



Bargaining Update

9/19/23

Greetings MCCC Unit Members,

The purpose of this bargaining update is to highlight and consolidate developments that I have been tracking since the July update and to inform you about the new successor bargaining team structure. Please note that in addition to this formal bargaining update, updates have been sent out by your Chapter Presidents throughout the summer, therefore some of this information may be repetitive.

Contract Funding

Back in July we were excited to get the news that the contract budget had made its way to the House Way and Means committee and was approved. And while we were hoping that this might result in payment by now, as we all know this has not been the case due to matters at the state level that were out of control of the MCCC. In sum, the General Court decided that other state budget matters took precedent, thus stalling the process (i.e. funding simulcasts of horse racing).

Last week, we were informed that on 9/13/23 the Governor filed a supplemental budget that includes the MCCC contract. This information was provided to the BOD and Chapter President's for state-wide distribution. On Friday, at the MCCC BOD (Board of Directors) meeting an update was provided that according to input provide by the MTA Government Relations Specialist Sean King, and other inquiries among MCCC Leadership, that we should see this budget should be passed by both the House and the Senate as part of their supplemental October budget meeting (certain date unknown at this time). In addition leadership has been informed that there is no reason to believe that this budget won't pass as the fiscal year is nearing a close out. As far as when this passing would trigger payment, it all comes down to how long the process from the time of this hearing to when the letter is sent by the governor authorizing release of funds. A reasonable estimate is that it would take approximately a week following A & F (Executive Office of Administration and Finance) receiving the authorization. For more information on A & F see here: <https://www.mass.gov/orgs/executive-office-for-administration-and-finance>

Salary Calculations:

Over the summer and into the fall most colleges have succeeded in providing Salary Calculation Worksheet to all Day Unit MCCC employees. And where errors have been reported they have been corrected in a timely manner with the exception of a few individual cases. During this process, a few critical issues have been identified as follow:

- Some colleges have been creating worksheets that mostly follow the instruction and templates both the MCCC and Management had agreed upon, but the formatting differed which created some confusion. To address this, I recently requested that the templates used by Massasoit Community College be widely distributed to members. This was due in large part to the fact that Massasoit HR was part of Management's team in formulating accurate and clear worksheets. Since that time, the feedback has been generally positive and members are better able to forecast their expected increases, COVID bonus, and interval advancement.
- The issues facing off-grid employees given the disagreement between the MCCC and Management's interpretation for service achievements (aka: longevity increase) remains unresolved. To help address what the MCCC views as an inappropriate and unfair treatment of our employees, the MCCC Executive Committee developed a strategic action plan to encourage these employees to send testimonial emails to their college President's urging them to acknowledge and provide these advancements whether on or off-grid as part of the financial side MOA's (Memorandum of Agreements) that were secured back in February of 2023.
- A small number of employees have also expressed concern about how the additional intervals we were able to secure (3 added to the top and 3 removed from the bottom) might impact employees in terms of properly receiving not only their new placement on the grids but also service achievements (where applicable). To assist with resolving this matter our team's MTA Representative Tyler Rocco-Chaffee is doing research and if needed will issue an information request as was done with the off-grid employees to assure that there is no financial harm to these valued employees.

Order of Implementation:

- There have been many questions about when the new intervals should be implemented. The first point of clarification is that "effective," "implemented", and "funded" are not synonymous. Payment for any of the cost items in the new contract can be delayed until the contract is funded. However, when the funding comes though, the Colleges will owe retro back to the effective date of the benefit. For example, effective the first pay period in July 2022, members will advance two intervals rather than one for a successful post-tenure evaluation. However, the money for the second interval may be paid retroactively back to that date once the contract is funded.

Please consult the ratification documents posted on the MCCC website for questions about effective dates and specifics about language: <https://mccc-union.org/2023/02/07/day-unit-ratification-materials/>

Status of the new CBA (Collective Bargaining Agreement) and Related Forms: Over the summer MCCC President Claudine Barnes codified the new agreement and incorporated all of the new (2021-2023) contract language. With the assistance of myself and Day Team member Joanna DelMonaco we reviewed, revised where needed, and have submitted a final draft to Management. The next step is for Management to review with their team to certify the accuracy and then send it along for required signatures. After that is completed, it will be made available on the MCCC website and hard copies will be made available to chapters. While I do not have date certain for when this will be in effect, it is my hope that it will not take too much time as the essential work has been completed. But in the meantime if anyone needs language to refer to please be reminded that the TA (Tentative Agreement), TA summary, and MOA's are available on the MCCC website: <https://mccc-union.org/2023/02/07/day-unit-ratification-materials/>

Successor Bargaining Team: The Day Contract Team for the next round of bargaining commenced meeting on 8/28/23 and also met on 9/12/23. Due to budgetary constraints as well as the fact that the previous contract was still not funded and the standing Day Negotiations Committee had not yet been formed to work on the survey, the new Day Team was directed to start their work during the Fall 2023 semester. During this layover time I remained as Chair to address the “new yet expired” contract matters over the summer as well as Impact Bargaining for the 15 Community Colleges addressing various Day Unit matters and official notices issued by Labor Council.

