

Comparison Chart of Benefits at Selected Universities Represented by SEIU

	American University	George Washington University	Georgetown University
Contract Agreement with Union	Terms of compensation and working conditions are dictated in SEIU contract covering September 1, 2015 through August 31, 2017. This is the second contract at AU negotiated by SEIU.	Terms of compensation and working conditions are dictated in SEIU contract covering August 9, 2014 through June 30, 2016. This is the fourth contract at GW negotiated by SEIU.	Terms of compensation and working conditions are dictated in SEIU contract covering October 2014 through June 30, 2017. This is the first contract at Georgetown negotiated by SEIU.
Compensation per course	Without Terminal Degree: \$2,200 for 1-2 Credits, \$3,600 for 3-4 Credits, \$3,850 for 5+	Without Terminal Degree: \$2,185 for 1-2 Credits, \$3,600 for 3-4 Credits	2015, \$2,500 for 1-2 Credits, \$4,300 for 3-4 Credits, \$5,800 for 5+
	With Terminal Degree: \$2,650 for 1-2 Credits, \$4,150 for 3-4 Credits, \$4,350 for 5+	With Terminal Degree: \$2,510 for 1-2 Credits, \$4,150 for 3-4 Credits	2016, \$2,700 for 1-2 Credits, \$4,700 for 3-4 Credits, \$6,000 for 5+
Health Insurance	Faculty covered by the union contract do not receive health insurance.	Faculty compensated by the course do not receive health insurance.	
Other Benefits	Faculty covered by the union contract receive benefits that are also provided to part-time employees.	Faculty who are compensated on a per course basis can participate in the university's supplemental retirement plan if they are eligible under the terms of the plan as well as GW's "SmartBenefits" program, in which employees may set aside pre-tax dollars for public transportation expenses.	Adjunct faculty members are eligible to participate in the University's Voluntary Contribution Retirement Plan (VCRP). Adjunct faculty members who are categorized as 50% - 74% FTE are eligible to participate in the University's Defined Contribution Retirement Plan (DCRP).
Professional Development Opportunities	The contract states that over the 24-month contract, AU will contribute \$25,000 into a professional development fund. Approved reimbursement is limited to \$600 per faculty member in an academic year.	The contract states that management will create a professional development fund of \$35,000. Faculty members can have approved expenses reimbursed for a maximum of \$600 over the entire term of the contract.	The total amount payable from the Fund shall not exceed \$17,500 between January 1 and June 30, 2015. The total amount payable from the Fund in fiscal year 2016 (July 1, 2015 — June 30, 2016) or any subsequent fiscal year during the term of this Agreement shall not exceed \$35,000, and no more than \$17,500 may be used in the first half of the fiscal year (July 1— December 31).
Job Protection for Faculty Compensated by Course	Under the contract, "good faith consideration" allows that management may deny, reduce or cancel the assignment(s) of an employee for the following reasons:	Under the contract, "good faith consideration" allows that management may deny, reduce or cancel the assignment(s) of an employee for the following reasons:	Under the contract, "good faith consideration" allows that management may deny, reduce or cancel the assignment(s) of an employee for the following reasons:
	* Downsizing of a department	* Downsizing of a department or reduction in the number of sections offered	* Downsizing of a department or reduction in the number of sections offered
	* Creation of a full-time faculty position that absorbs the current course taught	* Creation of a full-time faculty position that absorbs the current course taught	* Creation of a full-time faculty position that absorbs the current course taught
	* Cancellation of a course or section due to under-enrollment or for programmatic reasons, as determined by management in its discretion	* Cancellation of a course or section due to under-enrollment, as determined the university	* Cancellation of a course or section due to under-enrollment or for programmatic reasons, as determined by management in its discretion
	* Unsatisfactory performance of an employee.	* Decreases due to changes in General Education requirements	* Elimination, decrease, or substantial modification of courses due to changes in curriculum or program offerings, but the impact shall be limited to the relevant course(s) taught by the adjunct faculty member.
	* Availability of an alternate adjunct instructor who, in management's reasonable discretion, is more qualified or has a better record of teaching performance	* Poor performance of a faculty member	* Poor performance of a faculty member
	* Other reasons as determined by management's discretion	* Other bona fide reasons	* Availability of an alternate adjunct faculty member not currently employed by the University who, in the University's reasonable discretion, has substantively greater qualifications to teach the specific course taught by the impacted adjunct faculty member.
"Decisions regarding who is taught, what is taught, and who does the teaching involve academic judgment and shall be made at the sole discretion of management." (SEIU-AU Contract)	"Decisions regarding who is taught, what is taught, and who does the teaching involve academic judgment and shall be made at the sole discretion of management." (SEIU-GW Contract)	* Other reasons as determined by management's discretion	
Notice of Appointment	AU is not required to give any specific advance notice.	GW must provide notice of appointment four weeks in advance of the start of the course.	Georgetown will provide notice by May 31 for the fall semester and by December 15 for the spring semester.