



ADJUNCT FACULTY ALLIANCE

Making USC a better place to work and learn



ADJUNCT FACULTY ALLIANCE DEMANDS: LET FACULTY VOTE

The Adjunct Faculty Alliance (AFA-UAW) calls on the University of Southern California to respect the rights of RTPC faculty and refrain from any further delays to a free and fair election for the thousands of non-tenure track, part-time, and adjunct faculty seeking to form a union—United Faculty (UF-UAW).

The delays by the USC administration aligns the university with anti-democratic forces and undermines the rights of its own faculty, many of whom have built their careers in unionized industries. It contradicts the values of USC students, many of whom are entering those same industries where organized labor has secured critical protections. And it defies a long-standing American tradition: unions were born out of struggle against exploitation and inequality. To attack that tradition is to weaken the democratic foundations of this country—especially at a time when those foundations are so visibly and directly under siege.

USC, one of the most expensive private universities in the nation, should be a model for excellence—not just in education, but in how it treats the educators who make that excellence possible. Instead, faculty have endured stagnant wages, precarious appointments, and dwindling benefits, including healthcare..

The AFA was formed to challenge these inequities. When USC unlawfully stripped second classes and health insurance from adjuncts during negotiations, we tried words. At first, they refused our demands.

Only after adjuncts in the AFA filed an Unfair Labor Practice charge with the NLRB - and hundreds of us marched alongside students to deliver it to Dean Daley's office - did USC finally agree to stop its unlawful actions. That pressure led to a negotiated Memorandum of Understanding (MOU), which addressed key adjunct appointments issues and created a process for resolving Fall 2025 disputes at the School of Cinematic Arts. That MOU was ratified by **96.6%** of voting adjuncts, with **three-quarters** of SCA adjuncts casting ballots.

That vote represented a mandate from SCA adjuncts: to work together with our RTPC colleagues to win transformational changes across all USC contracts. We are prepared to fight alongside United Faculty to ensure their rights are not denied.

Our solidarity is strong. Our message is clear:

Let democracy work at USC. Respect the vote.

Sincerely,

Adjunct Faculty Alliance (AFA-UAW)