



# Bargaining Update

September 7, 2022

Hello MCCC Unit Members,

I hope this finds you all well. This communication provides an update on the Day Contract Negotiations since the last update on July 20, 2022. If you have not yet had a chance to review that update, I strongly encourage you to do so in order to better understand the context of recent developments. Updates may be found here: <https://mccc-union.org/>

## Team preparations between meetings with management

Following the July 13<sup>th</sup> meeting with management, the team continued to prioritize and develop strategies for our next scheduled meeting with management on August 23<sup>rd</sup>. While having over a month in between meetings is not ideal, we were glad to schedule another summer joint meeting before the fall semester given summer vacation schedules.

Our team preparations have focused on the following:

**LMS/Advising tool:** We reviewed management's proposal and rejected language that would have increased the workload demands for both faculty and professional staff and created more intrusive access to members' day-to-day work. The LMS/Advising committee that was part of the last CBA never got off the ground due to the pandemic, so our team is cautious about not changing language hastily when there are inconsistencies across campuses. We are also not convinced that management has a full understanding of how their proposed changes would impact MCCC members.

**Sabbaticals:** We drafted counter-proposal language to ensure that Professional Staff have proportionate access to sabbaticals, and to streamline the application, approval, and notification process.

**Grievance Process Article X:** We drafted language to better align with the pending proposal for online grievance filings as proposed at the July 13<sup>th</sup> meeting.

## Salary and Finances:

- We assessed the parameter offer by management which in sum would be:
  - Year 1:
    - 2.0% salary increase for year one effective and retroactive through July 1, 2021;
    - a one-time COVID-19 recognition bonus that is equal to 1.5% of base salary for those employed at the time of the first pay period of July 2021 and who remained employed as of the execution of this Agreement,
    - a .5% increase in year one (part of PFML proposal in exchange for MCCC withdrawal of pending or future claims)
  - Years 2 and 3: A 2.0% salary increase effective July 1, 2022, and July 1, 2023, respectively

- In addition to the base salary proposal, we are also negotiating: 1) additional intervals on the salary grid for post-tenure review and years of service achievements; 2) the values on the new hire table; 3) a grid for PT members; and 4) increasing hourly pay (from \$40.00 to \$50.00) for outside work, (see previous updates for details). So far, management has come part of the way on our proposals in these areas and has offered an additional interval for post-tenure review and one interval for certain benchmark years of service.

Given that management's salary proposals through the parameters are not even equal to the cost of living, any other ways for members to increase compensation continues to be a priority for the team.

**Parental and Childcare Leave:** After consideration and research, we decided to advance this proposal even though management has indicated no interest in our original proposal to increase the number of paid leave days from 10 to 20. In support of this, we filed an information request and analyzed data from 11 of the 15 colleges regarding leave requests over the past 5 years. This data supports the benefits of this proposal.

**Non-Hostile Work/Anti-Bullying:** We are considering advancing our proposal to add this language to the CBA. This type of proposal has been made in past bargains to no avail and management has made no indication they would entertain it during this round of negotiations, but we believe it is important for a productive work environment.

**Classification and Arbitration (Joint Study Committee):** We are continuing to advance this proposal and add this language to the CBA. Management's response to our 8/25/21 proposal does not reflect the team's objectives to establish a more equitable and accessible process for members.

#### **Meeting with Management on 8/23/22:**

At the onset of this meeting, we came to a tentative agreement on the sick leave proposal. We also inquired about the status of our 7/13 office hour proposal wherein faculty would not be required to be on campus just for an office hour when they are not teaching face-to-face on a given day. To date, management has declined to entertain this proposal which provides professional flexibility. We also inquired about the status of the Work Compensation and Tuition Waiver (expanding benefits).

Prior to presenting our planned proposal on Sabbaticals, Grievance Article X, and Parental/Childcare Leave, Management orally presented a significant proposal for a two-year contract. They called for a "status quo," narrowly focused deal with a preference to wrap things up by the end of September. The rationale was that the President's Council has urged them to put a "pause" on the bargaining process so that all parties have the time to consider the ramification of recent legislative action (article 26), and the recent approval of the budget to fund raises in line with what has already been proposed minus the third year. They also indicated that they would be withdrawing their LMS/Advising Tool proposal and reverting to simpler, less invasive language. They further advised that they would withdraw their proposal to incorporate the Distance Education Agreement in this CBA—with exception of the definitions which both parties agree are beneficial.

They stated that current Tentative Agreements (TA's) would be upheld in this round with the possibility of a few future nonfinancial TA's. When we inquired about all other outstanding financial proposals, such as interval movement, management indicated they would be holding back on these previous offers until the next contract bargain which would commence on July 1, 2023.

### **Other news:**

At our August 23<sup>rd</sup> meeting, we were supported by members of our Contract Action Team (CAT) and other MCCC members who attended as silent observers. Over 50 members were in attendance throughout meeting! This is a powerful way to remind management whom we represent and that MCCC members are invested in the outcome of this bargaining process. For more information about CAT initiatives, and plans for the fall, please contact the CAT Chair, Robert Whitman at [MCCC.United@Gmail.com](mailto:MCCC.United@Gmail.com)

On July 31<sup>st</sup>, several team members and I attended the Higher Education track at the MTA Summer Conference, at the UMass Amherst Campus.

On August 24<sup>th</sup> I attended the MCCC Board of Directors (BOD) meeting and provide verbal bargaining update.

### **Concluding Remarks:**

Management's proposal package simply does not provide members with the compensation and other working condition changes needed to uphold both the MCCC's guiding principles (see attached) and the strategic plan and priorities set forth by the BHE (i.e. Student Success, Equity Agenda, Inclusion, the New Undergraduate Experience report, etc.). It is well known that this additional workload has gone on long enough as we have all made shifts in our various roles to better serve our students. Our challenge at present is how to achieve a final agreement when what management has offered would have a minimal positive impact on our members.

It is very alarming and disturbing that management has pulled counter proposals they made on 5/18/22 related to financials as part of this recent 2-year contract proposal, all while not offering anything significant in return. To address these recent developments, we scheduled additional team meetings through the end of the summer and will continue to meet during the fall semester in preparation for the scheduled 9/21, 9/28, and 10/19 joint meetings with management.

While we will not be pressured or rushed by management, we do think it is crucial to get a package proposal to management on 9/21 to further assess the realities of a reasonable and favorable 2-year contract resolution.

Meanwhile, I encourage you all to attend monthly chapter meetings. And Chapter presidents, please feel free to reach out to me if you would like a team member to attend one of your meetings.

In solidarity,

Lisa Coole, Day Negotiations Chair,

For questions, please email me at: [lcoole41@gmail.com](mailto:lcoole41@gmail.com)