



# Bargaining Update

As of 11/3/18

The MCCC Day Negotiations Team has been steadily working on bargaining a new contract. While we are making good progress in some areas, management is still holding firm to several of its proposals.

On the positive side, we do have agreement that 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. We are also researching and developing language that could provide reimbursement for required licenses and certifications. We are discussing with management increased reassigned time for union leadership. And, we have a proposal on the table to improve part-time job descriptions and evaluations that will help our unit members.

However, management is holding firm to their proposals that would require faculty to use the learning management system provided at their respective colleges, require faculty and professional staff to utilize the primary advising software used at their community colleges, and be evaluated on the use of both the LMS and advising software. We have rejected these proposals multiple times but management persists.

Management is also holding firm on their proposal that would cap professional staff accumulated vacation days at 50 rather than 64 days, eliminate the conversion of the days over the cap to sick leave, and reduce the rates of accrual of vacation days. We have also rejected these proposals. But management continues to insist it is a "must-have." Complicating the negotiation of vacation days is that all of the other higher education units that negotiate with the DHE have agreed to this language.

Management has rejected our proposal of improved parental leave preferring to wait for the state laws to be written surrounding the "Grand Bargain" struck at the state level which may impact our contractual language on parental leave. And, we are having difficulties getting agreement from management on salary language for those whose salaries are above the grids.

A full report was provided at the October MCCC Board of Directors' meeting and the Board agreed to establish a Day Contract Support Team that can orchestrate any needed actions in support of an improved contract at the local and chapter level. Please pay attention for any further updates on the negotiations and any actions that may be asked of you. Remember that this is your contract and we will succeed when we work together.

If you have any questions, please email [dayteam@mccc-union.org](mailto:dayteam@mccc-union.org).

Claudine Barnes, Chair  
On behalf of the Day Negotiations Team