



Dear Colleagues,

August 11, 2014

This is an exciting time for non-tenure-track faculty on our campus, now that we have gained the right to bargain collectively and democratically for improvements in our working lives. We have asked the University administration to commit to formal bargaining sessions towards a contract. Once the administration has declared its readiness to start bargaining in the Fall, and after members vote to elect a leadership for our union, Campus Faculty Association (CFA) Local 6546 will be fully operational.

Over the last week or so, we've heard from many of you about problems you've encountered regarding raises and promotions for the 2014-2015 academic year. Let us make our position on these raises and promotions clear:

Your union wants you to get the raises and promotions to which you are entitled! The union would never prohibit the administration from granting raises to NTT faculty under provisions of established salary programs for the year 2014-2015 (including any promotion, merit, across-the-board, compression, market, equity, or retention programs), before a full contract is negotiated.

There are no state statutes or rulings that would prevent the administration from continuing established pay raises and promotion structures. Such raises and promotions should not be awarded capriciously, of course, but should be given to all eligible faculty members in accordance with existing procedures.

We urge the administration to grant those promotions and raises immediately, for the betterment of our university.

If you have any questions or specific concerns, you can always contact us as campusfacultyassoc@gmail.com.

In solidarity,
NTT Organizing Committee, CFA Local 6546

P.S. If your department claims they cannot give you a promotion or raise because you are now covered by collective bargaining, then please direct them to our statement above.