

## What the UPTF has Accomplished

- Full members of the UPTF qualify for several AFT-sponsored benefits, including discounted rates on term life insurance, hotels, rental cars, mortgages, among other things.
- The fall before the first UPTF contract (2007) the lowest paid part-time faculty members at Wayne State were being paid \$586 per credit hour. In Fall, 2016, the corresponding salary per credit hour is \$915 per credit hour, **a 56.1% raise.**
- All bargaining unit members' pay—not just that of the lowest-paid—increased significantly under the UPTF contract. For instance, someone near the middle of the scale would have moved from \$991 per credit hour to \$1,357, **a 36.9% raise.**
- The existence of a promotional ladder for part-time faculty—another innovation of the UPTF contract—makes employment at WSU more predictable and ensures a higher salary for PTF 2s and PTF 3s; because of the evaluation requirements of the promotion system, it also ensures higher-quality instruction for Wayne State students.
- Since PTF currently can hold different statuses in different pools (PTF 1, PTF 2, PTF 3), the credit hour rate a ptf earns **must always be equal to at least to the highest per credit hour rate the individual has ever earned under the contract.** Any annual increase or promotional raise will be in addition to the highest previous rate.
- The UPTF Professional Development fund will pay for all unit members to attend professional conferences—up to two conferences over 2 academic years (\$1,000 each)—and will pay for 2 memberships in 2 academic organizations (up to \$100 each) over 2 academic years. A new part of the PD program, not yet fully operational, will grant up to three \$5,000 awards for research, training and other reasons, but not income replacement. A committee of part-time faculty will work with the Provost's office in approving these awards.
- UPTF unit members with two years of service and a reasonable expectation of employment in both the fall and winter semesters can acquire dental and vision insurance at their own expense by payroll deduction.
- Part-time faculty can also sign up for the defined contribution retirement program that

is open to other WSU employees. The current academic year (2016-17) is the last one without a partial university match. The new contract calls for a .75% university match if the individual contributes at least 5% of salary beginning in Fall 2017.

- 50% Tuition reimbursement for spouse and eligible dependents of a member for up to the same number of credit hours in a semester that the part-time faculty member is teaching.
- A leave of absence for up to one year is available every five years for PTF 2s and PTF 3s protecting a ptf's right to be assigned classes after returning from the leave.