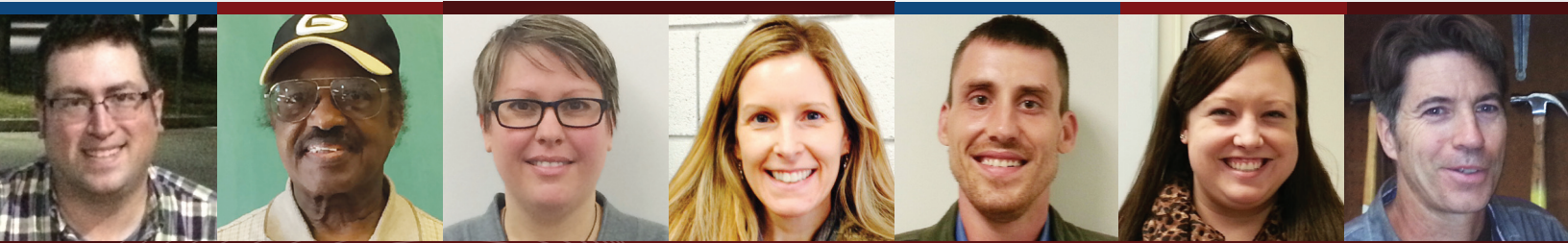




*A Union of Professionals*

# WHY WE WANT A UNION

for Adjunct Faculty at the Community College of Allegheny County

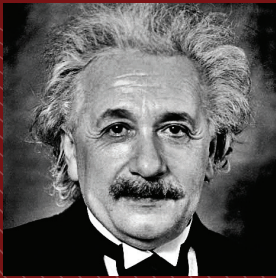


## COMMUNITY COLLEGE OF ALLEGHENY COUNTY ADJUNCTS UNITED

# Mission Statement

As adjunct instructors at the Community College of Allegheny County, we are dedicated to providing our students with an exceptional education and furthering the mission of CCAC. To that end, we are coming together to form a union with the American Federation of Teachers. We believe that by working to attain proper instructional supports, greater equity in wages and benefits, and a unified voice in governance, we can greatly improve the teaching and learning environment at CCAC.

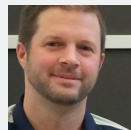
In order to be more effective educators, we must first resolve the problems we face as adjuncts, including unsustainable compensation, perpetual job insecurity, limited or no office space, and an absence of influence in planning and policy. We want to work together with CCAC in order to improve adjunct working conditions, which will, in turn, improve the college. By joining together as a union, we will be better equipped to deal with the serious issues that face us as adjunct instructors. As educators, employees and vital members of the CCAC community, we deserve full respect and greater equity.



"I find it important, indeed urgently necessary, for intellectual workers to get together both to protect their own economic status and also, generally speaking, to secure their influence in the political field."

—Albert Einstein,  
AFT Charter member,  
1939, Princeton University

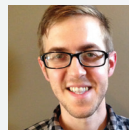
## Why We Want a Union



**Paul Doonan**  
Spanish  
*Boyce Campus*

"Weekends, lunch

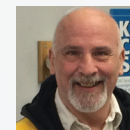
breaks, child labor laws, the eight-hour workday and many more benefits we have today are the result of brave individuals who fought for labor rights. We should stand together for the better wage and healthcare benefits that we deserve as professionals."



**Luke Niebler**  
English  
*Allegheny Campus*

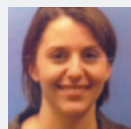
"As a young academic, I believe that we need to fight for more voice in governance and greater respect as workers. We owe it to ourselves, our students and the future of the college to create a learning environment where all people are treated fairly."

who come through my college classroom. But with this unfair system, I can't."



**Thomas Pudik**  
Biology  
*North Campus*

"I want a voice. I want a means to guarantee equal employment, equal rights and equal pay for what we do. I want to know my work schedule ahead of time, not at the last minute. When I prepare a class but it doesn't suit the college to run it, I'd like to receive remuneration for my prep work—and for my dedication to every class and each of my students. I look forward to a bright future when adjuncts can offer our common wisdom to those who need to hear it."



