



December 20, 2024

Greetings DCE Faculty!

In our last update (dated November 5), we explained that Management had refused to agree to an extension of the DCE contract during successor bargaining for the first time in the history of the community colleges.

Management claimed that refusing to sign an extension would give them leverage and would “speed up bargaining”. Our position that this decision instead is pure retaliation for MCCC declining to agree to a bad financial offer for a one-year contract with no language changes except an Evergreen Clause (i.e. a Holdover Clause) has proven true, with MCCC speeding up bargaining by already having put eight proposals across the table, while Management has not put any proposals across the table, nor has Management responded to our proposals.

Since Management wanted bargaining sped up, MCCC in good faith speedily put across proposals. Meanwhile, Management isn’t even moving at a snail’s pace, because a snail at least first has to stick its head out of its shell to start moving.

For this entire fall semester, all Management has done is obsess about ground rules for bargaining, with a particular focus on not wanting silent representatives (members such as yourself) to attend and observe negotiations.

Imagine being assigned a course for the fall semester and never actually teaching the class, just spending the entire semester editing your syllabus until it’s Finals Week, and your syllabus is still not ready. That’s basically what we are dealing with.

MCCC’s Proposals

Our proposals so far include, most importantly, the largest salary increase ever put forward during the life of the DCE contract. The raises are accomplished primarily through the Steps, resulting in a 76% increase over three years. Hourly pay involves a 66% increase over three years. Our financial numbers were calculated to be comparable to the Day Team’s financial asks. The DCE and Day Teams have compared our/their financial asks.

MCCC is making a big push for salary increases for all of our faculty and professional staff that would bring us to what would be fair pay in light of the cost of living in Massachusetts, as we are far behind other comparable states (i.e. California pays 70% more, New York pays 50% more, and the other five New England states are, in

aggregate, are 30% more). MCCC is making this push both with legislators and at the bargaining table, especially in light of Mass Educate and the resulting dramatic increase in student enrollment, which means a heavy increase in workload for all faculty and professional staff.

In addition to our monetary proposals, MCCC has put forth language to greatly improve our DCE grievance procedure, the awarding of a second course section, and notification of open Day Unit positions.

What DCE Faculty Can Do

We specifically are looking for silent representatives who can be available to observe on Zoom from 3-5 p.m. on Tuesday, January 7. If you are interested and available to observe DCE bargaining on that day, please sign up here via this link: <https://docs.google.com/forms/d/1Jlifixu-rurDlBaTAx9uvrDP2wOD0fCXpws-JlaLclehg>

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

We hope you enjoy your holiday break.

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*.