



## A Message to DCE/Adjunct Members

Negotiations are underway for your new contract. At our last bargaining meeting on November 22, this is what the chief spokesperson for the management team (Mike Murray, Department of Higher Education Director of Employee and Labor Relations) said about our proposal to raise DCE/adjunct salaries:

***“Shame on DCE faculty” for trying to earn a living from adjunct work.***

Really? Yes... really. This comment was made when management offered its salary package of **0% salary increases**. It would be tragic if this truly is the attitude our community college presidents (through their spokesperson) have about DCE/adjunct faculty; the very faculty who teach up to 70-85% of all community college courses.

The Question becomes: **Are we as a Union ok with inequality for our DCE/adjunct members?** Are you ashamed of seeking equal pay for equal work in the Massachusetts Community College system? Are you ok with being paid less than full-time faculty for teaching the same courses?

The fact is that if we take the real numbers and break them down on a course by course basis, one group of educators is being paid far less for doing the same work! This is **discrimination**. It may be more obvious if the difference was because of race or gender rather than because of employment status (full-time or adjunct). Courses are equally accredited. Students pay the exact same tuition and fees. Course pay for instruction should be equal.

If we want to re-balance power between DCE/adjunct faculty and our college administrations, gain full professional respect, win equal pay for equal work, and enjoy dignity on the job... we have to join together, organize, and strongly support the MCCC DCE Bargaining Team. To help with this effort, a **DCE Bargaining Support Committee (BSC)** has been created to work with local chapter leadership to:

- Reach out to DCE/adjunct members on all 15 campuses
- Learn about working conditions and issues for DCE members on each campus
- Share updates on bargaining and direct member questions to the DCE Bargaining Team
- Mobilize and organize members to support contract negotiations

Please **get in touch** with the **DCE BSC** member for your campus to share your views and to learn how you can help build a powerful contract campaign during the Spring 2017 semester.

**For these colleges, contact:**

<b>Quinsigamond, Middlesex, Greenfield (QCC, MiCC, GCC)</b>		
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<b>Springfield Tech, Holyoke, Berkshire (STCC, HCC, BeCC)</b>		
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<b>Massasoit, Cape Cod, Bristol (MaCC, CCCC, BrCC)</b>		
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<b>Mount Wachusett, MassBay, Roxbury (MWCC, MBCC, RCC)</b>		
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**Stay tuned for news about Teleconference Town Halls.  
Notices will be sent in time for you to hold the date and to RSVP.**

Receive bargaining updates directly from the MCCC webpage at:

[www.mccc-union.org/dceteam.htm](http://www.mccc-union.org/dceteam.htm)

In solidarity,

*Diana*

Diana Yohe

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