

### Background

Adjunct faculty teach a large portion of the class hours at Oregon's public universities and community colleges. Many adjuncts rely on teaching as their primary income, often cobbling together schedules at two or three colleges to reach full-time hours. For these teachers especially, the benefits that come with employment, such as PERS membership and access to the healthcare fund and student loan forgiveness, are crucial. These benefits are based on hours worked.

The problem is that college instructors do not clock in and clock out. Unlike in many other sectors, there is no standardized beginning and end to working hours, and many duties expected of instructors, such as designing curriculum, grading assignments, and meeting with students, are not scheduled. The result is that class hours taught are far less than the total hours worked, yet there is no standard formula for determining hours for the sake of calculating benefits. Each college has so far been left to make its own system. **House Bill 2740 creates a standard calculation for all Oregon public universities and community colleges, thus ending the patchwork system currently in place.**

### Future Amendment

At the moment public employees need to work 600 hours a year to qualify for PERS, but each community college is free to define "hours" however it wants. Some compare class hours to a standard number designated as "full time", some multiply class hours by a certain multiplier, and some colleges count classroom hours only, which is certainly not representative of actual hours worked. **The base bill proposed standardizing the multiplier at 4.35 times the number of class hours, but the amendment will lower that to 2.67. For reference, an instructor who teaches 7 credit hours over three 11-week quarters would be counted as working 616 hours for the sake of PERS membership when using this multiplier.**

Last session the Legislature established a fund for adjunct instructors that would provide health benefits for instructors who teach at least half-time, even if they have to combine hours from multiple institutions. However, the term "half-time" is undefined. The base bill proposed using the 4.35 multiplier times class hours taught, and setting 600 hours as the definition of "half time". **The amendment simplifies this by saying that an adjunct instructor who qualifies for PERS also qualifies for the health benefits fund.**

**Oregon's community colleges and universities cannot function without adjunct instructors, and it is important to make sure that their benefits are being calculated fairly. HB 2740 does not create new benefits or increase pay; it simply creates a fair and predictable benefits calculation formula for all institutions to use and all adjuncts to rely on.**

