



Bargaining Update

November 22, 2022

Greetings MCCC Unit Members,

This communication provides a brief overview update on the Day Contract Negotiations since the last update on November 7, 2022. If you have not yet had a chance to review that update, I strongly encourage you to do so in order to better understand the context of recent developments. Bargaining updates may be found here:

<https://mccc-union.org/>

On November 14th, we met with Management. We were also notified that Nate Mackinnon, Executive Director to the Massachusetts Association of Community Colleges would be attending as a silent observer. For more information about the MACC see : <https://masscc.org/massachusetts-association-of-community-colleges-welcomes-new-executive-director/>

Given that we had not yet received indication as to where Management stands in terms of our financial proposals referenced in the 11/7/22 bargaining update, we did not offer a certain counter proposal package but rather used this time to make further inquiries and to reassert our overall rationale and positions to what we have proposed to date. Given how many tentative agreements' (TA's) have been reached and the selected key proposals we have prioritized, is it our position that what we have negotiated in good faith and what has been offered in response is beyond reasonable to get a tentative agreement for the 2-year contract that was offered by Management in August. At the onset of this meeting we highlighted the following:

We started this bargaining process during the spring of 2021 focusing on the concerned voices of faculty and staff with the overarching lens of what we **need** to support us **all** as we continue to face the challenges of, but not limited to:

- Retention of marginalized students
- Student success
- Employee burnout
- Shifts in pedagogy: cultural literacy, trauma informed education, embedded remediation, all of which have led to:
- Significant spikes in electronic communication (email, LMS, zoom conferencing) in our instructional, noninstructional, and advising, roles etc.
- We asked Management to consider a Memorandum of Agreement (MOA) that would secure that they would be open to bargaining workload in successor bargaining which would commence in the spring of 2023 as **our members simply cannot continue with the presumption of doing additional work first, and then being compensated later - if ever.**

In addition, our priority was to be clear about our response to Management's assertions that the Distance Education Agreement (DEA) be inserted into the Day Contract beyond the definitions. We made it clear that we are willing to negotiate this in successor bargaining, but that given the timing, and the intricacies involved in addressing the workload, compensation, and evaluation portions of the DEA we are hesitant due to the following.

- We need an evidenced-based approach, that is not rushed, and includes the DCE bargaining team in the process.
- Given that it took us nine (9) months to agree on definitions, the likelihood of coming to a quick consensus is unrealistic; especially given Management's view that all courses, regardless of modality, should be treated the same.
- We need to consider how this impacts not only faculty but also MCCC unit members who help coordinate and facilitate distance education.
- We need to address raising the 1998 per credit course preparation stipend of \$500.00.
- We need to consider the impact on course preferences and assignments.
- We need to assure that a "knee jerk" reaction to the COVID-19 Pandemic impact on funding of stipends is not used to justify reducing compensation for this critical work going forward.

We presented our most recent counter(s) to Office Hours and Sabbaticals proposals to clarify that there is a 4-hour per week office hour requirement and that professional staff have proportionate consideration for sabbaticals.

We requested that Management provide reference to the Mass General Laws regarding Non-Hostile/Anti-Bullying and that this language be posted in the Collective Bargaining Agreement (CBA). This was done in response to Management's assertion that they believe that MCCC concerns about this issue are adequately addressed through M.G.L. and that Human Resources is the avenue to address their concerns.

During caucus we were able to put together a reasonable response to one of the outstanding electronic grievance forms that would not put the burden on members needing to file a grievance to know who the President's Designee was at any given time, given that the "designee" is not a consistently known person to members.

Follow up:

We met as team on November 16th to finalize our response to Management's proposal about Hyflex to be clear that the faculty syllabus and any attendance policy within be honored. We also reviewed Management's responses to our office hour counter and followed up with emails of our office hours and Hyflex definitions proposals.

As of this writing we have not received any responses to our proposals including the financial proposals. (See previous update for details)

On November 18th, I provided a detailed bargaining update to the MCCC the Board Of Directors, and team members have attended various local chapter meetings to provide updates and answer questions.

Next steps:

Our next meeting with Management is on Tuesday November 29th, 2022. In anticipation of getting response or not, we have another team meeting scheduled for Monday November 28th, 2022, to discuss strategies whether it be on addressing any responses we receive between now and then and/or how to respond to a lack of response.

Contract Action Team: We were supported by over 75 members of the Contract Action Team (CAT) and other MCCC members who attended as silent observers. It has been especially helpful to receive feedback in our debrief sessions. For more information on CAT initiatives, please contact the CAT Chair, Robert Whitman bhccwork58@gmail.com. The ability to have members witness the response by Management and to debrief has been extremely helpful in this process and if this contract does not get resolved at our next meeting, we have full faith that the CAT and our membership stand united with the team.

The next meeting with management is scheduled for: November 29th @ 2:00-4:00PM.

While not anticipated, meeting times and dates are subject to change with prior notice.

In solidarity,

Lisa Coole, Day Negotiations Chair

For questions, please email me at: lcoole41@gmail.com