



DCE Bargaining Update

DCE Successor Agreement Meetings

As of October 31, 2016

This update is presented in chronologic order beginning with the meeting on October 17th and ending with the meeting on October 27th, our second and third meetings with Management.

SECOND MEETING WITH MANAGEMENT

The MCCC and Management bargaining teams met on October 17th at Massasoit Community College for our second formal meeting to negotiate a successor DCE collective bargaining agreement. We finalized ground rules, with the bargaining team refusing to any conditions that might either limit our rights or ability to freely communicate with members and/or the media.

We exchanged initial proposals. Ours included:

- A demand for adequate office space for DCE members;
- Free parking for all DCE members. Currently, some campuses offer free.
- Creation of a professional development fund for DCE members at each college. Currently, some colleges accept DCE applications for professional development while others do not.
- "Just Cause" (no discipline without procedural and substantive fairness) for discipline, including non-reappointment.
- Access to arbitration in the event a non-reappointment case is not resolved.
- An employer contribution to any mandatory retirement accounts. Currently, unlike the vast majority of American workers, DCE employers pay nothing into DCE member retirement.
- Access to College Governance, and \$50 per hour compensation for participation.

Management's response:

- They need to gather more information, as circumstances are very different across the colleges regarding parking, etc.;
- They were receptive to professional development, although cost must be taken into account;
- They thought the statute may prohibit access to arbitration for non-reappointment cases;
- They believe employer retirement contributions are not specifically authorized by statute; we requested evidence for this position.

Management offered three proposals that it characterized as "housekeeping":

- List of protected groups; minimum compliance language for the state Earned Sick Time law, and wording regarding the domestic violence law.

THIRD MEETING WITH MANAGEMENT

We met again on Tuesday, October 25th at NSCC with our team alone to develop additional "asks," and on October 27th with Management at NECC. At the joint meeting we swapped additional proposals and listened to comments on the previously submitted proposals. Management was unable to furnish

support for their contention that they are statutorily prohibited from agreeing to our demand for an employer contribution to DCE retirement, and we reiterated our request for such support.

Management's additional proposals:

- A proposal to require DCE faculty to periodically update their résumé and credentials in their personnel folders; the colleges will pay for any expense incurred to procure transcripts.
- Additional language regarding student evaluations allowing these evaluations to be conducted online and, instead of keeping the evaluations in a DCE member's files for just 1 year, to change that to "*no less than 1 year.*"
- To delete the phrase "for stated reasons" in section 11.04 on Evaluation.
- In section 13.05 G, increase class size limits to 35 (from 32) students for all courses except Composition, and increase Composition class sizes from 22 students to 28 students.
- Remove the pay component from section 10.06.
- Replace the existing course materials check list with a revised check list that includes student learning objectives assessment.
- Add a new attachment similar to that of the Day contract on principles regarding student learning objectives assessment.
- A proposal to change the timeframe and other notifications on how faculty are notified of school closings or delays; and change how written notices (8.02 A) are given to faculty, including all official communications required by the agreement, to include email, which would be considered delivered "by hand."
- Finally, that *all* faculty must use only college resources (including college email accounts) to conduct college business, including communications with students.

Our additional proposals:

- A housekeeping measure to reinstate a phrase in 9.03 that had, several contracts ago, been inadvertently deleted.
- A tuition waiver in section (15.03) almost exactly like the one in the Day contract.
- A new article XVII that will mandate that all faculty vacancies first be posted in house, and if no qualified candidates are available, the job(s) can be posted externally.
- In Section XIV, add that the colleges must pay any one doing work for either a stipended or hourly paid job be paid within 2 weeks after the work is completed.
- That the colleges provide a "documentation of compensation" sheet showing a breakdown of how their pay was calculated (for example: DCE teaching, stipend work for a particular job, etc.), in order to be able to check that the work was actually paid for.
- A comprehensive salary scale for each DCE step that allows for parity with similar teaching duties performed by Day faculty. This (if accepted) would jump the amount paid per credit by a minimum of \$1,500. The values were based on what full time faculty earn in terms of salary and benefits per credit in the first eight years of their careers.

All proposals were taken under advisement.

NEXT DATES: November 15th with the team; November 22nd with Management. No new proposals can be offered after Nov. 23.