

PROPOSED AFT WASHINGTON RESOLUTION 2025-02

1	Advancing Job Security and Pay Equity for Contingent Faculty in Washington’s Community and Technical	
2	Colleges	
3	WHEREAS:	Contingent faculty (also referred to as adjunct or part-time faculty)
4		comprise a majority of higher education instructors in Washington State,
5		yet they continue to lack meaningful job security and just cause
6		protections; and
7	WHEREAS:	The State Board for Community and Technical Colleges (SBCTC) has
8		recommended Best Practices since 1996, including job security provisions
9		for part-time faculty, yet these remain non-binding and widely
10		unimplemented; and
11	WHEREAS:	Research has shown that lack of job security among contingent faculty
12		negatively impacts student success, faculty well-being, and institutional
13		stability; and
14	WHEREAS:	Many contingent faculty serve for five, ten, or more years without any job
15		security, remaining in a state of contingency that makes them vulnerable
16		to arbitrary non-renewal without due process or explanation; and
17	WHEREAS:	Few Washington contingent faculty currently enjoy just cause protections,
18		a fundamental labor right that ensures fair treatment and due process in
19		employment decisions; and
20	WHEREAS:	Contingent employment leads to a multi-tier system of disparate working
21		conditions that hurt organizing and solidarity at locals, as it makes
22		potential members difficult to reach, creates barriers that limits
23		engagement with their locals, and creates an atmosphere where
24		contingent workers are afraid to advocate for their rights and academic
25		freedom; and
26	WHEREAS:	While some institutions have implemented promotional opportunities
27		that offer multi-quarter contracts and minimal job security improvements,
28		these provisions remain limited and fail to guarantee long-term
29		employment stability; and
30	WHEREAS:	Pathways to full-time, tenure-track positions, lack transparency and often
31		include obstacles such as bias against long-term contingent workers and
32		internal candidates, which further limits professional development and
33		career advancement opportunities; and
34	WHEREAS:	Pay equity remains a pressing concern, as many contingent faculty are paid at significantly lower rates
35		per credit hour than full-time faculty, even when they hold comparable experience and credentials;
36		and
37	WHEREAS:	Contingent faculty deserve fair pay, just cause protections, and access to sustainable job security
38		measures that align with principles of labor fairness and educational excellence; therefore, be it

☐ *Adopted*

Adopted as amended:

☐ By Committee

☐ By Convention

☐ By Executive Board

☐ *Defeated*

☐ *Tabled*

- 39 **RESOLVED:** That AFT Washington shall create a task force of tenure-track and contingent faculty to advance job
40 security for contingent faculty as core legislative and bargaining agenda items, advocate for binding
41 policies that protect contingent faculty from arbitrary termination and promote multi-year contracts,
42 including an exploration of One-Tier Faculty System; and be it further
- 43 **RESOLVED:** That the task force shall produce a report for AFT Washington's Executive Board, with the goal of
44 presenting an initial report at the May 2026 Board meeting; and be it further
- 45 **RESOLVED:** That each AFT Washington local shall be encouraged to bargain for just cause protections, ensuring
46 that contingent faculty can only have contracts withheld with due process, proper evaluation, and
47 progressive discipline; and be it further
- 48 **RESOLVED:** That each Community and Technical College (CTC) local shall be encouraged to work toward
49 establishing pathways for contingent faculty promotion, including:
50 (1) Workload stability, ensuring that contingent faculty receive consistent access to course
51 assignments;
52 (2) Pay scales tied to experience and promotional opportunities, comparable to tenure-track
53 faculty;
54 (3) Equitable access to professional development; and be it further
- 55 **RESOLVED:** That each AFT Washington local shall be provided tools and support to survey and assess its existing
56 job security policies, while advocating for further protections beyond these measures; and be it
57 further
- 58 **RESOLVED:** That AFT Washington shall mobilize its members for action, including lobbying efforts and public
59 awareness campaigns; and be it finally
- 60 **RESOLVED:** That AFT Washington shall engage and encourage its membership to engage in coalition-building with
61 community and organized labor such as WEA, UAW, and WSLC, with the aim of securing legislative
62 support for contingent faculty job security and pay equity.
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