

NEWSLETTER

Volume VIII

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Number One

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DCE Contract Settled

After thirty-seven months, DCE negotiations came to a close on July 9, 1990. After three years which included negotiations, mediation, fact finding, striking, mediation, and negotiations, conceptual agreement was reached and final language completed on July 24, 1990. The following is a brief overview of the new contract:

April 20, 1990

35% salary increase, Sept. 1990, no minimum; maximum of \$1500.

July 24, 1990

Salary (effective September 1, 1990):

Year One	35%	\$425 min/\$500* max per credit
Year Two	10%	\$470 min/\$545* max per credit
Year Three	20%	\$570 min/\$645* max per credit

.With adjustments for labs and clinical.
(Effective

Appointment/Reappointment

Reappointment rights accrue to those faculty who have taught five courses over three consecutive years and have received satisfactory evaluations in their work area. Appointment for one course must be offered to these employees first by order of seniority.

Seniority: One year of service for two courses taught within a fiscal year. A two year break in service will result in a loss of accrued seniority.

Evaluation Student evaluations; course materials checklist; classroom evaluations at least once for faculty who do not meet the reappointment threshold. Other classroom observations may be conducted for stated reasons, in writing. If a unit member is evaluated, a written comprehensive evaluation will be limited to the classroom observation,

April 20, 1990

July 24, 1990

student evaluation, and contents of the personnel file.

Workload Tentative assignment notice five weeks prior to beginning of classes, except in cases of late hiring; faculty can select their textbooks; maximum student enrollment is 40 except for remedial/development courses and English Comp., ESL, foreign language which have a maximum of 30 student; class size determined at end of add/drop; class size can be exceeded only if faculty provide written consent for each student over maximum or a teacher aide is provided for the non-traditional learning mode; availability for not more than one faculty meeting per session.

Grievance/Arbitration Grievance procedure similar to day contract encompassing Step I and Step II for all articles of the contract; arbitration rights for evaluation, dismissal, workload; grievance mediation for nonreappointment.

Excluded from the contract totally are employees who are employed by an "outside entity" (a third party) who teach a "special or technical course" to employees of that outside entity. Also excluded from the unit are people who act in a supervisory capacity in DCE.

Included in the unit but excluded from certain provisions of the contract are faculty who teach a course or courses for an outside entity. The colleges, however, must post a list of courses which are available together with the name of the company and the salary so as to provide the opportunity for people to apply for these courses.

On August 3, the MCCC Executive Committee and the MCCC Board of Directors will meet to make a recommendation to the membership. Immediately after the recommendation, a summary of the proposed contract will be sent to all faculty who taught a DCE course in the 1989-1990 academic year, including this past summer, along with a ballot and instructions for voting. Complete copies of the proposed contract will also be placed in the library on each campus. Ballots must be returned to the MTA postmarked no later than August 17, and will be counted on August 20 (anyone is welcome to attend the count).

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Vote NO on Question 3

On August 21, at the Board of Regents office, both parties will sign the contract (assuming it has been ratified). Realizing that it is late in the summer, the colleges agreed that they would make every attempt to offer a Fall DCE course (from the remaining TBA's) to unit members who are eligible for reappointment under the reappointment language. The seniority lists are in the process of being prepared by each college and will be forwarded by the regents when completed. It will be very important for everyone to make sure that this first seniority list is accurate. It is anticipated that for the January, 1991 semester, all provisions of the contract will be in place.

Higher Education Retreat Scheduled

On October 19 and 20, all the chapter presidents, directors, and local presidents from the six higher education segments will attend a Higher Education Retreat sponsored by the MTA. This will be the first time that the leadership from the community colleges, state colleges, University of Mass. Amherst and Boston, University of Lowell, Support Staff from U. Mass., and the Association of Professional Administrators from the state colleges will meet together to discuss the status of higher education within the Commonwealth and their relationship within MTA and the legislature. As the budget problems in Massachusetts have begun to chip away at the foundation, it has become clear that it is time for the higher education leaders to determine the direction of higher education before the legislature does it for us.

