



May 21, 2025

Greetings DCE Faculty!

We hope your spring semester went well as it is now winding down with final exams and final grades to be submitted. This is a summary update at the end of the semester, with more to follow during the summer, so DCE members should be checking their email intermittently for such updates, even if you are not teaching during a summer session.

MANAGEMENT'S TWO-YEAR PROPOSAL IN THREE ACTS

The DCE Negotiations Team has finally been presented with a two-year offer from Management. We can tell you up front that members would never ratify this proposal, and that the proposal is nonsensical in the face of Mass Educate and the demand of fulfilling the promise of free community college. The proposal also contradicts claims made by any of the college presidents who have said they support our legislative fight for realistic and necessary fair wages.

If your own college president has spoken in support of better wages and working conditions for DCE, ask your president (ideally at a Board of Trustees meeting) why DCE was asked to accept what ultimately results in a drastic pay cut, rather than increased wages (details below), especially in the era of Mass Educate.

Here is how it all went down...

ACT I

Back in mid-March Management asked us if we would be willing to agree to a two-year CBA to align DCE# with the expiration of a Day Unit one-year CBA. We said we would need an actual proposal with details to consider it. Management said they would have an update in two weeks, but then went MIA and never showed for a planned check-in on March 31. Yes, that is right, they stood us up. Management then continued to not respond to requests for their promised proposal and also refused to meet at all, until finally on May 5, promising they would present their two-year proposal.

Management then attempted to pull something new by placing two conditions on a May 5 meeting, both of which violated 150E. Management listed by name which members from MCCC were allowed to be in the meeting (Management is not allowed to tell us who is or is not allowed to represent the DCE Unit in bargaining, as this is an internal union decision). Management's second condition was that May 5 would be the final

deadline for all new proposals (ironic, since Management had yet to put forth a single proposal at all). This is not a deadline that Management has any unilateral right to set. So, MCCC immediately filed two Unfair Labor Practice charges against Management, and we informed them we would plan to meet on May 5, but we did not agree to their terms as we know our rights under 150E.

ACT II

On May 5 we did meet, but rather than presenting their two-year proposal, Management asked us to agree to mediation. Since we were not at impasse over anything regarding a new CBA, as Management had not yet proposed anything, and as Management had not yet responded to any of our several proposals already across the table, what they were trying to accomplish made no sense. It seemed the only thing they wanted to mediate over was Ground Rules, which they were suddenly insistent on again, despite that in their proposing a two-year CBA, Ground Rules were no longer mentioned as a show stopper for them.

The DCE Team met the next day (just us) and agreed upon a Ground Rules proposal that protected our interests, but that Management would have no reasonable standing to reject. We sent them the Ground Rules in advance and told them we expected their two-year proposal.

ACT III

The DCE Team met with Management next on May 12, and we did indeed get their two-year proposal, the details of which are both insulting and harmful to members.

For starters, 1) Management wants to drastically cut pay (down to zero for many) for any Distance Education adaptation, and 2) for the first time Management is not even offering the Governor's parameters (the DCE Unit is not subject to parameters, but we have never been offered less than, as we have this time, and this means that DCE is being offered less of a percentage raise than Day).

With regard to Distance Ed payments, this would take thousands of dollars out of DCE members' pockets. And this is after we have never received a raise on Distance Ed payments since the Distance Ed Agreement was established some 20 years ago (so Management already has been getting a steal compared to what other colleges pay), and also on top of various community colleges violating it to the tune of hundreds of thousands of dollars won via arbitration decisions (and that at least one college is dragging its feet on paying money going back to 2021).

The DCE Team will meet next (just us) on June 3 after the end of the semester to review Management's proposal in detail and to discuss our response.

SILENT REPRESENTATIVES

We thank those silent representatives who joined us both on May 5 and May 12. Our silent representatives have been very helpful during internal caucuses (which occur during bargaining meetings), in terms of offering feedback and providing detailed relevant information about what members are experiencing at various colleges.

There will be more opportunities to attend bargaining over the summer, so sign up here:

<https://docs.google.com/forms/d/1uNa2baA9WEZpPWzQw5bmaKOnXD7lwQBw9uvprbuVsCQ>

CONTRACT TIP(S)

If you were assigned DCE classes for the summer that ended up getting cancelled or your workload has diminished, you might be eligible for unemployment, if any income you are collecting does not exceed what you are allowed to earn with what your calculated unemployment benefit would be.

As always you may reach the team via email at dceteam@mccc-union.org.

In Solidarity,

The DCE Negotiations Team

DeAnna Putnam (Chair - BHCC and MiCC), Laura Schlegel (Vice Chair and Secretary - STCC), Mark Bashour (Vice Secretary – QCC), Gail Guarino (CCCC), Phyllis Keenan (GCC), David Lanoie (GCC) with President Claudine Barnes and Vice President Joe Nardoni, *ex-officio*.