

Contract Section/ Contract Area	Agreement/Changes to Contract	Additional Information	Page #(s) in Tentative Agreement
LANGUAGE CHANGES			
Definitions <i>Section 1.02</i>	These are definitions for online education that clearly identify the various modalities of courses that fall under distance education.	This is a win for our members as it will help to avoid misinterpretation and will facilitate uniformity across the system.	Page 2
Relevant Information <i>Section 2.06</i>	Management will provide to the MCCC home and cell phone numbers of unit members that are on file.	This is a win for the MCCC as it will facilitate better communication with unit members.	Page 3
Orientation <i>Section 2.09</i>	Management will provide home and/or cell numbers of new unit members to the MCCC to help to facilitate union orientation.	This is a win for the MCCC as it will facilitate more rapid communication with new unit members and help to increase membership.	Page 4
Grievances <i>Section 10 - multiple sections</i>	This language amends the grievance language to include HR in grievance filings and appeals. It also allows for email submissions of grievance materials and virtual meetings to handle grievances. In addition, Grievance form XG-1 has been slightly modified to reflect these submission changes.	This is a win for our members as it will update procedures to allow for grievances to be filed electronically.	Pages 13-17
Shift to State Appropriated Funds <i>Section 11.03B new paragraph 3</i>	If the funding source for a unit member's position shifts from non-state appropriated funds to state-appropriated funds, the continuous full-time years of service will count towards the six years of service required towards tenure and to the three years necessary in that position.	This is a win for our members who often seek to switch from grant funded to state funded positions.	Page 17
Faculty Workload <i>Section 12.03A1d</i>	Faculty will post their syllabus on the college's learning management system (LMS) inclusive of the checklist materials. Unit members maintain this information as proprietary and there are limitations on managements' rights to access a course shell.	This is a win for our unit faculty members who will no longer need to provide physical copies of their course syllabi.	Pages 17-18

Contract Section/ Contract Area	Agreement/Changes to Contract	Additional Information	Page #(s) in Tentative Agreement
Office Hours <i>Section 12.03D3</i>	For each face-to-face course, faculty must hold one (1) face-to-face office hour. If a faculty member has 4 or more face-to-face courses, one (1) office hour may be held online/remotely. Faculty teaching all of their courses online can hold all of their four (4) required office hours online/remotely. The new language also eliminates the requirement that office hours must be held over 4 days of the week.	This is a win for our faculty members who will now be able to hold their office hours as they deem appropriate based upon the needs of our students.	Page 18
Classification Specification Review Committee <i>Section 21.09 5 and 6</i>	This language creates a new joint committee that will have the authority to not only retire but also replace outdated classification specifications. The MCCC has the right to bring new specs and issues to this committee. This committee will replace the Global/Open Issues Committee. The Classification Appeals Committee will continue but when specification issues are global, the committee will now forward those issues to this new committee.	This is a major win for professional staff unit members who have long suffered under an outdated classification system and have been challenged to move up grades as a result of an outdated set of specs.	Pages 28-29
Department Chairs and Coordinators <i>Section 20.10</i>	This language guarantees a workload reduction of one (1) section for doing this work regardless of whether one holds one of these titles.	This is a win for unit members at some colleges who have not been given this reassigned time.	Pages 22-23
Gender Neutral Pronouns	Throughout the contract all gender specific pronouns will be altered to reflect gender neutrality.		Page 1
Critical Thinking Intensive Courses MOA	This is actually an MOA from 2001 that will now be printed in the back of the contract. The MOA defines critical thinking and provides a wide list of potential objectives. This language is important to faculty members' ability to seek reduced course sizes (28 rather than 32) under 12.03B6.	This is a win for our unit faculty members as many unit members are unaware of this MOA and therefore have not been able to utilize this language to decrease their class sizes according to Article 12.03B6.	MOA See TA Page 1

