



## DCE Successor Agreement Meetings: April 20 and April 24, 2017

**Dollar Figure of the Day—\$334,000** *(The amount recently paid to retiring college president Daniel Asquino for his unused sick leave and vacation, while the Board of Higher Education continues to haggle over paying adjuncts anything for unused sick leave)*

### Meeting April 20, 2017, North Shore Community College, Danvers Campus SUMMARY:

- **Sick Leave**—Management has finally agreed not to limit a payout for unused accumulated sick leave to the estates of dead members **but also to extend it to the living** who retire from DCE work. While we made progress, we continue to negotiate over a cap on the amount of sick leave that can accumulate, as well as how to account for lab hours.
- **Salary**—Management still has not budged off of its **0%** “increase” offer. We are presenting an amended salary proposal on Monday, April 24, that reiterates our demand for equal pay for equal work.
- **Professional Development**—We have proposed that each college establish a fund, totaling \$100 per member per adjuncts teaching in DCE in each college, to be used for professional development opportunities that are related to members’ areas of instruction. Management furnished a counter-proposal that lacked any definite funding for professional development, lacked any process for applying for these funds, and exempted all violations by a college of this provision from the grievance process. We are developing a counter-proposal that defines professional development activities that are career related and remedies the deficiencies in management’s proposal.
- **Contact Time.** We await Management's counter-proposal to our demand for parameters regarding the length and dates of member work semesters.

### OTHER:

- **Management Contributions to OBRA**—they still refuse to bargain this matter! Management continues to insist they do not have to negotiate over this topic. We are weighing our options to address this refusal to negotiate.

### Meeting April 24, 2017, Mt Wachusett Community College, Devens Campus SUMMARY:

- **SLOs (Student Learning Outcomes)**—Management suggested SLOs be memorialized as an addendum to the DCE contract as was done in the Day contract. We have much more to discuss on this, especially since management's spokesperson called their proposed language as "putting our toe in the water." This topic will again be a matter of discussion going forward.
- **Professional Development**—We countered their offer that the colleges don't need to increase these funds. Our feeling was that a specific amount must be set aside for adjunct’s in the PD pool. We

countered their offer of no funding mechanism, with an assessment of \$75 per adjunct to fund professional development for DCE. We also took out any language that would prohibit us from grieving the allocation of these funds. Management held firm on their proposal.

- **Sick Leave**—Management’s proposed way to calculate lab time toward sick time accrual, was in our view, less than the law allows. We will bargain this again at our next meeting.
- **Salary**—We presented an amended salary proposal, that countered their zero percent increase “offer” and that adhered to our principle of equal pay for equal work. They "took it under advisement" and we expect a counter offer from them at our next session.

## **NEXT MEETING:**

- **May 3, 2017 - Bristol Community College - Fall River**
  - Fall River Campus - 777 Elsbree Street, Fall River, MA 02720
  - Directions:  
<http://www.bristolcc.edu/aboutbcc/campuslocationsdirections/fallriver/Campus>
  - Map:  
<http://www.bristolcc.edu/aboutbcc/campuslocationsdirections/fallriver/campusmap/>
- Room locations
  - K119 - Bargaining (11 a.m. - 3 p.m..) and Management caucus (10 a.m.)
  - K220 - MCCC team caucus (10 a.m.)
  - C111 - Member information and caucus area (10 a.m. - 3 p.m.)
- For more information, please contact Ted Lewis at [tlewis@massteacher.org](mailto:tlewis@massteacher.org)

## **OPPORTUNITIES FOR MEMBER INVOLVEMENT:**

- **Join a May Day action!** Monday, May 1, is **International Workers’ Day**. Activities are being organized at STCC, QCC, and BHCC to publicize our demand for **#EqualPay4EqualWork**. Members, family, friends, students, etc. from nearby colleges are encouraged and welcome to attend these activities in a public display of solidarity, as we publicize the plight of adjuncts and the need for EqualPay4EqualWork!
- **These three Mayday EqualPay4EqualWork events are scheduled:**
  - Springfield Technical Community College (STCC)
    - 10 a.m. – 2 p.m. in Bldg. 2 lobby (next to cafeteria) – information fliers, petitions, and endorsements
    - 12 p.m. – 1 p.m.–*activities are being developed*
  - **Quinsigamond Community College**, Surpenant Hall, 12-2 p.m.
  - **Bunker Hill Community College**, 9-11 a.m.
- **Observing bargaining.** Notwithstanding management’s prior insistence that members cannot attend bargaining session, several members have observed negotiations on March 6, March 29, and April 20. We continue to believe that members have the right to observe the process that defines terms and conditions of working lives. Dates and locations of bargaining meetings are posted to the MCCC webpage as soon as known. The bargaining teams alternate responsibility for selection locations and making reservations. Check <http://www.mccc-union.org/dcemeetings.htm> frequently for updates.

**NEXT OPPORTUNITY FOR OBSERVING BARGAINING IS AT:  
Bristol CC in Fall River (see directions above).**

Linda Grochowalski, Chair