



DCE Bargaining Update

September 16, 2021

Greetings DCE Faculty!

We hope your fall semester is off to a good start. The DCE Negotiations Team met with the Board of Higher Education (BHE) team most recently on August 31, and the team met itself today to review the package offer that Management has presented to us.

Money

Management put across a three-part proposal for raising our pay.

The first raise (this was the most unexpected): They proposed to raise the pay at Steps by jumping everyone to the rate of pay of the next Step up from where they currently are at. What that means is:

- Step 1 would be paid at the current Step 2 rate
- Step 2 would be paid at the current Step 3 rate
- Step 3 would be paid at the current Step 4 rate
- Step 4 would increase by the same present interval as currently is between Steps.

This is the first time we have seen a proposed leap in pay by using the Steps as a springboard to better wages.

The second raise involves 2% annual increases, going back retro to 2020 and up through 2022.

The third raise involves a one-time ½ percent raise for all Steps as of September 2020. Management's intent of this particular raise is to settle disputes between MCCC and the Community Colleges over who pays the tax for Paid Family and Medical Leave (PFML).

During the course of discussion, Management said it was willing to raise pay via a jump in Steps out of appreciation for how DCE faculty have served the colleges during the pandemic and also because the colleges realize they need to be competitive in attracting faculty.

Our team asked for more money than this to cover what we believe equates to, as best can be calculated, the instructional duties of Day Faculty. While Management's offer falls below our own numbers, we believe this approach with the Steps moves things in a good direction.

What Management Wants in Return

There is always a catch, of course. What Management wants in return currently would involve additional work in certain areas without designated pay for these tasks. This raises the question of whether or not our pay is being increased by as much as Management presented, depending on the real increase in workload. The increased work without additional pay includes such things as the development and implementation of Student Learning Outcomes (SLOs) and a mandated use of college-owned Learning Management Systems (LMS).

Management also would like to avoid any distinct improvements in the grievance process, any defining of hours and contractual limits on work, and they want to avoid clarifying the use of Sick Leave for the benefit of our Members. These are all improvements the DCE contract desperately needs, as we have seen our Members taken advantage of time and again in these areas.

Summary

Management seemingly has offered the DCE Unit more financially than any other Higher Ed Unit in bargaining during the same time period. We believe this is because there is, finally, some increased genuine recognition of the value of DCE faculty. We also believe it is because our team has put forward a high quality and detailed demand package, and it is a package to be reckoned with.

DCE Unit Communications

Please keep your eyes open for communications from our team. We are meeting again with Management at the end of this month. Feel free to reach out to us at dceteam@mccc-union.org with any questions or comments or information you think we should be aware of.

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*.