

AAFMCC

4.14 Letter of Agreement Announcement

July 13, 2021

With the decreased number of classes and shift to remote teaching during the pandemic as well as the limited number of on-ground courses being offered in the fall semester, many adjuncts have not received assignments over the last few semesters. AAFMCC did not want this to affect our members' seniority status/date of hire, which is described in section 4.14 of the current [AAFMCC Contract](#):

4.14 Seniority in a discipline will be based on an adjunct teacher's date of hire by the College. This seniority date will be adjusted to reflect any break in service in the discipline that exceeds two (2) years. Adjunct teachers first hired prior to January 1, 1986, will have a disciplinary seniority date of January 1, 1986, prior to any adjustment. In the event that adjunct teachers have the same date of hire, the number of equated hours taught will serve as the deciding factor. An adjunct teacher who has had a break in service that exceeds three years will be removed from the seniority list. Should the adjunct teacher be re-hired by the college, their seniority date will be adjusted to reflect the break in service, and, in accordance with Section 15 they will be placed back on the step occupied prior to the adjunct teacher's removal from the seniority list.

For over a year AAFMCC fought behind the scenes to protect our members' who, as a result of the pandemic, haven't been able to teach courses or haven't received course assignments as they typically would. **As a result, we have GREAT NEWS: The College has agreed not to adjust our dates of hire (or track breaks in service in the discipline) until Winter 2022.**

Our formal Letter of Agreement (LOA) with MCC states:

The seniority date, with retention of any prior, concurrent breaks in service pursuant to Section 4.14 of the contract, will be temporarily frozen at the conclusion of the Winter 2020 semester.

There will be no seniority adjustments made at the conclusion of Spring/Summer 2020, Fall 2020, Winter 2021, Spring/Summer 2021 or Fall 2021.

Beginning at the start of Winter 2022, seniority will begin to adjust pursuant to Section 4.14 of the contract, accounting for any concurrent breaks in service prior to the Winter 2020 semester.

Since most of us are not currently on campus (and the seniority lists can only be accessed on campus), **we have attached the most current version of the Adjunct Seniority Lists to this email.** Rather than scrolling through the entire list to find your name, use "Control F" to type your name into the search bar and locate your individual record.

We realize that many of you are frustrated with the lack of work over the last few semesters. At the very least, we hope that you find some comfort in knowing that your seniority status/date of hire will not suffer as a result.