



## **Welcome to the MCCEA!**

The MCCEA (Mott Community College Education Association) is the bargaining unit for faculty at MCC. It represents all full-time, adjunct, and part-time faculty. We are also 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). Our members pay affordable dues to these associations.

### ***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. Through our membership in the MEA, we have access to a UniServ director from MEA to assist with bargaining, benefits, and member advocacy issues. We also have access to free legal representation for our members.

### ***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 .035% of wages. AFL-CIO dues are 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 the MCCEA strongly cautions against seeing this as any kind of benefit. Although the EA will be legally bound to represent you should you be threatened with discipline or termination, you will lose your 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 contract or process matters affecting you personally. There will be only limited times each year when non-members can opt back in.

***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). There is a great deal of other relevant information 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 December.

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

Bookmark the MCCEA’s webpage: <http://mcceafint.wix.com/mccea>, and check in regularly (this webpage has replaced our long-running monthly newsletter, the *MCCEA Forward*). If you would like some back issues of the *Forward*, contact MCCEA communications officer Jackie Knoll at [jackie.knoll@mcc.edu](mailto:jackie.knoll@mcc.edu), or 232-2363. You can also “like” our page on Facebook (search for “Mott Community College Education Association”) in order to receive our newsfeed on your page. 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 divisional representative for assistance. In addition, you can contact our 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?***

New faculty members receive a membership form (blue) from Human Resources, in their packet for new hires. Please fill out the form and return it promptly to either Human Resources, or the MCCEA office in CM 2310.

***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 will 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. 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) and click on “Members Only” to learn more.