

MCCC DCE Bargaining Update

MTA/nea

December 1 2017 Update: CONTRACT EXPIRES 12/31/17

Quote of the day: "So you're offering us 0% for the first year, and kicking the can down the road to the next contract" for equal pay for equal work?! – Bargaining Chair John McColgan

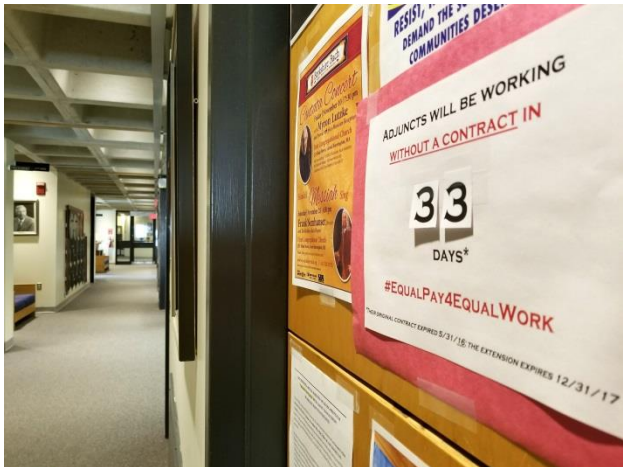
Presidents Like the Pay Parity Salary Schedule... But For Next Contract

Management's chief spokesperson Mike Murray reported that he had reviewed with the College Presidents the union's proposal for a salary schedule that would achieve parity for DCE adjuncts. "This engendered a lot of discussion and at the end of the day the feeling was this was something worth exploring," but because the cost of implementing the grid as proposed "would exceed the financial parameters set by the Commonwealth", management's counter proposal is to create a working subcommittee similar to that which developed the Day salary grid. "It took us 18 months to work that through," said Murray, explaining their counter to develop a salary schedule by March 2019 for July 2019 bargaining.

Members Will Not Vote to Ratify 0%

There was a heated exchange as Bargaining Chair John McColgan told Murray very directly that "It is impossible to ratify a contract with a 0% raise in the first year", and Murray responded that "The first year is the 4% raise we gave you already, a total 5% offer, and it's a very generous offer in accordance with financial parameters set by the Commonwealth."

The DCE contract expires 12/31/17.



Contract Expiration countdown poster posted kitty-corner from the college president's office. **Start your countdown "In X days Adjuncts will be working without a contract"**. Thanks to a creative member for design! Post your photos tagged: #EqualPay4EqualWork

Time for ACTION!

12/12 the Board of Higher Education meets at Mass Bay: we will be there to talk about our campaign for adjunct faculty.

Can't come to Mass Bay? We'll have an action for you!

12/21 Bargaining at Roxbury Community College

Wear RED on Solidarity Wednesdays!

Additional news from bargaining:

☑ We reached tentative agreement on a **first-ever tuition benefit** for DCE:

4 credits /semester tuition-free and with a 50% discount on fees, for a unit member with 6 (continuous) years of seniority, or her/his spouse or dependent child.

- Management had a “math breakthrough” understanding of our sick leave proposal; we expect to reach an agreement at next session.
- Student Learning Outcomes: management presented on their SLO proposal; the bargaining team remains concerned about adding SLOs to the DCE expectations, particularly without additional compensation or recognition.
- Next session we expect to discuss our package of job security proposals, modeled on the contract rights for “nontenure track” or adjunct faculty at UMass, who won pay parity, rights to fulltime work, benefits and more, through mobilization and solidarity between full and part time faculty.

We Encourage Members to Discuss Our Pay Parity Salary Schedule

Your chapter presidents have received copies of the union’s proposed salary schedule, and a Q & A piece. We hope you and your co-workers will discuss this. We look forward to hearing your feedback: dceteam@mccc-union.org: **would you vote to settle for 0% , or will you join us to fight on, for more?**

Start your contract expiration countdown today, and stay tuned for more information about solidarity actions!



Contract solidarity greeted the bargaining teams at North Shore CC during 11.29 negotiations.