



December 5, 2025

Greetings DCE Faculty!

This update is to inform you that the DCE Negotiating Team reached a verbal Tentative Agreement (TA) for a two-year contract last Tuesday, November 25.

What Happens Next

A written TA is being drafted for review and to be signed by the parties. Once we have this all set, the Board of Directors will review the TA for endorsement. Then MCCC will set a timeline for the ratification vote. The TA must be ratified by members before it can go into effect.

This new DC contract will run retroactively from September 1, 2024 through August 31, 2026.

Raises meet the Governor's parameters for this two-year period: Spring 2025: 3.5% ; Fall 2025: 2.25% ; Spring 2026: 2.25%

MCCC won an Evergreen clause for the DCE contract so there is an automatic extension if the contract expires during bargaining.

Management offered a faster path from Step 3 to Step 4, which is part of the new TA. Up until now, it has taken longer to get from Step 3 to Step 4 than from Step 1 to Step 2, or Step 2 to Step 3.

MCCC successfully pushed back on increased workload including mandatory increased use of Learning Management Systems and language that could infringe upon Academic Freedom, while agreeing to some clarifying language that is not problematic.

This contract took approximately 14 months to bargain; typically over the past decade, the DCE contract has taken 24 months to bargain. Having a two-year contract rather than a standard three-year contract does mean we will be bargaining again very soon, but this lines us up with the expiration of the Day contract, which MCCC believes could be helpful for the next round of bargaining as well as with our legislative efforts to improve salaries and working conditions for all MCCC members, especially in light of Mass Educate.

SILENT REPRESENTATIVES

We thank those silent representatives who have joined us throughout bargaining. Their dedicated involvement has been phenomenal. It has been wonderful to have so many members get to watch bargaining directly in real time as well as engage in actions pushing for better terms than Management had been offering.

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*.