



Bargaining Update

5/12/23

Greetings MCCC Unit Members,

I am reaching out as the semester winds down and for some of us summer awaits, but for *all* of us, it comes with uncertainty, frustration, and confusion around what is happening with the funding and implementation of the Tentative Agreement (TA) and Memoranda of Agreements (MOA's) ratified on 3/2/23. Valid concerns were also heightened last month when the DHE informed us of their position about successor bargaining and taking a 2% raise in the first year, and to make matters worse we received an insulting and inappropriate MOA on behalf of the President's Labor Council and Mike Murray (BHE) which we rejected with the support of the MCCC Board of Directors. To address these concerns, the team has continued to meet while we await the legal opinion through the MTA and have attended various meetings with constituencies across the MCCC and DHE, including conversations with College Presidents and Mike Murray.

Below is an overview of events that have taken place recently for your information. But before that, **I am pleased to report that TODAY (5/12/23) we received word that the College President's have agreed to implement aspects of the TA that are *not* tied to state funding which includes but is not limited to Hourly Rate Increases for Extra Work for Faculty, Department Chairs, and Coordinators commencing on or before May 31st, and for Part-Time Employees on July 1, 2023 (with retro pay provided upon state funding in accordance with the side MOA).** I am working very closely with MCCC President Claudine Barnes and Mike Murray (BHE) to finalize this in writing so that we are not playing an ambiguous "empty promise game" and will provide more details next week once they have been solidified.

Bargaining Status Summary:

- After not hearing from Mike Murray directly since before the April 14th bargaining update, and upon receiving word that the college presidents had finally sent the letter to the Governor in support of the MCCC's assertion that we should not be held to the 2% and should be offered at minimum the 8% in the first year after our current contract expires (June 30, 2023), I sent him an email on May 5th requesting that he provide an immediate update about the template that was promised months to ago to assist members in calculating their expected salary increase. I also asked for an update about our ongoing request that he direct the College presidents to implement any and all aspects of the contract not associated by the Governor's parameters and state funding.
 - In that communication I highlighted that "with the COLA ramping up and folks trying to plan for summer, the accounts of paycheck-to-paycheck living are overwhelming. We are doing more work than ever, getting paid so poorly, and trying to make ends meet. This is the harsh - but true reality." I also addressed the disappointment we have by stating that "I once again ask for your assistance to restore some sense of trust that the BHE and our President's care about our well-being *right now* as well as in the future."

- On May 10th Mike Murray advised that the template will be issued before the funds are distributed. I noted that the significant delay in funding which extends far beyond what we anticipated should not delay access to the template. He pushed back at first that it was “past practice” to provide the template just ahead of the funding (no specific timeline noted despite continue pushes to get him to commit to one), but he did state “I fully expect that that the unit members will have the info before actually receiving their increases. We will get the colleges and Comptroller working on the calculations.”
- On May 9th, our MTA reps received word from the attorney assigned to this matter that the MCCC has a valid argument that the March 2nd, implementation date should be upheld and if Management does not take action, it would be well within our discretion to request a former filing for an Unfair Labor Practice (ULP) charge. The matter regarding the next round bargaining parameters is still under advisement; however, be assured that this is something that will be taken up by the next bargaining team and will continue to be monitored by MCCC Leadership, including but not limited to the Executive Committee, and Board of Directors, and Strategic Action Committee (SAC).

Next Steps

While Work to Rule (WTR) is a decision to be made at the individual college level the following colleges are on WTR pending full funding of the contract, including the state funds and COVID bonus: Berkshire CC, Bunker Hill CC, and Massasoit CC. A motion was also passed at Massasoit CC’s special meeting on May 2nd for Massasoit’s MCCC BOD to encourage the other MCCC Chapters to become unified and go on work to rule at the next BOD meeting which is scheduled for June 14th.

We have also ordered stickers that will be distributed upon receipt to Campuses for unit members looking to display their frustration with not yet getting raises at upcoming commencements and in any other way (i.e. car sticker, water bottles, office display etc.). This idea was initiated by our fellow members at Berkshire Community College at a meeting with the chapter last week. The initial request was for buttons but due to both budgetary and expediency reasons the stickers were ordered. I will be reaching out to Chapter Presidents about distribution details.

In closing, I want to thank chapters for inviting me to recent meetings and to communicating questions and concerns as they arise. It has been a great way to gain feedback.

If you have any further questions, I may be reached at lcoole41@gmail.com

In solidarity,

/s/ Lisa C. Coole

Lisa C. Coole
Chair, Day Contract Negotiations Team