

*Students deserve well-resourced public colleges
Educators deserve #EqualPay4EqualWork*

SUPPORT H. 639, AN ACT INVESTING IN PUBLIC HIGHER EDUCATION

“We are paid poverty wages to do very important work,” Michele Nash, an adjunct professor at Springfield Technical Community College, told a panel of state lawmakers, urging them to support legislation that would also offer more protections for part-time public and private university professors.

—Boston Globe, June 29, 2017

“Effectively, we have outsourced the education of almost 200,000 public college students in our state to contractors who don’t have access to much-needed resources and who are longing for one of the few full-time, tenure-track positions at one of their schools. Many of these teachers take on as many as six courses a semester across two or three campuses, crisscrossing the state just to eke out a meager salary with few or no benefits.”

—PHENOM Executive Director Zac Bears, WBUR Edify column, June 30, 2017

Doctoral student Kenneth Farineny said students feel the effect in the level of time faculty is able to allocate to them — something depleted when instructors need to leave after class to travel to another teaching engagement. Full-time positions facilitate relationship-building with faculty and let instructors better focus on students by eliminating distractors such as worries about making rent, students said.

—Bay State Banner, July 5, 2017

See full stories on the support for legislation to invest in public higher education at
massteacher.org/highered



www.mccc-union.org



www.massteacher.org

Current status of DCE bargaining: 10/18/17

The DCE contract campaign's theme is "Equal Pay for Equal Work", emphasized at each negotiation session with the Employer. The bargaining team has been in negotiations for more than a year for a successor agreement. Our current contract expires 12/31/17.

An economic offer from the Employer was finally put on the table 10/18/17.

- 4% Year 1 (already received 1/2017)
- 0% Year 2
- 1% Year 3
- Term of Agreement 6/1/2016 – 5/31/19
 - THE UNION TEAM HAS NOT RESPONDED TO THIS*

Management spokesperson Mike Murray said BHE is making this across-the-board offer: "In accord with financial parameters from Governor Baker", saying it is the same offer other units are receiving. "We have declining enrollments and are self-funded. 5% over three years is no worse than any state employee union has seen."

The Union team objected that "this in no way recognizes our needs and proposals" for equity.

Murray responded: "I understand your desire for parity, but progress has to be made incrementally."

Union bargaining strategy:

- **Union's Wage "Counter Proposal":** we intend to propose a salary schedule which, like the Day "grid", would invest in a salary schedule that would recognize advancement, as a path to parity.
 - **Our current proposals add a Senior Adjunct rank**
 - **Our current proposals add steps to the existing contract language**
 - The Union will submit separate language proposals for health care and pension (these costs were rolled into the Union's initial proposals in 2016)
- **The Union team will present a "package" on job security/respect issues:**
 - Senior Adjunct with qualifications (UMB has 5 ranks)
 - Arbitrability of 10.03, Explicit language on no cap
 - More security on 2nd course
 - Path to "half time" (benefit eligible) status
 - Looking at other model language from UMB Non-tenure track faculty CBA
 - Compensation and consistency on underenrollment/cancellation
- **Benefits: on these issues we are close to agreement**
 - Tuition waiver: We are close on a first-ever tuition benefit for DCE
 - Sick leave: we are close to agreement on long-overdue sick leave
 - Professional development fund: funding on table, but some disagreement on what constitutes PD

How do we win a fair contract? We need both DCE and Day unit members of MCCC to show support for the contract campaign- please see your bargaining support team member or field rep for a "Count on Me" card to say what you are willing and able to do to support a fair contract. We also want to ask our College Presidents support for justice for adjuncts. (See the MCCC website for other contract updates).

***Next session: 11/1 at QCC, watch for announcements about how to show support**