On 9/12/23 the Day Team established roles (noted below) through the volunteer and nominations process. Given the complexity and residual issues facing the previous team, I made a personal and professional decision not to run for Chair of the new team. However, upon being nominated as Vice Chair I was glad to accept this new role. I am enthusiastic about continuing to serve on the new team and to assist the incoming chair, Joanna DelMonaco, as she takes up the duties of Impact Bargaining and chairing the new team. Joanna is also recognized as being a very effective Chapter president at Middlesex Community College as was secretary of the previous team and has served on the BOD. The next Day Team meeting is scheduled for 9/28/23. In addition, most members plan to attend the MTA Higher Education Conference in Southbridge, MA on 10/21/23. Here is the registration link for the summit: <https://cvent.me/wYY2ym>

The Successor Bargaining Day Team Members are:

- Joanna DelMonaco (Middlesex CC) Chair
- Lisa Coole (Massasoit CC) Vice Chair
- Trevor Kearns (Greenfield CC) Secretary
- Renae Gorman (Springfield Tech. CC) Co-Secretary
- Ted Intarabumrung (Roxbury CC) Team Member
- Mike Dubson (Bunker Hill CC) Team Member
- Claudine Barnes (Cape Cod CC) MCCC President, Ex-Officio Team Member
- Joe Nardoni (Middlesex CC) MCCC Vice President, Ex-Officio Team Member
- Colleen Fitzpatrick, MTA Representative
- Bret Seferian, MTA Representative

Additional Information re: Contract Bargaining:

On August 24th, DHE Commissioner Noe Ortega authorized the Delegation of Collective Bargaining Authority to the Community Colleges' Council of Presidents for a Successor MCCC Bargaining Agreement. This was received as very promising and encouraging news and displays that our collective concerns about the previous Management representation of Mike Murray as lead negotiator had been heard and that the future Management bargaining team will have at least one College President. This also shows that the DHE recognizes the need for more efficient and informed processes. Stay tuned for future updates as they are made available about the construction of Managements team.

Closing Remarks:

As we continue to be in somewhat of a state of "limbo", please be reminded that the contract was ratified in March and all non-financial aspects are in full swing. And while this delay in funding is the "dark cloud" that hovers over us as we continue to be THE most overworked and underpaid higher ed educators in the Commonwealth and as compared to comparable cost of living states across the country, let us not forget the great strides we made in other aspects of the contract and the support that we have received from our College Presidents.

I would also encourage those of you who want to stay informed to reach out to your Chapter presidents and Directors for updates. There was a BOD meeting on Friday 9/15/23 at which discussions around the 8% possibility in the next year, the status of the Cherish Act, the visit to the State House Day on 9/18/23 (at which MCCC President Barnes and VP Nardoni gave testimony) were addressed in addition to several other important matters impacting us on a state-wide level. The Strategic Action Committee is chaired, by MCCC VP Nardoni, and he has and will continue to be in touch about these critical matters. Additionally, the most recent MCCC September Newsletter offers some additional information: <https://mccc-union.org/2023/09/10/september-newsletter-2023/>

Thank you all for your patience, grace, support, and inquiries, during my time as Chair. As difficult, time-consuming, and frustrating as the process was, I enjoyed the journey and mentorship provided by Claudine Barnes, Candace Shivers, Joe Nardoni, our MTA Reps. Tyler Rocco-Chaffee, Colleen Fitzpatrick, my fellow Day Team members, and visiting consultants. I look forward to working with the new team as we press on and "make good trouble". We must never give up as we continue to face financial and emotional exploitation at the hands of those in positions of power that at times seem oblivious to the day-to-day realities of Community College Faculty, Professional staff, AND students.

"Education is an act of love, and thus an act of courage" (1968; Paulo Freire)"

In solidarity,

/s/ Lisa C. Coole

Lisa C. Coole

Outgoing Chair, Day Contract (2021-2023) Negotiations Team

Contact Information for the Incoming Chair, Joanna DelMonaco: mccpaprez18@gmail.com