

2025-2026 Legislative Agenda



H.1429/S.940 | *An Act Promoting an Adjunct Bill of Rights*

Lead Sponsors: Rep. Patricia Duffy (D-Holyoke) & Rep. Sean Garballey (D-Arlington) | Sen. Paul Mark (D-Becket)

Massachusetts public higher education increasingly relies on adjunct and other non-tenure track faculty who receive lower pay, often no benefits, are not eligible for Social Security and have limited job security compared to their full-time counterparts. This legislation ensures fair compensation, benefits and pathways to full-time employment for adjuncts, recognizing their essential role in educating students.

This bill would:

- **Stabilize the workforce** by having at least 75% of courses taught by full-time faculty and ensure all part-time/non-tenure track faculty receive pro rata pay and benefits, while at the same time offering adjunct faculty a pathway to full-time employment including tenure track positions.
- **Secure Wage Equity** by ensuring that part-time and other non-tenure track faculty receive comparable pay and benefits to full-time tenure and tenure-track faculty.
- **Guarantee Retirement Benefits** for adjunct faculty working half time or more (cumulatively at one or more public higher education institution) and the state would pay the required contribution for adjuncts enrolled in the state's OBRA retirement plan.
- **Provide Access to Health Insurance** by giving adjunct faculty teaching at least two three-credit courses per semester (or four three-credit courses per year) the option to join the GIC.
- **Greater Educational Quality:** Improved retention of faculty which will increase student success by providing them with consistent quality instruction and mentoring.

Please contact MTA Government Relations if you have any questions or require any additional information.
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