Myths vs. Facts of Adjunct Unionization at Temple University

TAUP thinks that it is necessary that bargaining unit members and administrators rely on facts and not on rumors, innuendos, and speculation with respect to adjunct unionization. Soon there will be an election among adjuncts about whether to join TAUP. We have prepared this FAQ for the benefit of all interested parties, without regard to the date, time and manner of the election. In the interim, here are our answers to common questions about the process.

What will happen to the current union contract if adjuncts vote to join TAUP?

Adjuncts have a right to have their contract renegotiated by the full-time faculty bargaining unit. The full-time faculty contract would be renegotiated with the TAUP leadership. The new contract would be voted on by the full-time faculty union members and the new contract would then go to the PLRB for approval. If the PLRB approves the contract, the new contract would replace the current full-time faculty contract.

Should full-time faculty have been asked to vote on whether to unionize adjuncts and whether such adjuncts should be added to our bargaining unit?

As a democratic union, TAUP operates in accordance with US and Pennsylvania labor law. No full-time faculty have been asked to vote on whether to unionize adjuncts, nor have full-time faculty been asked whether to add any new groups to the bargaining unit. TAUP locked themselves in. PA law permits the exclusive representation of full-time faculty. In other words, only full-time faculty can negotiate an exclusive contract with the University.

How many members does TAUP have?

As of this writing, TAUP has about 3,000 members. It is estimated that 50% of those members are full-time faculty. The rest are part-time faculty, Librarians with regular appointment and post-probationary Academic Professionals. As of the 2015-16 academic year, TAUP had 2,431 members. Of those members, 956 were part-time faculty, 104 Librarians with regular appointment and 1,471 post-probationary Academic Professionals. As of the 2014-15 academic year, TAUP had 2,029 members. Of those members, 1,419 were part-time faculty, 104 Librarians with regular appointment and 506 post-probationary Academic Professionals.