



Bargaining Update

As of 2/13/19

The MCCC Day Negotiations Team has been steadily working on bargaining a new contract. While we are making good progress in some areas, management is still holding firm to several of its proposals.

Regarding Articles 12 and 13, management continues to propose language that would require faculty to use the learning management system provided at their respective colleges to not only post all course materials but also have an online gradebook; language that would require faculty and professional staff to utilize the primary advising software used at their community colleges; and be evaluated on the use of both the LMS and advising software. We have rejected these proposals multiple times and countered on several items but management is insistent.

Management continues to hold firm on their proposal that would cap professional staff accumulated vacation days at 50 rather than 64 days, eliminate the conversion of the days over the cap to sick leave, and reduce the rates of accrual of vacation days. We continue to reject these proposals particularly the changes to vacation accrual and have asked for current employees to be grandfathered and for additional personal days. Management has rejected our most recent counter.

MTA Consultant Maura Sweeney has been working with members of the Contract Action Team to reach out to college presidents to put pressure on management's negotiations team. We need your help so if you get a request for assistance, please act. Settling such language as Articles 12 and 13 in our favor will only happen with pressure on the presidents.

Since the last written update, we now have several new signed tentative agreements to report:

- January 3 agreement to establish a Licenses and Certifications Committee which will study compensation and reimbursement for licenses and certifications required to be held by unit members. The members of this committee will receive a reassigned time or stipend.
- January 16 agreement on professional staff promotion grid language that assures upward salary movement when reclassification occurs.
- January 16 agreement on Article 2.05 Association Representatives which requires management to provide additional workload reduction for statewide union officers at no expense to MCCC. Additional reassigned time paid for by the MCCC will now be paid at Step 3 rather than Step 2. This proposal is a financial net gain for the MCCC.
- February 6 agreement that all values on the full-time faculty and professional staff grids will increase by 2% retroactive to July 1, 2018, 2% on July 1, 2019, and 2% on July 1, 2020. The base salary for new hires will increase by 2% effective July 1, 2018. And, effective July 1, 2019 all point values in the Professional Staff New Hires, Reclassification and Transfers table will increase by 2%.
- February 6 agreement on Article 9.03 Tuition Waiver. This reflects recent changes in state law that redefines tuition waivers as tuition credits in the University of Massachusetts system.

We are continuing to work on language which would provide grid intervals for full-time faculty and professional staff who are on Column H of the grids and receive new education credentials. And, we are still working on language for unit members who are at Interval 1 on the grids.

Members have been inquiring about the process to receive retroactive pay. We have learned that the Governor has put funds in House 1 (his budget) to cover collective bargaining costs but this is not the same as approving our contract. These are technically the next steps:

- We must have a tentative agreement on all items.
- A ratification vote must take place.
- Both parties sign a memorandum of agreement (MOA). This is referred to as contract signing.
- A funding request is submitted to the Governor within 30 days of execution of the MOA. The funding request is also sent to the legislature.
- The Governor submits a funding request to the legislature. This is supposed to happen within 45 days. If the governor does not, the request is sent back to the parties for further bargaining. FYI – this has recently happened to MSCA.
- The Legislature votes to approve funding.
- The Governor signs or vetoes the funding request.
- Several weeks later we get retroactive pay and our biweekly pay would increase.

If you have any questions, please email dayteam@mccc-union.org.

Claudine Barnes, Chair

On behalf of the Day Negotiations Team