

Hello Adjunct Members:

The Adjunct bargaining team of Frances Polumsky, Dale Richesin, K. Joey Pavia-Jones, and Jim Hemsath on Friday reached a tentative agreement on a successor contract for UA Adjunct #6054 collective bargaining agreement.

The financial terms of the agreement include increases to the Minimum Rate of pay 2.75 percent on July 1, 2025; 3 percent on July 1, 2026; and 3.25 percent on July 1, 2027. This is the same percentage increase that the full-time professors recently agreed to.

There were several other changes throughout the contract including an increase in minimum compensation for low enrollment classes. All of the changes that were agreed to are being compiled and a Redline document of the pending new contract will be posted online at <https://www.apea-aft.org/ua-adj-local-6504>.

The bargaining team worked long and hard to reach this agreement and volunteered many hours over the past few months. Planning started in Nov. 2024 and negotiations began on Jan. 21, 2025. Additional bargaining sessions took place on Feb. 4-5, Feb.18, Feb 20, and Feb 28.

As it goes with every round of contract negotiations, the team was unable to attain everything they had hoped to achieve. Negotiation sessions were professional and respectful and there were long discussions on many topics. The team pushed hard to expand the pay structure and increase educational benefits but were unable to get the University to move any further.

Additionally, there are “me too” clauses in all of the University CBAs with the other unions. This made it impossible for the University to provide increases beyond what the full-time professors agreed to. And most recently, the specter of possible Federal funding cuts higher education due to uncertainty in Washington D.C. made the team feel it was important to reach an agreement.

Next steps: The bargaining team will be scheduling a Q&A Zoom session in the near future and invites will be sent to all members in good standing. When the meeting has concluded an online ratification vote will commence. More details will be coming.

Respectfully,

Adjunct #6054 Bargaining Team