

DCE NEWS

DCE Bargaining Update

The bargaining teams representing the DCE and the Community Colleges commenced extensive bargaining sessions during the holiday session. The



*DCE Grievance Coordinator,
Joseph Rizzo*

process for bargaining has focused primarily on agreement on those issues to be discussed at the bargaining table and development of options to address the identified issues of concern. As a result the parties have been able to discuss a wide variety of topics and indicate some level of mutual agreement. Among some of the topics discussed are health insurance concerns, enhancements to the current OBRA alternative retirement system, class size, course preference form, and grievance procedure modifications.

The two outstanding areas of major concern to the Union are salary increases and necessary protection against implementation of the classification system. Salary increases requested by the Union are comparable to those received across the state. To suggest anything less is to ask the DCE unit to take a cut from that already agreed to by other state employees under contractual agreement.

The other form of take back the DCE unit is being confronted with is those gains fought for over the past two contracts. Each collective bargaining agreement has put an emphasis upon the salary increases negotiated at the table in exchange for other enhancements. The DCE unit recognized early on that the salary inequities between courses taught through DCE and those taught in the day program could no longer be tolerated. Therefore, much of the bargaining history has focused on the need to assure DCE salary rates increases were greater than those experienced through the day program, thereby moving toward closing the equity gap.

Any negotiated agreement for the DCE unit must take into consideration the impact of salary adjusts made to faculty teaching the same and/or similar courses through the day program. The DCE unit must assure the agreements entered into in the past are not washed away by the impact of the classification system. The DCE team provided numerous options to the Employer regarding protection of already

won salary enhancements. The last option discussed was to enhance the existing step system to provide for more significant salary enhancement between



*Chair of DCE Negotiating Team,
Marcia Blanchette, Springfield Tech CC*

the steps and the creation of several more additional steps. A step enhancement pool must be created to assure funding for movement along the steps. This option provides protection against take back of hard fought for salary increases in previous contracts and acknowledges the contributions of faculty to the college.

The Union will continue its pursuit of fairness and equity on your behalf. The bargaining team has worked hard to assure no option is left unturned. If you have any questions, concerns, or comments please visit the MCCC website.

The DCE Negotiating Team

Marcia Blanchette, Chair
Nancy Morello, Vice-Chair
Lorraine Murphy, Secretary
Scott Oury
Joe Rizzo
Tom Salvo

Susan Dole, President
Phil Mahler, Vice President
Michelle Gallagher, MTA Consultant, Chief Spokesperson ■

Check Out the MCCC Web Page!

News and negotiations updates are available at frequent intervals on the MCCC WEBPAGE

www/tiac.net/users/mccc

Contracts, forms, political action reportage, and MTA and NEA links are all on line.

Add it to your favorites menu!

Settlement of Salary Grievances at Quinsigamond Community College

A resolution was reached on an individual and class action salary grievances. The college has adjusted the lab course salary so that effective the fall 1999 semester, all DCE instructors in Nursing, Respiratory Therapy, and Dental Hygiene are paid according to the lab/credit hour ratio as provided in the collective bargaining agreement. Clinical course instruction will be paid at their original day part time rate adjusted by the 3% day salary increase plus increases provided by the DCE collective bargaining agreement. This is in addition to the retroactive compensation for the 1998-99 school year already received by the original grievant.

This case began as an individual grievance and eventually became a class action case involving three departments at the college. The course work under dispute was part of the day part-time unit until 1995 and then was transferred to the DCE unit. However, the salary of the instructors in these particular work areas was never adjusted in accordance with the DCE contract.

This settlement confers a 33% salary increase for lab courses and a 20% increase for clinical instruction as compared to the salary paid to the impacted instructors prior to the grievances. ■

Campus Correspondents to the MCCC News

The following individuals have been designated as the current correspondents to the MCCC News for each of the fifteen community college local faculty and professional associations.

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Know Your Day Contract

Jan 23 Fall student evaluation summary due

Jan 30 Summary Evaluation Due

Jan 30 Course Materials Submitted

Feb 1 First Year Professional staff and part-time faculty evaluations

Feb 1 Sabbatical Recommendations due to board

Feb 11 Summary evaluation rebuttals due

Feb 15 First year professional staff evaluation conference

Feb 16 Reappointments due for first through third year faculty

Feb 20 Course materials due

Feb 28 New full and part-time hire list due MCCC

N.B. Dates may vary depending on the first day of classes. Most of these dates are "last date" standards. In many instances the action can be accomplished before the date indicated. ■