

# The MCCC Board of Directors recommends ratification of the 2018-2021 Day Unit Tentative Agreement

## Tentative Agreement Summary

Contract Area	Agreement/Changes to Contract	Additional Information	Page #(s) in Tentative Agreement
<b><i>SALARY and GRID CHANGES</i></b>			
<b>Salary Rate Increase Article 21.01</b>	All full-time faculty and professional staff will receive 2% per annum increases retroactive to July 1, 2018. This is reflected in the revised salary grids. All faculty and professional staff who are off grid will receive 2 percent on base. Part-time professional staff and faculty will receive 2 percent increases per annum retroactive to July 1, 2018 unless part-time salary grids have been adopted in year 3 of the contract.	In the new hire tables, base salary for faculty and professional staff increases by 2 percent in year 1. Professional staff points increase by 2 percent in the year 2 of the agreement.	2
<b>Compensation Reclassification Article 21.07</b>	Insures that reclassified professional staff receive appropriate increases in compensation.		3
<b>Column H – Academic Credentials Article 21.08</b>	Unit members who are on Column H and who receive a new academic credential will move two intervals on Column H if there are two intervals remaining.		3
<b><i>CONTRACT CHANGES</i></b>			
<b>Association Representatives Article 2.05 B</b>	The Employer will provide 2 course sections of release time per semester for state-wide MCCC officers; the MCCC will pay at DCE Level 3 for additional release times.	The result is a financial gain for the MCCC.	3
<b>Orientation Article 2.09</b>	The MCCC is guaranteed 90 minutes in any faculty/professional staff orientations; where there is no	This is an entirely new provision that should help with member	4

	orientation for new faculty and professional staff, the MCCC will have one hour to orient each new employees.	recruitment and contract orientation.	
<b>Dues Deductions and Agency Service Fee Articles 6.01 C and 6.02</b>	All mention of Agency Fee is eliminated from the contract.	Made necessary by the Supreme Court Janus decision.	4
<b>Vacation Leave Article 9.01 F</b>	Professional Staff vacation leave banking capped at 50 days, down from 64 days; there is a new process for exceptions to the 50-day cap. Unit members have until June 30, 2021 to use days in excess of 50 or turn those days into sick time.  Maximum accrual of vacation time is capped at 25 days per year, down from 30 days. New appeals process for vacation leave denials; no one will have a reduction in their current vacation time.	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  These changes were forced by the Governor's directive and are similar to other higher education contracts negotiated by the BHE.	5-6
<b>Personal Leave Article 9.01 H</b>	All professional staff will have 5 personal days per year.	This is an increase of 2 personal days per year for all professional staff hired after July 2012.	7
<b>Tuition Waiver Article 9.03 E</b>	The language is changed to reflect changes in state law. Tuition waivers are now referred to as tuition credits. Per state law, the UMass system determines their tuition credits.		7
<b>Reimbursement for Drug Testing Article 9.03 G</b>	The College will pay for drug testing for unit members who have a verifiable requirement for drug testing by a third party, provided the drug test is negative.	Travel for required drug testing will also be compensated.	8
<b>Programs that extend beyond the academic year Article 12.03 E.2</b>	Add Aviation Maintenance Technology to programs that extend beyond the academic year.	Pending management approval, additional programs may be added.	8
<b>Academic Year Article 12.03 E 8</b>	Management must consult the union if the academic calendar is amended due to weather incidents or public safety or public health closures.		9

<b>Workload of Professional Staff – Compensatory Time Article 12.04 C</b>	Compensatory time in excess of 75 hours will be paid at the regular rate of pay.		9
<b>Workload of Part-time Professional Staff Article 12.06</b>	Part-time professional staff who work over 224 hours per year will have an E7 within 21 days of appointment. The E7 form has been revised to accommodate part-time professional staff.		10
<b>Evaluation of Professional Staff Article 13.08</b>	Evaluations of part-time professional staff who have an E7 will be based on the job description in the E7.		10-12
<b>Classification Adjustments Article 21.02</b>	This article is eliminated as adjustments are made on the grids.		13
<b>Direct Deposit Article 21.04</b>	All salary is paid via Direct Deposit. Exceptions must be approved by HR and the Office of the State Comptroller.		13
<b>Benefits* Article 23, IX</b>	Part-time unit members will now contractually receive sick leave and bereavement leave.	Part-time sick leave is now state law but the bereavement leave is an improvement in benefits for part-time unit members.	13
<b>Savings Clause Article 25.01</b>	Assures that the agreement will stay in full force even if part of the agreement contravenes state or Federal law.		13
<b>MEMORANDA OF AGREEMENT (MOAs)</b>			
<b>Prior Learning Assessment Student Portfolio Evaluations</b>	Faculty will be compensated at a rate of \$150 for every portfolio review.		14
<b>Department Chairs/Curriculum Coordinators/Programs Coordinators</b>	Workload reductions beyond a 3-credit course release may be compensated at \$1,100 per credit instead of release time. For work outside the academic year, the pay rate is \$40 per hour, increased from \$35.		14
<b>Part-time Employees Salary Grid Committee</b>	The committee will work over the next academic year to establish salary grids for day unit part-time faculty and professional staff that may provide increased compensation for academic credentials and longevity.	Unit members participating on this committee will receive a reassigned time for every semester the committee meets.	15

<b>Student Evaluation of Faculty Survey Instrument Committee</b>	This committee will work over the next academic year to create and/or adopt new student evaluation of faculty instruments.	Unit members participating on this committee will receive a reassigned time for every semester the committee meets.	16
<b>Licenses and Certifications Committee</b>	This committee will work over the next academic year to look at compensation and/or reimbursement for licenses and certifications required to be held by unit members.	Unit members participating on this committee will receive a reassigned time for every semester the committee meets.	17
<b>Demonstration and Evaluation Program</b>	This is a voluntary program in which faculty utilize the LMS for posting contractual course materials and grades. Faculty and professional staff volunteers use the Student Educational Planning (Advising) software. Volunteers will receive 2 hours of college service per week. A review committee comprised of MCCC members and management is charged with evaluating the program and surveying faculty and students about their response to this initiative.	Unit members participating on this committee will receive a reassigned time for every semester the committee meets.	18-21