

CCA Adjunct TA Summary:

- Raises: 8% over 3 years—3%, 2.5%, 2.5%.
- End of half-lines after Fall 2022. (except for co-taught courses). Half-line courses have been responsible for a 7% decrease in wages paid overall to Adjuncts during the last 3-years (despite the 17% pay increase that our first contract secured). This has amounted to wage theft from Adjunct Faculty to the tune of around \$1 million. Ending the arbitrarily assignment of partial lines will end this ongoing wage theft. Ending half-lines will also enable Adjuncts to progress more quickly toward promotion, multi-semester appointments, and benefits as well as earning more and enjoying more stability.
- Improvements in Article 13—course assignments
 - New transparent process for adjuncts to apply to be considered and be interviewed for ANY course in the college even if they have not taught it before. This process is aimed at protecting the teaching loads and livelihoods of Adjunct Faculty already working at CCA.
 - Every semester, the college will provide the Union with a seniority list for each course, to provide more transparency and enforceability of seniority rights. In the past, it was much harder to monitor whether the College was violating the contract.
 - When seniority is equal, the tie-breaker is earliest date of hire at CCA.
 - Eligibility for multi-semester appointments will be based on a 2 year lookback instead of 3. This means that adjuncts will be eligible for multi-semester appointments after two years of teaching the required number of courses (2 per year). This quickens the path to eligibility for multi-semester appointments and the benefits that go with them (See Article 28 Employee Benefits).
 - Quicker appeal and grievance of disputes over course assignments.
- Expanded protection around discipline and discharge, including loss of all classes. If an Adjunct loses all of their course assignments, this will be considered a Termination and will be subject to the tests of [Just Cause](#).
- No more “gratuity” payments. Adjuncts will be paid in full per week for each week they teach a class that is later canceled, in addition to the course cancellation payments.
- Accelerated paths to promotion.
 - Qualification for Adjunct 2: 5 or more courses taught at any school.
 - Promote to Senior Adjunct after 10 courses as an Adjunct 2 or 12 semesters at CCA, whichever comes first.
 - Promotion from Adjunct 1 to Adjunct 2 will now be a simple administrative process through the Provost’s office instead of APT.
 - Adjuncts who promote will get their raises sooner, retroactive to their application submissions.
- Commuter or remote work stipend of \$50/month for the 4 months of the semester.
- All non-instructional work now eligible for Special Compensation. Special compensation hourly pay rate indexed to the applicable Senior Adjunct wage in any given year divided by 135 . By this calculus, the starting hourly rate will be \$69.5/hour, to go up every year of \$66/hour for all special (non-instructional) assignments, to go up every year.
- Increased pay for committee service (JLMC, Bargaining Team, APT).
- The JLMC (Joint Labor Management Committee) will work with the VP of DEIB on new professional development grants for adjuncts from underrepresented groups.
- Benefit-eligible adjuncts will now also have access to the tuition remission and retirement benefits of other benefited employees.
- Unbenefited adjuncts will have access to health care funding through San Francisco’s Health Care Security Ordinance.
- College will provide an annual race and equity report to the union. These reports will allow the union to track the hiring, retention, and promotion of faculty of color, as well as gains and losses of income due to course assignments and cancellations. The information will provide a bedrock of data on which to base future demands for racial justice and equity measures.
- Parental leaves of absence will not count against qualifying for multi-semester appointments and promotion.
- Effects bargaining (campus unification) – Ensures that disagreements over effects of campus unification on working conditions can be negotiated.