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0-2-2-X%
0-0-0%

The full-time and part-time day contract is still in mediation, and the teams will most likely finish their last mediation session on August 8, 1990. At the conclusion of mediation, the mediator will determine if the parties are at impasse and, if they are, certify fact finding. During the past three weeks, management has taken off the table a number of take-backs which were in their original proposal. Because of the budget crises, the MCCC team removed its original proposed contract from the table and put the present contract on the table with no significant changes. Both teams have agreed to correct some problematical language which needed clarification. Apart from money and benefits, a major change management wants to make is the addition of a new type of employee — individualized instruction specialist in both the full- and part-time unit. There still remains a number of outstanding issues in addition to part-time unit member language and money.

Prior to July 16, the money on the table had been a wage increase for the next three years of 0-0-0 percent. During bargaining that week, management proposed 0-2-2-X: zero for 1989-1990; 2 percent 1990-1991; 2 percent 1991-1992; and a re-opener on money for 1992-1993, thereby creating a four-year contract. At the next bargaining session, management informed us that if we did not take that offer, it would come off the table immediately. Since we did not accept (or reject) that offer immediately, it was removed from the table. We are now back to zero-zero-zero and no benefit package.

Vote NO on Question 3

Swiped Again

The higher education budget has taken yet another cut — the last four percent. The maintenance account of the regents budget which is the money going to the universities, state colleges, and community colleges was cut approximately \$22.5 million. In addition the monies allocated for tuition retention (monies colleges can keep from tuition increases) was cut from \$46.6 million by four percent or approximately \$1.9 million. Since the tuition retention monies have been reduced, if the colleges collect more than their total tuition retention allotment, any excess will have to be returned to the General Fund.

On a brighter note, if that can be possible, the tuition waiver limit of \$55,000 passed; however, the limit is applicable only to non higher education employees. Our benefit, without limitation, is intact. In other budget areas, Section 147 of the Senate budget requires the regents to begin a study of how monies get allocated to the respective colleges. Though the study will eventually cover all colleges, it is to begin with the community colleges. The intent is to find out if there is a more equitable way of disbursing money to the colleges. The Group Insurance Commission was moved out of Section 168 (if passed as written, the authorizing bill for our insurance would have been revoked) into another section called Administration Receivership and Reporting. A study has to be done by the Commission concerning cost containment. New language for the cost per student calculation would begin on July 1, 1992. The regents will study how they will calculate tuition.

CLT

Vote NO on Question 3

Question 3. The referendum from the Citizens for Limited Taxation (CLT — Barbara Anderson) will appear on the ballot in November in the number three slot. For the next thirteen weeks, defeat of this question will be focus of the MTA and probably most of the unions and associations in the Commonwealth. Because there is a tax package and a budget does not mean that things will be settling down. David Nyhan, a Globe columnist, writes that “Question 3 is the ball game. It extends the panic, confusion and defeatism of the past two years; if S&P [standard & Poors] is right, it extends the evil cloud over the next 10 years.” If the citizens vote “yes” on Question 3, it would roll back taxes and repeal hundreds of fees back to January, 1988, draining the state treasury of as much as \$4 billion by June, 1991. Public higher education will begin to look more like private education with salaries and operating budgets becoming more and more dependent on tuitions. Within the next two months, unit members will be asked to help defeat Question 3; crisis committees will be established across the state and within the institutions themselves. If you are interested in helping, your chapter president will be receiving details shortly.

Vote NO on Question 3

MCCC Newsletter

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The MCCC Newsletter is a publication of the Massachusetts Community College Council. The Newsletter is intended to be an information source for the members of the MCCC and for other interested parties. The material in this publication may be reprinted with the acknowledgement of its source. For information on issues discussed in this publication, contact Catherine A Boudreau, Massasoit Community College, Brockton, MA 02402.