



**Oregon**

**House Higher Education Committee -  
January 28, 2025**

AFT-Oregon is a state affiliate of the American Federation of Teachers, AFL-CIO.

In our state, AFT-Oregon is a federation of 27 local unions representing 18,000 education workers across early learning, K12 classified, community colleges, and public universities.

**84%** of membership is within higher education.



# Community College Locals

Members at 5 out of 17  
publicly chartered  
community colleges

7 labor unions

- **Portland Community College**
  - Faculty and Academic Professionals  
PCCFFAP, Local 2277
  - Classified Employees  
PCCFCE, Local 3922
- **Southwestern Oregon Community College**
  - Faculty  
SWOCCFT, Local 3190
  - Classified Employees  
SWOCCCF, Local 3972
- **Columbia Gorge Community College**
  - Faculty and Classified Employees  
UECGCC, Local 4754
- **Oregon Coast Community College**
  - Faculty and Classified Employees  
OCUE, Local 6020
- **Lane Community College**
  - Classified Employees  
LCCEF, Local 2417

# Public University Locals

Members at 6 out of 7 public  
universities, affiliation  
alongside Oregon AAUP

10 labor unions

- **Eastern Oregon University**
  - Faculty- AAP-EOU, Local 6200
- **Oregon Institute of Technology**
  - Faculty- OT-AAUP, AFT/AAUP Local 6801
- **Oregon State University**
  - Graduate Employees- CGE, Local 6069
  - Faculty and Post-Docs- UAOSU, AFT/AAUP Local 9609
- **Portland State University**
  - Part-time Faculty- PSUFA, Local 3571
  - Graduate Employees- GEU, AFT/AAUP Local 6666
  - Full-time Faculty and Academic Professionals- PSU-AAUP, AFT-AAUP Local 6802
- **University of Oregon**
  - Faculty and Post-Docs- UAUO, AFT/AAUP Local 3209
  - Graduate Employees- GTFF, Local 3544
- **Western Oregon University**
  - Faculty- WOUFT, Local 2278

## Together, AFT-Oregon members...

- Advocate for our students
- Empower our communities
- Collectively bargain for fair pay & working conditions
- Safeguard free speech through academic freedom
- Champion the values and mission of public education
- Partner for solidarity and justice
- Uplift democracy in our workplace, unions, and country



# Statewide Issues in Bargaining

- **Teaching Conditions = Learning Conditions**
- **Fair pay**
  - Wages that keep up with the increased cost of living due to inflation and are on par with comparable institutions across the country.
  - Graduate employees, classified staff, and part-time faculty often have annual wages *below* the statewide median, keeping many higher education workers in financial precarity.
  - Rising costs of compensation and benefits are tightly centered in upper administration salaries, not our members
    - Top admin salaries can range from a quarter-million to a half-million a year or more (\$120-\$240+ an hour) before benefits.
- **Job security and career advancement opportunities** (due to term by term contracts and/or lack of tenure)
- **Benefits**
  - Access to health insurance, childcare benefits, leave and/or support for caregivers
- **Equity** and protections for coworkers from marginalized communities



2024  
**LEGISLATIVE  
SURVEY**



This summer, AFT-Oregon members responded to our biennial *Legislative Survey* to set priorities for policy in the upcoming legislative cycle. We had historic levels of participation in the survey.

**Here's how the issues ranked across our membership:**

1. Stable dedicated public funding for higher education
2. Greater budget transparency and accountability
3. Addressing the crisis of continued reliance on part-time / adjunct faculty
4. Advancing debt-free degrees for Oregon students

# Policy Issue 1: Funding

- **State spending per student fell 3% from 2001-2023, after adjusting for inflation.**
- **In 2021, Oregon ranked 35th in the % of tax revenue going towards higher education at 4.3%.**



# Policy Issue 1: Funding

**When we don't adequately fund higher ed, institutions respond by raising tuition and/or cutting expenditures.**

- 4-year in-state tuition & fees: 12th highest in the US & has increased by 60.1% from 2004-2024.
- 2-year: 5th highest and has increased by 39%

**When tuition is high, it dampens enrollment, with potential students not attending as they cannot afford the cost of college or do not see its value.**

- Enrollment at Oregon's public institutions have gone down by 19.6% since 2014 with much of the decrease concentrated in the community college sector (31.8% decrease, four-year decrease is 3.7%).

