



News from DCE Contract Campaign

The DCE union bargaining team on 5/23/18 responded to management's last economic offer with a "package proposal", including pay and job security proposals.

John McColgan, bargaining chair summarized the session : "While we are committed to pay parity for DCE members, with the help of the mediator, we proposed an economic proposal that came down on our salary demands, but loaded more money into steps and faster

movement through steps (less time/fewer courses to reach the next step). A 'package' basically means we as a team are saying this is what it would take to settle the contract, rather than resolve one issue at a time as we have been doing. We are saying to management that they need to respect our demands for pay advancement AND job security."

The union proposed two new steps in the DCE salary schedule, a mechanism to allow wages to rise beyond any across-the-board raises. The union proposed across-the-board raises of 3% for each of three years to all steps.

"We believe creating higher salary expectations are especially important for those who make a career as an adjunct. Our proposal rewards seniority and years of service, but we still need a strong union to protect our livelihoods and to advocate for additional changes needed for true recognition of the important work done by DCE faculty," commented MCCC President Margaret Wong.

BHE management said they need to take this package to the full Council of Presidents for consideration, and so the mediator suggested cancelling the scheduled 5/30 session. The parties next meet in mediation on 6/14.

Highlights of union's proposal on steps:

- Step 3: Employees are moved to this step upon teaching the 10th course, not the 11th course.
- Step 4: Employees are moved to this step after 6 years, not 8 years.
- Step 5: Add a **new Step 5** to which employees are moved after 9 years. This pay step is 6.5% greater than Step 4.
- Step 6: Add a **new Step 6** to which employees are moved after 12 years. This pay step is 6.5% greater than Step 5.

Support For DCE at QCC Commencement

We were proud to have a shout-out to the "faculty, **adjunct faculty** and staff" from U.S. Senator Elizabeth Warren in her keynote at Quinsigamond's Commencement. "That is the first time adjunct faculty have been acknowledged at Commencement," commented President Margaret Wong, who was joined by VP Rosemarie Freeland, chapter President Sue McPherson and VP Beth Fullerton, and activists in leafletting the students, families and guests at Commencement.

"We had a message of congratulations for our students, and promised them we will continue to advocate through our union for fair funding for community colleges," added Linda Grochowalski, DCE bargaining team member and newly elected DCE Representative.

Warren also spoke about securing a debt-free future for students, and the vital role played by community colleges.

Support Your Union Bargaining Team! Wear red on 6/14, and see reverse for action to win health care for all adjuncts!



Winning Health Care for ALL Public Higher Ed Adjuncts: H. 4153 needs a final push!

The [bill to provide health care for adjunct faculty](#) was reported favorably out of Committee, and is now in Ways and Means as the House and Senate work on the budget. Statewide support has made a huge difference in moving legislators over the past year, and we are determined to win!

The bill provides health care through GIC for faculty who teach at least 2 (three credit) courses per semester or 4 (3 credit) courses in a year. It will be funded by the state, not the individual college. The authors and 106 co-sponsors of the bill understand that it is crucial to give adjuncts credit for teaching at multiple colleges. For MCCC members who teach at 5 or 6 colleges, their employment at each public college in MA will count towards eligibility. This has been a long-time coming, as MCCC and MTA have been advocating, bargaining, suing, and fighting for health care for more than a decade. Higher ed union members represented by Massachusetts State College Association, the adjuncts at UMass Lowell (UAW members), and our allies in PHENOM and Massachusetts Education Justice Alliance (MEJA) have all been engaged in grassroots lobbying.

Please contact your Representative asking for support of the bill, and ask her/him to speak to the Chair of the Ways and Means Committee, and House leadership. The best letters are individual (to your Representative only, not a “laundry list” of legislators, and personal (your own reason for needing or supporting health care benefits for adjuncts). [Find your legislator by clicking here](#) or visit the legislature’s home page at malegislature.gov

Additional information from DCE bargaining

Job security proposals on the table include:

- Revising re-appointment provisions to make them more fair, and standardized across colleges
- Defining the “hours of work”, and length of the appointment contract
- Posting of vacancies and preferential hiring for existing MCCC members (before hiring additional adjuncts)
 - This is important to try to secure 2 or more courses, secure benefit eligibility, and get back on the path to more fulltime faculty positions

Agreements already reached on single topics include:

- Paid sick leave
- Tuition benefits
- Fair professional development opportunities
- Stronger, more effective MACERs (labor-management committees that help resolve issues)

Sticking to the Union: This year, union members have been reaching out to our membership to build a stronger organization, in order to win on our issues and to advocate for quality, affordable public higher education. To [find out more about union membership](#) and member-only benefits, please visit the MCCC-union.org website and see the [Spring Newsletter online](#) !

News of the Supreme Court decision on *Janus* is expected any Monday now. Members are encouraged to take a selfie at work, holding a sign that says “**UNION**”, as in the movie *Norma Rae*. Please post on social media on Janus decision day to show that YOU are sticking to the union! “Janus Scholarships” are available to the [MTA Summer Conference](#), to learn how to build a stronger union. Sessions include Higher Ed Tuesday, Early College (HQCCP), GIC accountability & Health Care For All, contract rights and building power at work, issue organizing for professional and ESP staff, professional development and much more. Scholarships are going fast, so register today!