

MCCC DCE Bargaining Update

MTA/nea

January 10, 2018 Update

Quotes of the day: “Over the past few decades, the percentage of college classes taught by adjunct faculty has steadily risen. It is now well over 50 percent and can be as high as 70 percent at some schools, a condition PBS dubbed ‘adjunctivitis.’” **“State Must Do Right by Adjunct Faculty,”** by Paul Johansen, adjunct faculty at Berkshire Community College, writing in collaboration with State Representative Paul Mark, 2nd Berkshire district. See full article [here](#)

ICE DAM BREAKS: TEAMS SIGNS 4 T.A.’s (tentative agreements)

DCE bargaining Team Chair, John McColgan said, “It was a comparatively very productive day!” Indeed, with several back and forth exchanges—and with mediation looming—both management and the DCE bargaining team cleared the slate for their larger issues: pay parity and job security for adjuncts from the Union and SLOs (Student Learning Outcomes) for management. When asked about our salary proposal, management said they had nothing from their last offer of 0% in 2018 and 1% in 2019 and, “That is a topic for mediation.”

ACTION ALERT!

“Adjunct faculty can bring unique backgrounds and offer fresh insights to students. Adjunct faculty offer flexibility in hiring and expand available course offerings, and they can also help to reduce costs.” But, “Because adjunct faculty are an appealing source of cheap labor for Massachusetts colleges, they have become exploited.”

Quoted from **“State Must Do Right by Adjunct Faculty,”** by State Representative Paul Mark, 2nd Berkshire District, and Paul Johansen, adjunct faculty at Berkshire C.C.

Wear RED on Solidarity Wednesdays!

MCCC T-shirts are available for all members.

Support for H.639.

Everyone needs to write, email, *and* call his/her state legislator and state senator. Request a favorable report for H.639 from the Joint Committee on Higher Education. Students can write in favor of H.639, which offers them a “finish line grant” to pay for college after their first year.

Back to School Action ideas. Chapters are being asked to look for opportunities to display their union solidarity on every campus.

Letter writing campaign.

Look for opportunities to educate and engage students and members of the community about adjunct issues. Editorials can be submitted to local papers and letters can be written to College Presidents, Trustees, State Representatives sharing personal stories about how the lack of public funding is making higher education unaffordable and how “adjunctivitis” is exploiting faculty and harming students.

Submit your ideas to

Sean Barrett SBarrett@massteacher.org and

Heather LaPenn HLaPenn@massteacher.org



Faculty representatives from Roxbury Community College

Tentative Agreements Signed on Four Articles

Article 8.02B Management’s proposal that all notification be sent electronically was modified by the team so that while management may email members for course section cancellations, if a member does not acknowledge receipt, management will “call the number provided on the teaching availability form and leave a message when possible.”

Article 10.08 Management’s proposal on transcripts and resumes had a heated back and forth, with the team adamantly refusing management’s new language that would make current transcripts and resumes a condition of employment, whether or not they had already been submitted, lost by management, or never submitted at all. This has been an issue facing our brothers and sisters at Roxbury C.C., who had been refused courses because the college could not find submitted transcripts and issuing institutions may no longer exist or otherwise be unable to fulfill the request because of war zones or the college/university being closed. The team was able to satisfactorily agree on language that has the College paying for updated transcripts and discussing alternatives, if any, to unavailable transcripts.

Article 6.03 The Team’s Professional Development proposal has been a sticky issue, as no two colleges provide the same opportunities for adjuncts and management wanted to respect the diversity of this federation without regularizing such a benefit. We were able to move forward with language that makes the process fair to adjuncts.

Article 2.07 DCE MACER was strengthened by increasing the number of required meetings to three each semester, with additional meetings scheduled by mutual agreement, and with both sides submitting agendas at least one week prior to any scheduled meeting. The President’s attendance at any meeting was included as discretionary. Management rejected all other aspects of the team’s proposal, including requiring that the College President attend at least one DCE MACER meeting each semester.

Future Bargaining Dates: We’ve agreed on dates to submit to the mediator, will the next meeting with management on Feb. 7, most likely at Middlesex C.C., to continue working through more proposals prior to mediation. See MCCC Website for all future bargaining/mediation dates: <https://mccc-union.org/2017/01/02/dce-bargaining-meetings/>

