

# **DCE Tentative Agreement**

## **Frequently Asked Questions (FAQ)**

**This Tentative Agreement (TA) is really two separate contracts. Are they recommended by the DCE bargaining team?**

It is the unanimous opinion of the appointed members of your bargaining team that we should ratify this contract.

**Were all MCCC constituencies who teach in DCE represented on the DCE Team?**

The dedicated members of the DCE Team represented the diversity of MCCC members (full time and part time faculty and professional staff) teaching in DCE.

**Did the team do all they could to get us the best contract?**

The team bargained ferociously for 22 months and fought for every word in that agreement. They squeezed every drop out of management's lemon. We do not believe anyone could get any more.

**Is it possible at this time to get more if the team went back for further bargaining?**

Where we have obtained the wage pattern that is universal throughout the state college systems (and obtained a little extra in tuition reimbursement and other benefits), we cannot expect to change or improve the package with any further bargaining. In fact, there could be a loss.

**Is there a Full DCE TA contract (rather than a simplified version) that members could view?**

Go here to see the full DCE tentative agreements:

<https://mcccunion.org/2018/07/21/dce-bargaining-team/>

**What can we do now to set the table for pay parity next time?**

- Pay parity is a big ask. To get it, we're going to need help from our friends in other unions. We're much more likely to get help if we help others. So we're also asking members to find locals in their area to help out now. An example that immediately comes to mind are the National Grid workers who are still locked out. We'd like members to stand with them in solidarity wearing their Red MCCC shirts and build relationships. That way, we have friends to help us next time.
- If you have other ideas, pass them along to your statewide or chapter leadership.

**I just got a contract for a fully enrolled, 3 credit course. I am on Step 4. It reflects the same number as Spring 2017 (\$3864.00). Is this correct or should there be retroactive pay?**

The TA has not been ratified yet so it is not in effect. If it is ratified, you will be receiving retro pay for the time that has passed this semester. Additionally, you will receive retro pay for any classes taught under the DCE contract in the Spring and Summer semesters. Also, future pay checks after the ratification will increase as well.

**My son is starting this fall at the Community College where I work. I just paid for this semester. How does the tuition benefit work for us?**

The new benefit won't be available until the spring semester if the proposed contract is ratified by a vote of those teaching in DCE. Once it is in place, the benefit is four (4) credits for a dependent child under the age of 25 (or yourself or spouse).

**May I have more details about the new tuition benefit for adjuncts and their families?**

Below is the new language about the tuition waiver benefit, which will go into effect the first semester after ratification.

- Two (2) weeks before the start of a semester, an eligible unit member or spouse and/or dependent child/children, including any adopted or stepchild or children of any unit member, who has not already enrolled in such course, may enroll in any open and available credit course(s) at the community college without any payment of any tuition and at a fifty (50%) discount of the College's general course fees except that no unit member's dependent child beyond the age of twenty-five (25) shall be eligible for tuition waiver benefits. No more than four (4) credits per semester may be approved for the tuition waiver provided by this Article. Any additional fees specific to applicable courses shall not be waived or discounted. Eligible unit members, their spouse or dependent children are responsible for all other educational costs including books and supplies.
- For the purposes of this section, the term "eligible unit member" shall mean any unit member who has taught at that specific Community College for at least the past six (6) continuous fiscal years, has accrued seniority rights under Article 10.02 and who is an active employee currently teaching at their College at the time they or their spouse or child/children seek a tuition waiver under this section. Any unit member who ceases active employment with the College shall not be considered eligible. The term "semester" shall mean the Fall semester and the Spring semester (including winter session).
- Tuition Waivers/remissions are not transferrable.
- An eligible unit member, their spouse or dependent children must meet all admission standards for a desired course. Admission to any course is on a space available basis. Each College reserves the right to cancel any course in which a minimum number of full-tuition paying students, as determined by the College in its sole discretion, have not enrolled.

- In the case of a spouse or dependent child of an eligible unit member of a College who resigns or ends active employment with the College, such spouse or dependent child who has begun a course prior to the unit member's resignation or end of active employment may complete the course.
- The College's President or his/her designee shall have the sole authority to resolve any dispute concerning the interpretation and application of this Article. No dispute or claim of benefits under this Article shall be the subject of a grievance or arbitration procedure.

**What is the ratification voting procedure?**

Ballots will be arriving in unit members' mail boxes as early as October 24. If you have not received a ballot by October 31, email the MCCC at [office@mccc-union.org](mailto:office@mccc-union.org). Ballots are due back at the MCCC office by 4:00 p.m. on November 8, 2018.

**Who may vote on this TA?**

All employees in the DCE bargaining unit are eligible to vote, regardless of their membership status.

**Who will be counting the ballots?**

The counting of ballots is open to all union members, Day and DCE. Chapter presidents will be asked to send out a call for volunteers to help with the ballot count. Send an email to [presmwong@mccc-union.org](mailto:presmwong@mccc-union.org) or your chapter president if you wish to volunteer to help with the ballot count.

**Where and when will the ballot count take place?**

The ballot count will start at 4:01 P.M. at the MCCC office on 27 Mechanic Street in Worcester, MA.

**What should I do if I do not receive the voting packet mailing by October 31, 2018?**

Send an email to [office@mccc-union.org](mailto:office@mccc-union.org) to request a replacement ballot. The request for a replacement ballot must be in writing and must include your full name and mailing address.

**How will new and/or replacement materials be sent so as to meet the 4 p.m. November 8 voting deadline?**

The replacement ballot will be sent via USPS first class mail.