

**Memorandum of Agreement
On the
Joint Labor-Management Committee on Distance Education**

Whereas, the Board of Higher Education (BHE) and the Massachusetts Community College Council (MCCC) Day Unit and the MCCC Division of Continuing Education Unit (DCE) are committed to enriching and increasing the availability of Distance Education at the Community Colleges and supporting the exploration of high quality pedagogically sound distance education opportunities to faculty and students; and

Whereas, the parties wish to address the ways in which distance education formulation, training and delivery impact the Day Unit, the DCE Unit and the Colleges;

Whereas, the BHE and MCCC Day Unit are parties to a Tentative Agreement dated February 6, 2023 (Tentative Agreement) for a successor collective bargaining agreement covering the period July 1, 2021 to June 30, 2023 (Agreement); and

NOW THEREFORE, the parties agree as follows:

A. Joint Labor-Management Committee on Distance Education/Online Education

1. Per the Board of Higher Education March 1, 2018 notice to the MCCC of its intent to re-open negotiations on the terms of the Distance Education Agreement, the parties agree to begin negotiations on new or amended provisions regarding Distance Education/Online Education to be incorporated into the parties' collective bargaining agreement(s). To that end, the parties agree that a Joint Labor Management Committee on Distance Education/Online Education shall be formed. The Joint Committee shall be comprised of representatives of the BHE/Colleges, the MCCC Day Unit and the MCCC DCE Unit. The Joint Committee shall meet to bargain new or amended provisions regarding Online (Distance) Education for incorporation into the BHE and MCCC Day Unit's successor collective bargaining agreement effective July 1, 2023 and the BHE MCCC DCE Unit's successor collective bargaining agreement effective September 1, 2023. The Joint Committee will commence work no later than March 1, 2023.

2. The Joint Committee shall be comprised of twelve (12) members, six (6) of which shall be appointed by the MCCC Day and DCE units, of which no more than two (2) unit members shall be from any one College and six (6) members shall be appointed by the BHE/Colleges. The Employer shall provide the six (6) MCCC representatives serving on the Joint Committee with a stipend as follows: Spring semester 2023 \$1,500.00; Summer 2023 \$1,500.00 and Fall semester, if needed, one (1) three credit course reassigned time or a \$3,000.000 stipend.

B. The Joint Committee's Charge

The Joint Committee shall make joint recommendations to the MCCC units and the BHE regarding the inclusion of Distance Education provisions into the successor Day Unit and DCE Unit collective bargaining agreements. Should the Day and DCE Units and the BHE/Colleges approve the recommendations reached by the Joint Committee, including any

proposed changes to the collective bargaining agreements, they shall be incorporated into the successor collective bargaining agreements of the MCCC Day Unit and MCCC DCE Unit.

C. Time to Complete the Joint Committee's Work

The parties agree to prioritize the work of the Joint Committee and shall use best efforts to reach a joint recommendation to the parties on or before December 31, 2023.

D. Effective Date of this Agreement

The terms of this Memorandum of Agreement shall not become effective until this Agreement is approved and/or ratified by the parties' principals or members as appropriate in conjunction with the parties successor collective bargaining agreement for the period July 1, 2021 to June 30, 2023 (2021-2023 CBA). In the event that either or both parties fail to approve or ratify this Memorandum of Agreement and/or the 2021-2023 CBA, this Agreement shall be null and void and of no force and effect.

For the Board of Higher Education:

/S/ Michael J. Murray

Date: 2/6/23

For The Massachusetts Community College Council Day Unit

/S/ Lisa G. Goole

Date: 2/6/23

For The Massachusetts Community College Council DCE Unit

DeAnna Putnam (e-signature)

Date: 2/7/23