

# 2017-2018 PSUFA ANNUAL REPORT



The Portland State University Faculty Association (PSUFA) is a democratic union led by an executive council of adjunct faculty. We provide member advocacy; negotiate pay through collective bargaining; administer benefits for adjunct faculty; and seek to improve working conditions at the University. This annual report shares our accomplishments from this past year and our goals for the future.

## New Contract Wins

During our economic bargaining this Spring, we flexed our power, with lots of members and allies coming out to observe negotiations. It paid off: we won the biggest raises we've seen in years.

In Fall 2018, our **new minimum per credit rate** will increase to **\$984/credit**.

In Fall 2019, our **new minimum per credit rate** will increase to **\$1,009/credit + Cost of Living Adjustment (COLA)**

The **COLA** is a big win and results in every adjunct receiving **another 1.5-3.5% increase** based on the local CPI-U.

We'll also see **increases to late appointment and class cancellation fees**; the creation of a joint PSU-PSUFA Health Care Task Force, to take the first steps towards securing health insurance coverage for part-time faculty; and, we have a new **Adjunct Faculty Assistance Fund (AFAF)** with a pool of \$290,000 this year and \$300,000 for 2019.

**Click here to read more about our recent wins and see what they mean for you.**

Full contract negotiations start at the beginning of 2020 and to continue moving towards our goals of pay parity, job security and fair benefits we need to start preparations soon! **Contact [psufa.ariana@gmail.com](mailto:psufa.ariana@gmail.com) to learn more.**

**276**  
FACULTY  
SUPPORTED

## Benefits Report

### Education Fund:

32 Adjuncts received a total of \$53,271

### Professional Development Fund:

68 Adjuncts received a total of \$99,582

### Interim Relief Fund / Adjunct Faculty Assistance Fund (AFAF):

176 Adjuncts received a total of \$386,882



PSUFA Bargaining team members negotiated some important changes to our benefits fund. There is now no minimum teaching requirement to be eligible to apply for funds. **All part-time faculty can apply to receive benefits at any time during their employment. Adjunct Faculty Assistance Funds are available to faculty any term they teach or the following term** (even if they aren't teaching) to help with the financial strain of itinerant employment.

**Click here to learn more, to apply for benefits, or to join a benefits committee.**

**PSU doesn't just give these raises and benefits to us. We have to fight for them. Join the fight and volunteer with your Union!**

## Membership

PSUFA represents approximately 1361 part-time faculty. This year 156 faculty joined PSUFA, to make a total of 555 active members.\* With the recent Janus vs. AFSCME Supreme Court decision, which dealt a major blow to union power, membership rules have changed, making it increasingly important to build our membership. We've had many new folks join us, but this year we have a **goal of raising our membership by at least 20%**. You can help by filling out a membership form, sending one on to a colleague, or joining our organizing committee! **Becoming a strongly member-led organization is necessary to survive the current threats to unions.**

**156**  
NEW MEMBERS

**Join PSUFA today by filling out our online membership form!**

\*As of July, 2018. Exact numbers for adjuncts are always in flux.

**44**  
DEPARTMENTS  
**18**  
STEWARDS

## Stewardship

Department Stewards are **key communicators in our union**; they support their colleagues at the department level and act as the link between members and PSUFA leadership.

This year we stayed steady with 18 stewards. With our new membership goals and more negotiations coming up in 2020, **building a stronger steward network is essential for the 2018-2019 school year**. Step up and be a voice in your department! **We need 28 additional stewards to have full representation across PSU.**

**Click here to learn more about stewardship or contact [organizing@psufa.org](mailto:organizing@psufa.org)**

## Problems Addressed

PSUFA grievance officers support members in dealing with disputes and contract violations, as well as represent members during formal and informal investigations. **This year, our officers worked to protect rights to two-year contracts, restored classes for adjuncts who were initially denied them, and secured over \$13,000 in grievance settlements for eleven grievants.** They also, successfully defended emeritus faculty members' right to free parking and part-time faculty's right to ride the Portland Streetcar for free. **We're looking for 1-3 people to join a grievance committee to continue this important work.**

**53**  
CONCERNS  
ADDRESSED

**If you have a workplace issue or want to join our committee, contact [psufa.william@gmail.com](mailto:psufa.william@gmail.com).**

## Events

Last year, PSUFA held 12 events to advocate for and support adjunct faculty, from happy hours to open houses, know-your-rights workshops, and creative bargaining actions. We hope you will come to an event this year. **Click here to join our Fall membership drive.**

**Interested in helping plan future actions and events? Contact [organizing@psufa.org](mailto:organizing@psufa.org)!**

## Union Governance

This year we **revised and ratified our Constitution and By-laws**, making the election processes more accessible, and improving the structure of the Executive Council. **Read more here to learn about your union.**

**Union elections will take place in 2019 for all Executive Council positions, but at the close of Fall term multiple positions will be vacant. Contact us to learn more about these positions, running for office, or being a part of our elections committee. We need new union leaders to step up.**

Earlier this year, **our union lost around 60% of our revenue** immediately after the Supreme Court's anti-union ruling on the Janus vs. AFSCME case. **We are working to create a new economically sustainable budget**, however, it is going to take significant changes to get there, including cutting council stipends (which we have already begun doing), increasing our membership, and raising our dues. Luckily, this year all adjuncts got a significant raise thanks to our strong bargaining team, so any dues increases will only be a fraction of the gains we won at the negotiating table.

**We will be voting on a new dues structure this Fall.** Stay tuned for more information and **come to the Fall Membership Meeting on November 9th** to weigh in on this decision.

## Representation & Recognition

After nearly two years of work by PSUFA leaders, **part-time faculty now have a representative in Faculty Senate.** Longtime faculty member **Khalil Zonoozy** was chosen by the Faculty Advisory Committee to represent part-time faculty for the 2018-19 school year.

**Robert Asadi**, adjunct faculty in Political Science, **represented part-time faculty on the President's Advisory Committee during the 2017-18 school year.** He advocated for pay equity and greater support for adjunct research.

And, we congratulate the **2018 Adjunct Faculty Excellence Award winners: Staci Martin and Marilyn Rampersad Mackiewicz!** Remember to nominate your colleagues for this year's award! **Learn more here.**

Visit us at [www.psufa.org](http://www.psufa.org) or during **office hours** in Smith Memorial Student Union, Basement Rm. 1.

