



VICTORIES IN THE NEW CONTRACT

Our new collective bargaining agreement features great improvements to existing policies and new concepts we won for the first time.

www.uptf.org

Improvements

1. Raises

Everyone in the unit is getting at least a **3%** raise in the first year, **2.5%** in years two and three.

2. Increased Starting Pay

We increased starting pay from \$1108 per credit hour to **\$1326**, a **16.5%** raise for the lowest-paid individuals in our unit. Other individuals will see a better than **3%** increase in the first year due to an increase in the minimum pay for our promotional steps.

3. 403(b) Changes

PTF can now earn an employer match by contributing 4% of their salary to the 403(b), down from 5% in our last contract. The match has increased from 2% to 4%. So long as fewer than 30% of eligible PTF are enrolled in the 403(b) plan in the third year of our contract, the match will increase to 5%. If more than 30% are enrolled, it will remain at 4%.

New Features

1. Tuition Assistance

For the first time, if a PTF is teaching at least three credits, they'll be able to take up to three credits tuition-free (fees still apply).

2. Access

We established official policies for continued access to the library and employee software (such as Microsoft 365). Now, PTF should not lose access so long as they teach at least one semester a year.

3. Orientation

For the first time, the university will hold a new-hire orientation for Part-Time Faculty. The union will be consulted in what will be covered during the orientation and allowed to participate in it.



UPTF at a Glance

- Before the union, the starting pay was \$582 a credit hour.
- We won our first contract in 2008.
- There are often between 600-700 Part-Time Faculty each Fall & Winter semester.
- We organized to increase job security and respect for our work.

Join Now!

- <https://bit.ly/JoinUPTF>



Union of Part-Time Faculty

AFT Local 477, AFL-CIO

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JOIN THE UNION!

We represent the Part-Time Faculty at Wayne State--instructors with a teaching load of 8 credits or less.

www.uptf.org

Membership Choices

- **Union Dues**
 - As of Fall 2023, dues are 2.3% of your gross salary going forward.
 - Union Dues Members have
 - The Right to Vote--including on officers, the contract, and job actions
 - The right to run for office and serve on committees to determine the future path of the union.
 - Access to Union Plus benefits negotiated by our national affiliate, the American Federation of Teachers.
 - Liability insurance.

- **Fair Share / Agency Fee**
 - As of Fall 2023, the fees are 1.95% of your gross salary going forward.
 - Fair Share members
 - Can attend General Membership Meetings and speak at the meeting.
 - Cannot vote on the officers, the contract, or job actions.
 - Do not have access to Union Plus benefits.
 - Do not have liability insurance.

How can you join the union?

1. Fill out a physical card and return it to the union.
2. Scan the QR code below and enter your Access ID at the prompt.



There is Power in a Union!

UPTF at a Glance

- Our union consists of instructors, instructional assistants, and applied music faculty.
- Over 50% of PTF have full-time jobs outside of WSU.
- Over 66% of PTF have terminal degrees in our field.
- Over 30% of PTF also teach at other colleges and universities in SE Michigan.



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