**OVERVIEW of the key aspects of the ELAF-AAUP (Emerson LA Faculty – American Association of University Professors) with Emerson College:**

**Term**

Term of Contract: September 2016 – June 2020

**Wages**

* Adopts model of seniority based on credit hours taught
* Salaries increase annually by 2-4% based on Los Angeles CPI (previous payscale only allowed for raises every 5 years)
* Immediate wage increases for most faculty; net gain over life of contract for nearly ALL faculty
* “Hold harmless” for those making above the new payscale; means no one will suffer decrease in pay from their currently contracted rate by adopting new model
* Adoption of new payscale of four tiers instead of five; faculty at step 1 will advance sooner than with previous scale

**NEW LEVELS & ANNUAL MINIMUM COST OF LIVING INCREASES**

**(2016-2020) projected at 2%:**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Level | Credits Taught | Wages Yr 1 | Yr 2 | Yr 3 | Yr 4 |
| 1 | 0-47 | $5625 | $5737.50 | $5852.25 | $5969.30 |
| 2 | 48-123 | $6788 | $6923.76 | $7062.24 | $7203.48 |
| 3 | 124-211 | $7100 | $7242 | $7386.84 | $7534.58 |
| 4 | 212 | $7600 | $7752 | 7907.04 | $8065.18 |

**Benefits**

* Amounts to around 20% raise for most
* 50% Medical to Faculty teaching 16 hours/year @ Step 2 or higher
* 100% Dental to Faculty teaching 16 hours/year @ Step 2 or higher
* “Safety net” for those previously eligible who then drop below 16 credit hours

**Appointments**

* Two semester contracts for faculty at Steps 3 or 4
* Right of faculty to grieve non-rehire decisions at Steps 3 or 4

**Courseload**

16 credit hour annual limit (does not include classes taught in Professional Studies or Summer semester)

**Campus Safety**

* Classroom doors that lock from inside
* Agree to explore ways to communicate with security/silent alarm

**Meetings**

Attendance at mandatory Faculty Meetings paid at $50/hr

All Training (online and on site) at $25/hr

**Grievance Procedure in Place**

**Language Regarding Academic Freedom in Place**

Follows AAUP’s tenets regarding academic freedom

**Miscellaneous**

* $1500 Professional Development Fund to cover travel/fees to workshops, festivals, or conferences related to professional activities at Emerson
* Eligible for $1000 - $3000 awards for Outstanding Teaching
* $1000 Annual stipend for ELAF Union President
* Faculty members who team-teach courses that require the presence of both faculty members for every session shall be awarded full course credit and salary
* Continued free parking on space available basis
* Tuition remission @ Level 2 or higher for courses in Professional Studies

**Facts and Figures:**

|  |  |  |  |
| --- | --- | --- | --- |
| Current Salary Costs per course, entire faculty | $127,630.00 | Last salary offer, increase over 4 years (2% Increase) | $15,286.92 |
| End of Contract Salary Costs (2%) | $144,160.60 | End of Contract Salary Costs (4%) | **$152,808.84** |
| Total Unit Net Gain (2%) | $16,530.60 | Total Unit Net Gain (4%) | $25,178.84 |
| **Overall Salary Percentage Gain over contract (2%)** | **13%** | **Overall Salary Percentage Gain over contract (4%)** | **20%** |