

Annual Report 2020-2021 PSUFA

The Portland State University Faculty Association (PSUFA) is a democratic union led by an executive council of adjunct faculty. We provide member advocacy, negotiate pay through collective bargaining, administer benefits for adjunct faculty, and seek to improve working conditions at the University. This annual report shares PSUFA's accomplishments from this past academic year.

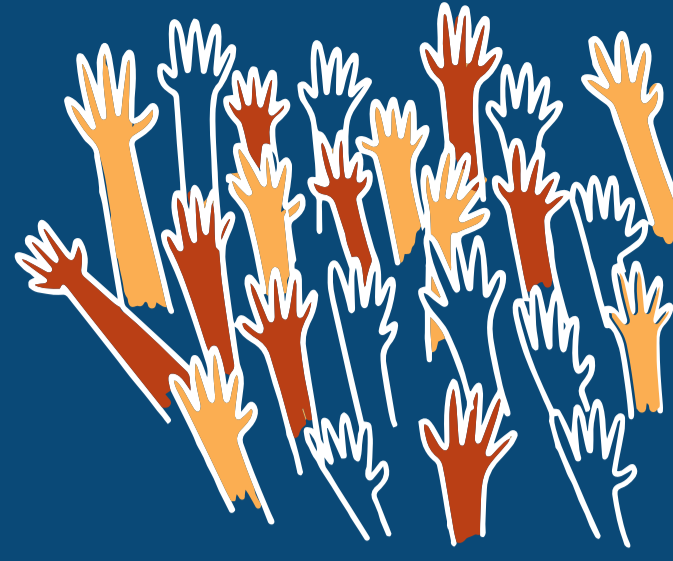


Executive Council

As of the beginning of Fall 2021 our executive council is:

- ★ Co-Chairs of the Council: Lyndsie Compton & Ariana Jacob
- ★ Chair of Bargaining: Ariana Jacob, Art
- ★ Chair of Communications: Kjerstin Johnson, English
- ★ Chair of Grievances: Lyndsie Compton, World Languages
- ★ Chair of Membership: _____
- ★ Chair of Operations: Jacob Richman, Art
- ★ Chair of Treasury: James Sauls, Math
- ★ Chair of Political Action: Erica Thomas, University Studies
- ★ Bookkeeper: Takahiro Yamamoto, Art

SIGN UP!



We will hold an election in Spring of 2022 for our executive council leadership positions.

A New Contract

PSUFA's bargaining team successfully negotiated a new Collective Bargaining Agreement with meaningful raises and other financial and job security wins. It was a challenging time to bargain given the shift to virtual negotiations and the impacts COVID-19 was having on PSU's enrollment numbers during the spring and summer of 2020. Our bargaining team fought hard to make sure that we continued to make gains toward pay parity with full-time faculty, greater access to benefits, and increased inclusion across PSU. Some of the key wins in our new contract are:

- \$30/credit raises to those at the minimum in Fall 2021, \$25/credit raises in Fall 2022
- 1% cost-of-living adjustment for all adjuncts in Fall 2021 and again in Fall 2022
- Sick leave raised from 80 to 100 hrs
- \$200 one-time bonus for adjuncts who worked during the 2020-21 Academic Year
- New Tech Fund to help adjuncts purchase computers and other necessary technology for work
- Increased access to the Staff Fee Privilege, which provides discounts to adjuncts taking classes at PSU
- Strengthened assignment rights and simplified professional evaluation process
- Inclusion of adjuncts in annual "milestone" ceremony recognizing employees for their length of service at PSU



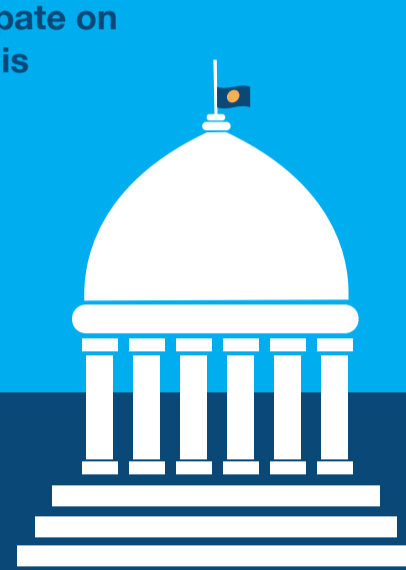
Other Union Wins

This year PSUFA members and the executive council supported AFT-Oregon to successfully pass the Adjunct Healthcare Bill SB551 and the Public Loan Forgiveness Bill HB3255. These were long, hard legislative struggles, and while we know we need to keep working to increase access to state-supported health care for adjuncts, these wins demonstrate that our union has the power to affect change at a legislative level.

