

Faculty Senate: Important NTT Union Update

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Dear Colleagues,

Please find the update below from the NTT Union faculty. Also please see the attached list of institutions the HU administration is using to determine median salaries for the union faculty. This is not the peer institution list used for tenured and tenure track faculty to determine median salaries.

Best,

Marcus Alfred, Chair
HU Faculty Senate

Howard Teaching Faculty: Our Time Is Now!

For the first time in four years, the HU administration came to negotiations to actually begin to negotiate with us. It took the [*combined*] pressure of an announced unfair labor practice strike, a rally of 500 faculty, students and alumni at the Provost's Office, and a national media storm focused on Howard's low pay and disrespectful treatment of adjunct faculty, Lecturers and Master Instructors (who they still insultingly call 'temporary faculty').

The HU administration showed some initial movement on appointments and job security. Not enough, but pivoting in the right direction. They, also, contacted us Friday night, after initially saying they weren't available to meet until after the strike, and agreed to negotiate on Monday and Tuesday. They said that they want to make a best effort at reaching agreement to avert a strike. We welcome the administration's willingness to meet and try to reach a mutually beneficial agreement.

But until an agreement is reached, we are planning to strike on Wednesday March 23rd through Friday March 25th. (*The University, also, stated in their Friday night release: "Faculty who choose to engage in a strike will not be terminated or disciplined as it is their right to engage in this strike under federal law."*)

Non-tenure track teaching faculty are no longer invisible and silenced. We have moved our role as educators at Howard and our students' educational experience from the margins to the center of Howard's mission of service and social justice.

This is the time to stay strong, stay united, and be prepared to strike on Wednesday if an agreement is not reached soon.

What are the main issues that need to be addressed?

Fair Pay: Howard administration proposed to base our pay on a list of 558 colleges in the Southeast overwhelmingly made up of community colleges and small rural schools. Howard declared that their peer group for all other purposes included George Washington, Georgetown and Tufts among others – but not for us. Does Howard really want to think of itself in the same class of schools as Aiken Technical College (Aiken, SC) or Alamance Community College (Graham, NC)? (The full list is attached)

The HU administration did not even make a proposal on Adjunct Faculty pay because they said they weren't sure what they do now, let alone what they should propose for the future.

Appointments: While progress was made for both adjuncts, Master Instructors and Lecturers, the HU administration acknowledged that they are still working on how to address important issues to give NTT faculty a more stable and predictable future.

Our time is now. The HU administration should not underestimate our determination for justice. We will work hard to reach an agreement before Wednesday. But we will work just as hard to be ready to strike if there is no agreement.

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Larry Alcott
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