

## **MCCC Adjunct Representative Committee Meeting**

Submitted by JoAnne Breault

November 3, 2018

Call to Order at 10:49 AM

MCCC Office – 27 Mechanic Street, Worcester, MA

Introductions and Site Reports

Members Present: Members present: John Fiske, David Lanoie, Alissa Finerty, Mark Linde, Mark Bashour, Rasheed Khalid, Margaret Wong, and David Iannacone. Ely Dorsey also attended.

Calling in: Margaret Crowe, Carol Gray, and JoAnne Breault

Phone: JoAnne Breault from Bristol, Margaret Wong,

### **Approve Order of Business:**

**A motion was made to approve the order of business. The motion was seconded and approved.**

### AGENDA

#### **DCE TA**

1. First order of business to discuss the DCE contract. These were the issues discussed:
  - Pay raises 6% over 4 years and day contract was over 6% over 3 years. That widens the gap of inequality and pay disparity.
  - UMASS Lowell just has a big victory. Reached 16%.
  - Need to go to fact finding. Then report is issued about economics, then both sides have the chance to bargain.
  - 30% pay increase would bring adjuncts up to day instructors.
  - As long as you are locked into a 4-year contract, you cannot seek another union. Not fair.
  - This contract is exploitive.
  - We are not achieving much and we could have gotten more.

- We can do better.
- Division between DCE and Day contracts is wide.
- State does not care when people take 0 and it puts adjuncts further behind economically.
- Contract is anti-adjunct.
- Our courses have been cut back.
- Board does not acknowledge that adjuncts should receive equal pay.

**Ely Dorsey** stated that this contract was not in the best interest of the adjuncts. (audio cutting out on the phone) Ely said he was uncomfortable with the proposed contract. He said that no money means no equality.

Ely informed the committee that the administration was trying to prevent the adjuncts from collecting unemployment last spring. Through the diligence of union members at BCC, they had the administration reverse their decision to try and prevent them from the collecting unemployment. The administration said that they would no longer interfere. They offered adjuncts personal loans with no interest. The union also assisted some adjuncts in overturning the Department of Unemployment's decision of denying the initial benefits.

Ely reiterated that when the union fights, we win.

**President Margaret Wong** explained the difference between the UMASS Lowell contract and our current proposed contract. She reiterated that UMASS Lowell received 0% for 3 years when we received:

2015 3.5% raise  
2016 4% raise  
2017 4% raise

And some of the faculty received step raises on top of those other raises. With our new contract, it will equate to 18.1% over 3 years in comparison to UMASS which will receive 17.5% over the same amount of years.

**Fear Factor:** A discussion ensued about how adjuncts are afraid to get involved in the union and exercise their rights because they fear they will be punished by being assigned less courses. The proposed contract will guarantee one course offering and then the other courses are up to the discretion of the dean.

**Age Discrimination:** A conversation ensued about age discrimination and how older adjuncts are being passed over for newly hired adjuncts. Ely stated that he has witnessed a trend at Bristol where older adjuncts are being passed over for new hires. He was working with an older instructor who was being called into a meeting over his syllabus and he was forced to use his Weingarten rights.

Rasheed has witnessed that trend also. He added that many adjuncts are afraid to fight because they are fearful of retaliation. He mentioned that he has noticed older instructors being passed over for younger adjuncts. Several members mentioned that there was “age discrimination” taking place on some campuses.

Carol narrated a personal story where she was passed over for a new adjunct for a course that she had taught numerous times.

**Carol made a motion that the adjunct committee recommends to the DCE members vote no on the ratification of the DCE contract. The motion was seconded.**

**Vote:**

**5 yes**

**4 no**

**1 abstained**

**The motion was passed.**

**Course Assignments:**

A conversation ensued about how disadvantaged the adjuncts are because our names are not assigned to courses when the full-time names appear right away.

- Not all colleges provide electronic availability for DCE adjunct availability
- Some adjuncts fill out a paper availability and then the departments lose it.
- Adjuncts are disadvantaged because their names do not appear on the listing and students are less likely to enroll in a course when they do not know who is teaching that course.
- Students are disadvantaged because they do not know how many books are required for the course when it does not list the instructor.
- Courses that do not list the instructor are more likely to be dropped.
- This current process of listing courses disadvantages both adjuncts and students.

**Carol made a motion that the adjunct committee communicate to the directors to communicate to DCE chapters and the DCE MACER that adjunct faculty request their names be put on courses at the same time as full-time faculty.**

**Vote:  
9 in favor  
1 abstained**

**The motion was moved.**

**DCE Individual Contracts** – A discussion of how DCE instructors receive their individual contracts took place. Some adjuncts across the state receive their contracts once the semester begins.

**Health Care** – Carol discussed how the union could spend millions on the issue of charter schools. If they could spend that kind of money canvassing for healthcare for adjuncts, we would already have it.

Margaret said it is the height of hypocrisy that MA was the first to adopt the affordable care act yet a large number of state workers like adjuncts don't receive healthcare.

JoAnne Breault stated that she is forced to purchase her health insurance from the MA Healthconnector. She pays between \$300.00 to \$400.00 per month for a premium depending on how many courses she is issued and has a \$3,000.00 deductible. "Affordable healthcare" is not affordable for a working class person.

The committee discussed the upcoming governor's election. They do not believe that Charlie Baker will vote for adjuncts to receive state health insurance. Some committee members have written requests to their legislators.

There is a healthcare bill pending but the committee is not hopeful it will pass.

### **Call for New Business –**

Ely Dorsey mentioned that there is a new trend at Bristol not to have the MACER meetings open and it has created less transparency. Committee members believe the meetings should be advertised and there needs to be more transparency. Some members have said that their chapter is not that active.

Margaret serves as co-chair and that their president is overwhelmed. The co-chairs do not have access to email lists so that there is a lack of communication.

JoAnne mentioned that she believed those meetings fell under the "open meeting" law and anyone should be able to attend.

Carol said to tell your reps should fight for transparency and union members should demand access to the minutes.

Carol raised numerous adjunct bylaw proposals and most of the did not get past. She says there is a need to pass new bylaws. Membership should be defined as those on the seniority list and those who pay dues.

She proposed that people work with her on bylaw changes and she would be soliciting volunteers.

### **Old Business –**

**Adjourn –**

**A motion was made to adjourn the meeting at 1:31pm. The motion was seconded and passed.**

**Respectfully submitted,  
JoAnne Breault  
Bristol Community College**