



Bargaining Update

April 14, 2023

Hello MCCC Unit Members,

Please find below an update of since the 3/31/23 notification by MCCC President, Claudine Barnes of the 3/30/23 meeting that she and I had with Mike Murray and members of the DHE regarding successor bargaining parameters and other concerns about the implementation of the TA we ratified on 3/2/23. (Note: This information was disseminated via email by chapter presidents)

On 3/31/23 we notified the attendees from our 3/30 meeting namely; Joe Wallerstein (DHE, Interim Deputy Commissioner for Administration and Finance), Mike Murray (DHE Director of Employer Relations), Elena Quiroz-Livanis (BHE Commissioner's Chief Of Staff), and Constantia Papanikolaou (DHE Legal Counsel) that we wished to move forward with the Tentative Agreement (TA) that was ratified by our membership on March 2, 2023 and expressed that we categorically disagree with their analysis about the parameters.

- We noted that given the historical inequities in wages for community college Faculty and Professional staff we expect the same or better parameters for state employees for FY 2023. We also reminded them that Management proposed a two-year contract at our August 23, 2022 negotiations meeting calling for a “status quo”, narrowly focused deal with the preference to “wrap things up” by the end of September 2022 and at no point during bargaining did Management advance their theory – which again MCCC rejects – that agreeing to such would oblige them to accept former Governor Baker’s parameters. This communication was submitted prior to the 2:00 PM deadline that was requested in order that the transmittal letters for funding the contract could be submitted by the deadline of 4/2/23. We also requested that we receive a copy of the transmittal letter upon its issuance.

On the morning of 4/3/23, when no letter had been received, I contacted Mike Murray and was told the deadline was actually 4/3/23 due to the fact that 4/2/23 fell on the weekend. He assured us that the letter was in process and later that day we did receive the letter that was signed by BHE Commissioner Noe Ortega and submitted to Governor Healey, along with the proposed cost estimates for each college covering FY 2022 and 2023. *We were pleased that this letter made no mention of their position that successor bargaining would obligate us to accept*

Governor Baker's 2% parameter raise. And while the Governor technically has 45 days to forward it on to the next phase of funding, we are hopeful that due in part to recent strategic action efforts by our members, that this will be done before that time, and we will keep the Chapter presidents apprised of that progress.

Throughout last two weeks we have received various inquiries from members that can be summarized as follows:

- Concerns about future parameters in successor bargaining.
- Concerns about the proposed timeline of payouts going as late as August or September given that the next supplemental budget is set for June.
- Concerns and confusion as to what aspects of the ratified TA can be enforced at this time, including but not limited to the financial Memorandum of Agreements (MOA's) that are part of this contract and will not be funded by the Governor but rather the College's.

In response to concerns about future parameters MCCC Vice President Joe Nardoni, who is the Chair of the Strategic Action Committee (SAC) has and will continue to reach out to chapters about actions plans. As of this update the following actions are already in process:

- Assuring that the President's submit a formal letter to Governor Healy expressing their anger and frustration about the delayed payouts for their MCCC employers and expressed opposition to the DHE's position about the parameters for year 1 of successor bargaining.
- Moving forward with a phone campaign to Governor Healey to get her to send the contract funding request along to the House Ways and Means Committee and asking her to direct the OER, ANF and DHE/BHE to drop the requirement that we have to take a 2% year before the 8% first year that has been "floated" to other locals.
- Continuing to invite ideas from our members and assist in coordinating additional action items throughout successor bargaining.
- Continuing to communicate with our members, chapter leadership, and the bargaining team.
- Working with the MTA and efforts around a coalition and collaborative approach with other Higher Ed locals as well as Public sector employees that are be impacted by parameters settings.

If you have any questions or ideas to share about these efforts please reach out to your local Strategic Action Committee (SAC) representative and/or Chapter president so that these inquires may be forwarded on to Joe.

In response to concerns about the proposed timeline of payouts we are continuing to investigate if there is any way around the timeline.

- On Wednesday April 12th the Bargaining Team met with Sean King, MTA Government Relations Specialist with over 30 years of experience in lobbying, to discuss this matter further. In sum, he helped relieve concerns that our salaries and bonuses would be

funded. While nothing is certain, based on his experience and knowledge about our contract, he did not see any foreseeable obstacles. He further shared that the timelines of dispersal being as late as August or September is a reality given the various processes that have to take place even after the Governor signs off on the budget. He encouraged our MCCC leadership and College Presidents to continue communicating with legislatures and the DHE and that our message remain clear that *this delay is an economic injustice*.

In response to concerns around the implementation of our ratified contract I have communicated with Mike Murray via email and telephone regarding our position that it is time for him to reach out to the College's Human Resources offices with a uniform message that we are entitled to all of the nonfinancial benefits and some of the financial benefits of the TA including but not limited to:

- Honoring the revised sick leave language.
- How grant-funded positions will be able to plan for budgeting.
- Implementing new salary and hourly rates for Part-Time employees.
- Implementing Faculty Extra Work, Department Chair, and Coordinator hourly rate increases.
- Having colleges could at least fund the COVID Bonuses now and then be replenished by the state.

In response, Mike Murray indicated that he would need time to consult with his team, the DHE, and College Presidents but was generally agreeable and recognized the need to move forward on this.

Note: The Interval, Service Achievement and Retroactivity aspects of the side MOA's will be paid out once the contract is funded by the state as these calculations are connected to our salaries.

As of this update I have been advised by Mike Murray that the above inquiries are still under advisement except for the COVID bonus which since it is part of the parameters and will be funded as part of the contract financials by the state, they need to wait for the budget process to be completed and funds sent to the colleges by ANF before paying the bonuses. This is unfortunate but was worth asking.

Please understand that we are beyond frustrated by the professional negligence displayed during these past few weeks and are continuing to make every effort to reach a resolution that will provide a timely and guaranteed response.

As we await the resolution of this news that Management has thrust upon us, members of the bargaining team and I are available to meet with chapters to address any outstanding questions/concerns about the contract. Please email me at lcoole41@gmail.com.

In solidarity,

Lisa C. Coole
Chair, Day Negotiations Bargaining Team