



DCE Contract Agreement Reached

Message from DCE Bargaining Chair John McColgan

We have reached a Tentative Agreement (TA) with the Board of Higher Education for a new contract. To get this agreement, the team put in a lot of work on behalf of the DCE unit. I am very appreciative of the commitment of each and every person who served on this team. It makes me proud to be a part of this union, and I wish that all of you could have seen how hard they fought for all of you throughout this process. **We will continue to fight for pay parity, respect, and equitable benefits for adjuncts.**

All members will be able to vote on ratification. Here is a quick summary:

- **Raises totaling 6.14 % - Raises will be to all steps**
 - 1% raise effective 1/15/18 (retroactive)
 - 1% pay raise 9/1/18
 - 1.5% pay raise 1/15/19
 - 2% pay raise 1/15/20
 - 0.5% pay raise on 8/31/20
- **Rights and Benefits:**
 - First-ever Tuition Waiver (benefit) for the DCE Unit
 - First-ever Sick Leave for the DCE Unit, including an opportunity to buy back a portion of unused sick time upon retirement
 - Professional Development Opportunities funded by each college
 - Increase in the number of DCE MACER (labor-management committee) meetings where we can work on important issues such as job security
 - Domestic Violence Leave Provisions and stronger nondiscrimination language
 - Timely payment for all hourly and stipend work by DCE Unit Members.
 - Updated Language for Parental and Family Leave.
 - Cancellation notification: Management must speak with members (or leave voicemails if the member is not available) when a course is cancelled
- **Stopped Management Takebacks:**
 - **NO increased class size**
 - **NO Student Learning Outcomes**
 - **NO Student Evaluations Online**



May Day Action at the Board of Higher Education

Continued on reverse

Contract Term: We've extended our current contract through 9/30/18. The tentative agreement that members will vote on is for two consecutive contracts.

One contract is for 6/1/16 through 5/31/18

The second is from 6/1/18 through 8/31/20.

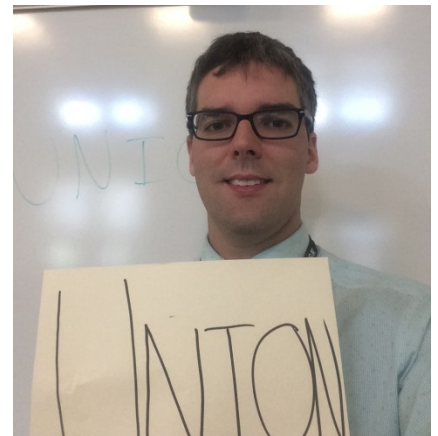
There will be a follow up announcement on informational meetings and the ratification vote.

We will continue to fight for pay parity, respect, and equitable benefits for adjuncts.

Immediate action needed on health care: The bill for adjunct health care, H 4153, is in the Ways and Means Committee at the Legislature. We ask each member to contact your legislators to support health care for adjuncts. We have fought for this for ten years, and need to keep the pressure on. There is more information about this on the union website.

Thank you to the team and all who took action—and we're not done yet!

This team has been in bargaining since October 2016, and in mediation since December 2017. It was not an easy process. Management had an offer of 0% raises on the table for a year and a half, claiming that the 4% negotiated in the previous contract should count towards our raises. Management claimed that they HAD to have Student Learning Outcomes, because NEASC required it. Members at Roxbury greeted the Governor at a ribbon-cutting ceremony with signs that said "NO Increased Class Size/Respect Our Students" and "Adjunct Faculty Are Worth More Than 0%". Activists greeted the College Presidents with leaflets at the Red Sox Community College Night game. Chapters did standouts, email-ins and many people told your stories at the legislature. All of it mattered, and we need to keep organizing to win what DCE faculty—and all MCCC members truly deserve.



We fought tooth and nail to get what we did, and we're going to keep organizing. To quote Margaret Wong "We are going to have a stronger union if we keep working on building membership."

We need all of your help to make this a reality.

In Solidarity,
John McColgan, MCCC DCE
Bargaining Chair

