



Current status of DCE bargaining following 10/18/17 session

Quote of the month: Management spokesperson Mike Murray: "I understand your desire for parity, but progress has to be made incrementally."

The DCE contract campaign's theme is "Equal Pay for Equal Work", emphasized at each session with the Employer. The bargaining team has been in negotiations for more than a year; the DCE contract expires 12/31/17.

An economic offer from the Employer was finally put on the table 10/18/17. THE UNION TEAM HAS NOT RESPONDED.

- 4% Year 1 (already received 1/2017 as per an MOA from the last contract)
- 0% Year 2
- 1% Year 3
- Term of Agreement 6/1/2016 – 5/31/19

Management spokesperson Mike Murray said BHE is making this across-the-board offer : "In accord with financial parameters from Governor Baker", saying it is the same offer other units are receiving. "We have declining enrollments and are self-funded. 5% over three years is no worse than any state employee union has seen."

- **The Union team objected that "this in no way recognizes our needs and proposals" for equity.**
See side two for more details

How do we win a fair contract? We need both DCE and Day unit members of MCCC to show support for the contract campaign- please see your bargaining support team member or field rep for a "**Count on Me**" card to **say what you are willing and able to do to support a fair contract**

We have heard from both Day and DCE members that you believe the DCE contract and management behavior does not fully respect the rights of those doing DCE work. "It's not just about money, it's about never knowing if you're going to be re-appointed"; "As a fulltimer, I say adjuncts are being exploited." "I spend half my income on health care."

SOLIDARITY WEDNESDAYS: Please wear an MCCC tshirt (or red), a button, tweet your support for #EqualPay4EqualWork and #Respect 4MCCC and contact your chapter president and bargaining team or bargaining support team member to find out about action plans for your campus.

10/31 is [National Day of Action for Campus Equity](http://www.nea.org/home/71825.htm), another good day to tweet. See the NEA website for more ideas: <http://www.nea.org/home/71825.htm>

Next negotiations session: Wednesday 11/1 at Bristol Community College

Stand out "meet and greet" from 10:30 - 11:15 a.m. Members welcome to observe bargaining.

Union bargaining strategy:

- **Union’s economic “Counter Proposal”:** we intend to propose a salary schedule which, like the Day “grid”, would invest in a salary schedule that would recognize advancement, as a path to parity.
 - o **Our current proposals add a Senior Adjunct rank**
 - o **Our current proposals add steps to the existing contract language**
 - The Union will submit separate language proposals for health care and pension
- **The Union team will present a “package” on job security/respect issues:**
 - Senior Adjunct with qualifications (UMB has 5 ranks)
 - Arbitrability of 10.03, Explicit language on no cap
 - More security on 2nd course, better course assignment procedures
 - Path to “half time” (benefit eligible) status
 - Compensation and consistency on underenrollment/cancellation
- **Benefits: on these issues we are close to agreement**
 - Tuition waiver: We are close to agreeing on a first-ever tuition benefit for DCE
 - Sick leave: we are close to agreement on long-overdue sick leave
 - Professional development fund: funding is on table, but some disagreement on what constitutes PD.
For additional information and past bargaining updates, [please see the MCCC website](#)

What’s the financial picture? All of the state sector unions are facing very small offers at the bargaining table. The first verbal offers were 0%, current verbal or written offers are generally .5%, .5% every six months for the first year, then 1%, 1% every six months for the last 2 years. **These amounts are set by Governor Baker’s “financial parameters”.** BHE spokesperson Mike Murray says the economic proposals brought by management have been approved by the Labor Council of community college presidents, and track the Governor’s financial parameters.

Action throughout Higher Education:

MTA Higher Ed locals in the UMass coalition are doing actions on **Solidarity Wednesdays**, and taking their case to the Board of Trustees, and their own administration at each campus. At UMB, members and students are mobilizing to fight layoffs, which hit first at the early learning center, where community supporters have responded with outrage.

BHE: MTA members at the 9 state colleges and universities (MSCA and APA locals) have embarked on an escalated campaign, and will be picketing the BHE Board of Trustee meeting 10/31/17 at Westfield State.