Union & University Governance

In the last year we have begun conversations with the PSU Faculty Senate about how adjuncts can be better represented in their decision-making process by being able to vote, and to participate on Faculty Senate committees. We still have a lot to do here, but we are making inroads into this important arena of shared governance at PSU.

This year Sarah Chivers is serving as the Faculty Senate representative for adjuncts (which is currently a non-voting position, but can bring topics forward for the Senate to consider).



Membership

PSUFA represents approximately 1,300 part-time instructors, professors, and researchers.

Inviting all adjuncts to **actively opt into our union** and to identify and sign up all new adjuncts remains a top priority. You can help by filling out a membership form even if you think you are a dues-paying member, becoming a member organizer, or inviting your colleagues to join.

Complete your membership form at psufa.org/membership.

Financial Report

From 1 August 2020 to 31 July 2021, PSUFA operated with \$112,000 of income, 97% of which came in the form of dues from its members. PSUFA's expenses totaled \$130,000 in the same time period. Since about \$24,000 of those expenses were related to bargaining and we will not bargain again until January of 2023, our union should be able to rebuild some of those losses over the next year and a half. PSUFA has around \$40,000 in its savings account.

Our basic expenses included the following:

- Executive council members stipends of \$300/month each
- Bargaining team members stipends of \$2,086/term each
- Parent union payments (AFT) which gives us local and national support
- Office space rent (yes, PSU required that we pay rent during the pandemic)



Representation & Recognition

This year, there were two winners of PSU's Adjunct Excellence Award: **Chris Allen** for his teaching in Psychology and **Molly Wallace** for her research in Conflict Resolution.

We also want to recognize the runners-up: Samuel Mohler, Jessicah Carver, Larry Becker, Martin Lipsky, Quang Truong, and Patrick Hiller.

Congrats to everyone, and your hard work is appreciated!



Benefits Report

Between the pandemic, social and racial justice uprisings, and climate disasters (fires, ice storms), this year was not easy for many. Members experienced extreme difficulties, including food and housing insecurity due to the pandemic's health and economic effects. Luckily, PSUFA was able to administer:

Education Fund: \$60,000 in continuing education assistance to allow our members to finish their advanced degrees and learn other new skills as PSU students.

Adjunct Faculty Assistance Fund: \$300,000 to assist adjuncts experiencing financial hardship. We also connected with local food banks, housing assistance, and mutual aid groups to help our members and their families and communities.

Professional Development Fund: Almost \$50,000 in Professional Development grants that have allowed our members to present at conferences and pursue research and creative/artistic projects.

Technology Fund: For the first time this year, we gave over \$25,000 in our new Tech Fund, which helped our members gain access to tools necessary to teach online and hybrid courses during the ongoing pandemic.



Events & Activities

PSUFA showed up in solidarity at a variety of protests and demonstrations, as well as utilizing digital platforms for campaigns and advocacy in 2021, on issues such as Disarm PSU, Medicare 4 All, Divest Oregon, and others.

In July 2021, PSUFA members participated in a July 2021 March for the Medicare 4 All Movement in the North Park Blocks, where we provided marchers with live screenprinting on T-shirts and patches.

Our Fall 2021 **General Member Meeting** was held over Zoom amid COVID-19 concerns. We connected with members about the return to in-person teaching; shared resources for our transition to Canvas; and gave updates on our dues structure, the adjunct healthcare bill, and the benefits funds. We also introduced our newest departmental stewards, Chris Whyte (Music) and Carolina Gomez-Montoya (World Languages).



Our union is you.

All of our committees are looking for additional members to support and organize our campus. To get started, contact organizing@psufa.org.

PSUFA OFFICE
724 SW Harrison (FMH) room 133B

Design by Walker Cahall & Erica Thomas

PSUFA.ORG