rep to find out more.