



NEWSLETTER  
2018

September



William T. Quinlan,  
UAFP President

Dear Colleagues,  
Welcome back for the 2018-2019 school year. I hope the summer was a good one for all of you. It was a good summer for our union. I am pleased to announce that we have reached a tentative agreement for a new 3-year contract.

### **Raises are as follows**

**2018-2019** - 1.25% guaranteed, .75% merit/equity.

**2019-2020** - Same increase as full-time faculty: 2/3 guaranteed, 1/3 merit/equity.

**2020-2021** - Same increase as full-time faculty: 2/3 guaranteed, 1/3 merit/equity.

### **Income Replacement Provision**

The most important advance we have achieved is an **Income Replacement Provision**. This applies to adjunct professors who teach a minimum of 6 credits and have an evaluation of 4 or above for 10 consecutive semesters (Spring and Fall). If they are assigned 3 credits less than their average over an 8-semester period, they will be paid the discrepancy.

**For example:** An Adjunct qualifies over a 10-semester period. Then he or she receives only 3 credits. The Adjunct may be entitled to income replacement. It is a little complicated, but it will become clearer as you read the contract and the term sheet and ask questions.

### **Contract Information Meetings**

The contract has been posted online on the UAFP website. You can access it, along with a summary of the main terms, by clicking [HERE](#). We will have contract information sessions on **Saturday, September 15** from **12:30 to 3:30 PM**.

**NYC:** One Pace Plaza, Tower Board Room, 18th Floor

**Pleasantville:** Goldstein Academic Center, Room G-100

### **New UAFP Board Member**

Another piece of good news is that Tom Failla has joined our team as UAFP Secretary to replace Brandon Adams who has moved to another state. Dr. Failla has served as an adjunct professor in the Lubin School of Business since 2006. He teaches both marketing and management courses at the undergraduate and graduate level.

He earned a B.A. in political science from Central Connecticut State in 1973, an MBA from University of New Haven in 1989, and a doctorate in marketing and management from Pace University in 2008. His research interests are in consumer and organizational behavior. He is the academic director of Hospitality Management and Culinary Arts at Norwalk Community College where he has held a variety positions since 1998. He is also an adjunct professor at Norwalk teaching organizational behavior.

In his director capacity he is a member of AFSCME, and as an adjunct he has been

the part-time representative from Norwalk to the Connecticut Congress of Community Colleges state-wide delegate assembly since 2005. He also served on the faculty council to Connecticut State College and Universities and served as chair and sat on the system Board of Regents in 2013. He has worked with the UAFP contract committee.

We welcome Tom to the UAFP Executive Council.

In solidarity,  
William Quinlan  
President, UAFP

**Union of Adjunct Faculty at Pace (212) 766-1600**

**Find useful news & information from your union at: [www.uaafponline.org](http://www.uaafponline.org)**

STAY CONNECTED:

