

New DCE Contract Advisory-Sick Time Accrual

The new DCE collective bargaining agreement contains a new sick time provision. This new contract provision, Article 16, enhances the benefit that is currently provided by law. The rate of accrual of sick time is determined by the modality of instruction.

Sick leave not used may be accumulated to a maximum of 60 hours. The semester's anticipated complement of credit-based sick leave per semester shall be made available at the beginning of each semester. ***Unit members shall be provided at the time of the first full pay period of each semester their total per credit and/or hourly accrual of sick leave.***

****The MCCC recommends that you ask HR for your current accumulated sick time and the complement of sick time for the current semester. The first full pay period should be February 8, 2019.***

Accrual determined by modality of instruction:

DCE Courses taught by credit

DCE unit members who teach courses by the credit shall accumulate sick leave at the rate of 1.928 sick leave hours per credit taught at the College per semester. For example, a member who teaches a three-credit course would accumulate 5.784 (1.928 x 3) hours of sick leave per semester.

DCE lab courses

For courses with different credits for class portion and lab hours or separate lab courses with no class component:

1. Laboratory class hours: sick leave shall accrue at the 1.928 hours per credit rate for the class component.
2. Lab component: sick leave for the lab component shall accrue at the hourly rate of 0.067 hours of sick leave per hour of lab portion.

DCE hourly appointments

Any DCE hourly work that is not credit based shall accumulate sick leave at the rate of 0.05 hours of sick leave per hour of employment.