



DCE Bargaining Update

January 4, 2022

Greetings DCE Faculty!

We hope you enjoyed the holidays. This update is to announce that DCE contract bargaining has concluded and a Tentative Agreement is being prepared to present to the Board of Directors at their next meeting scheduled for Friday, January 21, 2022. The past two years have been difficult for us all, and so our team is especially happy to bring you good news regarding your new and improved contract.

PRESENTATION TO THE MCCC BOARD OF DIRECTORS

The DCE Team is enthusiastic about and excited to recommend this Tentative Agreement for the Board of Directors to endorse. DCE members are invited to attend the January BOD meeting to hear the presentation of the Tentative Agreement. Once the TA is drafted and signed, it also will be posted on the MCCC website for review.

RATIFICATION VOTE AND RETRO PAY

Plans are underway for materials for the ratification vote to be mailed out right after the January Board Meeting. Assuming things move forward smoothly and the new contract is ratified, unit members can reasonably expect to receive their retro pay in March or April, as confirmed with Mike Murray, BHE Director of Employee and Labor Relations.

SUMMARY HIGHLIGHTS

The DCE Team is pleased to confirm that our TA includes the significant salary gains reported in previous bargaining updates. Those gains include increases in pay at Steps by jumping everyone to the rate of pay of the next Step up from where they currently are at (and Step 4 to what a Step 5 would be if Step 5 existed), 2% annual increases and a .5% increase offered to settle disputes between MCCC and the Colleges over Paid Family and Medical Leave.

The DCE Team also was able to gain an increase in sick leave accrual, now up to 65 (previously 60 hours), as well as clarify a DCE faculty member's right to use or preserve sick time in light of Article 13.04. This clarification was necessary because certain colleges misapplied 13.04, wrongly using it as an excuse to deny the use of sick time.

The TA includes language regarding the use of Learning Management Systems (LMS), electronic evaluations, expectations for good working conditions at offsite locations, and parameters

regarding what can go into a personnel file in terms of complaints. Student Learning Outcomes (SLOs) are included in the new TA, with language tailored and improved to fit the DCE contract.

The DCE Team beat back Management on expectations of a second mandatory meeting and negotiated the withdrawal of the \$225 course section cancellation fee, which had been backfiring on members given that many colleges were cancelling courses for low enrollment too early and not letting them have a chance to fill up, just to avoid paying the small cancellation fee. DCE members also now do not lose seniority if they decline a pro-rated class.

STATEWIDE MEETINGS PLANNED

Our team plans to hold two statewide Zoom meetings for DCE members separate from the January Board of Directors meetings. So be on the lookout for when we announce those dates.

Thank you for letting us represent you in bringing you a much-improved contract.

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*.