



Bargaining Update

11/14/23

Greetings MCCC Unit Members,

The purpose of this bargaining update is to tell you about an offer we received from Management.

In a joint bargaining meeting with Management on November 13, 2023 management proposed the following verbal offer:

A two (2) year contract – consisting of:

- Year 1 – July 1, 2023 – June 30, 2024 a 2% across the board.
- Year 2 – July 1, 2024 a 4% across-the-board increase followed by a January 1, 2025 a 4% across-the-board increase

In addition, there would be a pool of money totaling about \$500 per full-time employee (FTE) that could be used for equity adjustments. The specifics of how this money could be used would be bargained with the team. It cannot be used for across-the-board raises.

- This offer is made with the provision that we would be prohibited from negotiating any of the current contract language including workload and evaluation, so all other conditions of employment would remain unchanged.

A written offer will follow later this week.

The Office of Employee Relations (OER) insists that we are bound to the parameters set forth by the former Governor for July 1, 2023 year. Clearly, we disagree with this train of thought. This is the same offer language that went to other Higher Ed units.

The Negotiations Team is discussing this offer and will meet again on Thursday (11/16), and the MCCC Board of Directors will meet on Friday (11/17). Chapter Presidents, Directors and the Negotiations Team will be invited to the BOD meeting to discuss whether or not to recommend the offer.

We are disappointed and frustrated given the incredible work you have done on the Petition to the Governor for 8% in this year. Unfortunately, there is a sharp disconnect between the message from the state powers regarding equity for all, and actually providing equity for MCCC. They can only understand equality, and are only able to offer something “equal” to offers made to other Higher Ed units.

More information to come.....

In solidarity,

Joanna M. DelMonaco
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