



Bargaining Update

October 5, 2022

Hello MCCC Unit Members,

I hope this finds you well and off to a good semester. This communication provides an update on the Day Contract Negotiations since the last update on September 7, 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. Bargaining updates may be found here: <https://mccc-union.org/>

As noted in the previous bargaining update, at the August 23rd meeting, Management presented a proposal for a 2-year contract that would maintain the Governor's parameters for across the board raises, provide a one-time 1.5% Covid Bonus, accept agreed upon definitions of course delivery modalities, and include all current Tentative Agreements (TA's) and Memorandums of Agreement (MOA's) that have been reached between the parties to date. Given that there was no offer to consider additional and more impactful MCCC proposals that would improve the financial and working conditions for all our members, Management's offer brought great pause and concern.

We continued to meet through the summer and into the fall semester in preparation for meetings with Management on September 21st and 28th, 2022. We focused on weighing the costs and benefits of Management's 2-year proposal, prioritizing our outstanding proposals, and ensuring our positions reflect the issues raised as being particularly important to MCCC members in the initial survey. We also considered the ongoing concerns and frustrations raised by members as we are now going on 15 months without a new contract and without an increase in pay; all while we are continuing to be asked to do "more for less" in these challenging times in higher education that hit our Community Colleges especially hard.

MCCC's Package Proposal

Through our meetings, ongoing research, and discussions we decided to prepare a comprehensive MCCC 2-year contract package in response. This proposal was presented at our 9/21/22 and 9/28/22 meetings with Management.

In sum, our proposal package included the governor's financial parameters of 2.5% effective 7/1/2021 and 2.0% effective 7/1/2022, as well as additional proposals that were fueled by our position that if members are going to come close to achieving the salaries we deserve, the insulting parameters offered by Management need to be offset by the following:

- A one-time 1.5% Covid bonus, with a minimum floor of \$1,000 for full-time employees.
- Increased opportunities for current employees to move up on the grid with additional interval bumps for post tenure review & service achievement recognition (i.e. increases for 15, 20, 25, 30 years of service).
- Part-time professional staff and faculty Salary Grid which, if implemented, would result in significant increases for many part-time unit members (as much as \$10/hr)
- Revised New Hire Tables
- Salary Grid adjustments: we proposed adjustments to intervals to increase the base and maximums to allow members to advance more over time
- Increase hourly rate (from \$40-\$50) for faculty work not already accounted for in other areas of the contract.

In addition, our proposal placed the following nonfinancial proposals on the table as part of a 2-year contract package. (Note: see previous updates for details <https://mccc-union.org/>)

- Classification Committee and Classification Appeals Process 21.09
 - Provide professional staff a better chance of winning appeals for reclassification
 - The committee would re-evaluate the current classification system
- Professional Staff Workload (Direct Student Contact)
 - Limit direct student contact to 30 hrs/week
- Sabbaticals
 - Adjust language to ensure equal opportunities for faculty and professional staff
- Electronic grievance forms
- Dismissal/retrenchment language
 - Strengthening our ability to enforce “just cause” standard
- Office Hours 12.03 D.3
 - To ensure faculty do not have to travel to campus on days they are not teaching
- Create a Non-Hostile Work Environment/Anti-Bullying policy
- Faculty Workload
 - Adjust the formula so that faculty would teach 4-4 instead of 5-5

It is important to understand that while there are proposals not being offered that remain important to members, if the 2-year agreement is upheld and ratified, we will have another opportunity to negotiate in a few months- commencing spring of 2023. In the meantime, our members would also get retroactive raises, COVID bonus, and the opportunity to advance through the grid with greater frequency and monetary value.

Management was unable to respond to this package at the 9/21/22 meeting, but they appeared receptive to considering beyond what their package had proposed and indicated they would take it under advisement. We also were able to continue to finalize three outstanding Tentative Agreements, which were signed subsequent to this meeting.

At the 9/28/22 meeting Management indicated that their team had not yet completed reviewing the package in its entirety but hoped to have more feedback and a counter-proposal at our next scheduled meeting. We questioned Management about the overall timeline given at the time of the 8/23/22 package it appeared that Management was responding to pressure from the Presidents to get this

contract finalized by the end of September. In response, they indicated that while their desire is to get a 2-year contract done, it would still be within a feasible timeline for inclusion in a supplemental state budget if it could be agreed upon during our October meetings. We remain concerned that there has not been enough input from the college presidents and that our asks have not been fully explained and/or provided to this constituency. These proposals will require full support by the college presidents and administration.

Contract Action Team At both September meetings with Management, we were supported by members of the Contract Action Team (CAT) and other MCCC members who attended as silent observers. Over 65 members were in attendance throughout both meetings! We are so thankful that we have members supporting our effort and planning action. It has been especially helpful to receive feedback in our debrief sessions right after these meetings. For more information on CAT initiatives, and plans for the fall, please contact the CAT Chair, Robert Whitman at MCCC.United@Gmail.com

The next meetings with management are scheduled for:

- October 19th @ 1-3PM
- October 31st @ 12-4PM
- November 14th @ 1-4:30PM.

While not anticipated, these meeting times and dates are subject to change with prior notice.

In solidarity,

Lisa Coole, Day Negotiations Chair

For questions, please email me at: lcoole41@gmail.com