



The Fight for Part-time Parity

How we define parity...

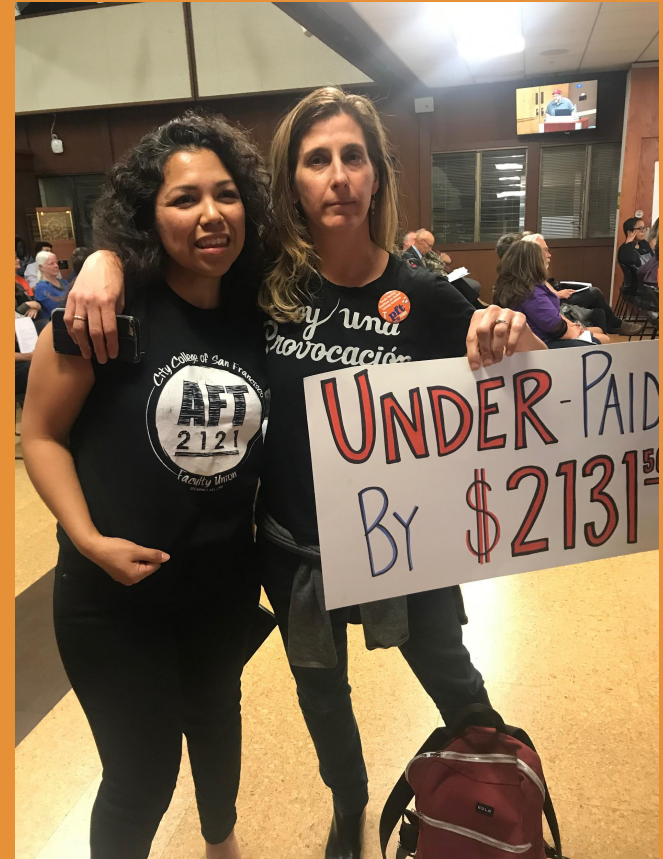
Full-time faculty contract hours (per week):

- 15 hours instruction
- 15 hours prep. & grading
- 5 office hours
- 5 hours of “service”
- 30 student-contact hours
- 5 prep. hours
- 5 hours of “service”

To get an hourly rate, we simply take a FT faculty salary amount, divide by 1400 (35 weeks working 40 hours per week).

- Non-instructional hours are paid at this rate
- Instructional hours are paid at twice this rate since each hour of instruction is two hours of work

Why do we define parity this way?



Steps leading up to parity fight...

- Establish salary schedules (2014)
- Define parity
- 50/50 campaign (2017)
- Organize!
- Contract campaign (2019-2020)
- 2020-21 reopener on parity

Campus Actions



Outreach with community partners



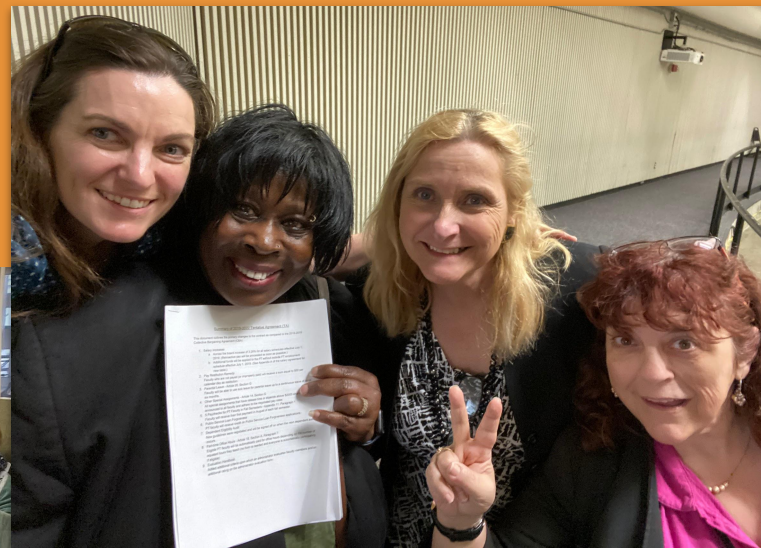
Targeted actions to demonstrate power



Progressive approach that included all groups and gave something to all groups



The reaction...



What now?

- State/National
- Benefits
- Service Work
- Increase FT

