

**THIS IS A DAY CONTRACT OFFER ONLY.**

*The Offer: No language, 2% first year, 4%/4% July/January second year plus \$500 FTE equity pool. We would still bargain over the application/distribution of the \$500 FTE.*

Management conveyed the message that OER was only interested in consistency, not equity. They want all deals to be the same.

This is a true dilemma for MCCC

Dilemma –

- A decision that has to be made,
- A decision that has no clear answer,
- A decision that will be difficult to make as either solution will have negative consequences.

There is not a perfect solution, there will be give and take, and the choice should be the least negative to our membership.

The request is for Chapter presidents is to assess each chapter's position on:

#1. Whether to take the 2 years -10% total deal with the understanding of a bare minimum to no contract language but with the assurance that successor bargaining for 2025 would start well ahead of this next two year contract expiring so that a full member survey and language negotiations can start. This time would also be used to pursue avenues to amend 150e language around timing of contract funding, as well as how to resolve the being off cycle issue, and push the state toward a one-time legislative salary adjustment to move us to some level of equity within the higher ed system. (not attached to parameters)

**OR**

#2 Hold off on accepting this agreement and file a ULP and partake in Strategic Action NOW knowing it could take 6-7 months before getting an answer that we have probable cause to move forward which is not a guarantee that we would win the ask which would in this case be to be compensated for the additional 2% and 2%. **NOTE: assessing members willingness to be active with Strategic Action such as going to the state house and other collective actions outside of WTR etc. here is key.**

**Cons:**

- This is nowhere near the money we deserve
- We'll let the Governor off the hook for ignoring our demands
- We won't be able to file a ULP about the bait-and-switch bargaining on our last 2-year Contract
- We won't have language changes for two years
- We will still be off cycle from other higher ed units
- There's no guarantee we'll get the last year of Gov. Healey's parameters (when another Governor replaces her)

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**Pros:**

- Members will get their money sooner: quicker retro for 2023 and immediate implementation of July 2024 and January 2025 raises
- Quick ratification allows us to get into the ordinary state budget cycle
- We will bargain how \$500 FTE pool gets distributed and make demands about some language
- We can start bargaining the successor contract much sooner / get ahead of the bargaining cycle
- Give a bit of an increase to perhaps attract new hires.
- The union will have time to prepare for a larger campaign on reforming MGL 150E and/or equity adjustment (targeting the Legislature) to get closer to pay equity with the state of California ratio of salary to cost of living

**Regardless of what happens immediately, it is clear that MCCC will need to mobilize and engage in direct action to make changes to MGL 150, and move forward with a push for a legislative increase for equity.**