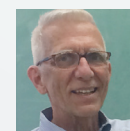
**Nicole Powell**  
Computer & Information Technology  
*North Campus*

"I've been teaching at CCAC for more than five years. I love this job, but I don't love the uncertainty that comes with it. I think that, collectively, adjunct faculty members deserve more than last-ditch courses with inadequate pay. I think that together we can create a stronger voice to be accepted as assets to this college and treated as professional teachers."



**Chris Kubiak**  
History  
*West Hills Center and North Campus*

"I strongly support the AFT and the right of adjuncts to organize. I've spent years of my life working hard to be an instructor in college, and to help students learn and become better citizens. Teaching is my true passion and first love. But unfortunately, as a family man and father of two young kids, it is impossible to live as things currently stand. I want nothing more than to make a lifelong impact on the students



**Roger Reiner**  
Math  
*Boyce Campus*

"The adjunct faculty at CCAC make invaluable contributions to both the financial and the academic

# Why We Want a Union

success of the institution. As such, we deserve to be compensated, through both wages and benefits, on a level that is commensurate with our value to the school. CCAC will only continue to thrive if the voices of all its faculty are heard, and the only way for adjuncts to be heard is through organizing.”



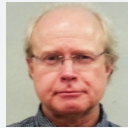
**Gene Marsh**  
Art  
*Boyce Campus,  
South Campus  
and Washington  
Center*

“I see organizing as a chance to stop the devaluing of educators that is happening at schools across the country. I truly believe we’re meant to be mentors and role models for the students we teach. It’s becoming harder to keep doing that when our employers view the majority of their faculty as disposable ‘contingent’ workers. By joining with my fellow adjuncts to earn representation, I hope to bring respect back to the profession of the college professor.”



**Emily Rogers**  
English  
*Allegheny  
Campus*

“I am frequently asked if students are getting what they pay for even though the overwhelming majority of their professors are adjuncts. My answer is yes. But because of our egregiously low wages, adjuncts who provide their students with an outstanding education do so at their own peril. As a part-time instructor at three different institutions, I forgo my own well-being—financial, emotional and physical—in order to teach.”



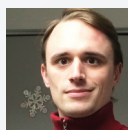
**Dee Bruce**  
English  
*Allegheny  
Campus*

“My five years at CCAC have put me in contact with students from many economic and social backgrounds. It’s a joy to work with them on their writing and ability to communicate. If only my teaching was more rewarding in income, benefits and certainty of work every semester, this would be a win-win for everyone. We need the stability of a union. I believe the AFT would be perfect for us.”



**Bob Zeppuhar**  
Business  
*Allegheny  
Campus*

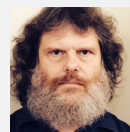
“We need to work collectively to demonstrate our value to the CCAC community. In my 24 years at CCAC, the administration has shown no inclination to compensate adjunct faculty for our increased costs of living. Even the current low minimum wage has increased at a much faster rate than the CCAC adjunct compensation. Collective bargaining with the AFT will provide us with the opportunity to make adjunct compensation a priority in the budget.”



**Dr. Ryan Mest**  
Psychology  
*Allegheny  
Campus*

“In the absence of dialogue between the college and its massive staff of adjuncts, forming a union offers an appropriate solution. Basic facts about adjunct employment surprise and disturb hardworking people with common sense. Forming a union to change these facts will improve the integrity of our college and

will model the self-respect we cultivate in our students.”



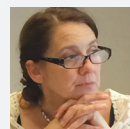
**John Harvey**  
Philosophy  
*Boyce Campus  
and West  
Hills Center*

“That we are exploited hardly needs stating. Organizing is the only way that workers can even begin to redress the huge power imbalance between management and labor. It is not always necessary, of course, to go on strike to win victories; the mere existence of the union may be enough to make management take us seriously.”



**Latha Satish**  
Biology  
*Allegheny  
Campus*

“Adjuncts at CCAC are united in our commitment to educate for the future. Forming a union is necessary if we hope to worry less about our continued employment as adjuncts and focus more on educating our students.”



