

The State of New Jersey & the Council of New Jersey State College Locals, AFT, AFL-CIO Adjuncts

Summary of Changes in the 2023- 2027 Contract

- **Article 8 (Union- Employer Information Exchange)**
 - Four additional items of information to be provided in the register of negotiations unit members teaching.
 - At the same time that the register is provided, the college must provide a list of employees whose teaching assignment was reassigned or cancelled for the semester.
 - Generally applicable rules and policies can be maintained electronically or physically in a central location.
- **Article 11 (Employee Rights)**
 - Requires that adjunct faculty be provided with a college university e-mail address not less than two weeks prior to the start of the semester, where practicable and so long as the employee has submitted all required employment documentation.
- **Article 12 (Adjunct Faculty Workload)** - adjunct faculty are required to provide certain time periods of availability outside of the classroom for each semester/session taught, as specified.
- **Article 13 (Appointment of Employees)**
 - Payment for reassignment or cancellation of a course increased to 1.5 credit hours if a class is reassigned or

cancelled less than two weeks before commencement of the term, and 1.75 credit hours if a class is reassigned or cancelled after the first class is taught.

- Article 14 (Salary) - the minimum employee compensation per credit hour is increased as specified and the increase in per credit rate for adjuncts who have taught 12 or more semesters is \$75 per credit.
- Article 15 (Personnel Files) - the college is no longer required to maintain a table of contents in each employee's personnel file.
- Article 17 (Safe Conditions) - new provisions requiring that each college with a safety committee that deals with safety issues affecting the adjunct unit shall include a designee of the union as a member of the committee. The college policies and procedures on safety shall also be made available to unit members pursuant to procedures locally negotiated.
- Article 26 (Duration and Termination)- updated to reflect new dates.
- Side Letter of Agreement #1 (Employee Rights) - Tuition waiver deleted from the list of items, since a separate tuition waiver provision has been negotiated in letter of agreement #5.
- Side Letter of Agreement #2 (Academic Freedom) - a new provision providing for academic freedom for adjunct faculty members, along the lines of the academic freedom

provisions provided for full time faculty, with the exception that it shall not infringe upon management's decisions to employ or not employ adjunct faculty.

- Side Letter of Agreement #3(Teaching Credit Per Semester) - this side letter is deleted and no longer applicable.
- Side Letter of Agreement #4 (Adjunct Faculty Unit Composition) - this side letter is deleted and no longer applicable.
- Side Letter of Agreement #5 (Tuition Waiver Program) provides that if a college elects to provide tuition waiver for adjunct faculty and their dependents, including spouse or civil union partner, children and other qualifying dependents, it shall be subject to local negotiations between the college and the local union. Disputes arising out of any locally negotiated tuition waiver program shall be subject to Article 6.B.2 (non-contractual grievance).