



**Service Employees International Union, Local 500, CtW, CLC**  
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Dear USD Colleagues,

The Adjunct Union at Georgetown University, SEIU Local 500, is thrilled to hear that non-tenure track faculty at USD are moving forward with unionization with SEIU.

Adjuncts at Georgetown voted overwhelmingly to join SEIU Local 500 in 2013. There are about 650 of us teaching in any given semester. Before unionization we faced disorganization, disparate treatment, and lack of stability. When we took our union vote we were the highest paid adjuncts in Washington, DC, but we also knew we were underpaid compared with other faculty at Georgetown, marginalized by the administration, and often made to feel like second-class faculty.

Since joining SEIU Local 500, we have collaboratively negotiated three union contracts with the Georgetown Administration. Through our union contract we now enjoy better job security, a fairer and more transparent evaluations process, and a collaborative relationship with the Georgetown administration through a Joint Union/Management Collaboration Committee.

The union has also achieved salary increases which raised the minimum rate for a 3-credit standard course from \$4,000 to \$7,000. There are increases for longevity built into our contract which means that many of us have seen our compensation almost double since voting for our union. There is a cancellation fee of 15% of your rate of pay for the course if your course is canceled within 21 calendar days before classes begin for that course (for standard courses). The contract also creates a professional development fund from which adjuncts can apply for reimbursements of up to \$700 per academic year for professional development activities, such as travel to conferences.

We have also made considerable strides in job security and career stability. Those of us who teach regularly have protections on being reassigned to courses we have previously taught. In addition, the majority of adjuncts now receive an annual appointment - knowing what, when and where we are going to teach in the coming academic year by June 30. We have also created a regular part-time position for adjuncts who teach multiple courses over many years. Discipline or dismissal can only happen due to "just cause" and we are protected from capricious and arbitrary action based on our teaching by a rigorous evaluations process. We renegotiate our contract every three years and build on previous gains as well as pushing for more improvements.

*PierAngeli Morrison*  
President

*Carlene Butt-Pruitt*  
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*Fatima Whitmore*  
Secretary

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Treasurer

[www.seiu500.org](http://www.seiu500.org)



Our contract reflects the goals of adjunct faculty to move from the margins to more fully realized participation with the academic community at Georgetown, to stabilize adjuncts' professional lives, and to move toward a more just and ethical treatment of adjunct faculty as members of the Georgetown faculty.

There is no question that life as an adjunct at Georgetown has improved dramatically since we unionized with SEIU Local 500. We support you whole-heartedly in your own effort to unionize and are happy to help if you have any concerns or questions along the way.

In Solidarity,

SEIU Local 500 Georgetown University Adjunct Faculty