

# MCCC FACULTY AND PROFESSIONAL STAFF UNIT MEMBERS

## MCCC/MTA/NEA NOTICE OF CONTRACT RATIFICATION

The contract ratification vote on the tentative collective bargaining agreement between the full and part time faculty and professional staff unit members in the Massachusetts Community College Council/MTA/NEA and the Board of Higher Education/Council of Community College Presidents shall be conducted by mail ballot. All materials, including the ballot, have been mailed directly to all unit members in this mailing. In the event you do not receive a mail ballot contact the MCCC Office at (508) 890-6688. **All ballots must be received in the MCCC Office no later than 5:00 p.m. on September 21, 2006.**

The proposed agreement contains an agency fee provision. If the Agreement is ratified by a majority of those voting, the agency fee provision will require each bargaining unit member who elects not to join or to maintain membership in the Association to pay the Association, on an annual basis, an agency fee as a condition of employment. The amount of agency fee for the 2006-2007 membership year is \$615.15.

Please note that the proposed Agreement contains salary increases as follows:

### **July 1, 2006:**

- 3% across the board raise, raise the minimum and maximum salaries and the point value by 3%
- 3% Raise for part-timers, raise the part-time minimum pay by 3%

### **July 1, 2007:**

- Payment of the points from the October 15, 2006 snapshot
- Payment of 1/3 of the points for licensures and certifications
- Payment of a dollar amount on base equal to the value of 16 points (seniority and experience) for faculty and professional staff
- Payment of differential on base for professional staff so that they receive the same value of points as faculty
- Raise the minimum and maximum salaries and the point value by 3%

### **September 1, 2007:**

- 4% raise for part-timers, raise the part-time minimum pay by 4%

### **Fall 2007:**

- Payment of the dollar value of a 3% across the board raise minus the dollar value of the increase in salary paid out on July 1, 2007 and September 1, 2007

### **July 2008:**

- Payment of the points from the October 15, 2007 snapshot
- Payment of 1/3 of the points for licensures and certifications

- Payment of dollar amount on base equal to the value of 16 points (seniority and experience) for faculty and professional staff
- Payment of differential on base for professional staff so that they receive the same value of points as faculty
- Raise the minimum and maximum salaries and the point value by 3%

**September 1, 2008:**

- 4% raise for part-timers, raise the part-time minimum pay by 4%

**Fall 2008:**

- Payment of the dollar value of a 3% across the board raise minus the dollar value of the increase in salary paid out on July 1, 2008 and September 1, 2008

The ratification vote is open to all employees in the bargaining unit who are covered by the proposed Agreement, regardless of their membership or non-membership in the Association. All employees in the bargaining unit are eligible to vote by secret ballot.

All ballots will be tabulated at the MCCC Office on September 22, 2006 commencing at 10:30 a.m. All members of the bargaining unit are welcome to observe.

The Association's most recent financial report, in the form of a balance sheet, is available for inspection during regular business hours at the MCCC Office.