



January 28, 2025

Greetings DCE Faculty!

We hope your New Year and the spring semester are off to a good start. We also hope you will have time to join us as silent representatives at our next bargaining session with Management via Zoom from 3-5 p.m. next Monday, February 3. Click on the following link to sign up:

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

We thank those silent representatives who joined us at our January 7 meeting. MTA President Max Page and Vice President Deb McCarthy joined as well and have expressed interest in joining future bargaining sessions.

DCE UNIT WITHOUT A CONTRACT FOR FIVE MONTHS

In our last update (dated December 20), we explained that Management has refused to agree to an extension of the DCE contract during successor bargaining for the first time in the history of the community colleges. The DCE Unit has now been working without a contract for five months, as the contract expired on August 31, 2024.

We also noted in our last update that while MCCC has put forth several proposals, Management has put nothing forward and has not yet responded to any of our proposals, despite our having been meeting with them since the fall.

On January 7, Management tried to refuse to bargain in front of the silent reps, but they backed down when we held firm on our silent reps remaining present during the meeting.

STILL STUCK ON GROUND RULES

Management continued to focus on Ground Rules on January 7, with no responses to proposals and no proposals of their own.

Ground Rules cover things such as who pays for lunch if we meet in person and protocols for communication between the teams. In the past, Ground Rules usually were agreed upon pretty quickly so we all could get into actual bargaining.

MCCC put forth our counter to Ground Rules quite some time back, and our version includes an extension of the DCE contract while we bargain. We told Management that our most recent Ground Rules counter including this contract extension is our last offer, and that we really don't feel that Ground Rules are necessary, so we would be fine without them. Especially as they are refusing to extend out contract.

It soon might be time for union action on campus, so keep an eye out for any possible communications through chapter leadership about this.

EARLY COLLEGE/DUAL ENROLLMENT PROPOSAL

The DCE Team put forth a proposal regarding Early College. Our proposal is nearly identical to what the Day Team has put across, edited to apply for DCE faculty. The DCE contract currently has language pertaining to working at "Offsite Facilities". This covers some practical issues affecting working conditions at high schools and elsewhere. Our new language gets into much more detail about the following:

- Preserving the academic integrity of Early College and Dual Enrollment;
- Protecting the contractual rights of DCE faculty who teach these courses;
- Assuring that Early College courses shall be taught voluntarily;
- Confirming that Management must include MCCC in negotiating and decision making regarding Early College agreements.

The DCE Team and our silent representatives had a very good conversation regarding Early College while we caucused (meaning, MCCC and Management broke separately to meet with our respective teams during the bargaining session). Max Page and Deb McCarthy were especially interested in our proposal. Early College and Dual Enrollment is a K-12 matter as well as a community college matter.

Early College and Dual Enrollment, when done well, can greatly benefit high schoolers and put them in a stronger position toward obtaining a college degree. When done poorly, it serves as a means for public high schools to reduce full-time teachers and staff and push off the work of teaching high school to low-paid and unbenefited adjunct faculty.

CONTRACT TIP(S)

As this is the beginning of the new semester, we have a couple of contract tips that DCE faculty should make note of.

First, if you were assigned DCE classes for the spring 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.

Second, we have had numerous questions about how deans might be required to award additional classes after DCE faculty already have been assigned course sections. Because of increased enrollment, a number of colleges are adding classes because existing classes are filling up. After DCE faculty with reappointments rights

have been assigned a first class according to seniority and their availability, and after DCE faculty who have rights to a second class have been assigned their second course section, deans are allowed to award classes at their discretion. Note: The DCE Team has a proposal about strengthening the assignment of a subsequent course section.

Many deans are choosing to award additional classes on a first-response basis to a blast email sent to a department and/or by doing an additional pass through the seniority list as best they can with DCE availability. If you are looking at possibly getting an additional class, we recommend that you check your email regularly for such announcements or pro-actively let your dean know you might be interested in any additional open classes.

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 Vice President Joe Nardoni, *ex-officio*.