MCCC Bargaining Update

MTA / nea

As of 4/24/19

Urgent Update!

Since our last formal update and subsequent reports to the MCCC Board of Directors, negotiations have deteriorated. Several weeks ago management had suggested they would drop their proposals for the mandatory use and evaluation of the use of both the LMS and advising software. Instead, they proposed that we agree to a limited pilot study which would provide data on the use of LMS and advising software. Last week, management presented discussion items, not a formal proposal, for what they were thinking about a pilot program including timelines with a definitive completion date at the end of the contract, a guarantee of no evaluation, and a committee to review the results and make recommendations for subsequent bargaining teams.

After much discussion last week, they suggested we respond to their discussion items which we did on April 23. We suggested a committee that would oversee a pilot of the LMS gradebook and advising software and produce a data-driven report on the findings. All members of the committee would receive reassigned time, the committee would develop the timelines, no one who participated in the pilot would be evaluated, and, most importantly, all participation in the pilot would be voluntary.

Management's response was horrible. They are demanding mandatory participation from all 15 colleges, all unit members including those not currently using the LMS or advising software must participate, they want explicit implementation deadlines, all faculty must put course materials on the LMS (we had offered only this earlier but management had rejected our offer), they only want the raw data – no committee report, and they offered only the potential for a reduction in college service. But their intentions were clear: this is mandatory use, they will seek in the next contract to evaluate usage, and they expect we will do this without any additional compensation.

THIS IS UNACCEPTABLE! This is an attack on academic freedom! We have an agreement for 2%, 2%, 2% and they want a huge increase in workload! And it is work that we have repeatedly cited is fraught with problems and concerns. This is not only an encroachment on your academic freedom rights (for example if you use My Math Lab, you would have to use two LMS to comply with management's wishes or give up use of the other proprietary software) but would allow management to enter into your LMS at will – you wouldn't allow this in your classroom and we have contractual protections against it. For professional staff this is management micromanaging all of your interactions with students and management gaining the ability to review all of the notes you take on students. One negotiations team member referred to this as management spying on us and our students. We have noted many times the problems with software and the inability of most LMS and advising software to link with the college registrar and other systems requiring duplication of effort. And, we have explained the general lack of support and professional development provided at many colleges. They don't care.

We need to hear from you. How much will you support the team in fighting this? Because we can't do it alone.

Last week, we completed a tentative agreement on vacation leave and personal days. We preserved as much of the original language as we could. No one will lose the number of vacation days they currently accrue and those who will have 25 years of service before the expiration of this agreement will be grandfathered in and still be eligible to achieve 30 days vacation. This chart shows the new accruals:

Less than 1 year of service	20 days
1 -7 years of service	22 days
8-11 years of service	23 days
12-19 years of service	24 days
20 + years of service	25 days

Vacation days will be capped at 50 days but if there are operational needs or extenuating circumstances, it may be possible to accumulate more than 50. Professional staff will have until the end of this contract June 30, 2021 to use their vacation leave as after this date vacation leave over 50 days can't be converted to sick time. There is also a new process for appeals if vacation requests are denied.

We are near the finish line but it is worth recapping what we have achieved so far:

- Part-Time Salary Grid Committee to develop and place part-time Day faculty and professional staff on salary grids (rather than one flat minimum hourly rate).
- Union participation in college orientation of new faculty and professional staff.
- A joint committee to redesign student evaluations of faculty.
- Increased compensation for department chairs and coordinators.
- All unit members will use direct deposit and a petition process if direct deposit is not feasible.
- Professional staff compensatory time can't exceed 75 hours. Any hours over 75 will be paid at the unit member's regular hourly rate of pay.
- All part-time Day unit members are eligible for bereavement leave and all benefits under Article 9.03.
- New language providing faculty compensation for review of Prior Learning Assessments.
- Reimbursement of job related drug testing required by third-party sites.
- Added Aviation Maintenance Technology to the list of programs extending beyond the academic year.
- Licenses and Certifications Committee
- Professional staff promotion grid language that assures upward salary movement when reclassification occurs.
- Additional workload reduction for statewide union officers at no expense to MCCC.
- 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%.
- Tuition Waiver language to reflect recent changes in state law re: UMass.
- Language to guarantee salary increases for new credentials if on Column H of salary grids.

We will be reporting to the Board of Directors on Friday and to the Delegate Assembly on Saturday.

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

Claudine Barnes, Chair
On behalf of the Day Negotiations Team