

## Frequently Asked Questions 2.0 (Issued 3/23/23)

### Outstanding Financial Questions: CBA July 1, 2021-June 30, 2023

- What is the status of informing Human Resources at the Colleges about providing FT unit members with their current salary explanations in terms of grid placement so that employees can calculate the expected changes once the contract is ratified?

*Management is working on a template from the last contract that they will distribute to the colleges for distribution to employees. The template should show the employees current salary, education, and interval, then show the new salary, the retro, and interval adjustments. The bargaining team will continue to monitor this to ensure that members are accurately informed about how their salary will be impacted.*

- Is there an update about expected dates and the order for rolling out the monies (i.e. Bonuses, Retro Raises, FT Grid/PT Hourly Rate adjustment)?

*Yes, this question was posed to Management this week. They indicated that their CFO (Chief Financial Officer) is still working with Administration and Finance to cost out the contract and prepare the c.150E cost analysis, and that the DHE expects to formally submit the contract for funding within the next two weeks. The remaining processes will take place at the state level, and they expect the monies to be part of the June supplemental budget. Note: By statute the DHE has until April 2<sup>nd</sup> to submit the transmittal letter at which time MTA Government Relations will assist in getting the letter to the supplemental budget.*

*While the June timeframe is not ideal and will likely delay payouts beyond what we had initially expected, it is important to remember that the retroactive language remains intact and in terms of base salary raises this will mean larger (retroactive) payouts.*

*Regarding the order, Management noted that the order is determined by the Comptroller. Based on previous contracts this was rolled out over 3 pay periods with the new salary, (based on both the governor's parameters and interval increase) then retro pay, followed by the covid bonus.*

- In the situation where a MCCC member transfers from one MCCC College to another with no break in service, how will payment for the COVID Bonus be dispersed?

*The current college of employment will process the payments and then internally, the state comptroller's office will handle a chargeback.*

- For faculty who are currently paid off the grids, even with the addition of steps under the new MOA, will service achievements be awarded and added to their base pay as opposed to the post-tenure intervals which are issued as a BONUS?

*Management's position is that service achievements for members off grid were not part of this negotiation, and thus if a unit member is still earning a salary off the grid, even after the increases, they will receive across the board parameter increases added to base salary regardless of grid placement and for post-tenure will continue to receive those monies as a BONUS to current salary as before.*

*Note: The bargaining team has issued an Information Request to assess what members are impacted and the MCCC is looking into what actions can be taken in response to Management's position. In any case, this matter will be considered in successor bargaining which will commence July 1, 2023.*

- How will retirees eligible for raises be notified about the adjustment to their base pay for retirement purposes, and how will they receive retroactive pay?

*There is no direct answer to this question at this time. Management indicated that they are in the process of reviewing prior practice.*

- In terms of salary raises and/or hourly rate increases for Grant-Funded employees, if this causes a budget deficit within the grant, will the Colleges pick up the difference?

*While not expected to be an issue, if this does arise, the contract has language (1.01, p. 147, and in Appendix) regarding shortfalls, and that it is within the discretion of each college and will be dealt with on an individual basis. In such cases colleges have had in the past they have found other funding sources, but this is not guaranteed.*

- Are grant-funded members eligible for the COVID Bonus?

*Yes, as long as they meet the timeline eligibility criteria as noted in the TA.*

- Does the COVID Bonus apply for those who fall in the narrow scope of current MCCC members who started after July 2021, but were previously employed by another Commonwealth Public Higher Ed institution prior to the ratification of that contract (i.e. MSCA), with no break in service during the duration of the pandemic?

*Unfortunately, these employees, like retirees, fall "through the cracks" as the COVID BONUS and qualifying conditions were part of the Parameters issued by the Governor.*