

MCCC DCE Bargaining Update

MTA/nea

DCE Successor Agreement Bargaining Update May 3, 2017

Progress at the Bargaining Table Great Support on the Bristol Community College Fall River Campus

SUMMARY: Our team reached a few tentative agreements on May 3 and a contract extension to 12/31/17.

- **Timely pay for stipends:** Our proposal addressed the many circumstances where faculty are owed extra pay (in addition to their regular salary) for special project work, stipends, committee work and other added compensation that was sometimes not paid for months. Our bargaining surveys and member input showed that DCE members have experienced significant delays, which can be a hardship. Management tweaked the Union's proposal and we reached agreement to ensure payments are made within two pay periods or sooner.
- **Domestic Violence Leave:** While we all hope this is a rare occurrence, this new right ensures members impacted by domestic violence can take leave without fearing loss of their position. The language models Attorney General Maura Healey's, and it's important to get rights such as these in the contract so they're enforceable at the local level and comparable to the Full-timer contract. The Employer also commented that they have on-line training available for understanding domestic violence and your rights on sexual harassment.
- **Fair Practices: adds additional rights to our nondiscrimination clause (Article 2.01).** This article brings us in line with the full-timer contract: "the Employer and the Association recognize and affirm their commitment to the policy of nondiscrimination with regard to race, color, creed, religion, national origin, ancestry, age, gender, disability, sexual orientation, family status, parental leave, gender identity, gender expression, genetic information, veteran or military status and membership in any other class protected by law."
- **Contract Extension:** our contract expired on May 31, 2016, and although the Employer agreed to pay us a 4% across-the-board increase in the past fiscal year, it is better to have a formal extension of the contract. We will continue to bargain to reach a new agreement; the next bargaining sessions are June 28, 10AM-3PM, and July 10, 1-6PM, locations TBD.



A big "thank you" to Bristol MCCC members who turned out to support the bargaining team!

Additional topics discussed:

- We again reminded management about “Equal Pay for Equal Work”
- We had substantive discussions about tuition waivers, posting of vacancies, MACER, transcripts, and more; in most areas the Employer was responding to union proposals made in October or November and said they’d be coming back with responses. We are also closing in on a TA on sick leave.

For more information, contact a member of your Bargaining Team at dceteam@mccc-union.org or see updates at: www.mccc-union.org/dceteam.htm

MEMBER INVOLVEMENT:

On May Day, International Workers’ Day, the Bargaining Support Team led actions at three campuses - STCC, QCC, and BHCC--to publicize our demand for #EqualPay4EqualWork.

- **STCC made the local news! Check out the coverage** <http://wwlp.com/2017/05/01/part-time-faculty-members-want-better-pay-benefits/> **Great job by Michele Nash and Nick Camerota!**
- Quinsigamond’s faculty and staff were joined by an alpaca!
- Bunker Hill had enthusiastic support, including this student (on right) who was very excited to see the “Equal Pay for Equal Work” banner.



Join us at the Rally for Public Education Saturday, May 20 from 2:00-5:00 on Boston Common



Susan McCourt, President
of MCCC Bristol

It’s our turn to march! Read why the rally is important for Higher Ed. Download materials and information about buses from the MTA website: www.massteacher.org.
Delegates to the Annual Meeting will march to join the rally!



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