



# Bargaining Update

July 20, 2022

Hello MCCC Unit Members,

This update is to provide an overview of our recent meetings with Management on June 29<sup>th</sup> and July 13<sup>th</sup>. Given that the next meeting with Management is not scheduled until August 23<sup>rd</sup>, I strongly urge you to read this as we approach this critical stage in the bargaining process.

At the July 13<sup>th</sup> meeting, we were supported by members of our Contract Action Team (CAT) who attended our joint session as silent observers. This sent out an important and powerful message of solidarity, and it also allowed a chance for the Bargaining team to receive feedback. The CAT will continue to be updated throughout the summer and we hope to increase the level of member participation at the next joint session with management. For more information about CAT initiatives, please contact the CAT Chair, David Medina at [MCCC.United@Gmail.com](mailto:MCCC.United@Gmail.com) and stay tuned!

At the June 29<sup>th</sup> we submitted the following:

- **Office Hours:** A second counter maintaining our position that office hours be flexible to align with modalities and to make clear that in no case should faculty be required to hold an office hour on campus on a day they are not scheduled to teach a face-to-face course on campus.
- **Professional Days for Professional Staff:** A revised proposal reasserting that Professional staff workload include Professional Development days as Management declined to respond to our initial proposal which would provide for up to five (5) days during the calendar year with three (3) days used for the purpose of staff development activities. In addition, we submitted language that would limit coinciding with Faculty Professional Days to two (2) days as well as provisions allowing for half-day blocks.
- **Distance Education Definitions:** A second counter that further clarifies the definitions proposed in Management's proposals.
- **Tuition Waiver:** A revised proposal to remove "former employee" from the waiver but continues to include retired and deceased members in the benefit. In previous meetings Management indicated that they may be open to this revision and will consult and get back to us.

Other 6/29 proposal updates:

- **Sick Leave:** We accepted Management's 5/18/22 counter proposal which removed all caps on sick leave use for family members.
- **Electronic Grievance Forms:** Management submitted drafts of forms and language.

- **Shift to State Appropriated Funds:** We arrived at agreement with language that would allow unit members who move from a non-state appropriated funded position to a state appropriated funded position to count their time towards the (6) years as a unit member.
- **Professional Staff Workload E-7 12.04 Date Change:** We officially rejected Management's 10/20/21 proposal narrowing the period that Professional Staff would have to meet with supervisors. We maintain that the current language in the CBA is sufficient.

Given the number of items addressed at our July 13 meeting with management, I have provided a bulleted summary below for the sake of brevity as the overall nature of the mentioned proposals are referenced above or in previous updates: <https://mccc-union.org/>

### July 13<sup>th</sup> Proposals:

- **BHE Distance Ed. Definitions:** There is agreement on all terms except for "Hyflex." Management indicated after caucus they would need more time to gather information from schools that utilize this modality. We want to ensure that students are not able to attend in-person or online at-will, and that they commit within reason to online or on-campus attendance. We provided language that made this the case, and it was rejected by Management.
- **Health and Safety:** We presented language to establish that at least one MCCC member participate in any Health and Safety team that exists as part of a college's governance system; and, in the absence of such a commitment, that a joint committee be formed to address Health and Safety concerns. Management has taken this under advisement.
- **Electronic Grievance Forms:** We submitted 6 forms that reflected changes to the ones previously submitted by management to: update addresses/emails; to make the notification process inclusive to foster better communication; and, to avoid delays in hearings. Management has taken this under advisement and requested they would want to review the Article X language counter proposal from the MCCC before finalizing the forms. This language is under review by the team, and we plan to have a counter ready on or **before the 8/23 meeting.**
- **Office Hours:** Management indicated that they will not accept the counter we presented on June 29<sup>th</sup>. We find this response insulting and problematic, especially given their desire to incorporate the distance education agreement into the CBA and offer more modalities to meet student needs.
- **Extra Work:** Management is holding at the \$2.00 per hour increase (from \$40.00) as opposed to the \$50.00 rate that we proposed for consistency in other areas of the contract (Dept. Chairs and Coordinators) and to establish a reasonable cost of living increase.
- **Tuition Waiver:** Management indicated that they are still consulting with Presidents about this given that it has financial ramifications.
- **Professional Staff/Professional Days:** Management rejected the revised proposal submitted on 6/19. They put forth language that does not reflect the intent of the revised proposal to expand professional days.

### Other Matters:

The team has been working diligently on a response to the BHE LMS/Advising tool proposal which calls for intrusive, far-reaching access to faculty and professional staff documents and requests to do more work that has already increased workloads. Our position is that this cannot be agreed to because Management has declined to entertain our workload proposals.

We have also been working on the Distance Ed. Workload, Compensation, and Evaluation response, but without agreed upon definitions, we have not been able to put this on the table. Management suggested that since the only unsettled definition is Hyflex, that we put forth a counter that defers Hyflex until such time resolution on this definition has been achieved.

We also asked that a joint subcommittee meet before the 8/23 meeting to address the New Hire Table proposal to assure that it provides new members with fair compensation upon their hire.

**Tentative Agreements (TA) Reached:**

- Relevant Information and Orientation
- Shift to State Appropriated Funds
- Housekeeping Items (typos and appendix items)
- Department Chairs and Coordinators (increase in pay rate)

**Concluding Remarks:**

Our primary concerns in this bargain are the lack of recognition of, and respect for, workload, as well as a salary offer that does not meet the cost of living. Being pressured to close a deal that would leave MCCC members overworked and underpaid is at the core consideration as we plan our next steps to win a fair contract. We are meeting as a team over the next several weeks to consider an asking package that addresses as many of these concerns as reasonably possible, keeping in mind that the Governor's parameters are what Management is holding fast to for across-the-board increases.

We are scheduled to meet next with Management on August 23<sup>rd</sup>. We hope to get more responses from Management before and/or at this meeting so that we can plan next steps for these negotiations. . In anticipation of not reaching an agreement on 8/23 we have 3 joint meetings scheduled in the fall. Confirmation of the exact dates is pending.

In solidarity,

Lisa Coole, Day Negotiations Chair, [lcoole41@gmail.com](mailto:lcoole41@gmail.com)