



November 16, 2020

Greetings DCE Faculty!

We hope your semester is going well as we are heading toward the holidays.

DCE BARGAINING SURVEY RESULTS

Thank you to everyone who joined the DCE Negotiations Team for a statewide Zoom meeting on October 20 to discuss the results of the DCE Bargaining Survey. For those who were unable to attend, below is some information about the survey results.

The survey that went out earlier in the spring was completed by 480 DCE Unit members, and 630 DCE Unit members completed the survey this fall. The survey was offered a second time because of the upheaval of Covid-19. We are offering the fall survey information here, because it is the most up-to-date.

The breakdown of participants for the Fall survey are as follows, *according to the category that describes their primary source of income:*

Adjunct Faculty: 24.9%
Day Faculty: 28.73%
Day Professional Staff: 4.92%
Community College Position represented by AFSCME: .95%
Administration/Management: .79%
Faculty or Staff also working in Higher Ed outside the community college system: 5.08%
Pre-K-12: 4.29%
Private Sector: 3.97%
Public Sector (Trades, Healthcare, Legal, Business, and Industry): 4.44%
Self-Employment: 3.65%
Retirement: 18.89%

Survey participants teach DCE classes according to the following scheduled periods:

Weekdays before 4 p.m.: 55.08%
Evenings: 46.83%
Weekends: 10.32%

**And 49.37% of survey participants were already teaching online before Covid-19 hit.*

The top three fiscal priorities selected were:

Higher pay in general
Higher pay specifically for office hours
Additional steps on the salary schedule

The top three non-fiscal priorities selected were:

Strengthening seniority rights
Improving the process of course section assignments
Having a rank and title system

While raw data from the survey results are not released for strategic reasons, the following is a bulleted list of the things that stuck out to the team.

- While an increase in salary always has been a top priority, DCE Unit members have expressed they are doing significantly more work without adequate compensation given the impact of Covid-19 and the burden it has placed on faculty to convert all classes to remote.
- Faculty also have felt the economic burden of working out of the home (for example - the excess use of personal equipment and the high cost of utilities now that one is working from home most, if not all, of the time) without adequate reimbursement.
- While adherence to the seniority list always has been a concern, unit members have expressed a feeling that in many cases the seniority lists now are being ignored altogether. *Note: If you believe this is happening at your college, contact your local DCE Grievance Rep as soon as you become aware of this. Also, MCCC is currently pursuing an Unfair Labor Practice charge on this issue.*
- The impact of pro-rating and cancellation for low enrollment is especially burdensome in light of Covid-19, as faculty have put in more than the usual amount of prep time for remote teaching and a high number have ended up having some or all of their classes cancelled.
- Some colleges have flouted sick time benefits, improperly requiring faculty to make up work while still deducting sick time hours from the faculty member's sick time bank. This is especially egregious during a pandemic. *Note: If you believe you are running into trouble with making use of your sick time benefits, contact your local DCE Grievance Rep as soon as possible.*
- 41% have experienced a decrease in course section assignments since January 2019.
- Communication with deans seems to be increasingly difficult or fragile.

- DCE Faculty are fed up with being expected to do work outside of the contract dates (dealing with grade appeals, incomplete grades, writing letters of recommendation, checking email etc.), which means they are doing this work for free.
- Some colleges are not properly issuing individual course assignment contracts until after a course has begun.
- OBRA is widely viewed as a wholly inadequate and even suspect “retirement” account.
- Greater enforceability of contractual rights is a very big concern.
- Overall, the DCE Unit skews toward middle age and retirement age. There is a clear division, seemingly generational, between those who carry student loan debt and those who don’t.
- Survey participants would like to see the tuition remission benefit, newly introduced during the last round of bargaining, expanded.

The DCE Negotiations Team also has read through participant comments and continues to refer to them.

OTHER UPDATES

The DCE Negotiations Team has drafted a comprehensive list of asks, have decided which asks will go across the table first, and we have been working diligently on crafting clear and effective language for those asks. We also have been looking at cleaning up areas of the contract that seem unclear or confusing.

As of the date of this update, we are set to meet first with Management on December 2. Our team has been ready to start meeting since the end of October.

We also are hoping to hold another statewide DCE Unit Zoom meeting in December, specifically focused on working conditions related to teaching Early College courses. As always, you may email us at dceteam@mccc-union.org with any thoughts or questions.

In Solidarity, The DCE Negotiations Team

DeAnna Putnam (Chair - BHCC and MiCC), Linda Grochowalski (Vice Chair - QCC), Laura Schlegel (Co-Secretary - HCC), Swan Gates (Co-Secretary - CCCC), George Medelinskas (Contract Action Team Liaison - NECC), with President Margaret Wong and Vice President Rosemarie Freeland, *ex-officio*