



Bargaining Update

As of 6/27/18

On behalf of the members of the Day Negotiations Team, I am happy to report that our team has been bargaining consistently with the employer since April. I want to thank members for your responses to the bargaining survey. The feedback you've provided about different provisions of our contract and your priorities for negotiations have been very helpful in the development of our proposals.

As Negotiations Chair, I would like to introduce unit members to the Day Negotiations Team.

Chair, Claudine Barnes (CCCC)
Vice Chair, Tom Kearns (MaCC)
Secretary, Gail Guarino (CCCC)
Meghan Callaghan (BHCC)
LaTasha Sarpy (BHCC)

MCCC President Margaret Wong (QCC), ex-officio
MCCC VP Rosemarie Freeland (GCC), ex-officio
Past MCCC President Diana Yohe, ex-officio
MTA Consultant Maura Sweeney

To inform our proposals, the team has thoroughly reviewed the results of the bargaining survey; reviewed proposals from the last contract bargaining and considered ways to improve the salary grids; reviewed the other higher education contracts and recent settlements; discussed input from our statewide Day Grievance Coordinator, and researched language that will help to protect the MCCC after today's Janus decision from the Supreme Court.

We have adopted internal ground rules that guide the actions of our team in meetings and at the bargaining table. The team identified bargaining priorities and broke them down into high, medium and low priority items. And from one of our earliest meetings, began assigning the drafting of contract language prioritizing the key issues members have identified. This process has been slow and deliberative but we can now say that our proposals have been thoroughly reviewed, revised and vetted by the team.

Our first meeting with management took place on April 23. Both sides shared our visions for this bargain, discussed dates for meetings and a proposed timeline for bargaining and submission of language items. Management proposed ground rules for negotiations and after bargaining some of the items, we have signed off the ground rules. We have a verbal agreement for a contract extension as our contract expires on June 30 and we have agreed that all primary language proposals must be submitted no later than our meeting on July 27. We will ensure that all financial offers will be retroactive to July 1, 2018.

Management's team includes Michael Murray, DHE Human Resources; Paul Alexander, Associate VP Human Resources at CCCC; Stephen Fabbrucci, VP Human Resources at NECC; Margaret Hess, Executive Director of HR at MaCC; Karen Hynick, VP Academic Affairs at NSCC; Adam Klepetar, VP of Student Affairs and Enrollment Management at BeCC; Michael McCarthy, VP of Administration and Finance at NECC; Phillip Sisson, Provost and VP Academic Affairs at MiCC; and Carol Wolff-Fallon and John Casey from the Office of the General Counsel of the Massachusetts Community Colleges.

Our proposals presented thus far include:

- Union security provisions re: Janus including access to member information, agency fee language, and increased reassigned time for officers of the union
- Creation of a committee to develop part-time salary grids
- Improvements to the salary grids including language on new academic credentials in Column H, post-tenure evaluation \$ after Interval 1, and professional staff post-reclassification placement
- Creation of a committee to review and update licenses and certifications so they may be valued on the faculty and professional staff grids
- Comp time – increased ability to use or be paid in lieu of use
- Increased compensation for chairs and coordinators outside of the academic year
- A tiebreaker mechanism for professional staff reclassifications
- Improved family leave
- Compensation for part-time chapter presidents
- Creation of an E-7 type form for part-time professional staff and protections against decreasing work hours

Management's proposals presented thus far include:

- Provisions that would require faculty to report attendance, participation, academic warnings and grades
- Faculty workload to include online teaching at the discretion of the college president
- Changing the academic calendar to allow for classes to begin in September before Labor Day
- Limitations on the use of and a cap on sick leave bank
- Expansion of the customary work week for professional staff
- A more extensive tenure application process
- Additional mandatory job-related trainings
- Elimination of the day after Thanksgiving off-campus professional day for professional staff
- Substantive changes to reduce vacation accrual and cap the amount of accumulated vacation time for professional staff along with all psum, regardless of date of hire receiving 5 personal days
- Extensive changes to faculty workload including assessment, mandatory use of the college LMS and use of advising software
- A committee to evaluate and redesign student evaluations

We have either rejected, countered, or have asked many questions about management's proposals to date. And, we are cognizant and concerned by the emphasis management has placed on professional staff proposals. We do have agreement on language that any changes made to the academic calendar due to weather or safety issues must be done in consultation with the union. We are awaiting counter-proposals from management on an array of subjects and we are anticipating that these will be forthcoming in the weeks ahead. We have scheduled bargaining sessions throughout the months of July and August. Bargaining was slow to start but we are optimistic that we will make big strides in the next two months.

Given some of management's proposals and the chronic underfunding of higher education, this may a challenging bargain and we may call on you for assistance. But for now, watch for email and website updates and know that we are working our hardest to get you the best possible contract we can.

In solidarity,

Claudine Barnes
Chair, Day Negotiations Team