



# Bargaining Update

March 20, 2017

## **Day Negotiations Update - BHE and MCCC Joint Labor-Management Salary Grid Committee**

Per the 2015-2018 Day Contract, the Salary Grid Committee continues its work to develop a salary grid system for Day unit faculty and professional staff. The goal of the grid system is to provide a more transparent, equitable, user-friendly and predictable method for determining salaries and to also value additional professional achievements in our compensation structure. The structure of the salary grid system would be comparable to other salary systems at community colleges across the nation. Based upon the survey the committee asked members to complete in the fall, members have identified the following items as top priorities to be valued in a grid structure: educational attainment (highest priority), rank change, tenure, years of service, and satisfactory evaluations.

The team has been meeting regularly with management to discuss these components and the structure of the salary grids. We are pleased to report that we have agreement on education degrees, rank changes for faculty, tenure for faculty and professional staff, and rank equivalencies for professional staff unit members so that there is equal opportunity between faculty and professional staff for increased compensation under the grid system. We also have agreement that there will be separate grids for each faculty rank and each professional staff grade. We are still discussing satisfactory evaluations and are encountering resistance from management about any automatic annual step increases. Please note that this does not preclude MCCC from bargaining future across-the-board raises that would increase the values on the grid annually.

We recognize that moving to this system is a solid starting point for improving our salaries. Implementation of the grid system will make it easier to bargain for future increases, not only across-the-board increases but the valuation of additional professional achievements such as those raised in the member survey.

The committee is in the final stages of crunching the numbers to develop a system that works numerically. If we are successful, members of the team plan to [start visiting](#) the campuses in April to explain the system to members prior to the ratification process.

**If you have not yet completed the survey sent out by management about your educational attainments, please do so [TODAY](#) because this information is needed to finalize the grid system and to allow for accurate placement of members on the grids.**

MCCC members of the Grid Committee, Rosemarie Freeland, Margaret Wong, Joe LeBlanc and myself, along with MTA Consultant Courtney Derwinski, will be presenting an update to the MCCC Board of Directors on March 24.

On behalf of the MCCC Representatives of the Joint Labor-Management Salary Grid Committee,

Claudine Barnes