



Union Proposes Pay Parity Salary Grid Nov 1 11/29 bargaining session: **WEAR RED!**

Quote of the month: "We understand you are seeking pay parity. We get this idea. We're intrigued, let's keep talking."
- Mike Murray, Management Spokesperson

The GOOD: The DCE Team arrived at Bristol in Fall River November 1 to a crowd of adjuncts and full-timers, one coming from as far away as Berkshire CC (thank you Paul!) They were holding signs and wearing buttons that said, "Equal Pay for Equal Work," and stayed for our meeting with management. The team appreciates your support!

Pay Parity Proposal:

The DCE team moved the pay parity proposal discussed in chapter meetings -- your chapter presidents have additional information that we hope you'll discuss on your campus. The proposal achieves equal pay for equal work through a salary schedule structured to be equivalent to the Day Unit's "salary grid". Adjunct faculty would have pay advancement, potentially through both seniority and academic achievement. The new union proposal backs out the percentage of time/salary that Day Unit faculty spend on contractual job duties (such as student advising and governance work), which is not required in the DCE contract.

Management was nearly pleasantly receptive to the concept of a grid that rewarded educational degrees and created more steps, but wouldn't commit to adoption until they have discussed the concept with the Presidents, and costed it out. On criteria for steps and movement, the spokesperson said "we may need to get creative". Mike Murray warned that it was a long, logistically difficult process to reach agreement on the Day salary grid: "Our committee is not opposed but we don't see it happening overnight. If the Presidents green-light this, it will require hard work and innovations. We're intrigued, let's keep talking." Management said in order to reach agreement about restructuring pay that we'd need to agree on the global amount of money available to invest, "as was done with the Day unit".

The bad: Management continues to say that there is little money in the state budget and that the Governor's office has set parameters for increases that bind the DCE bargaining. We continue to remind them that our DCE revenue comes from our earnings for the courses we teach—not from the MA budget!

The UGLY: Management is sticking to their monetary proposal of 0% in 2018, and 1 % in 2019, with our January 2017 raise of 4% from the last negotiations ("rollover" or "out" year) to be counted as the "first year" of this contract! It could get very ugly!

Current Proposal Movement:

- **Sick Leave:** We are near agreement on Sick Leave, with some movement from management beyond what is required by law. The current offer includes a total accrual of 55 hours of sick leave, with 20% of the accrued leave payable to the employee upon retirement/termination. In their last proposal, sick leave accrues at 1.9828 per credit hour, .05 for non-credit, and a sickening .06 per lab credit. Our sticking points remain irksome: lab hours, of course, and the way sick leave is utilized. The Union position is that you might be out sick and miss a classroom day, but still do the prep work for the class, so that should not be "charged" to sick leave.

- Tuition Waiver: While the proposal does not match the Day Contract, there has been some movement in the right direction. Tuition waivers would cover the employee and dependent, but only a maximum of 4 credits at the college(s) where we teach.

OUR MESSAGE: We represent you at the table, but your voices must be heard if we are to win our pay to parity. Management points to the state budget, but our pay by statute has nothing to do with the state budget; it has everything to do with our college presidents. Contact them; let them know how you feel about the pay disparity when you teach at night for half-pay even though the students pay the same in fees and tuition. Fill out the COUNT ON ME – ALL IN cards, our “story card” letters to Presidents and to the legislature on H.639, and get the word out! Talk with union members, students and the community to let everyone know that the current situation is unacceptable.

ACTIONS: 11/29 for bargaining, and every Wednesday, WEAR RED!

Standout at North Shore Danvers in support of the Bargaining Team! (check website for time and location)

12/1 starts the count-down to contract expiration on 12/31/17. Post photos of support on your social media with #EqualPay4EqualWork or email to the DCE Support team and we'll post.

12/12: Board of Higher Education meets at Mass Bay, there will be an action statewide.

- Next bargaining dates: 12/18 and or 12/21.



Together in Solidarity: MCCC-DCE is not the only union to face these insultingly low proposals from the state. Members in the state colleges have been working without a contract for almost a year, and took their issues to the Board of Higher Ed in a Halloween info picket action. We are working ALL IN across the state to pressure the Baker administration and our college Presidents. Please email for a FAQ about our salary proposal and tips on how to talk with your college President.