



NEWSLETTER

September 2017



William T. Quinlan,
UAFPA President

Dear Colleagues,

Welcome back! I hope you had a good summer. It has been a busy one for your union.

Merit Raise Issue Addressed

For this year, the new contract provides for a 2% guaranteed increase for everyone and a merit raise of **up to 1%** for those who had a rating between 3.1 and 5.0. Anyone with a rating of 3.0 or below would not receive a merit raise. Everyone at the negotiations was in agreement that decimals would be used for the rating. The percent of increase depended on your rating and your school. We have posted the divisions of the increase on our website. [CLICK HERE to access the list.](#)

The contract also mandated that we get a copy of our annual evaluation. Once evaluations were sent out, we learned that the form that Pace Chairs used contained only whole numbers, and a box to check off the applicable number. I immediately contacted Bernadette Bauman in HR, who assured me that a notice had gone out in the Fall about the decimals. However, further investigation seemed to indicate that the Chairs were not aware of this provision in the contract. It took a great deal of digging, but we were finally able to locate a memo from the Provost's office telling Chairs to **use whole numbers**. This was a direct violation of the contract and would deprive many people of a merit raise.

We finally persuaded Pace to return to the appropriate Chair for re-evaluation the rating of anyone who received a 3. We thank all the Chairs who took time out of their summers to come back to Pace to re-evaluate the Adjuncts who had received a 3. Dr. Richie in the English Department had to reconsider the evaluations of 26 of 70 Adjunct Faculty members.

In theory, everyone will receive the correct merit raise in the first paycheck. I would suggest, however that you check carefully. You can verify your raise now by comparing your new rate to last year's. The appointment letters have been posted with your credit rate for 2017-2018. Subtract last year's rate (from this year's) to get the dollar amount of your raise. Divide the dollar amount of your raise by last year's rate, then multiply your answer by 100. This is your percentage increase. Once you know your percentage, check the website where the rates are posted to make sure your merit raise is correct.

If you have a rating of 3.1 or better and did not get the appropriate merit raise, please

contact Dan Rosen at once. We are currently negotiating a revised rating form. When it is complete, it should solve these problems.

Pace Plaza Copy Center Re-location

Another problem we needed to confront was the location of the Copy Center in the main building. It was slated to close because of the renovations, forcing Faculty to leave the building to get material copied. There is a Copy Center at 163 William St. on the 4th floor. But we believed there should be one in the main building as well. We worked closely with Dr. Nancy Reagan, President of the Faculty Senate and are pleased to announce that there will be a Copy Center in main building in room Y23, on the 2nd floor. I personally thanked Dr. Reagan on behalf of all the Adjunct Faculty.

Adjunct Faculty Workspace

We are also working to improve the plans for an Adjunct Faculty workspace. The space at 41 Park Row has been re-purposed. A new space was provided at 163 William St. on the 10th floor. Your union conducted a visit to the site to determine if it met our needs. Unfortunately, it does not. There are only 7 workstations, none of which have extra chairs for student conferences. As of August 31, there were only 4 computers.

Another problem is that the space adjoins that of the OASIS program for students on the Autism Spectrum and also the Affirmative Action office. People using these areas are promised anonymity, which is almost impossible with faculty and students occupying the same quarters and the same restrooms. I have been in contact with Dean Schlesinger's office to inform him of my serious concern and that of Dr. Janet Mulvey, the Director of the OASIS program. I was told to suggest that Dr. Mulvey and her program Dean put their concerns in writing. We hope that a larger space that will accommodate both our concerns will become available.

Next Contract Negotiations - Suggestions Wanted

As we begin the new semester your team is gearing up for another round of negotiations. The current contract expires at the end of June 2018. If you have any ideas about ways to improve the contract, please let us know.

UAFP Treasurer Leave of Absence

Finally, we are sorry to report that our Treasurer, Nathifa Lewis, has taken a leave of absence for personal reasons. Dan Rosen will take over for her until she returns. We hope she will be back soon.

In solidarity,
William Quinlan
President, UAFP

Union of Adjunct Faculty at Pace | (212) 766-1600 | www.uafponline.org

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