

HOUSE No. 1243

The Commonwealth of Massachusetts

PRESENTED BY:

Thomas M. Stanley

To the Honorable Senate and House of Representatives of the Commonwealth of Massachusetts in General Court assembled:

The undersigned legislators and/or citizens respectfully petition for the adoption of the accompanying bill:

An Act to ensure minimum fair wages and employment stability for adjunct faculty.

PETITION OF:

NAME:	DISTRICT/ADDRESS:
<i>Thomas M. Stanley</i>	<i>9th Middlesex</i>
<i>James Arciero</i>	<i>2nd Middlesex</i>
<i>Michael J. Barrett</i>	<i>Third Middlesex</i>
<i>Jennifer E. Benson</i>	<i>37th Middlesex</i>
<i>Antonio F. D. Cabral</i>	<i>13th Bristol</i>
<i>Tackey Chan</i>	<i>2nd Norfolk</i>
<i>Marjorie C. Decker</i>	<i>25th Middlesex</i>
<i>Daniel M. Donahue</i>	<i>16th Worcester</i>
<i>James B. Eldridge</i>	<i>Middlesex and Worcester</i>
<i>Tricia Farley-Bouvier</i>	<i>3rd Berkshire</i>
<i>Carole A. Fiola</i>	<i>6th Bristol</i>
<i>William C. Galvin</i>	<i>6th Norfolk</i>
<i>Denise C. Garlick</i>	<i>13th Norfolk</i>
<i>Carmine Lawrence Gentile</i>	<i>13th Middlesex</i>
<i>Thomas A. Golden, Jr.</i>	<i>16th Middlesex</i>
<i>Kenneth I. Gordon</i>	<i>21st Middlesex</i>
<i>Tami L. Gouveia</i>	<i>14th Middlesex</i>
<i>James K. Hawkins</i>	<i>2nd Bristol</i>

<i>Stephan Hay</i>	<i>3rd Worcester</i>
<i>Jonathan Hecht</i>	<i>29th Middlesex</i>
<i>Natalie M. Higgins</i>	<i>4th Worcester</i>
<i>Kate Hogan</i>	<i>3rd Middlesex</i>
<i>Mary S. Keefe</i>	<i>15th Worcester</i>
<i>Kay Khan</i>	<i>11th Middlesex</i>
<i>David Henry Argosky LeBoeuf</i>	<i>17th Worcester</i>
<i>Jack Patrick Lewis</i>	<i>7th Middlesex</i>
<i>David Paul Linsky</i>	<i>5th Middlesex</i>
<i>Elizabeth A. Malia</i>	<i>11th Suffolk</i>
<i>Christina A. Minicucci</i>	<i>14th Essex</i>
<i>Rady Mom</i>	<i>18th Middlesex</i>
<i>Frank A. Moran</i>	<i>17th Essex</i>
<i>Tram T. Nguyen</i>	<i>18th Essex</i>
<i>James J. O'Day</i>	<i>14th Worcester</i>
<i>Denise Provost</i>	<i>27th Middlesex</i>
<i>Maria Duaine Robinson</i>	<i>6th Middlesex</i>
<i>David M. Rogers</i>	<i>24th Middlesex</i>
<i>Angelo M. Scaccia</i>	<i>14th Suffolk</i>
<i>Steven Ultrino</i>	<i>33rd Middlesex</i>
<i>Tommy Vitolo</i>	<i>15th Norfolk</i>

HOUSE No. 1243

By Mr. Stanley of Waltham, a petition (accompanied by bill, House, No. 1243) of Thomas M. Stanley and others relative to adjunct faculty wages. Higher Education.

[SIMILAR MATTER FILED IN PREVIOUS SESSION
SEE HOUSE, NO. 2236 OF 2017-2018.]

The Commonwealth of Massachusetts

**In the One Hundred and Ninety-First General Court
(2019-2020)**

An Act to ensure minimum fair wages and employment stability for adjunct faculty.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

1 Chapter 151 of the General Laws as appearing in the 2014 Edition is hereby amended by
2 adding after section 2B the following section:

3 SECTION 2C: Adjunct Faculty

4 (a) Colleges and universities shall pay adjunct faculty an amount per course equal to the
5 weighted average salary of a full time instructor, multiplied by an instruction factor, divided by
6 the standard number of courses in a yearly teaching period. The instruction factor shall be the
7 percentage of time an average full time instructor spends teaching courses, including preparation
8 and grading. The weighted average salary of a full time instructor shall be calculated as follows:

9 (1) For a college or university where at least 20 percent of full time faculty, as reported to
10 the US Department of Education’s Integrated Postsecondary Education Data System, are

11 classified as instructors, lecturers or no academic rank, the weighted average salary of a full time
12 instructor shall be calculated by adding the total salary outlays of a full time faculty classified as
13 instructors, lecturers, or no academic rank and dividing that sum by the total number of full time
14 faculty classified as instructors, lecturers or no academic rank.

15 (2) For a college or university where fewer than 20 percent of full time faculty, as
16 reported to the US Department of Education's Integrated Postsecondary Education Data System,
17 are classified as instructors, lecturers or no academic rank, the weighted average salary of a full
18 time instructor shall be calculated by adding the total salary outlays of full time faculty classified
19 as assistant professors, instructors, lecturers or no academic rank and dividing that sum by the
20 total number of full time faculty classified as such.

21 (b) Colleges and universities shall offer a given course to qualified adjunct faculty who
22 have taught the same course or similar course previously before hiring new faculty to teach the
23 course.

24 (c) Colleges and universities shall provide sufficient notice of teaching assignments and
25 the cancellation of said assignments. For purposes of this subsection, sufficient notice shall be
26 defined as no less than 90 days prior to the beginning of an academic term

27 (d) In the event a course assignment is cancelled 45 or more but fewer than 90 days prior
28 to the beginning of an academic term, colleges and universities shall provide the adjunct faculty
29 member an alternate course assignment or 25% of the salary for the course. In the event a course
30 assignment is cancelled fewer than 45 days prior to the beginning of an academic term, colleges
31 and universities shall provide the adjunct faculty member an alternate course assignment or 50%
32 of the salary for the course.