

**INSULT TO INJURY  
THE ADMINISTRATION IS ASKING  
PART-TIMERS TO ACCEPT THE  
UNACCEPTABLE**

**1. PRO-RATED PAY** for under-enrolled courses – penalizes faculty for low enrollment [our salaries will be cut if there are fewer than 10 students in a class]. The full-timers **DO NOT** have pro-rated pay, but the administration insists part-timers agree to it, even though it saves very little money. **WHY?**

**2. NO STRIKE-NO LOCKOUT CLAUSE**—the full time faculty have a typical **NO STRIKE** clause agreeing that no strike will happen during the contract. The Administration is making the unprecedented demand that part-timers also **GIVE UP FUNDAMENTAL RIGHTS OF FREE SPEECH. WHY?**

**3. AGENCY FEE** assures financial support from all faculty covered by the contract. Without it there won't be enough money to sustain the union. The full-timers' union has had it for many years, but the administration refuses to grant us equal standing. **WHY?**

**NO SECOND CLASS STATUS FOR  
PART-TIME FACULTY!**

Join and help.

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