

Dear faculty,

I want to provide you with an update on few matters before many of us break for the summer. But before I dive into updates, I want to thank the MCCEA Board for all the hard work they do by ensuring that our collectively bargained rights are protected. They sit on committees and attend various meetings on our behalf when they could be enjoying their personal time or completing other work-related activities. We could not ask for a better board to represent our interests. So, I say thank you again for your willingness to serve and support faculty.

MCCEA President's Updates

I attended the Michigan Education Association Representative Assembly in Lansing in April. The Representative Assembly is where resolutions, policies, budgets, and other matters which govern MEA are proposed and voted on. I attended as a delegate on behalf of MCCEA. For the most part, it was an uneventful Representative Assembly compared to years past. No major resolutions were passed with exception of asking MEA to make an earlier endorsement in the race for governor. I will be participating in that process as the representative for higher education.

Also, I want to share that I ran for an MEA Board of Directors-at large seat. The MEA Board of Directors provides governance, set policies, and oversee the direction of the association on behalf of its members across Michigan. I am happy to announce that I won the seat and will serve a 2-year term starting in July. I am hopeful that my seat on the MEA Board of Directors will help with putting more emphasis on higher education and helping us on a local level.

Lastly, this is a reminder that local dues will be reduced from 0.55% to 0.45% effective May 1, 2026. Be sure to look at your paystubs.

Bargaining

As you are aware, we had a wage reopener to bargain wages. It will be a one-year deal before the full contract is opened up for bargaining. The bargaining team met with administration to offer our proposal on April 27th. We believe that we put forth a very fair proposal that respects the hard work that faculty has put in and recognizes the increased cost of living. As a point, wage reopeners are more difficult to bargain as there are no other parts of the contract to help balance it and allow horse trading. Nonetheless, we will not accept just any numbers when it comes to a salary increase.

We are awaiting their counterproposal and are scheduled to meet on Monday, May 11th. During our April 27th meeting, we were promised a counterproposal would be sent to us for review on or before May 8th. It was important that we received the counterproposal before the May 11th meeting, so we had time to review the financial aspects of the proposal. Unfortunately, but not surprisingly, the college has missed the deadline. We have informed the college that we will not meet with the college's bargaining team on May 11th but would be willing to meet once we receive a counterproposal. The lack of follow-through from college administration has been a constant theme over the last year. While we hoped that this process would not drag out like last year, we are not feeling as optimistic after the initial start. Nonetheless, we will continue to bargain with the college to ensure we receive a fair wage increase. Once we reach a tentative agreement, it would require a vote by membership to ratify the agreement. Thus, please check your Mott emails for when that occurs.

Board of Trustee Update

MCCEA is closely monitoring the Mott Board of Trustees, especially for any actions that may negatively impact our college, faculty, or students. We are paying particular attention to recent policies from the Policy Committee. Additionally, we are awaiting a formal response from Vice Chair Wendy Wolcott regarding the ethics complaint filed against Chair Jeff Swanson. This complaint concerns allegations that Chair Swanson provided untruthful testimony under oath during an arbitration hearing. Such conduct raises serious concerns about integrity and his suitability to serve in a leadership capacity.

True leadership demands a demonstrated commitment to transparency, inclusion, and accountability. Chair Swanson's conduct has too often failed to reflect these core principles. He has shown an unwillingness to engage with those who express differing opinions. At Board of Trustee meetings, he is dismissive of both community members and trustees with differing viewpoints. This pattern is deeply troubling and echoes a prior period of ineffective leadership under Andy Everman. As stated in the ethics complaint, I have formally called for his removal as chair of the Board of Trustees. We are not alone in this position asking for his removal. However, meaningful change will require continued pressure on the Board to call a vote for new leadership.

Board of Trustees election

The MCCEA PAC will meet over the summer to conduct the Screening and Recommendation (S&R) process for the upcoming Mott Community College Board of Trustees election in November. There are two open seats: Daly and Santino. All declared

candidates will be invited for interviews with the S&R committee during the summer months.

This Board of Trustees election in November is extremely important. We have seen, firsthand, the trouble and chaos that can result from a dysfunctional board. The fallout from the board's actions approximately two years ago is still being felt today. Sadly, some of those trustees remain in place. Our college, faculty, and students deserve better.

In the months ahead, we will need boots on the ground. Supporting strong, qualified candidates is essential. Your time and energy will make a difference. We also need financial support. Please consider donating to the MCCEA PAC. By law, union dues cannot be used for election activities. The only way we can raise and spend money to help elect our recommended candidates is through voluntary contributions to the PAC. Every donation, large or small, helps us work toward a more effective and responsible board.

*You can donate to the MCCEA PAC via **Venmo @ MCCEAPAC***

Closing

I recognize that the ongoing turmoil and instability at the college have left many faculty and staff feeling weary and frustrated. Despite these challenges, your dedication and professionalism have not gone unnoticed. In times like these, your steadiness matters even more.

MCCEA stands with you. We are committed to protecting your interests, as well as those of our students and the larger college community. The work we do is rooted in something deeper. It is about keeping alive the spirit of open thought and honest debate. True education is not about indoctrination. It is about creating a space where questions are welcomed and different ideas can be explored. Our role as faculty is to safeguard the freedom to ask questions, to listen, and to grow in understanding.

Mott Community College is a place where curiosity is encouraged and all voices are respected. It is a space for learning and the pursuit of knowledge for its own sake. As faculty, we help open minds, encourage critical thinking, and prepare our students for a changing world. We will continue to do so.

We will keep these traditions alive. When you feel discouraged by all that is happening, remember that someone once told me many years ago, "faculty is forever." Thank you for all you do.

In Solidarity,

Brian Littleton

MCCEA President