**Lack of state investment in Oregon's public institutions lead to cuts in faculty, student support, and academic programs.**

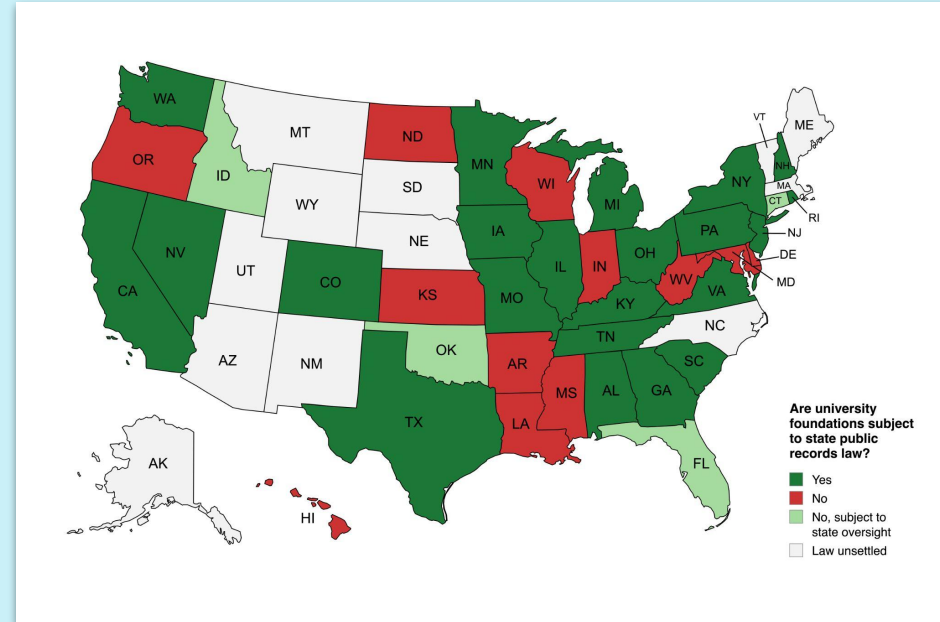
- For example, Portland State University is facing a structural fiscal deficit this year and recently laid off 17 faculty, with more potential layoffs incoming for nearly 100 faculty.

# Policy Issue 2: Transparency

A core mission of **public** higher education that we value is **public** accountability, transparency, and openness to our students, communities, and stakeholders.

Our research has found **Oregon is the last remaining West coast state** where public records laws do not apply to public university foundations (non-profit fundraising entities).

Foundations do important work alongside and with our public institutions - **HB 3213** will recognize them as public bodies and eligible for public records laws while protecting donors. Just like in many other states.



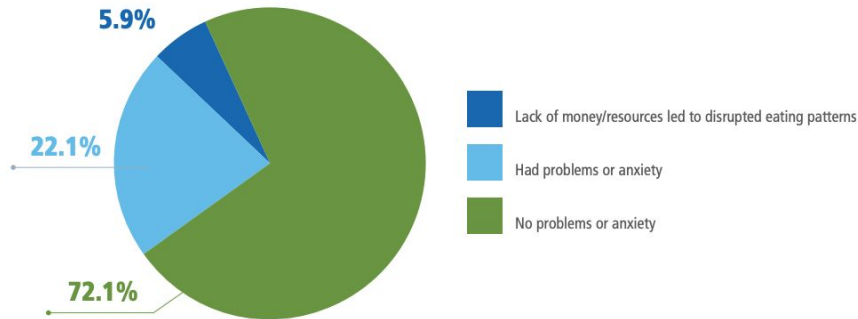
# Policy Issue 3: “Adjunctification”

- Approximately 70% of all classes in Oregon are taught by temporary full-time non-tenure faculty and part-time adjunct faculty.
- Temporary short term contracts, often as short as just 1 term.
  - Low to no job security.
  - Lack access to most employer sponsored benefits.
  - Not eligible for tenure.
  - Paid less than full-time counterparts.
- Without increased state funding and legislated solutions, public higher education administrators will **continue to cut full time faculty** and **replace them with part time faculty** to lower their costs

# Nearly 1/3 of adjunct faculty report challenges with having enough to eat

## BASIC NEEDS AND FOOD SECURITY

Which of the following best describes your ability to cover month-to-month basic nonhousing, nonmedical expenses?



# Key Bills in 2025

- **Community College Pay Parity, HB 2669** - Allocating funds for community colleges to pay part-time faculty 1:1 prorated to their full-time colleagues.
- **Public University Foundation Sunshine Act, HB 3213**- Creating statewide standards for University Foundations and including them as eligible for Public Records Requests.
- **Student Basic Needs and Workforce Stabilization Act, HB 3182 and HB 3183** - Help all students access higher education by investing in student basic needs initiatives, affordable housing initiatives for students, and textbook affordability.

**Thank you!**  
**Any questions?**

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