

FAQs on the Trinity Adjunct Collective Bargaining Agreement
January 2017

The recently ratified contract between Trinity and the union representing certain adjunct faculty has raised some questions. This FAQ is designed to answer some of those questions.

Q. I understand a union represents some of the adjuncts at Trinity University.

A. Yes. It is the Service Employees International Union, Local 500 (SEIU). The union was elected in early 2015 to represent certain adjuncts at Trinity.

Q. Is there a union contract in place?

A. Yes. The union and Trinity entered into a Collective Bargaining Agreement (CBA) that took effect on **January 12, 2017** and runs through **June 30, 2019**. The CBA is available online at <http://www.trinitydc.edu/academic-affairs/adjunct-orientation-welcome/>

Q. Which adjuncts are covered by the CBA?

A. Section 1.3 of the CBA provides that the union represents: “all part-time faculty employed by the University in Washington, D.C. teaching at least one credit-earning class, lesson or lab; but excluding all other employees, full-time faculty, graduate assistants, clinical fellows, teaching fellows, teaching assistants, research assistants, full-time staff whose adjunct teaching is not compensated additionally for teaching, administrators, administrators who have teaching responsibilities, and managers, guards, and supervisors as defined by the National Labor Relations Act.”

Q. Do I have to pay union dues if I am an adjunct covered by the CBA?

A. It depends. Section 9.8 of the CBA sets forth the requirements for the payment of dues and agency fees to the union. There are three parts to this answer:

First, unless exempted as explained below, any adjunct covered by the CBA who is hired by Trinity for the first time on or after **January 12, 2017**, will have to either elect to have union dues or an agency fee paid to the union. The amount of the union dues and fees is set by the union; Trinity is not involved in that. The union and Trinity have agreed, however, that union dues and fees, as well as a voluntary COPE contribution (for the union’s political action committee), may be deducted from an adjunct’s paycheck, provided that the request for the deduction is made using the language set forth in Section 9.8(B) of the CBA.

Second, any adjunct covered by the CBA who has been employed by Trinity before **January 12, 2017** is not required to pay dues or fees to the union, but an adjunct may voluntarily decide to do so.

Third, Section 9.8(D) of the CBA provides that adjuncts who fall into certain categories are exempt from paying dues or fees to the union, regardless of their date of hire. These are adjuncts who:

1. Are members of federal, state, or District of Columbia judicial, legislative, or executive branches of government;
2. Hold diplomatic or ambassador status;
3. Are full or part-time employees of the International Monetary Fund or the World Bank Group;
4. Are not paid directly by the University and whose services are instead procured through a contractual arrangement between the University and the employee's primary employer;
5. Are retired full-time University faculty who have emeritus status;
6. Are appointed to teach a compressed course (*i.e.*, six weeks or fewer in duration);
or
7. Establish that, due to the nature of their employment outside of Trinity Washington University, they are prevented from paying dues or an agency fee to a labor organization because so doing would inhibit the ability of the employee to perform services for his or her non-University employer.

Q. Does the CBA address pay rates for adjuncts?

A. Yes. Article 8 of the CBA addresses compensation. Appendices at the end of the CBA provide the minimum base rates for typical credit courses and for miscellaneous compensation in other circumstance.

Q. What else does the CBA cover?

A. The best source here is the CBA itself, but in addition to those things already discussed, the following areas are covered in it: management functions, non-discrimination, grievance procedure, discipline and discharge, assignments, evaluation of performance, union rights and privileges, no strike/no lockout, and the scope of the agreement.

Q. Who should I contact if I have questions?

A. Tracey Prince Ross
Executive Director, Human Resources
Trinity Washington University
125 Michigan Avenue NE
Washington, DC 20017
(202) 884-9126
princetr@trinitydc.edu