



Bargaining Update

June 23rd, 2022

Hello MCCC Unit Members:

Since the last Bargaining update on 6/6/22, we have continued to meet as a team to address our concerns and grave disappointment with Management's response at our June 1st meeting. We inquired again with Management about MCCC's proposals for which there have been no responses. They advised that if a counterproposal was not included in their package on May 18th, then the BHE was responding "No" to the MCCC proposal. We will continue to push for responses because it is critical for Management to engage in discussions about the important issues brought forth by MCCC members through our team's proposals.

On June 13th, we met with Management and they submitted 3 responses to our proposals:

- **Office Hours:** The MCCC proposal seeks to align office hours with the faculty's modality of teaching, which is critical for student engagement. Currently, Management does not agree that office hours should match the modalities of instruction. They want faculty on campus 3 days a week regardless of teaching modalities, with exception of a fully online asynchronous workload. As we know, office hours have become antiquated, especially in recent years, because so much communication is done with students through email, the LMS, and zoom meetings. These methods of communication enhance student engagement because they can take place from anywhere and better suit student needs and schedules. Management's current language could result in students and faculty having to come to campus even when there is no face-to-face class being taken or taught.
- **Extra Work (Hourly Rate Increase):** Management offered a \$2.00 increase from \$40.00 to \$42.00. We are standing firm on our proposal of \$50.00 to align with what has already been agreed upon in the language regarding Department Chairs and Coordinators in Article 21.04.
- **Shift to State Appropriated Funds:** We are almost at agreement with language that would allow unit members who move from a non-state appropriated funded position to a state-appropriated funded position to count their time towards the (6) years as a unit member.

Management also provided a counter regarding Distance Ed Agreement Definitions. This has required a lot of discussions and research, but we are hopeful that an agreement will be reached soon on definitions so we can move forward to the Compensation, Workload, and Evaluation components that would be required if the Distance Education Agreement from 1998 were to be replaced in the CBA.

The MCCC team also decided to offer a revised proposal related to the tuition waiver that was initially rejected by the BHE. Our tuition waiver language extends the benefits to not only current members, but former, retired, and deceased members, and is a practice followed by other colleges around the nation. A brief discussion ensued with management. There seems to be an interest in extending the benefit, but including former employees gives them pause, so they will get back to us.

We had further discussions with Management about the All-Purpose Paid Leave (APPL) for PT Unit Professionals under 9.07. We are hopeful that will reach an agreement that better serves members. In addition, we offered counters on the following:

- **Health and Safety Proposal:** Management's counter was far-reaching and went beyond the intent and scope of our original proposal. We reiterated the need for MCCC to have a seat on any existing Health and Safety committee, or to create a new one on campuses where they don't already exist.
- **Relevant Information 2.06:** We are continuing to ask that the President of the College or the President's designee provide to the Chapter President copies of all job postings. We also appear to have agreement that they will provide race and gender information as available with HR.

Our next meeting with Management is set for June 29th from 11:00-3:00 PM. We have submitted dates to continue to meet with management throughout the summer and are awaiting their reply.

We fully recognize how frustrating and worrisome it is to many of our members to be approaching year two of this process. But there is nothing worth settling for at this point that would not continue to harm members both financially and in their working conditions, which hinders student success.

Other news:

On June 15th I attended a portion of the Board of Directors (BOD) meeting in Worcester to present the MOA for the New Faculty Evaluation tool. This was approved by the board following a brief discussion. I also provided the BOD with a bargaining update.

On June 17th the Contract Action Team (CAT) met and indicated that they are ready to get involved in supporting the bargaining team and fighting for all our members. It is evident that the parameters of the salary proposal are of concern, along with the lack of response to a variety of MCCC proposals that have a direct impact on workload and compensation for Faculty and Professional Staff. The MCCC liaison for the CAT is Joseph Nardoni, MCCC VP. The Chair of the CAT is David Medina (Mass Bay CC). There are still a few schools (Middlesex/Mt. Wachusett) without representation. If you're interested in joining the CAT, please contact Colleen Fitzpatrick at MCCC.United@Gmail.com. The next CAT meeting has been scheduled for June 27th at 3:00 PM.

In solidarity,

Lisa Coole, Day Negotiations Chair, lcoole41@gmail.com