

Massachusetts Community College Council

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Dear [mergefield with FirstName]

The Salary Grid Committee has completed its discussions regarding a new salary grid system that, if ratified, will be incorporated into the 2015-18 Day Unit Collective Bargaining Agreement (CBA) and take effect July 1, 2017. The MCCC Board of Directors has unanimously approved the proposed grid system and recommends its ratification.

A system like this has been the objective of the MCCC for over 20 years. This grid system applies to salaried Day Unit members (those under the Classification Study) and provides a transparent method of compensation, a clear path for salary advancement, and is a tried-and-true system common in other MA public sector unions that negotiate with the state, as well as community colleges across the country.

The following professional achievements are incorporated in this grid system: educational attainment, rank change (& equivalency for professional staff), tenure, and satisfactory post-tenure evaluations. MCCC members identified these as top priorities for a salary grid in the fall bargaining survey. Significantly, these accomplishments are structurally embedded into the salary grids so the MCCC will no longer need to bargain these items separately—a practice that has resulted in the uneven historical treatment of professional achievements. This will also allow future negotiating teams to focus efforts on achieving improved across-the-board raises which will increase all of the salary values on the grids.

Effective July 1, 2017, unit members placed on the grid will receive at least a 2% raise¹, moving to the next grid position above their current salary. Increase amounts will vary between individuals as they are placed on the grid—a necessary short-term step to achieve a more stable, predictable and transparent long-term salary system.

There are separate grids for different faculty ranks and for professional staff grades. Hourly part-time Day faculty and staff who are not part of the grid system will receive a 2.5 % increase to their hourly rate. You can view the grids and **read other important information on the MCCC website www.mccc-union.org/salarygrid**

Here is your salary increase for July 1, 2107 based on HRCMS data (subject to verification by campus HR/Payroll):

Your current annualized academic year base salary ² :	[mergefield with OldSalary]
Your new grid annualized academic year base salary ² :	[mergefield with NewSalary]
Percentage increase:	[mergefield with Percent]

NOTE: If you attained one of the professional achievements noted above this spring, you will also receive the associated salary increase in addition to the raise shown here. See the Grid MOA for the timing of these raises.

1. Rounded to the nearest 1/100th of 1%.

2. Annualized academic year base salary: If you are employed for less than full-time, *the salary listed above will be prorated*. If you work beyond the academic year, *the additional amounts added to your base salary for this work are not included* in the salary amount listed. This information is subject to verification by your campus HR or payroll office. Grant-funded salary increases are subject to grant funding/terms. If you believe there is an error in the information above, please contact your Human Resources office.

For general questions about the Grid please contact SalaryGrid@mccc-union.org
It is imperative that you return your enclosed ballot quickly.
Ballots must be received by May 31 at 4:00 PM.

Ballots must be returned in the enclosed envelope, only one ballot per envelope accepted.
Remember that Memorial Day is May 29, and there is no postal service.