

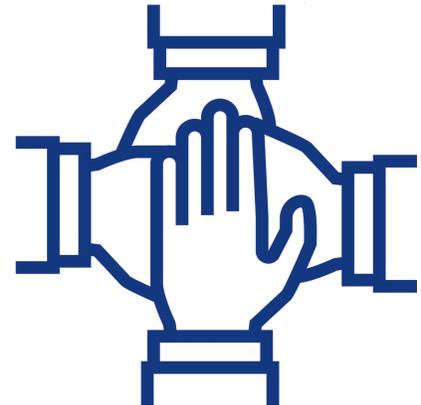
The Union Benefits All Adjunct Faculty

- APSCUF combines adjuncts (temporary) and tenure-track faculty (regular, TT) in one negotiation unit
- Better pay for adjuncts than at most universities in our area due to our negotiation unit status
- Guarantees specific benefits as defined by the collective bargaining agreement (CBA) for which adjuncts at many institutions are not eligible:
 - sick days and personal leave days
 - the right to the grievance procedure
 - health insurance to many adjuncts
 - retirement benefits to many adjuncts
- Faculty ombudsperson assists both adjuncts and TT faculty in the workplace
- Faculty Health and Welfare Fund offers dental and vision coverage to many adjuncts
- Secures laptop computers for adjuncts who need equipment for teaching
- Works through the CBA to aid in the conversion of adjuncts to tenure-track faculty

Joining The Union Unlocks Extra Benefits

Dues-paying member status benefits:

- Access to the Sick Leave Time Bank, assisting faculty in need of additional leave days due to illness, injury, or accident
- Access to the APSCUF Emergency Relief Fund whereby regular faculty (TT) pledge funds to support temporary (adjunct) faculty who demonstrate need as a no-interest loan or donation
- Discounts for retail, travel, entertainment, restaurants, etc., found through apscuf.org



Your APSCUF Membership Strengthens Our Bargaining Power

APSCUF works to negotiate optimal working conditions for all faculty and helps ensure that we can offer extra benefits to faculty members. It doesn't cost much to be a dues-paying member:

- Payroll deduction for voting member status is a very small percentage of the paycheck (1.15% per paycheck, 20 pay cycle, as of Fall 2019)
- Union dues are 100% tax deductible for PA taxes



Go to the sign-up form via the QR code at left or at: <https://bit.ly/3rwtdHh> to join APSCUF as a dues-paying member and return via campus mail to:
Monika Mayer
APSCUF
811 Roslyn Ave.

“Hanging on the bulletin board above my desk is a button with the APSCUF logo and a slogan that reads ‘Fairness for Adjuncts.’ The tenured professor that inhabited my office before she retired left it there. Besides the many benefits that membership opens up, being an APSCUF member means that I am part of a community that will advocate for the interests of adjunct faculty. I am thankful to be part of an organization that amplifies my voice, and that takes action to make my workplace more equitable.”

Deanna Gabe

Adjunct Faculty, Department of Educational Foundations and Policy Studies
College of Education

“The first thing I did during faculty orientation was to join APSCUF as an Adjunct Professor of Marketing. Their only purpose is to protect the rights of faculty and coaches at all 14 state universities. The union has your back, even going out on strike over adjunct issues! As six member schools get consolidated into two, as we fight for bigger budgets every year, as higher ed continues to be under siege since the pandemic – how can you afford not to belong to APSCUF and have your voice heard?”

Thomas Elmer

Adjunct Faculty, Department of Marketing
College of Business and Public Management

“Joining APSCUF was an act of solidarity for me going into the 2016 strike that fundamentally demonstrated APSCUF’s commitment to adjuncts at WCU. By joining together with our tenure-track colleagues, we are in a stronger position to negotiate and bring issues up at both the state and local level that we would not have the power to present if we were isolated on our own. I’ve been able to work on issues important to me through my involvement in APSCUF, like increasing adjunct technology access and adjunct representation on university-wide committees. APSCUF empowers adjuncts in a system often designed to keep us powerless.”

Ann Hiloski-Fowler

Adjunct Faculty, Department of Music Theory, History and Composition
Wells School of Music