

Dear Legislative committee members,

I hope you will agree that all state college contingent faculty should be offered the option of health care through their respective college/university. As an adjunct/contingent/community faculty member at Metro State University for over 20+ years, I have heard many of my peers share that they cannot afford health care at the salary they are being paid. Many contingent faculty are working at multiple colleges/universities to make ends meet. To ease the burden of paying for medical care, affordable insurance through the state college/university should be available to ALL faculty who wish to opt in or out of healthcare benefits.

Administrators at my college understood the IFO contract to read that community faculty [contingent/adjunct] could work up to 12 credits believing that at 12 credits the pay would kick into Full Time Employment (FTE) pay scale status. Therefore, administrators told departments not to allow their community [contingent/adjunct] faculty to work more than 11 credits ideally and certainly no more than 11.75 credits in a given year. Just last year, another community faculty [adjunct] colleague and myself were slated to teach 11.99 credits. Keep in mind there is no such thing as .99 credits. The idea was the the other .01 credit (which amount to approx.12 minutes) would be assigned to another faculty person just to keep me and another adjunct colleague from kicking into what was perceived as having to put us on a FTE pay scale.

As the contract reads, community faculty [adjunct/contingent] faculty can teach up to 12 credits in a given year. Therefore, I brought this to the attention to our Resident Faculty (RF) IFO president who reached out to the union labor lawyer. The union labor lawyer confirmed that adjunct [community/contingent] faculty can teach 12 credits [up to 12 credits] and clarified that more than 12 credits would bump one into the FTE pay scale. At the end, both myself and fellow community faculty [adjunct] colleague were slated to teach a full 12 credits for the year and were offered the option for health care. I share this to show how administration is telling dept. chairs not to have Community Faculty (CF) [adjunct] faculty slated for 12 credits, not only because this would entitle the university to offer health care but there was the perceived notion, too, that at 12 credits the university would be required to offer an adjunct FTE pay scale. Had I not pursued my question to teach a full 12 credits in a given year, requiring the clarification of our union labor lawyer, the perception of limiting adjunct faculty below the 12-credit teaching threshold would have persisted.

Seventy percent of Metropolitan State University faculty are contingent [community faculty/adjunct title] with the 30 percent as resident faculty. Dedicated, talented, professional adjunct faculty teach the majority of courses at Metro State University. Did you know that we only receive pay for teaching, and no pay for all the

outside time meeting with students via Zoom, email, in-person when we don't even have an office or space on campus to meet? Did you know that we are not compensated for all the hours of prep and required meetings? Did you know that we have never been offered the option of health care unless we are teaching a 12-credit load for the year?

Help us establish the option of healthcare for all faculty. Contingent faculty need your vote and support to offer us the option to have health care through our college/university.

Thank you for your support.

Kindly,

Kris Frykman /Metropolitan State University