



November 6, 2024

Greetings DCE Faculty!

In our last update (dated October 1), we explained back-and-forth negotiations going on with Management over the possibility of a one-year-contract before bargaining a traditional three-year contract. Management has subsequently rejected our counter, buckling down on an offer that only includes a 3.5% raise in January 2025 and an Evergreen Clause. An Evergreen Clause would mean that upon expiration with bargaining commencing, the contract would automatically be extended until ratification of a new contract. Without an Evergreen Clause (a.k.a. a Holdover Clause), we have to agree upon and sign a Memorandum of Agreement (MOA) to extend until a certain date (and often more than one during bargaining). As a result, we informed Management that we should meet to commence negotiating a three-year contract, because their one-year proposal offered no real benefit to our members other than the Evergreen Clause.

Bargaining for Three-Year Contract Commences with Management's Bad Attitude

During our first meeting on Tuesday, October 29, Management made it very clear that previous claims on their side of wanting to improve relations between our sides and theirs, especially when it comes to bargain, were bogus.

This came to a head quickly when Management for the first time ever in our bargaining history (over years) refused to extend the DCE contract during negotiations (done via an above MOA as mentioned above), in what was a clear retaliatory gesture because we would not agree to their terrible one-year-offer. This was an attempt to make parts of the contract unenforceable.

For context, we have been asking for an extension for months, especially given that it was agreed upon that Day bargaining would commence immediately because of funding issues to be approved through the legislative process, which is not at issue with DCE. MCCC's cooperation regarding this meant that the DCE contract would expire quickly, as it was only a one-year CBA through August 31, 2024. We had repeatedly spoken to Management about getting an extension early on, which has been repeatedly ignored.

Management further claimed that by punishing us in withholding an extension, this would be incentive for bargaining to finish quickly – literally calling it “leverage.” This is disingenuous, because MCCC always comes to the table prepared to bargain, while historically Management has chronically shown up to meetings unprepared. Right now, MCCC already has proposals to put forward, and we refuse to be bullied.

What DCE Faculty Can Do

Now is the time to volunteer for the DCE Contract Action Team (CAT) if your local college chapter does not have a representative, or to volunteer to assist your local CAT representative if one already has been appointed. Reach out to your chapter president and vice president or director to let them know you are interested in working with the chapter on actions in support of fighting for a good and fair DCE contract.

Also, in the future we plan to have silent representatives during bargaining sessions. If you would like to see Management act badly in real time, please consider joining us, and email to let us know you would be interested. Bring popcorn.

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*.