Questions Adjuncts Should Consider Before Committing to TAUP

1. If adjuncts merge into TAUP, will each adjunct faculty member’s vote be **fully valued** or will it be prorated or discounted in some way?

2. What percentage of salary would regular **dues** be? What do you anticipate would be the percentage of an annual raise?

3. If adjuncts pay dues to TAUP at Temple, will they also be required to pay dues to unions at other employers?

4. Is TAUP seeking to obtain “fair share” or **agency fee** if an adjunct faculty member doesn’t want to pay dues to the union? If so, what percentage of salary would that fee be?

5. Similarly, a portion of full-time faculty increases are merit-based. How does TAUP propose Temple would **assess merit** when many adjunct faculty are only here for a semester or two?

6. How will TAUP **resolve conflicts** among full-time and part-time faculty at the bargaining table. For instance, if Temple proposes to increase all faculty salaries by a total of, say, 3%/year, how will TAUP allocate that number between full-time and adjunct faculty.

7. It has been reported that voluntary dues-paying among full-time faculty has steadily declined to a point where only **48% of full-time faculty pay dues** to TAUP. Why is that rate so low?

8. What sort of representation will adjunct faculty have on TAUP’s **executive board**? How will executive board seats be allocated among the various faculty groups?

9. TAUP has said it is revising its constitution to fold in adjuncts and that constitutional amendments pass by a vote of 30% of current dues payers. That means that **fewer than 200 full-time faculty** members get to vote on amendments that will impact 2700 part-time and full-time faculty. How will you guarantee the protection of adjuncts’ interests when they are not allowed to vote on constitutional amendments that pertain to them?

10. Why didn’t TAUP file for a **separate union** for adjuncts? Why didn’t TAUP accept the university’s proposal to form a separate union for ALL Temple adjuncts?

11. Did the full-time faculty in TAUP get to vote on merging their union with adjuncts? Why were **full-time faculty denied a vote**? Why has their voice not been heard?

12. This petition was filed nearly a year ago. If the merger occurs and TAUP moves to collective bargaining, what **specific proposals** will TAUP make to the University in terms of things like job stability, higher wages and benefits? What other proposals will TAUP make on adjuncts’ behalf?