



## DCE Successor Agreement Bargaining Update July 2017

*Quote of the month: "Some community college presidents don't want to get down into the weeds with the adjuncts."*

*Mike Murray, Management's Chief Spokesperson*

**Update following July 10 session, Bunker Hill CC:** Special thanks to Alex Bohn who came to bargaining to testify for adjuncts who teach labs! Great job, Alex! Thanks, too, to adjuncts who came to support the bargaining team!

**ZERO Money:** We know that Equal Pay for Equal Work is more than an empty slogan, so we are sticking with our monetary proposal and await a counter from management. We are also taking a multipronged approach with the MTA sponsored bill H. 639. We're organizing support by [testifying](#) and writing letters to the Joint Higher Education Committee, and gathering stories from adjuncts and supporters about the need for pay parity, fair benefits and job security. At the bargaining table, Mike Murray was asked, and refused, to openly support H. 639. According to him, because the budget is "level funded", there is not enough money for *any* pay increases. What does this mean for adjuncts and the contract? We may need to take to the streets so adjuncts are paid what they are worth. Remember, adjuncts make money for the colleges and have been referred to as "the cash cows" of their institutions. Never forget that our students deserve faculty who make a living wage.

**Sick Leave** continues to be a long slog, but we are no longer required to be dead to collect a percentage of unused sick days and can accumulate 45 hours. You may recall that retired President Asquino of Mount Wachusett Community College collected \$266,060 unused sick leave of 1250.6 days ([Worcester Telegram 3/31/17](#)), while the team has been haggling to collect anything at all. Though we are edging closer to the language in the Day Contract, the way labs are counted, in terms of calculating earned sick leave, is still a sticking point for the team.

Alex Bohn, a ten-year adjunct (Physics) at North Shore Community College gave detailed strong evidence at the table to convince management that labs should count the same as other contact time, but management has not budged.

Why does this matter? A regular didactic class or lecture earns 3 times the contact time for planning, teaching and grading. This application to adjuncts was determined by the Attorney General as part of implementation of the voter-passed Question 4, the Earned Sick Leave ballot measure that we supported with Raise Up Massachusetts. There is no caveat to exempt lab classes from the x 3 rule, as affirmed in the Day contract. We are not willing to accept less for our lab instructors. Write to us about your lab! Come give testimony in bargaining to change their minds!

**Prompt Payment for Stipends** is agreeable to management, but implementation may be problematic so we are looking for stronger assurances. Their problems, they stated, are that they are missing the proper forms needed to pay adjuncts, but questions revealed that either they didn't collect all the necessary paperwork from adjuncts when hired, or they have not gotten signatures on their end from deans and presidents, yet adjuncts, through no fault of their own, continue to wait and wait and wait for payment.

**Job Posting** Though we initially wanted obligation or priority in hiring for existing adjuncts, we have been thwarted by management. The team has continued to press for posting of all positions on the website, but Mike Murray says, “HR has no appetite for additional work,” and that unlike the Day contract, our positions don’t require a search committee. Do they mean to imply that ours are “fly by night” or “just in time” positions? We continue to press management to do better for our students, our colleges, and adjuncts, so deans are not running around the first day of class looking for an instructor.

### **Up to Date Transcripts and Resumes**

Their “just in time” hiring has seemingly led to other HR problems; many colleges have no transcript or resume on file because the college either didn’t get the documents to begin with, or they were “misplaced.” This may be a problem on several campuses, which is why management now wants a current transcript and resume on file “as a condition of employment.” Though they are willing to pay any costs for this new demand, we want assurances that adjuncts be held harmless in cases where transcripts are no longer available, such as degrees from colleges that have folded, or for members who’ve graduated from universities and colleges that are in war zones.

**Concerning DCE MACER,** on some campuses the college presidents do not participate in the DCE MACER meetings. Though we would think that this is part of their job description, Mike Murray said, “They don’t want to get down into the weeds.” Hmm...Indeed! They, instead, send a designee, but that designee does not always have the authority or wherewithal to solve problems.

The bargaining team wants to make MACER a more effective tool to solve labor-management problems. We have proposed in the new contract to relaunch MACERs with a training on effective labor-management committees. Management is considering this counter-proposal.

**Professional Development:** Your team is still waiting for the information request that was given to management over eight months ago. We were handed a new packet at our last meeting, though still incomplete. Mike Murray says he couldn’t summarize the contents “because they are all over the map with a general theme: ‘adjuncts are eligible to try to get funds, except Berkshire, which has a separate fund for adjuncts.’” He is right; upon perusal of these new documents, your team found that management has an inconsistent and in some instances, erroneous idea of what “professional development” means.

**Coming Soon:** Tuition Waiver, Professional Development, Salary, E-mail Communication

Next dates:	8/24, choice of campus is up to management 9:30 am- 2:30 pm
	9/13 Mass Bay Community College , campus TBD 10am-3pm
	9/27 Campus TBD 10 am – 3 pm

**This summer,** the bargaining team and bargaining support team are planning to gather with leadership and activists in 5 regional meetings for updates on our contract campaign, and plan visibility actions to support our contract demands. We will be gathering stories to share with state legislators and college presidents. Especially important will be planning a big “Welcome Back” this fall, to update and engage all of our union in fighting for a fair contract.

