



Please Join us for Holiday Cheer!

Please join us for holiday cheer, food and drink, good conversation, and general camaraderie at the 2016 UAFP Holiday Party to be held at TJ Byrnes Restaurant, 77 Fulton Street on Wednesday, December 7, from 5:00 - 7:00 PM.

Dear Adjuncts & Part-Time Staff Instructors,

As we finally see some of the fruits of close to a year-and-a-half negotiation being realized - literally in your paychecks - it is a good time to address concerns that are common to many of us. One of our key instruments of outreach is our newsletter, and we are looking to revamp its content to provide the most pertinent information to our membership. We are seeking input on what you would like to see included in addition to our intent to publish the following:

- Current Pace news and initiatives generally affecting Adjuncts and Part-Time Staff Instructors;
- Highlights of Adjunct and Part-Time Staff Instructor Awards, Accomplishments and Presentations;
- Links to key happenings at Pace;
- Links to non-Pace articles relevant to Contingent Faculty;
- A new "How-To" section to change with each newsletter.

To maximize this, we need timely notifications of your scholarship, your department's issues - both good and bad, and greater two-way communication between the membership and the Executive Board.

Status of Issues in the New Adjunct Offices in 41 Park Row

Combination locks have now been provided by Pace for the lockers in the Lower Level office, as has a supply of paper for the printers.

If you are having problems swiping your ID card in order to gain access to the Lower Level office, you should contact Tom Tresselt via email at ttresselt@pace.edu.

Remaining unresolved issues that will be raised at the upcoming meeting between members of the UAFP Executive Board and President Friedman include a request for a microwave oven, hangers for the coat closet, and hot running water in the Lower Level office, a lock and bookshelf in Room 419, and additional office space for conferencing with students. The discontinuation this semester of the complimentary beverage service in the Faculty Lounge in Civic 333 will also be addressed at this meeting.

Senior Adjuncts

15 of the 19 adjunct faculty members who are eligible for senior status and the benefits that this recognition provides have yet to apply for this designation. You must first apply for the 25-year plateau, then follow up with your application for the 35-year plateau if you are eligible; for those with 35 years of service, please note that this is a two-step process.

Salary Increases

Your new Appointment and Reassignment Letters are now available in the Pace portal. The new rates should include a guaranteed 1.5% increase plus merit up to 1% that you may have received effective September 2016. This would be calculated on top of the guaranteed retroactive 2% for the 2015-2016 school year that you received as a lump sum in your last paycheck.

A simple example would be:

If your 2014 - 2015 rate was \$1000 per credit, your 2% retroactive increase for 2015 - 2016 would be \$20 per credit, making your new retroactive rate $(1000 * 1.02) = \$1020$ per credit.

If you did not receive any merit increase for the 2016 - 2017 school year, you would still receive a guaranteed 1.5% increase on top of the new retroactive rate. Therefore your new rate would be $(1020 * 1.015) = \$1035.30$ per credit.

If you received 0.5% merit increase for the 2016 - 2017 school year, you would still receive a guaranteed 1.5% increase + 0.5% merit to equal an additional 2% on top of the new retroactive rate. Therefore, your new rate would be $(1020 * 1.02) = \$1040.40$ per credit.

If you received a full 1% merit increase for the 2016 - 2017 school year, you would still receive a guaranteed 1.5 % increase + 1.0% merit to equal an additional 2.5% on top of the new retroactive rate. Therefore, your new rate would be $(1020 * 1.025) = \$1045.50$ per credit.

Please verify that your raise was properly calculated.

These sample calculations are very basic and do not account for adjustments for Adjuncts and Part-Time Staff Instructors who were below the current minimums for their specific ranks or any other miscellaneous or special situations. Your rates will reflect the greater of rate adjustments to meet the new minimums, or the established increases detailed before. If you have specific questions on your own paychecks please reach out to Employee Relations using the following contacts:

Bernadette Baumann
Director of Employee & Labor Relations
bbaumann@pace.edu
212.346.1303

Sia Bundor
Manager of Employee & Labor Relations - NYC
sbundor@pace.edu
212.346.1869

In solidarity,
William Quinlan
President, UAFP

STAY CONNECTED:

