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As of-2-16-22

Hello MCCC Day Unit Members:

We thank you for patience. The team experienced some delays in meeting with management in January as we were waiting on additional information requests from management and COVID hit either members of our team or our family members. We met with management for the first time since December on February 9.

In December, we presented a proposal to reduce the faculty workload to 4 courses per semester. In relation to information we receive from management about new hires, we have asked for employee identification numbers. This will assist the MCCC office staff with record keeping. The team also proposed updates to the grievance forms. For part-time professional staff, we presented a proposal to increase the accrual of All-Purpose Paid Leave (APPL) by connecting it to actual hours worked. And for full-time professional staff, we asked for professional days that would allow for skill-based training, learning about new technologies, and learning about new discipline-based information.

We presented 19 new proposals on February 9. Our biggest ask: salary increases. We asked for 5.4% (which is CPI- Consumer Price Index- for June 2021), 5%, and 5%. We informed management that we are done with the governor’s parameters. For those new unit members, here is a brief explanation of the problem. The governor empowers a negotiations team to represent the Board of Higher Education and the colleges, but that team is not empowered to actually negotiate money. The governor informs all his negotiators of his parameters for contract negotiations and that any contract that is a dollar over will be rejected and not forwarded to the legislature for funding. This harms the MCCC more than the rest of higher education because, for example, 1% of our average salary is far less than 1% of average salary at UMass.

We’ve asked for more intervals for post-tenure review, interval increases for members with 15, 20, 25, and 30 years of service, and movement to Column H for those unit members who are at interval one on the salary grids. The Negotiations team is also discussing proposing other interval increases as well. Based on concerns raised in the member survey, we also asked for language that would equalize salaries if a new hire in your work area is earning more money. For part-time unit members, we have proposed salary grids that value experience and education to rectify the long-standing problem of little salary movement.

We put forward additional proposals on the following issues \*:

* Improve compensation and reassigned time opportunities for department chairs and coordinators
* Create a professional development fund
* Improved sabbatical opportunities for professional staff
* Adjust the professional staff workload to ease large advising loads
* Improve professional staff flexible schedule language and create flex time
* Amended our Early College proposal to address professional staff concerns
* Broaden tuition waiver opportunities
* Increase the ability to use more sick time for family members
* Career designation for grant funded unit members which would be an equivalency to tenure
* Improved seniority accrual for part-time unit members
* Increased reassigned time for impact bargaining
* Expand the information we receive at initial hire
* Restore professional staff vacation leave cap
* Better arbitration and retrenchment language
* Service credit for grant funded unit members if they move to state-funded positions
* Clarification of the salary for faculty working outside the academic year

\*Please see earlier updates for our other proposals already submitted to management

Management presented only four proposals on Wednesday. Their salary package is 2% beginning July 2021, a one-time COVID-19 recognition bonus of 1.5% on July 1, 2021 (this money would not be added to your base salary), 2% in July 2022, and 2% in July 2023. Part-time professional staff and faculty would receive the same percentage bonuses. There is also an offer for an additional .5% increase on base payable back to July 1, 2021. However, there is a caveat with the .5% increase: the MCCC would need to drop our lawsuit against the state over the payment of the PFMLA tax in exchange for this increase.

Given that the MCCC salaries are behind the rest of Massachusetts’ higher education faculty and professional staff, behind community college salaries in other states, and that these increases do not even represent a cost-of-living adjustment, we find this monetary proposal unacceptable.

Management has also proposed that the Distance Education Agreement be entirely voided for the Day unit. The only recognizable piece of the DE Agreement that remains in their proposal is the $500 per credit for the development of new online courses. All classes, regardless of modality, would be treated the same in terms of workload and evaluation: Distance Education courses would no longer be voluntary; the 25-student cap on DE courses the first two times they run, gone; no evaluations the first two times a course runs, gone; and the colleges would get more discretion in classroom observations of asynchronous courses.

We have many questions and serious concerns over these proposals and strongly encourage you to remain attentive to bargaining updates and any communications from the CAT (Contract Action Team). If your chapter does not currently have a CAT representative, please volunteer, or help to find a volunteer, and reach out to Colleen Fitzpatrick for assistance at [cfitzpatrick@massteacher.org](mailto:cfitzpatrick@massteacher.org).

If you have any questions about Day negotiations, please do not hesitate to ask us.

In solidarity,

Claudine Barnes

Chair, Day Negotiations Team