Contract Section/ Contract Area	Agreement/Changes to Contract	Additional Information	Page #(s) in Tentative Agreement
Faculty Evaluations June 28, 2022 <i>Section 13.02, 13.07 and form XIII-E1</i>	The new MOA on Day unit faculty evaluations will be incorporated into the contract.	This is a win for our unit faculty members.	MOA See TA Page 19-22, 41-2
BENEFIT CHANGES			
Sick Leave <i>Section 9.01A</i>	Unit members may use all their accrued sick leave to take care of a family member. Previously the use of sick leave for a family member was limited to 7 days or 52.5 hours. This does not include the use of the sick leave bank.	This is a win for our unit members. Many unit members struggled, especially with COVID-19, when they had a balance of sick leave but were limited to using only 7 days to care for sick or quarantined family members.	Page 4
Paid Holidays <i>Section 9.01 G</i>	This language adds Juneteenth to the list of paid holidays.		Page 7
Sabbatical Leave <i>Section 9.01I</i>	This language promotes equity between professional staff and faculty in the sabbatical leave application and granting process. The language also alleviates the burden on professional staff and faculty to develop plans to backfill their work.	This is a win especially for professional staff unit members who frequently are denied access to sabbaticals.	Pages 7-11
All Purpose Paid Leave <i>Section 9.07</i>	This language accelerates a part-time unit member's ability to accrue all-purpose paid leave. It also changes the accrual structure from 3 to 4 tiers. Part-time unit members have access to this leave earlier and they can request that the leave carry over through the following year (but not beyond).	This is a win for our part-time unit members. Now there is the possibility to carry this leave into the subsequent year whereas it was previously lost.	Page 12

Contract Section/ Contract Area	Agreement/Changes to Contract	Additional Information	Page #(s) in Tentative Agreement
Paid Family Medical Leave <i>Section 9.09 (new)</i>	This is an incorporation of language to reflect the new state laws on Paid Family Medical Leave including employee contributions.		Page 13
Vacation Leave for Professional Staff Unit Members	Two paragraphs from Article 9.01F were inadvertently not printed in the 2018-2021 agreement. This has been corrected. This language addresses using vacation leave in fractions as well as payouts for accrued leave for those who retire, join the military or are dismissed for reasons other than cause.		Pages 4-5
FULL-TIME FACULTY AND PROFESSIONAL STAFF SALARY			
Salary Increases for Full-time unit Members <i>Section 21.01</i>	Year 1 (7/1/21)- 2.5% (retroactive) Year 2 (7/1/22)- 2.0% (retroactive) These are increases to base pay. Minimum base pay and point values in the New Hire Tables for faculty and professional staff will also increase by these same percentage amounts.	These increases reflect the governor's parameters for all MA higher education contract increase	Pages 24-25 Page 26
PFMLA Increases	Year 1 (7/1/21) - 0.5% (retroactive) This is already reflected above as part of the 2.5% for year 1. This is an increase to base pay.	In exchange, the MCCC has dropped our claims against the state regarding the failure of the state to negotiate such increases. This is in line with other higher education agreements.	Page 26
Salary Grid Improvements – Post-Tenure Evaluation	Full-time Faculty and Professional Staff Post-Tenure Evaluation – 2 intervals (2.5%) This is retroactive to the first pay period of July 2022 and will be embedded in the grid structure moving forward.	This is a win for our members. Previously unit members received only 1 interval for post-tenure evaluation.	Salary Grid MOA

Contract Section/ Contract Area	Agreement/Changes to Contract	Additional Information	Page #(s) in Tentative Agreement
Salary Grid Improvements – Longevity Increases	<p>All full-time unit members shall receive an additional interval at years 15, 20, 25, and 30. These increases are cumulative and will be embedded in the grid structure moving forward.</p> <p>15 years –retro to 7/1/22 20 years-retro to 7/1/22 25 years-retro to 1/1/23 30 years-retro to 6/30/23</p>	<p>This is a win for our unit members. We have made many strides over recent years to get guaranteed increases for unit members such as automatic intervals for change of rank and tenure, and equivalent grid movements for professional staff. However, more senior unit members spent many years not receiving pay for these increases due to the lack of state funding. These longevity increases go some way towards rectifying these inequities.</p>	Salary Grid MOA
Salary Grid Improvements – New Intervals (1)	<p>3 new intervals will be added to the bottom of the grids (highest value) and the top three (lowest value) will be removed. This maintains the number of intervals but increases the value of the grid. Effective and retroactive to the first payroll period of July 2022.</p>	<p>This is a win for our unit members particularly those who are at the bottom and top of the grids. Those at the highest numerical intervals will be moved down to more valuable intervals. Those at the bottom of the grid who run the risk of falling off the grid and thereby limiting the amount of post-tenure evaluations that will be added onto base salary will now have more opportunity to remain on the grids and increase base pay.</p>	Salary Grid MOA

