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As of 6-14-21

Hello MCCC Day Unit Members:

The bargaining team has completed a very thorough review of the negotiations survey as well as the recommendations provided by the Professional Staff Committee. Three members of the team met with the Professional Staff Committee to follow-up and get clarification of several of the issues raised. The team also met with Day Grievance Coordinator Dennis Fitzgerald and has reviewed his recommendations for these contract negotiations as well.

We have our first meeting with management scheduled for June 28. We anticipate that the first meeting will include introductions and a discussion of the ground rules for bargaining. The team has begun drafting contract proposals and we have at least two more meetings scheduled to review proposals before we meet with management.

I want to highlight several concerns that were raised in the surveys of unit members. The first is the payout of sick leave at retirement. Many people asked for us to negotiate a larger payout. This is not contractual; this is state law. The only way to change this is to change the law. We are listening to your concerns but there are some issues that we can’t negotiate although we can pursue other legislative advocacy avenues. The second issue involves professional staff E-7s (Contract Article 12.04). Many comments on the survey addressed workload issues and we want to point out that the contract language is clear that the phrase “and other duties as assigned” has limitations on it. These duties must connect to one’s other job responsibilities. And, if additional work is added to an E-7, other duties need to be removed. We recognize that it is sometimes hard to enforce the contract, but please reach out and bring in your chapter leadership to assist you if you are having issues with your E-7s and workload.

President Margaret Wong and I have been meeting every two weeks with the other higher education union leaders and the chairs of their bargaining teams. We have discussed several issues that all higher ed negotiation teams can bargain for in coalition that are of mutual interest. But our primary concerns surround the salary parameters that Governor Baker has continued to impose on bargaining. We believe that these parameters hinder our ability to negotiate and are unjustifiably low as evidenced in proposals given to several higher education unions. The state has an approximately $2 billion revenue surplus and is receiving massive amounts of money from the latest federal COVID-19 monies. The state is not suffering for money as they claim. And, we in the community colleges are underpaid. We plan to work collectively to challenge the inadequate parameters and seek appropriate compensation.

We will continue to update you as negotiations progress.

In solidarity,

Claudine Barnes

Chair, Day Negotiations Team