

## **MCCC DCE Collective bargaining agreement**

### **Reappointment Rights and Seniority, Fall 2021**

DCE seniority is the basis of reappointment rights in this unit. Seniority is recorded on the DCE seniority list after one reaches the threshold for reappointment rights. Seniority is then determined from one's start date by the means provided by the DCE contract. Reappointment rights are effective after teaching five DCE courses over three consecutive fiscal years at the college. The fiscal year is July 1 – June 30. A summer course is attributed to the fiscal year in which it began. These courses do not need to be in the same DCE work area, but at least one course must be in one of the three consecutive fiscal years.

A work area is not necessarily synonymous with an academic department. Work area organization can differ from one college to another. DCE work areas are often discipline specific such as Biology and Physics but organizationally housed in a Science Department within a STEM Division.

Teaching two or more courses per year in a work area at the college earns one-year seniority. One course in one area and one course in another area in a fiscal year provide one-year seniority in each work area. Most people first appear on the DCE list with 2 or 3 years of seniority, depending on their work history. The DCE Seniority List is published at each college every August 15 and reflects the seniority accrued as of June 30 of the year. The DCE seniority lists are sent to the MCCC and are found on the MCCC website. [DCE Seniority Lists \(mccc-union.org\)](https://mccc-union.org)

*Example 1: A DCE instructor teaches one English course in a fiscal year and then two English courses in the next two consecutive fiscal years. This individual would first appear on the college's DCE Seniority List with 2 years seniority in English. If this DCE instructor had taught two courses in the first fiscal, they would have 3 years seniority in the English work area.*

*Example 2: A DCE instructor appears on the DCE Seniority List with 10 years seniority in Nursing. In the eleventh fiscal year, this instructor teaches a course in Psychology and a course in Nursing. They would then have 11 years seniority in Nursing and 1 year in Psychology.*

Loss of accrued seniority results after a break in service at the college of two consecutive fiscal years unless on an authorized leave of absence. Canceled courses do not count toward a break in service. An impact bargaining agreement concerning the pandemic provides that any DCE faculty member currently with seniority will not lose any previously accrued seniority if they do not teach a class in Fall 2020; such DCE unit members shall not lose any previously accrued seniority unless they would otherwise lose seniority and do not teach a class before January 2022. A subsequent Spring 2021 Covid-19 agreement includes, in this regard, not teaching a DCE class in the spring 2021 semester and that such unit member shall not lose any previously accrued seniority unless they would otherwise lose seniority and do not teach a class before May 2022.

The DCE seniority list is significant because everyone with reappointment rights must be assigned one course. Those with higher seniority would be assigned a course before those with less seniority so that seniority order is important when there are fewer courses than previously were available. Reappointment rights refer to the assigning of DCE courses and are college

based rather than system wide. The time limit to file a grievance is 30 days from the violation. Given the reduced course availability, it is advisable to review your DCE seniority on the MCCC website and contact HR at your college if you believe that there is in error. You should also contact your local Chapter representatives if you need assistance or have questions.

Joseph Rizzo  
MCCC DCE Grievance Coordinator  
[Grievance-dce@mccc-union.org](mailto:Grievance-dce@mccc-union.org)