



October 2, 2024

Greetings DCE Faculty!

We hope the fall semester is going well for you, and thank you for all you do to serve our community college students across the state.

Management's One Year Contract Offer (2024-2025)

The DCE Negotiations Team has been working steadily toward sitting down with Management to bargain a three-year contract after our most recent one-year contract (2023-2024 with an 8% increase in salary). The Team had a meet-and-greet with Management's Team over the summer, and both sides planned to start bargaining in September.

Then, as the fall semester drew closer, Management came to us with an offer for a new one-year-only contract, rather than a traditional three-year contract.

Management's offer included only 3% for January 2025. Additionally, they offered an Evergreen Clause, also known as a Holdover clause, which would guarantee all contractual provisions to remain in effect if a contract expires while we are negotiating a subsequent contract.

For perspective, during our last two contracts, MCCC made some sizeable financial gains for DCE faculty. For 2020-2023, DCE experienced a salary bump per Step. And then we had the total 8% jump this past year. But, we still have necessary gains to pursue, as community college faculty in Massachusetts remain notably underpaid in terms of our cost of living here in this state.

So, in light of this, the DCE Team told Management that a 3% offer with no beneficial language changes aside from the Evergreen clause simply would not be worthwhile for MCCC members. We requested that Management go back and consider what more they could offer to make another one-year contract be worthwhile.

When Management came back, the financial offer only increased to 3.5%, and there were no additional language offers.

A mere additional .5% in January still was not nearly enough to entice MCCC to agree to a one-year offer.

MCCC's Counter Proposal

As our contract expired on August 31, and also given the fact that a short-term contract could be beneficial if the terms are worthwhile, MCCC submitted a counter-proposal with the following items:

- The duration would run 10 months instead of 12 months, to line up the DCE contract with the Day contract, as there are benefits to having both Units on the same cycle.
- Salary increases for all Steps, labs, and hourly-rate DCE faculty would include 2% retroactive to September and 4% starting January.
- An Evergreen Clause (as described previously).
- New language that improves upon existing language detailing the awarding of a second DCE course section assignment.
- An agreement that Management and MCCC would immediately commence successor bargaining for a three year contract (July 1, 2025 through June 30, 2028).

MCCC submitted this counter-proposal on September 13. We are still waiting to hear back from Management. As we wait for their response, the DCE Negotiations Team continues to work on proposals for a traditional three-year contract.

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*.