



How Well Do You Know the AAFMCC Contract and Your Union Rights?

- Did you know?** You need to submit your availability via WebAdvisor by the 3rd Monday in September for the the winter term and by the 3rd Monday in March for the spring/summer and fall terms (4.2).
- Did you know?** You should receive your course assignment from your supervisor no less than 60 days prior to the first day of classes for fall and winter terms and no less than 30 days prior to the first day of classes for the spring/summer term (4.4).
- Did you know?** Courses are assigned by seniority which is campus specific and determined by your date of hire (4.4 and 4.15). You can look up your seniority through the My Macomb Portal by clicking "Staff" in the My Macomb Menu, then "Human Resources," then "Adjunct Faculty Roster of Candidates." This can only be accessed from campus.
- Did you know?** Your immediate supervisor should offer you in seniority order two (2) tentative assignments in each term (subject to limitations imposed by load restrictions, including the yearly hard cap and available supply of sections) (4.4).
- Did you know?** You have the right of reassignment to an unassigned section or to another adjunct teacher's assignment if your class is cancelled or reassigned to a full-time teacher 10 or more calendar days prior to the first day of classes, and, if as a result, you are left with less than two assignments in the fall or winter or with no spring/summer assignment (4.8, 4.9, and 4.10).
- Did you know?** You are limited to 11.5 equated hours in any one term and 23 equated hours per calendar year (10.1).
- Did you know?** You have the right to request a leave of absence for professional development purposes for a period of up to 3 years (8.14).
- Did you know?** You are entitled to 1 day of paid leave per course assignment each term (fall, winter, and spring/summer) (8.10).
- Did you know?** If you want to participate in commencement activities, MCC encourages you to do so and will pay the cost of your academic attire for the event (3.10).
- Did you know?** You are entitled to freedom of discussion within the classroom on all matters that are academically relevant to course content as measured by professional standards (8.1).
- Did you know?** You have a right, upon request, to examine and obtain copies of your personnel file (9.3).
- Did you know?** Members in good standing can request tuition reimbursement for classes taken at any four year accredited institution in the United States as well as classes taken here at MCC (\$500 per fall term/\$500 per winter term). E-mail Jeff Kass at aafmccvp@gmail.com for details (15.3).
- Did you know?** If you have reason to believe that MCC has violated any sections of the contract, you have a right to file a grievance with AAFMCC and are entitled to representation by AAFMCC during the grievance procedure (12.1-12.9). Contact AAFMCC Grievance Officer Jodi Monday at aafmcc@gmail.com or 313-680-6435.
- Did you know?** ***Our current contract with MCC expires on August, 14, 2018.*** We are committed to facilitating substantial changes for our next contract in order to greatly improve the lives and working conditions of MCC adjuncts and to enable us to better serve our students. Check your MCC email for future contract surveys, requests for input, bargaining updates, and information.

To better understand your union rights, you can find the full contract at <http://aafmcc.mi.aft.org/key-documents/aafmcc-contract>.
