

Massachusetts Community College Council

Joseph LeBlanc, President
Donnie McGee, Vice President
Philip Mahler, Treasurer
Phyllis Barrett, Secretary



Philip Kennedy, Operations Manager

Don Williams, Communications
Dennis Fitzgerald, Grievance
Joseph Rizzo, Grievance
Hilaire Jean-Gilles, Research

September, 2006

Dear Day Unit Faculty and Professional Staff Colleagues,

Our Bargaining Team has been deeply committed to bring you the best contract possible on time. We have fought for the best financial package possible, one that would preserve the integrity of the classification system. We have insisted that the distribution of management's financial package be done in a manner that treats our members fairly and equitably. We demanded payment for licenses and certifications while battling to protect gains made in previous contracts.

The MCCC Day Bargaining Team recommends that you vote to ratify the 2006-2009 tentative Agreement (hereinafter referred to as the "Agreement"). We do so without reservation. Hopes for the arrival of a gubernatorial savior notwithstanding, the Agreement represents the best we will do in a less than secure economic environment. With a worsening real estate market and speculation about a possible recession in 2007, we believe that ratifying this Agreement and pursuing funding in an expeditious manner is our best and wisest course of action.

While it's easy to get bogged down in explaining our classification system and salary grids, we will do our best to provide an overview of the Agreement in the simplest terms possible. Substantive changes reflected in this Agreement are mostly financial. This is no surprise since most of our demand package was financial in nature.

2006-2009 Tentative Agreement Highlights

- Financial package context: With the Romney administration's financial parameters limited to no more than 3 percent of our total payroll each year over the next three years, we demanded that the increases to be paid out on the first day of each fiscal year on July 1, 2006, 2007 and 2008. This Agreement not only avoids a "zero year" but provides salary increases beginning the day after the old contract expired.
- First Year Financial Package: The Agreement provides a 3 percent across the board increase to both full and part-time faculty and staff retroactive to July 1, 2006. A typical member earning \$54,000 would see an increase of \$1,620. This installment will benefit senior more than junior members.
- Second Year Financial Package: On July 1, 2007 full-time members will receive payment for the points captured in the Oct. 15, 2006 snapshot as well as an effective doubling of the dollar amount on base equal to 16 points for seniority and experience. This equals a minimum \$1627 increase for every member, bringing that average member up from \$55,620. Add an additional 10 points and \$508.49 for a post-tenure evaluation if this applies. Once again, professional staff will be paid a differential on base so raises will equal faculty salary increases, as was the case in the last contract.
- Licenses and Certifications will be funded for the first time under this Agreement. Scores already assigned by a Joint Management Labor Committee will be tripled with payment to be phased in equally over the next three years beginning in 2007. A faculty member holding a CPA (10 points tripled to 30), for example, would receive \$508.49 on base on July 1, 2007.
- Third Year Financial Package: On July 1, 2008 full-time members will receive payment for the points captured in the Oct. 15, 2007 snapshot as well as an effective doubling of the dollar amount on base equal to 16 points for seniority and experience. This equals a minimum \$1676 increase for every member, bringing that

average member up from \$57,247 to \$58,923. Add an additional 10 points and \$523.74 for a post-tenure evaluation if this applies. That faculty member with the CPA would receive an additional \$523.74 on base.

- Other Financial Notes: Point values will be increased by 3 percent for each year of the Agreement to \$50.849, \$52.374 and \$53.945 respectively. Minimum and maximum salaries will also be increased by 3 percent each year.
- Important note: Increasing minimum salaries will mainly benefit new members hired over the next three years. Both sides recognize the need to re-calibrate the system using the new minimum salaries and increased point values for all points earned by all members. Funding this update is beyond the financial scope of this Agreement, however.
- Part-time day unit members will receive a 3 percent across the board increase on July 1, 2006, and a 4 percent increase on Sept. 1, 2007 and again on Sept. 1, 2008. Part-time day unit members will continue to receive the paid time off negotiated in the last agreement.
- Professional Staff Grade 1 will be eliminated in the second year of this Agreement. These members will move up to Grade 2 with higher resulting salaries on July 1, 2007.
- The Health and Welfare Trust, the system funding our dental plan, will be increased by \$1 per week per member for each year of this Agreement.
- Workload and Other Items: Our Team fought back several management proposals to add to our workload. We did agree to minor adjustments in the language of the workload articles. These language changes are not substantive, do not result in increased workload for any unit member, and are a far cry from management's original proposals:
 - Under the Agreement, Faculty will submit a list of proposed college service activities on Oct. 15 and Feb. 15.
 - Faculty who want to exceed the contractual limit on the number of course preparations will sign a document acknowledging that they have done so voluntarily. As in the current agreement, faculty are NOT required to teach more than the contractual limit on course preparations.
 - The faculty workload computation form has been redesigned to eliminate the column with units of instruction. Under this Agreement, workload will be computed using instructional hours only. This change does not increase the workload of any unit member, and this plan was developed only after consultation with MTA consultant Katie D'Urso and MCCC Day Grievance Coordinator Dennis Fitzgerald.
 - To settle a grievance and strengthen our rights in the implementation of University of Washington student evaluation system, we agreed to allow management to use questions 1-22 (1-13 in Form J) to make comments in the faculty evaluation process. At the same time, management agreed to not use Decile Rank information for any purpose whatsoever. Thus, faculty must be evaluated on their performance only. Their student evaluation scores cannot be compared to their colleagues in a department, division or the college at large.

This tentative Agreement has been hard fought. It represents the best financial package possible with minimum take backs. We have worked hard to deliver for all our day unit members and urge you to vote "YES" for this, the first on time contract in the MCCC's history.

In solidarity,

The Day Bargaining Team

Chair Rick Doud; Secretary Phyllis Barrett; members Roberta Albano, Geri Curi Curley, Phil Mahler, Kathleen McDonough, Donnie McGee and Gail Stuart; ex officio member Joe LeBlanc; and Katie D'Urso, MTA consultant and team spokesperson.

P.S. On August 25, the MCCC Board of Directors voted to recommend that the Agreement be ratified.

Attachments: Notice of Ratification-Yellow
Tentative Memorandum of Agreement-Pink
Ballot-White (1/3 page)