

MCCC Day Bargaining Principles

Quality Education Reflective of 21st Century Realities

Massachusetts Community College students deserve well-resourced and appropriately-staffed learning environments that address their full range of needs. We are committed to excellence in teaching and learning. We will be presenting a range of proposals that empower faculty and professional staff to provide the highest quality education to our students. This includes proposals that:

- Recognize that student success depends on the quality of faculty and professional staff interaction, and that interaction needs to be evidence-based and in line with currently accepted best practices
- Ensure workloads are reasonable--allowing faculty and professional staff to do their best work with students. This includes looking at the impacts of technology, class size, undefined assignments and reassign times.
- Guarantee adequate staffing levels across work areas
- Provide equitable and adequate access to high-quality professional development so faculty and professional staff excel in their practice and fields through opportunities such as training and sabbatical leaves
- Promote the retention and recruitment of experienced, highly-qualified faculty and professional staff through fair treatment and competitive and equitable compensation.
- Provide opportunities for flexible work in order to better support student success within a 21st century educational environment

Professional Respect

Professional staff and Faculty in the Massachusetts Community College system are experts in our fields and work areas. We deserve to be treated with respect and trusted to do what's best for our students. We will be presenting a range of proposals that ensure all faculty and professional staff, part time and full-time, are treated as respected professionals. This includes proposals that:

- Ensure part-time faculty and part-time professional staff have access to the same professional opportunities, professional development, and receive the same professional recognition as full-time professional staff and faculty.
- Recognize the wide-range of professional accomplishments through appropriate compensation and other means.

Equity

Equity means providing people with what they need to be successful and recognizes that some groups are disadvantaged compared to others. We will be presenting proposals that seek to undo the inequities that exist within the Community College system for our faculty and professional staff. This includes proposals that ensure:

- Part-time professional staff and part-time faculty receive similar treatment and equitable compensation compared to their full-time counterparts.
- Professional staff have the same access to professional opportunities, recognition and compensation as faculty
- All colleges are treating similarly-situated employees the same with regards to work duties, professional opportunities, compensation and more.
- Faculty and professional staff working under grants have the same rights as those funded through state appropriations.
- Promotes increasing the amount of full time professional staff and faculty and creates pathways from part time to full time work
- Allows professional staff increased opportunities for telework and flexible scheduling

Racial and Social Justice

MCCC members educate the largest proportion of students of color, low-income students and students from a variety of other disadvantaged or underserved backgrounds—more than any other sector of higher education. It is imperative that our Community Colleges aggressively address issues of racial and social justice-- not only for students, but for the professional staff and faculty who serve them. We will presenting a range of proposals that:

- Increase the amount of parental leave available to new parents
- Balance the workloads of professional staff so they are more fair and equitable across the system, and so that students receive the facetime and support they deserve
- Maintain strong academic freedom language that protects our ability to teach topics related to racial and social justice
- Increase diversity in hiring by offering competitive wages
- Ensure adequate training and professional development for all employees in order to improve retention rates, ensure safety, and promote student success
- Include anti-bullying language that ensures a collegial and collaborative work environment free of harassment and discrimination

Due Process

Due process in labor relations ensures that employees are treated with dignity and fairness at work. In collective bargaining agreements, due process rights improve relationships as they provide a mechanism to resolve disputes and ensure both the employer and employees know their rights and obligations to one another. We will be presenting a range of proposals that strengthen due process rights. This includes proposals that:

- Strengthen our ability to resolve classification appeals so employees receive the appropriate recognition and compensation for their work
- Improve language on retrenchment and dismissal
- Review the process for application and awarding of professional development and sabbaticals so that all employees have access to these important opportunities

Transparency

Transparency and open communications are essential to high-functioning organizations and institutions. It ensures that everyone is working together as collaboratively and effectively as possible. We will be presenting a range of proposals that seek to improve transparency and communication within the Community Colleges. This includes proposals that:

- Ensure personnel and payroll actions are fully communicated
- Ensure employees understand their obligations, such as those related to mandatory reporting when applicable

Safe Work Environment

Everyone deserves to feel they are safe when they are at work. This has become paramount during the Covid-19 pandemic. We will be presenting a range of proposals that ensure a safe environment for the entire College Community. This includes proposals that:

- Create mechanisms to discuss health and safety issues across our campuses
- Provide protocols for responding to extreme dangers
- Enshrine new anti-bullying language that protects our employees from unsafe and/or hostile work environments