



Impact Bargaining Update No. 2

The MCCC DCE Bargaining Team met with the Board of Higher Education (BHE) negotiators on August 24, 2016, to continue negotiating the potential impact of a provision of the recent Day contract settlement that allows colleges to assign courses to Day unit faculty starting at 4:00 to 5:00 pm. The DCE team presented a proposal that included the following elements:

- A requirement that a college furnish evidence of any need to assign a course with a starting time from 4:00-5:00 pm to a Day unit faculty;
- Assignment of an alternate course to any DCE member who loses a course section as a result of an assignment to a Day unit faculty;
- Payment to any DCE member the amount that he/she would have received in the event a substitute course is not assigned;
- Provide an alternate assignment option of up to 90 hours of work, by mutual agreement with their dean, in the event a college does not assign a substitute course to an affected DCE member;
- Seniority would accrue as if a course were taught.

The (BHE) negotiators responded with an offer that:

- Maintains current contract language that includes seniority (reappointment rights) for any DCE member who has a course cancelled to also include a DCE member who lost a course section assignment as a result of assignment of such course to a Day unit faculty;
- Agrees that a member who loses a course section assignment due to the assignment of a Day unit faculty shall be offered a substitute course, **but only** if such course is available **and** if the DCE member is qualified to teach the course in the judgment of the college president;
- **Rejects** the MCCC proposal that included the alternate assignment option;
- **Excludes** any financial remedy.

Next steps: Our team is working with management to arrange a date for another meeting within the next 3-4 weeks.

Submitted 9/21/16