



January 6, 2020

## **Greetings DCE Faculty!**

We hope you are enjoying your winter break and are getting some needed down time before gearing up for the spring semester.

### DCE REJECTS MANAGEMENT'S REQUEST OF A ONE-YEAR CONTRACT AT 0%

The DCE Team met with Management three times during December, with the team being ready to present a starting set of asks at the first meeting. Management requested that, in light of Covid-19, MCCC consider a one-year contract at zero (no raise) through August 31, 2021.

The DCE team offered to consider such a contract if, in lieu of a raise, Management would agree to significant language improvements regarding sick time, the process of course assignments, and better overall contractual grievability, along with some other housekeeping items. Management, however, simply wanted a status quo. This would be unacceptable in any year but is especially insulting given how our DCE members have gone above and beyond their normal dedicated efforts to serve our students and the college during the pandemic. Other higher ed units have agreed to a one year contract, but we are not following suit because we believe MCCC is on a different path and has addressed Covid-19 issues as part of impact bargaining, which other higher ed locals had engaged in as part of a one-year contract agreement.

The DCE Team met with Management yesterday (Tuesday, January 5) to finalize ground rules for bargaining the new contract.

### STATEWIDE ZOOM MEETING

In our last update, our team mentioned that we had hoped to hold another statewide Zoom meeting in December. We held off on scheduling that because of Management's proposal regarding a one-year contract, as we needed to conclude consideration of that first. The DCE will be looking at our schedule to decide on when we can set up a meeting (or two) for DCE members this spring, and we will update you when we firm that up.

As always, you may email us at [dceteam@mccc-union.org](mailto:dceteam@mccc-union.org) with any thoughts or questions.

### ***In Solidarity, The DCE Negotiations Team***

DeAnna Putnam (Chair - BHCC and MiCC), Gail Guarino (Vice Chair – CCCC), Laura Schlegel (Co-Secretary - HCC), Swan Gates (Co-Secretary - CCCC), and George Medelinskas (Contract Action Team Liaison - NECC), with President Margaret Wong and Vice President Rosemarie Freeland, *ex-officio*