



DCE Contract: Informational Meetings on Tentative Agreement

Message from DCE Bargaining Chair

We have reached a Tentative Agreement (TA) with the Board of Higher Education for a new contract for DCE. 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 the team fought for all of you throughout this process, which began in the Fall of 2016. Despite the hard work, we did not achieve everything our members deserve. We will continue to fight for living wages, respect and equitable benefits for everyone. I look forward to talking with you at the meetings listed on this flyer and at additional meetings and a Teletown Hall to be scheduled.

- John McColgan, Roxbury CC



**ALL community college staff who teach in DCE
are invited to an informational meeting** (see reverse for dates)

Summary of new contract provisions (will not be in effect until after ratification):

Raises totaling 6% – Raises will be to all steps

- 1% raise effective 1/15/18 (retroactive)
- 1% pay raise 9/1/18 (retroactive)
- 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, includes family members
- Sick Leave for the DCE Unit, includes an opportunity to cash out 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 non-discrimination language
- Timely payment for all hourly and stipend work by DCE Unit Members
- Updated language for parental and family leave and non-discrimination language
- 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

Contract Term: We've extended our current contract through 9/30/18 to continue your contract rights through ratification. We will be voting to ratify two separate agreements; both must be ratified in order for the new contract terms to go into effect.

- One contract is for 6/1/16 through 5/31/18
- The second is from 6/1/18 through 8/31/20

Chapter presidents have been notified of the schedule for visits by the bargaining team to each college and are arranging meeting rooms. Chapters have been invited to ask the DCE team to visit again after Labor Day. Additionally, in the first two weeks of September, a teleconference will be set up, as well as a listserv to which members may send questions. **Voting by mail on the Tentative Agreement (TA) will take place during the last two weeks in September.**

Contract Information Meeting for	will be held at
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(college)	(location/room)

on the date listed below

College		Date	Time
Roxbury CC	Building 3, Rm 450	8/27/18	9:30 – 10:30 a.m.
Bunker Hill CC	Classroom B218	8/27/18	11:30 a.m. – 12:30 p.m.
Mass Bay CC	Atrium, Wellesley Library	8/27/18	2 – 3 p.m.
Northern Essex CC	TBA	8/28/18	9:30 – 10:30 a.m.
North Shore CC - Danvers Campus	Berry Bldg, Room 103	8/28/18	11:30 a.m. – 12:30 p.m.
Middlesex CC - Bedford Campus	NA 290	8/28/18	2 – 3 p.m.
Cape Cod CC	Wilkens Room 115	8/29/18	9:30 – 10:30 a.m.
Bristol CC	Building H Rm 209	8/29/18	12:30 – 1:30 p.m.
Massasoit CC	TBA	8/29/18	3 – 4 p.m.
Berkshire CC	Melville Hall Room 317	8/30/18	9:30 – 10:30 a.m.
Greenfield CC	Stinchfield Lecture Hall	8/30/18	noon – 1 p.m.
Holyoke CC	Kittredge Center, Room 305	8/30/18	2 – 3 p.m.
Springfield Technical CC	Building 13, Rm 111	8/30/18	4 – 5 p.m.
Mount Wachusett CC	Multipurpose Room (Room 115)	8/31/18	9 – 10 a.m.
Quinsigamond CC	Admin Building, Room 107A	8/31/18	11 a.m. – noon

