



## **Welcome to the MCCEA!**

The MCCEA (Mott Community College Education Association) is the bargaining unit for faculty at MCC. We represent all full-time, adjunct, and part-time faculty. We're affiliated at the state level with the Michigan Education Association (MEA), at the national level with the National Education Association (NEA), and locally with AFL-CIO (American Federation of Labor and Congress of Industrial Organizations).

### ***What does the MCCEA do for faculty members?***

We protect the rights of every faculty member at MCC, regardless of part-time, full-time, or probationary status. We also listen to our members' concerns and address them with the administration as needed. We work with the College to ensure the best working environment for our faculty and the best learning environment for our students. We fight anti-teacher, anti-union legislation in Lansing, and make sure our members know in advance of any adverse legislation coming down the pike. As a local of the MEA, we have a designated MEA UniServ director to assist with bargaining, benefits, and member advocacy issues. We also have access to free legal representation for our members, should a campus/classroom incident require that.

### ***How are dues collected?***

Dues are collected via payroll deduction. MEA/NEA dues rates are set yearly by the MEA and NEA. Assessment of local dues for all MCCEA members is currently at a very affordable .035% of wages. AFL-CIO dues are only 25 cents per month.

### ***What about this "Right to Work" thing I'm hearing about? Do I have to pay dues?***

"Right to work" legislation does provide an opt-out process, but we strongly caution against seeing it as any kind of benefit. Although the EA is legally bound to represent you if you're threatened with discipline or termination, you will lose all rights to attend and vote in faculty union matters, and you will have no opportunity for the EA to advocate and intervene for you in contractual or operational/process matters affecting you personally.

***Where can I get a copy of the faculty contract?***

The faculty contract, also known as the CBA (collective bargaining agreement), is available on the Human Resources section of the the MCC website, under “Employee Group Information”: [http://www.mcc.edu/hr/hr\\_employeeinfo\\_faculty.shtml](http://www.mcc.edu/hr/hr_employeeinfo_faculty.shtml). A great deal of other relevant information is available on this section of the website as well. If you would like a hard copy of the contract, please contact our MCCEA office clerk at [mccea.office@mcc.edu](mailto:mccea.office@mcc.edu) or 762-0343. The union office is in Curtice-Mott 2310.

***Who are my divisional representatives?***

The MCCEA Board of Directors is made up of representatives from all of the academic divisions in the college, as well as three delegates-at-large, two part-time representatives, and one representative to CPSC, the academic governing body at Mott. In addition, the Executive Board is made up of the President, Vice-President, Secretary, Treasurer, Grievance Officer, Communications Officer, and Political Officer. A current list of MCCEA Board of Directors is included with this form. Elections are held every two years in November.

***How can I keep up-to-date on the MCCEA’s activities?***

You can “like” our page on Facebook (search for “Mott College Faculty Union - MCCEA”) to receive our newsfeed on your page. We will also alert faculty of updates to our web site at [mcceafint.wix.com/mccea](http://mcceafint.wix.com/mccea) through the semester (this webpage has largely replaced our long-running monthly newsletter, the MCCEA *Forward*). If you would like to read back issues of the *Forward*, contact MCCEA Communications Officer Kim Owens at [kim.owens@mcc.edu](mailto:kim.owens@mcc.edu) or 232-2506. These are the current methods we use but we are always looking for better ways to communicate with our members. In addition, you can always contact your divisional representatives for updates.

***I believe my contract rights have been violated. What do I do?***

Faculty and management have a mutual obligation to abide by the terms of the contract. If you believe that management has violated the contract, first contact your union divisional representative for assistance. Your rep will contact our union president and Grievance Officer. Efforts are made to resolve problems informally at first; if the problem is not solved, the EA executive committee will determine whether or not to proceed with a formal grievance.

***I have a meeting with my dean that I fear may lead to discipline. What do I do?***

The CBA provides a procedure that management must follow. There must be just cause established. You have a right to union representation at any meeting that may lead to discipline or termination. You will receive a card with your “Weingarten rights” on it, which you may present at any time you are in a situation that may lead to discipline.

***I'm a new faculty member and I want to join the union. What do I do?***

Contact the MCCEA Office by stopping in at CM 2310, or by emailing [mccea.office@mcc.edu](mailto:mccea.office@mcc.edu).

***I'm a part-time instructor at MCC, but I also teach full-time for another school. I'm already a member of the MEA, so do I also have to join at MCC?***

Since you are already a member of an affiliated association, you'll be considered a *local* member and pay dues *only* to the MCCEA, not the MEA or NEA. Please be sure to let the MCCEA office know you are already an MEA member, so you are not overcharged for your dues.

***What benefits come with being a member of the MEA?***

Plenty. In addition to rock-solid representation and political advocacy for teacher rights, your MEA membership entitles you to discounts on auto insurance, groceries, and a multitude of other things. Go to [www.mea.org](http://www.mea.org) to learn more.