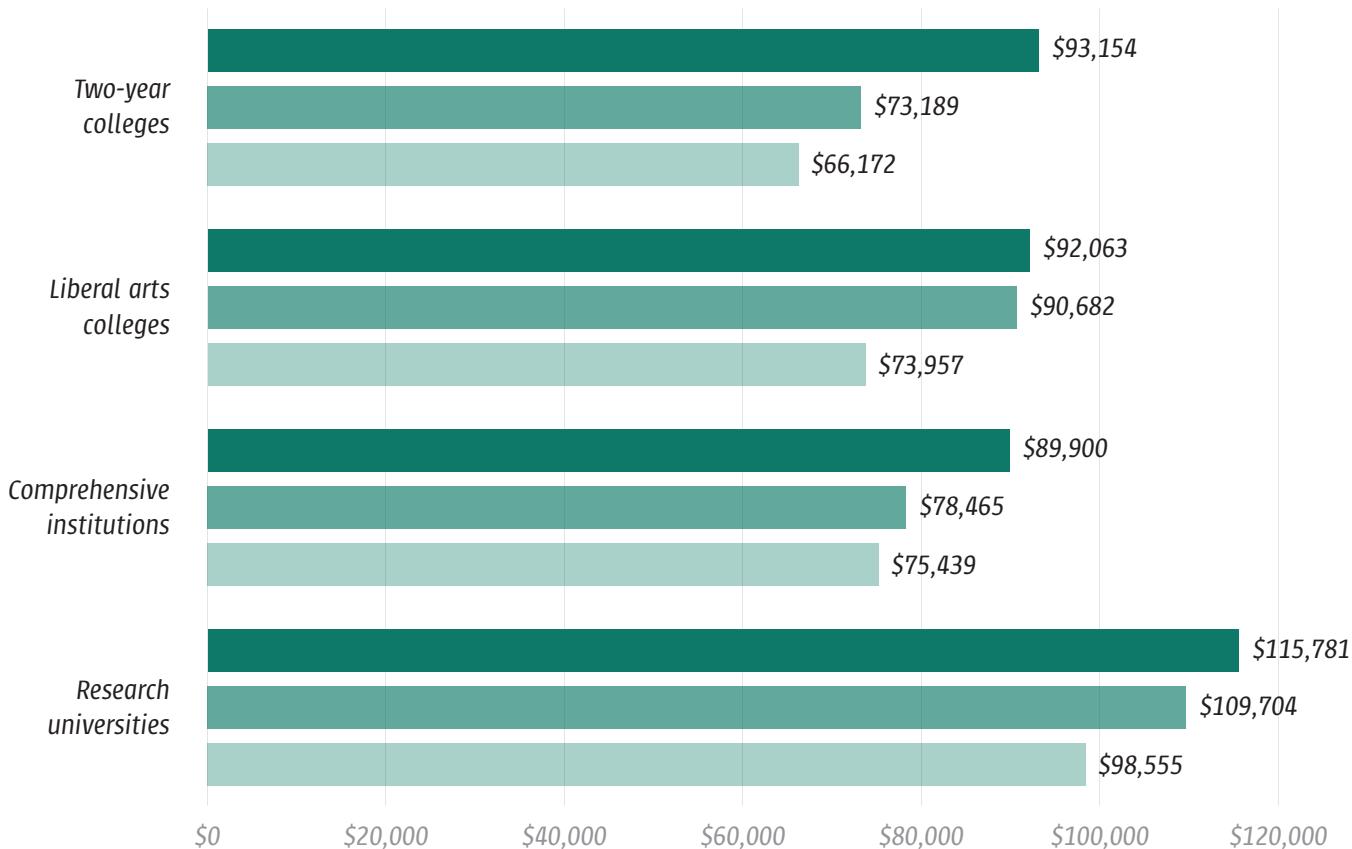


Top 10 reasons for Contingent Faculty to become an MSCF member!

- 1** Contingent faculty are **equal members** of our union with full voting rights and eligibility to serve in union roles.
- 2** **Dues for contingent faculty are pro-rated** for members working less than full time.
- 3** Contingent faculty have **dedicated representation** through local Contingent Faculty Liaisons, the statewide standing Committee on Temporary Faculty, a dedicated contingent faculty position on the MSCF Executive Committee, and on the bargaining team.
- 4** **Our MSCF contract secures contingent faculty a living wage** and **access to health insurance** on a prorated basis that is the same as unlimited full-time faculty. Pay in non-union states and systems lags well behind ours.
- 5** **Being a member supports contract negotiations** every two years which provides opportunity for progress on raises, benefits access, language about job security and faculty rights every two years.
- 6** Over half of current unlimited faculty worked previously as temporary faculty at their current institution. The MSCF contract requires 70% of all faculty statewide must be unlimited faculty leading to more stable jobs and more opportunities for our contingent faculty in the future.
- 7** Contingent members have **access to our MSCF Contingent Faculty Hiring Hall**: a resource that supports contingent faculty seeking work at other institutions.
- 8** All MSCF members can apply for **member's-only Professional Development Grants** of up to \$3,000 for faculty through Education MN Foundation.
- 9** Members receive regular **member's-only communication and support resources** on topics important to contingent faculty like unemployment insurance and others.
- 10** **The MSCF affiliations** with state and nationwide unions (EdMN, AFT, NEA) support higher education and provide access to programs and benefits such as discounts, loan forgiveness information and advocacy, professional development, liability insurance, and legal assistance.

The Union Difference!

Unionized faculty who collectively bargain for better pay are paid much more (nearly \$20K at community colleges) than non-union faculty in the same states. Meanwhile, faculty in non-union states are paid the least.



- In states with faculty unions, at institutions with union contracts
- In states with faculty unions, at institutions without union contracts
- In states without collective bargaining

Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education System, Faculty Salary data, 2023-24.

Maintaining and improving the rights in our contract depends on strong, active and engaged members. Join MSCF today and be a part of our movement working to improve contingent faculty stability, security & respect on our campuses.

We are stronger together!

To join MSCF, visit www.msclfmn.org/enrollment
or follow the QR code below:

