

Massachusetts Community College Council

Claudine Barnes, President
Joseph Nardoni, Vice President
Colleen Avedikian, Secretary



Don Williams, Communications
Dennis Fitzgerald, Grievance
Joseph Rizzo, Grievance
Hilaire Jean-Gilles, Research
Tom Powers, Webmaster

February 06, 2023

Dear MCCC Day Unit Faculty and Professional Staff,

Enclosed are your ballot and a return envelope necessary for a ratification vote on the proposed 2021-2023 Agreement by and between the Massachusetts Board of Higher Education and the Massachusetts Community College Council, otherwise known as the Day Contract.

Also enclosed is a summary of the tentative agreement (TA). Other materials including the complete TA, Frequently Asked Questions (FAQ's), Bargaining Team Guiding Principles, and Calculation Worksheets can be found at <https://mccc-union.org/>

Ballots are due at the MCCC office by 4:00 p.m. Thursday, March 2, 2023 and on behalf of the team, and as the Day Negotiation's Team Chair, I strongly urge you to vote YES on this new agreement. The MCCC Board of Directors (BOD) also urges you to vote YES as evidenced by the following motion passed unanimously at their January 6th meeting. Motion: "That the BOD recommends the ratification of the TA to MCCC Members."

The team was beyond diligent in our effort to provide all Day Full-time and Part-time Professional Staff and Faculty unit members with a contract reflective of our guiding principles, with an emphasis on addressing the insulting salaries we have endured in the face of increasingly demanding workloads. This bargaining happened over 21 months starting with a deep dive into the member survey that was compiled during the spring 2021 semester. And since that time we have met as a team and/or with Management on over 100 occasions remotely via Zoom.

It is important to also recognize that this agreement could not have been achieved without the actions taken by MCCC members, including a dedicated Contract Action Team (CAT) and silent observers during the latter part of 2022, followed by work-to-rule activities and other public actions. With your support, we were able to fight back numerous managerial proposals that would have negatively impacted your workload and working conditions.

We were also able to pressure Management to agree to various financial proposals that help make-up in part for the across the board raises provided by the Governor's parameters that fell 4% below the cost of living, including but not limited to multiple opportunities for interval advancements that did not exist in the previous contract. See the TA summary for details.

With your support, we were also able to make improvements to other aspects of the contract, including but not limited to: eliminating a cap on the use of accrued sick leave for the care of family members, winning more autonomy and flexibility over office hours, achieving greater parity in the process for sabbaticals between faculty and professional staff, extending flexibility for All Purpose Paid Leave (APPL) for part-time employees, establishing a Classification Specification Review Committee to assist with challenging outdated classifications, and securing time towards tenure for grant funded employees when funds shift to state-appropriated funds.

We also established common definitions to reflect the various distance education and online modalities. To further address the Distance Education Agreement (DEA), an online education committee will be established during the Spring 2023 semester and tasked with bargaining the workload, compensation, and evaluation aspects of the DEA for incorporation into the Day Contract.

We firmly believe this agreement represents the best financial package possible in this environment including across the board percentage raises in Year 1 – 2.5% retroactive to July 1, 2021; Year 2 - 2% retroactive to the first full pay period in July, 2022; and a one-time COVID Bonus for Full-time and Part-time members. And what is most promising is that by agreeing to a 2-year contract the MCCC will be aligned with the other higher ed unions and in a better position to address the Governor's inadequate parameters.

Once the contract is ratified, the contract will enter into the state funding process. We will be closely monitoring this process and will keep you updated.

We are asking you to vote “YES” on the enclosed ballot.

In solidarity,

Lisa C. Coole

Lisa C. Coole on behalf of the Day Negotiations Team:

Lisa Coole (MaCC) Team Member through May 31, 2022 & Team Chair June 1, 2022-Present
Claudine Barnes (CCCC) Ex-officio as of June 1, 2022; Chair February 1, 2021-June May 31, 2022
Candace Shivers (MWCC) Vice Chair
Joanna DelMonaco (MiCC) Co-Secretary
Ellen Pratt (MWCC) Co-Secretary
Tiger Swan (QCC) Team member
Joseph Nardoni (MiCC) Ex-officio as of June 1, 2022
Margaret Wong (QCC) Ex-officio through May 31, 2022
Rosemarie Freeland (GCC) Ex-officio through May 31, 2022
LaTasha Sarpy (BHCC) Team member through September 1, 2022

Special thanks to our Massachusetts Teacher's Association (MTA) Reps: Colleen Fitzpatrick, Tyler Rocco-Chaffee, and Courtney Derwinski for their expertise and assistance.