

MCCC ADJUNCT COMMITTEE MEETING MINUTES

Saturday November 21, 2020

In attendance: Mark Linde, Chair. Mark Bashour (Vice Chair), Phyllis Keenan, Christina Scharbail, Margaret Crowe, Don Williams, Rasheed Khalid, Wendy Laurin, Laura Schlegel, Catherine Adamowicz, Sandy Howland, John Fiske, Margaret Wong, (MCC President)

Introductions: Each member gave a brief background of his/her teaching career and union involvement.

Topics discussed:

1. Some members spoke about networking for jobs.
2. Committee members spoke of problems of a few full timers taking on so many extra courses.
3. Some members spoke about trouble that they have been having getting classes. Seniority list not always being followed.
4. Some teachers spoke about summer organizing. What was done to recruit new union members?
5. An update about how Greenfield Community College Deans have heard requests of no new hiring of adjunct professors when a shortage of courses statewide for veteran adjuncts.
6. Members were reminded by Margaret Wong (MCCC President) to nominate themselves for delegate positions at the May MTA meeting. Please ask other adjuncts to register.
7. It is brought to members attention of wholesale violations of seniority hiring. COVID has been used as an excuse not to hire some senior adjuncts at RCC.
8. Five-week on-line training courses for teachers at RCC and MCC were begun in late July, ended in late August.
9. At GCC, only computer training courses were to be taught to veteran on-line teachers. A case was grieved by the union and the grievance was successful. Now, teachers without on-line experience can be trained to teach courses to students by on line. Another case at GCC, a teacher created a course but was not paid for its creation. She grieved and again the grievance was successful.
10. At RCC some DCE faculty received all sorts of assignments without any seniority. A meeting was held, and a committee was formed that will address this issue. This committee will include full timers. At RCC, new adjuncts are being

hired for full time positions without long time adjuncts even being interviewed. A committee was formed at RCC to address this practice.

11. We were advised by Margaret Wong that an adjunct does not need permission from chapter president to form a special committee.
12. At Massasoit, a former administrator said the school budget would have to be balanced on the backs of adjuncts.
13. At one college, a description was given as to how the faculty are divided by those who support the President and those who do not. It was stated that the President's people are given special treatment. Those who disagree with him are alienated.
14. It was noted how many community college students do not do well in general taking on-line courses. Community college students need more structure. Some do not have the best computer access or home conditions conducive to learning.
15. It was emphasized by our MCCC leadership that we should never accept a course if it is offered at lesser pay. This causes so many problems. At one college, this tactic has been used as an opening for offering more low paying courses to adjuncts when a class is under-enrolled. These lesser pay course offerings are made when there is lower enrollment for the course. Adjunct professors who would teach this under-enrolled course will lose \$4,000 pay because another professor picked it up for a few hundred. This causes major problems. A question was asked, "will refusing to teach an under-enrolled course at lower pay take away that teacher's eligibility for unemployment?" It was explained that turning down such a job will not prevent that person from collecting unemployment.
16. Our committee agreed that a huge priority would be to seek a second course for adjuncts with seniority before adjuncts with much less experience are given a course. We call on the DCE negotiations committee to make this the first priority in dealing with management.

Respectfully submitted,

Mark Bashour