



DCE Bargaining Update

November 1, 2021

Greetings DCE Faculty!

We hope your fall semester is going well. The DCE Negotiations Team met with the Board of Higher Education (BHE) team most recently yesterday October 14, the day after our statewide DCE Team meeting with members via Zoom, and after having met with them previously on September 30. Management cancelled our meeting scheduled for October 27 because members of their team were stuck without power after the Nor'easter that hit last week. Our next meeting with Management is scheduled for November 18.

MCCC's Response to Management's Packaged Proposal

On September 30 the DCE Team presented our counterproposals to Management's package, and on October 14 both sides met again to work on the same.

To recap, Management offered us a packaged proposal in September including monetary increases involving raising pay by jumping everyone to the pay rate of the next Step above where they currently are at. In addition, there would be 2% annual raises and a .5% raise intended to offset the costs of members paying the Paid Family and Medical Leave (PFML) tax and settle related disputes.

The DCE Team is aware that the percentage increases between Steps is not completely even, especially between Step 3 and 4. Our monetary counter included evening out these increases.

Management also has asked for a number of things in return including:

- Student Evaluations being administered electronically
- The development and implementation of Student Learning Outcomes (SLOs)
- A mandated use of college-owned Learning Management Systems (LMS).

In response, the DCE Team set a \$40 hourly rate of pay for work related to the development of SLO's and edited language to affirm and protect Academic Freedom for DCE faculty. The DCE Team also presented language that give faculty more flexibility regarding which LMS system they might want to use, and we set parameters for the logistics of implementing Student Evaluations electronically.

We are also working to resolve confusion about the use of sick leave where some faculty are not being allowed to fully use it and pushing to ensure that DCE Faculty working at offsite locations are safe and supported.

Statewide DCE Team Meeting with Members

During this Zoom meeting on October 13 the DCE Team presented its counterproposals in detail and received insightful feedback from members.

An extensive discussion was had regarding the pros and cons of LMS and Electronic Student Evaluations. Members also expressed that they felt more positive than in times past with Management's monetary offer, but that it still doesn't bring DCE to a level of pay that seems equivalent to the instructional duties of Day faculty. Members also acknowledged ongoing frustration with Management's treatment of DCE Faculty who need to use Sick Time.

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*.