



Bargaining Update

June 6, 2022

Hello MCCC Unit Members:

First, we would like to announce some changes to our negotiations team. Our new chair, elected by the team, is Lisa Coole, Professor of Sociology at Massasoit Community College. Lisa has been on the team since the team was appointed and has also served on the Faculty Evaluations Committee which has successfully created a new, online evaluation for Day unit faculty. Candace Shivers from Mount Wachusett will continue as Vice Chair. The rest of the team includes Joanna DelMonaco (Middlesex), LaTasha Sarpy (Bunker Hill), Tiger Swan (Quinsigamond), and Ellen Pratt (Mt. Wachusett). MCCC Vice President Joseph Nardoni and President Claudine Barnes serve as ex-officio members of the team. Colleen Fitzpatrick and Tyler Rocco-Chaffee from the MTA will continue to serve as consultants. Moving forward, please direct questions about Day negotiations to Lisa at lcoole41@gmail.com.

The team met with management on May 18th, and they submitted a package proposal. This meeting became rather heated as we pointed out numerous concerns including the long delays in their responses to our proposals. Management has taken the position that if we want to see any monetary increases this year, we need to wrap up negotiations by the end of June to ensure that increases are in the state budget. This was one of the first meetings where we sensed such a level of pressure and frustration. Since this meeting, we met twice as a team and over email to prepare.

On June 1, we met again with Management. The objective for the team at this meeting was to express overall disappointment with their stance on our most significant financial proposals, and their lack of acknowledgment of the workload increases of both faculty and professional staff. Additionally, there is little to no evidence that their package validates and supports the objectives of the Equity Agenda, the DHE Strategic Plan for Racial Equity, and the New Undergraduate (NU) Experience Report, all of which we used as a significant part of our guiding principles and proposals. This includes, but is not limited to, asking for better pay to help with retention of our members and hiring new members that reflect the communities we live and learn in, and to recognize that times have and will continue to change, and the challenges faced by students, faculty, and staff have not been adequately addressed in Higher Education nationwide, and certainly not at the Community college level here in the Commonwealth. And while some progress has been made in terms of new programs, certificates, expanding professional development to assure that we are aware of and implement strategies around culturally responsive teaching and advising, embedded remediation, multiple measures assessment, dual enrollment/early learners, and various other trainings aimed to help students succeed, there has been few changes made that recognize the impact this has had on all our workloads.

We also wanted to clarify if they intend to consider various proposals that were brought to the table, some going as far back as August of 2021 to which we have never received any response and were not identified in Management's May 18th package. Management indicated that they have "no interest" in considering or providing a counteroffer on the following proposals and suggested maybe the issues could be addressed in the next bargain.

- Classification Appeals: Submitted 8/23/21
- Appointment of PT Faculty and Professional Staff: Submitted 8/25/21
- Career Designation for Grant Funded Positions: Submitted 2/9/22
- Part -time to Full-Time for Faculty and Professional Staff (11.06 and 11.05) Submitted 8/25/21
- Dual Enrollment/Early College: Submitted 12/15/21 and Revised 2/9/22 to include Professional Staff. Proposal included definitions, clear expectations and protections for Faculty and Professional Staff,
- Vacation Leave: Submitted 2/9/22

- Part-Time Seniority and Tenure: Submitted 2/9/22
- Parental and Childcare Leave (9.08): Submitted 9/27/21
- Licenses and Certifications, Grid Movement and Reimbursement: Submitted 2/9/22
- Arbitration (10.06): Submitted 2/9/22
- Tuition Waiver Submitted 2/9/22 (to expand coverage to tuition and fees and to extend the benefit to family members of deceased and former unit members.
- Professional Staff Flex Time: Submitted 2/9/22
- Professional Staff Direct Student Contact: Submitted 2/9/22

Finally, at the June 1st meeting we submitted five counter proposals to Management (BHE) responses (see list below). All those matters were discussed and taken under advisement and management indicated they should be able to get back to us at our June 13th meeting.

- Counter Proposal to the BHE May 4th Revised-Proposal re: the Distance Education MOA provision to be incorporation into the CBA. Original Proposal submitted 2/9/22. Our language offered only addressed the definition portion of their proposal as the team needs more time to work on the workload and compensation, and definitions must be in place to proceed.
- Counter Proposal to BHE Counter Proposal on MCCC Office Hour proposal. In sum, the MCCC is requesting more flexibility to reflect the various modalities and the realities of how students use office hours and the increase in providing students with feedback given a shift in technology (i.e., emails, LMS, Zoom conferencing etc.).
- Counter proposal to BHE Counter Proposal (submitted 5/18/22) to MCCC proposal (submitted 2/9/22) regarding Article 20.11 Dept. Chairs and Coordinators.
- Stipends for other (non-chair) work in summer and intercession: increasing to \$50.00.
- Counter proposal to BHE Counter Proposal to MCCC Extra Work Proposal (21.04) to increase hourly rate to a minimum of \$50.00 per hour.
- Clarify intent of BHE counter proposal dated May 18 to MCCC 2/9/22 proposal regarding Non-State Funded Employee Transfer to State Funded Position (submitted 2/9/22). Agreement was reached verbally upon clarification and MCCC proposed change in wording submitted on June 1st. Still awaiting formal acceptance of this change. The change makes it clear that time worked would count towards tenure.

Our next meeting with Management is scheduled for June 13th. Between now and then we will be meeting and focusing on strategies and considering how to respond to the above positions of the BHE. Members of our team also met with the CAT (Contract Action) team and are pleased that more members have committed to this effort. But at this point, we are still processing and analyzing the data to see what actions, if any, may be needed to support the MCCC agenda.

In solidarity,

Lisa Coole, Day Negotiations Chair

Claudine Barnes, MCCC President