



# DCE Bargaining Update

## DCE Successor Agreement Meetings as of January 31, 2017

**MEETING SCHEDULED FOR DECEMBER 13, 2016** cancelled due to illness.

**MEETING JANUARY 19, 2017:** Our team met with Management on January 19 at Massasoit CC in Canton. We addressed three topics from previously submitted proposals by Management: sick leave, student evaluations (especially moving to electronic evaluations), and reopening the Distance Ed agreement. We also discussed two of our previously submitted proposals where Management had submitted a counter proposal: employee contributions to OBRA, and best practices in hiring (putting a temporary hold on adding new adjunct faculty unless no current DCE faculty could teach a particular course).

### SUMMARY:

- **Sick Leave:** Management said they would work on "costing out" our demand to be closer to the language in the Day contract. We did not agree that our sick leave provision should be the bare minimum of what the State Statute provided.
- **Student Evals:** our position is to decrease (or move to zero) the percentage that student evals count towards evaluating DCE faculty (since it is essentially the only measure that is used, and recent studies show that student evals are inherently biased against women and minorities). We have a lot more to discuss on this as Management wanted to strengthen the power of the student evals. One of their proposals included allowing these evals to be conducted electronically, something we are not in favor of.
- **Distance Ed Agreement:** we reiterated that the DCE unit did not negotiate the original agreement and that the DCE Committee who did negotiate it must be the one to conduct any negotiations on it.
- **Management Contributions to OBRA:** We presented this again and reiterated the injustice of DCE members, unlike almost every employee group in the country, lacking an employer contribution to retirement.
- **Best Practices in Hiring:** We presented this again but did not have time to discuss it.

**NEXT MEETING DATES:** Management and our team agreed on these dates (each starting at 4:30 p.m.):

February 7 —Mass Bay in Wellseley  
February 27 —TBA  
March 6 —TBA  
March 29 —TBA

Linda Grochowalski  
DCE Bargaining Chair