

Unions Representing Adjunct Faculty at Higher Education Institutions in Connecticut and Other States

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Issue

This report provides (1) an overview of how adjunct professors' contracts and employment benefits are governed in Connecticut and (2) examples of union contracts between adjunct faculty unions and higher education institutions in neighboring states.

Summary

In Connecticut, adjunct faculty contracts and employment benefits are typically governed by the collective bargaining agreements between faculty unions and the higher education institutions. (We could find no Connecticut laws pertaining to adjunct faculty contracts and employment benefits other than one allowing community college or Charter Oak State College adjunct faculty to waive membership in a Connecticut retirement plan ([CGS § 10a-80d](#)).) Adjunct faculty contracts and benefits in several neighboring states, including Massachusetts, New Jersey, and Rhode Island, are generally governed in a similar manner. We provide links to examples of these collective bargaining agreements below.

Additionally, adjunct faculty members' inability to receive unemployment benefits is a matter of federal law.

Unions Representing Connecticut Higher Education Professionals

The following unions represent higher education professionals in Connecticut:

1. [Congress of Connecticut Community Colleges](#) represents full and part-time faculty and professional staff at the state's 12 community colleges, as well as adjunct faculty at the University of Hartford ([current agreements and pay grids](#));
2. [UConn American Association of University Professionals](#) (AAUP) represents UConn's full and part-time faculty and research members ([current agreement, July 1, 2017-June 30, 2021](#));
3. [Connecticut State University AAUP](#) negotiates the wages and working conditions for the full and part-time faculty, counselors, librarians, and coaches and trainers at Central, Eastern, Southern, and Western Connecticut State Universities ([current agreement, August 26, 2016-August 26, 2021](#)); and
4. [American Federation of Teachers \(AFT\)-CT](#) represents faculty and support staff, including adjunct faculty, at several public and private higher education institutions, including the regional community technical colleges ([Technical College Teachers Level I Part-Time Employee agreement, 2016-2021](#); [University Health agreement, July 1, 2016-June 30, 2021](#); and [UConn Professional Employees Association agreement, July 1, 2016-June 30, 2021](#)) (agreement for Mitchell College Faculty Local 3249 was not available).

Examples of Unions Representing Higher Education Professionals in Neighboring States

The [Massachusetts Teacher Association](#) negotiates contracts, benefits, and pay for public higher education faculty and staff, including adjunct faculty at the UMASS system, state universities, and community colleges. The [Council of New Jersey State College Locals](#) and the [United Adjuncts of New Jersey Local 2222](#) represent adjunct faculty at the state community colleges. The [National Education Association of Rhode Island](#) represents adjunct faculty at the [Community Colleges of Rhode Island](#). The [University of Rhode Island](#) and [Rhode Island College](#) each have their own unions to represent adjunct faculty.

Generally, adjuncts teaching at private universities in Massachusetts, New Jersey, and Rhode Island are represented by unions affiliated with AFT and AAUP.

Unemployment Benefits for Adjunct Faculty

Federal law requires state unemployment systems to deny unemployment benefits to instructional, research, or principal administrative employees of educational institutions between successive academic years or terms if the employee has a contract or reasonable assurance of returning to

work for the institution in the coming year or term ([26 U.S.C. § 3304\(a\)\(6\)\(A\)](#)). In Connecticut, [CGS § 31-227\(d\)](#) fulfills this requirement.

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