**Jennie Snyder**  
Art  
*Allegheny  
Campus*

“I have several students who hope to teach at a college level, but they believe they’ll be homeless if they pursue a career in academics. If we teach by example, what are we saying about their value when we, ourselves, are willing to work for ramen-noodle wages and allow ourselves to be exploited as cheap, disposable labor? As educators, we have a responsibility to sow the seeds of a better future for our students who hope to follow in our footsteps.”



**Jess Cieslak**  
Art  
*Allegheny  
Campus*

“Because of the insecure nature of adjunct positions, faculty often find themselves in transitory situations with few options for growth and security. I believe the union can support the adjunct faculty’s needs, and we should do it now.”



**Georgia Tankosich**  
English  
*North Campus  
and West Hills  
Center*

“Adjuncts work hard to provide a quality education to CCAC students. Many of us have been teaching at CCAC for years and are committed to providing a standard of excellence for students. Even with that level of commitment, however, we are no closer to receiving any consistent course assignments or a pathway to a full-time faculty position if that be our choice. Organizing is our best chance to helping us get there.”



**Clint Benjamin**  
English  
*Allegheny  
Campus*

“We need a union at CCAC because, quite simply, I’m concerned with the future of higher education. Quality education can’t be achieved on the backs of a legion of individuals who work with no tangible support to do the actual teaching, and who don’t know when their next paycheck is going to turn up or when their next class might be.”

# Why We Want a Union



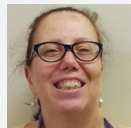
**Julien Gallegos**  
Economics  
West Hills  
Center

"Adjunct faculty members at CCAC are often overlooked and taken for granted. We are not included in any of the important decision-making processes. We are not provided with a pathway to full-time positions. Our scheduling consistency often appears to be an afterthought, and we are compensated like the marginalized faculty that we are."



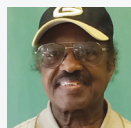
**Patricia Lutkus**  
Developmental  
Studies  
West Hills  
Center and  
North Campus

"We are all professionals. We have the education and responsibility of professionals. We act as professionals. Therefore, we should be compensated and treated as professionals."



**Clara "Zsuzsi"  
Matolcsy**  
Art  
Allegheny  
Campus

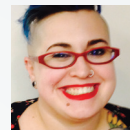
"As a student at CCAC, I was afforded with opportunities I wouldn't have had elsewhere. As an adjunct at CCAC now, I'd love to devote my time and skills only to CCAC. However, without job security, better pay or access to benefits, I have to parcel my time going from school to school, job to job, just to make ends meet."



**Bill Bailey**  
Math  
Boyce Campus

"Adjuncts are the backbone of the faculty at CCAC. We teach the majority of the classes at CCAC. A union would bring us an increase in pay and greater stability so adjuncts can properly support ourselves through our work. It could also allow us to more effectively

serve our students, opening up opportunities for professional development, and more appropriate spaces in which to meet with students."



**Kayla Sargeson**  
English  
Allegheny  
Campus

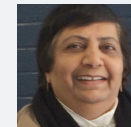
"An AFT union at CCAC would provide adjuncts with a pathway to professional development and a fair shot at employment opportunities. I look forward to this."



**Jeannie  
Schulte-Tosh**  
English  
Allegheny  
Campus

"As a working mom, it would be particularly good to know we have stability in scheduling classes. Also, adjuncts haven't been given a raise in quite

some time. And additional job security would help me feel more encouraged and empowered. It would also be reassuring to my family. Adjuncts teach the bulk of the classes at CCAC, and our students deserve us at our best."



**Shobha Jatkar**  
Biology  
Boyce Campus

"I support the union of adjunct faculty members because the majority of us are highly qualified professionals. Many adjuncts have credentials comparable to those of our full-time faculty in terms of experience, education, dedication in providing quality education, and caring for our students' needs. Our union will provide us with a unified front, which will lead to better benefits and working conditions."



**CCAC Adjuncts United**  
c/o AFT Pennsylvania  
10 S. 19th St.  
Pittsburgh, PA 15203

Email: [CCACadjuncts@gmail.com](mailto:CCACadjuncts@gmail.com)  
Phone: 412-431-5900  
Website: [ccacadjunctsunioned.org](http://ccacadjunctsunioned.org)  
Twitter: @CCAC\_adjuncts  
Facebook: CCAC Adjuncts United

