



ANNUAL REPORT, 2021-2022

UNION WINS

Adjunct Inclusion Funds

After adjunct inclusion funds were codified in our 2020-21 bargaining session, PSUFA co-chairs worked to secure \$3,800 in five adjunct-dense departments (School of Business Administration, School of Art & Design, Education Curriculum & Instruction, English, and University Studies) to pay adjuncts for work in their department, such as department meetings or committee work.

Pay for HR Training

PSUFA has clarified with management that all mandatory trainings, including online trainings, must be paid at the committee service rate of \$25.50/hr for completing that training module. This would not have happened had PSUFA members not spoken up.

UNION & UNIVERSITY GOVERNANCE

Faculty Senate

Sarah Chivers is our adjunct faculty senate rep. This year, faculty senate recommended that the adjunct rep become a full voting member.

Presidential Search Committee

A representative from each PSU labor union was asked to serve on the PSU presidential search committee. PSUFA's search committee representative is Ariana Jacob, who is working with our DEIJ committee on recommendations.

Constitution and Bylaws

PSUFA members voted to amend the constitution and bylaws in order to allow for virtual voting. Before, only in-person voting was permitted in the bylaws. This change allowed for better representation in digital, remote meetings.

Dues Restructure

PSUFA members voted to restructure dues from a set dollar amount to a fixed percent of gross income. Besides being a more equitable dues structure, this change also allows for creating a strike fund and better long-term sustainability for the union.

EXECUTIVE COUNCIL

Chair of Grievances: Lyndsie Compton*

Chair of Collective Bargaining: Ariana Jacob*

Chair of Treasury: James Sauls

Chair of Operations: Jacob Richman

Chair of Communications: Kjerstin Johnson

Chair of Political Action: Erica Thomas

Chair of Diversity, Equity, and Inclusion: Dustin Bessette

Bookkeeper: Takahiro Yamamoto

*Executive Council co-chair

FINANCIAL REPORT

From 1 August 2021 to 31 July 2022, PSUFA operated with \$107,000 in income, 99% of which came from member dues. In that same time period, our expenses totaled \$96,000. The difference is put aside largely for bargaining, which cost \$30,000 a year. Fielding a bargaining team, PSUFA is currently holding around \$40,000 in savings.

Our basic expenses include the following:

- Executive council member stipends of \$350/month
- Parent union payments (AFT, AFT-Oregon) which give us local and national support
- Office space rent

BENEFITS

During AY 2021-2022, **\$514,531.75** was awarded to **215** adjunct and research faculty.

Adjunct Faculty Assistance Fund

350 awards of emergency assistance totaling over \$297,000

Faculty Education Fund

62 awards totaling over \$95,000 in tuition assistance to take PSU credit-bearing classes

Professional Development Fund

73 awards totaling over \$90,000 in funding for research and creative projects, conference attendance, and other professional development projects

Tech Fund

47 awards totaling \$30,000 for technology and equipment needed to continue to teach and do research

MEMBERSHIP

PSUFA represents just over 1,000 part-time instructors, professors, and researchers. In 2021-22, roughly 70 faculty joined our ranks as new members of PSUFA.

Our union is stronger the more of us sign up as members. Participating in union activities creates community and helps us make our working conditions better for all.

You can help by filling out a membership form even if you think you are a dues paying member, becoming an organizing member, and inviting your colleagues to join. Complete your membership form at psufa.org/membership.

POLITICAL INITIATIVES

Public Service Loan Forgiveness

In collaboration with Portland Community College Federation of Faculty and Academic Professionals and AFT-Oregon, members of the PSUFA EC helped write SB 1572, which codified that each hour of teaching is worth 4.35 hours for the purposes of Public Service Loan Forgiveness. This means that any term an adjunct taught seven or more credits at PSU (or the equivalent at any combination of Oregon public higher education institutions) will count as full time and can be credited toward full student loan forgiveness. This retroactive law means you can receive credit for any term you taught seven credits or more since the Public Service Loan Program went into effect.

Adjunct Healthcare

PSUFA's members have shown up at legislative testimony sessions and special meetings to talk with legislators about how important and necessary it is to improve the law and make it more accessible.

Divest from Fossil Fuels

PSUFA member Rory Cowal is a core organizer working to get the state of Oregon to divest public money from fossil fuels. PSUFA supported this campaign and is proud that it has now been adopted by the State Treasurer.

RECOGNITION

Congratulations to the two winners of the 2022 Academic Excellence Award! Theresa Robbins Dudeck of Theater and Chris Cartwright of International and Global Studies were recognized for their outstanding contributions and excellence as instructors.

Ed Sullivan of Urban Studies & Planning/Urban & Public Affairs celebrated his 50th year as an adjunct professor and PSUFA member. We interviewed him on our website.

At AFT-Oregon's 2022 Spring Convention, PSUFA was proud to receive two awards, Membership Growth and Communications for Social Media.

COLLABORATION & CONNECTIONS

Members of the PSUFA executive committee attended multiple conferences connecting us to our colleagues and peers near and far in higher ed labor.

- Higher Education Labor United virtual Winter Summit (virtual, Feb.)
- AFT Leader Meeting, Western United States (Las Vegas, April)
 - AFT-Oregon Spring Training (Salem, May)
 - National AFT Convention (Boston, July)
- Coalition of Contingent Academic Labor (Qu er taro, August)

Thank you AFT-Oregon for helping us make these connections.

UNION SOLIDARITY

PSUFA members also participated in local and regional coalitions and support across institutions and industries in the Portland metro area. PSUFA members:

- Showed up at BCTGM Nabisco strike, SEIU (Nov 17), DCTU (Jan)
- Were active in the DSA Labor Working Group, attending events, caucuses, and solidarity activities
- Attended rallies, picket lines, and strikes and supported union elections with Starbucks Workers Union-Portland.
- Created graphic signs, banners, t-shirts, fliers and media tools for Starbucks Workers Union and City of Portland AFSCME workers.
- Participated in the Labor Slate Project, a coalition of labor activists working to elect labor candidates to Portland City Council
- Spearheaded a monthly meeting of labor activists in higher education to collaborate on aligned contracts and building regional power for higher education workers.
- Attended monthly meetings of cross-industry labor leaders to share skills and present reflections on our labor organizing and contract bargaining activities.

PSUFA & PSU CAMPUS EVENTS

Through Together 4 PSU, PSUFA worked with other campus unions and student leadership to put on several cross-union events:

- We cohosted a Cancel Our Debt Rally in March in the PSU park blocks. The rally featured speakers Akasha Lawrence Spence, Jaime Rodriguez, members of PSU student government, AAUP, SEIU, GEU, and PSUFA.
- PSUFA EC started a new reading and discussion group called Labor and Lit, aimed at building relationships among members and learning about labor strategies and histories. The group meets about once per month and is primarily gear toward serving PSUFA membership, but also has included some guests within the labor movement and related political and social struggles.
- Our EC collaborated with Medicare4All, a coalition of regional health care and labor leaders, and the Portland chapter of the Democratic Socialists (DSA) to produce a rally in the Park Blocks in July 2022. We provided a tent with live printing of t-shirts and patches to rally attendees.