Contract Section/ Contract Area	Agreement/Changes to Contract	Additional Information	Page #(s) in Tentative Agreement
Salary Grid Improvements – New Intervals (2)	2 new intervals will be added to the bottom of the grids (highest value) and the top 2 (lowest value) will be removed. This maintains the number of intervals but increases the value of the grid. Effective upon approval of the recommendations of the Joint Committee on Distance Education.	These additional intervals are contingent on Day unit approval of the recommendations of the Joint Committee on Distance Education.	MOA
Department Chair and Coordinator Compensation – work outside the academic year <i>Section 20.11</i>	For work done outside the academic year (winter intersession, spring break and summer) department chairs and coordinators will receive an hourly increase from \$40 to \$50. There is also new language that gives chairs and coordinators the opportunity to seek additional reassigned time or stipends or a combination of the two for additional work.	This is a big win for department chairs and coordinators constituting a 25% increase in their hourly rate. This is also a win for chairs and coordinators as there is now contract language that supports the granting of additional time or stipends.	MOA
Work Outside of the Academic Year not otherwise addressed <i>Section 12.04</i> <i>Additional Compensation</i>	This creates a minimum hourly rate for full-time faculty work outside of the academic year that is not addressed by pre-existing contract language. The minimum rate is \$45 per hour.	This is a win for our unit faculty members. There has been great inconsistency across the system. This eliminates the inconsistency and gives the lowest paid unit members, who received \$30.03, a nearly 50% raise.	MOA
COVID-19 Recognition Bonus	Full-time faculty and professional staff employed during the first full pay period of July 2021, and are still employed by the college at the time of execution of this agreement, will receive a one-time bonus equal to 1.5% of their base salary or \$1,000 whichever is greater.		Page 25
Interim Salary Adjustment	Provides language for unit members to request a review and potential increase to their salary when someone is hired in their work area at a higher rate of pay.	This is a win for our members by helping to rectify inequities in salaries within departments or work areas.	MOA See TA Page 27

Contract Section/ Contract Area	Agreement/Changes to Contract	Additional Information	Page #(s) in Tentative Agreement
<i>PART- TIME FACULTY AND PROFESSIONAL STAFF SALARY</i>			
Part-Time Salary Increase – year 1	Effective the first payroll period of July 2021, all part-time unit members will receive an increase of 2.5%. This is retroactive. The minimum hourly rate is set at \$30.78.	This is in line with the governor’s parameters as noted above.	Page 25
Part-time Salary Grids – year 2 moving forward	Commencing on July 1, 2022, there will be a 4-step salary grid for part-time professional staff and faculty. Unit members move through the grids based upon their years of service. These are minimum rates and shall not be used to lower any salaries. If unit members are already paid above these hourly rates, they will receive the across-the-board increases.	This is a monumental win for our part-time professional staff and faculty. Some unit members will see an increase in their pay from \$30.78 to \$42 per hour.	MOA See TA Page 25
COVID-19 Recognition Bonus	Part-time faculty and professional staff employed during the first full pay period of July 2021, and who are still employed by the college at the time of execution of this agreement, will receive a one-time bonus equal to 1.5% of their annual earnings (FY21).		Page 26
PFMLA Increases	Year 1 (7/1/21) - 0.5% (retroactive) This is already reflected above as part of the 2.5% for year 1. This is an increase to base pay.	In exchange, the MCCC has dropped our claims against the state regarding the failure of the state to negotiate such increases. This is in line with other higher education agreements.	Page 26

MANAGEMENT PROPOSALS THAT WE SUCCESSFULLY FOUGHT BACK or MANAGEMENT DROPPED

- Management wanted the right to *assign* faculty to teach online courses based on the operational needs of the College.
- Management wanted to strip away almost all compensation for online course development and for compensation for new course modalities. They proposed payment for the first online course only.
- Management wanted to eliminate the provisions that capped online courses at 25 students the first two times the course was offered and wanted to evaluate these courses the first two times the course was offered.
- Management wanted to change the off-campus days for Professional staff to exclude their use for the day after Thanksgiving.
- Management wanted to require the extensive use of the LMS and evaluate this work.
- Management wanted to increase faculty workload relative to assessment, including SLOs, and evaluate this work.
- Management wanted to require the use of the college's advising software, increase workload by mandating electronic advising notes to document advising activities/meetings with students, and sought to evaluate faculty and professional staff for this work.
- Management wanted to be able to prevent full-time faculty members from having any other employment even if it did not interfere with one's full-time duties. This included the teaching of online courses at other institutions.
- Management wanted a probationary period for full-time faculty.
- Management wanted to limit the use of the sign in sheet for review of personnel files.
- Management wanted to change the date the E-7 form would be completed leaving little time for professional staff to negotiate with their supervisors.
- Management wanted students to have complete control over flexibility in HyFlex courses, without consideration on the part of the Faculty members.