



DCE Bargaining Update

June 29, 2021

Greetings DCE Faculty!

We hope you are enjoying your summer and that summer session classes are going well for those of you who are teaching them. The DCE bargaining team met with the Board of Higher Education (BHE) team on both June 2 and again on June 23, and below is a summary of each meeting:

June 2 Meeting Summary

The big subject of conversation on June 2 was about how grievances involving the non-reappointment of faculty operate.

Currently the contract doesn't allow MCCC to bring non-reappointment specifically before a neutral third-party arbitrator no matter how egregious the college's violation of the contract. As a result, when MCCC comes to mediation over non-reappointments, the colleges consistently are able to undercut a faculty member whom they have treated unfairly before non-reappointing that person.

We proposed language to let such cases go to arbitration. Initially we heard denials regarding how they handled such situations, but then Management back peddled. Fundamentally, Management wants to protect its ability to non-reappoint even when Management is proven wrong about the circumstances surrounded a non-reappointment.

We also proposed language that a college may not non-reappoint someone who has a complaint filed against them without doing a full investigation. MCCC has seen several cases where colleges have not completed – or have not even started – investigations and just non-reappoint someone. We went back and forth on the fairness of such actions and the negative effect it has on the overall working environment. Management did eventually say they might respond differently to more detailed language so we will continue to bargain on this issue.

June 23 Meeting Summary

Extensive discussion was had about the availability form, which may not sound exciting, but there are a couple of key aspects to this form that are at issue.

MCCC wants members to be able to include the number of course sections they are available to teach in a given semester or session, so that chairs and deans up front know who wants only one course section and who would like more.

Management wants to include Distance Education modalities; however Management's presentation of how this would look on the form was vague and confusing and doesn't account for different terminology at the various campuses. MCCC has countered with form language that we believe offers clarity. Management also has tried to introduce contractual language in the form, which doesn't actually belong on a form.

MCCC also explained its wish to improve language regarding course materials and textbook selection, given that the language currently in the contract is out of date in part and doesn't line up with actual practice.

Management offered us a counter to language we wish to include clarifying proper working conditions when DCE faculty teach at offsite facilities. Their language is paired down from we put across the table, and the team will be reviewing it right after the July 4 holiday. But their counter indicates Management's understanding that this is a necessary and appropriate matter to include in the contract.

Management said they are hoping to raise their current financial offer above 0%. The DCE Team has asked for 9%, 8%, and 8% based on calculations that point to what DCE needs to be on par with Day Faculty for instructional duties.

DCE Unit Communications

The DCE Negotiations Team throughout the summer will continue to press the Board of Higher Education team, but to be successful we will need your support. Please keep your eyes open for communications from the DCE Contract Action Team about actions you can take to help us bargain for a better contract for all faculty across the state.

In Solidarity,

The DCE Negotiating Team

DeAnna Putnam (Chair - BHCC and MiCC), Gail Guarino (Vice Chair - CCCC), Laura Schlegel (Co-Secretary – HCC and STCC), Swan Gates (Co-Secretary and CAT Liaison - CCCC), with President Margaret Wong and Vice President Rosemarie Freeland, *ex-officio*.