



Bargaining Update

12/18/23

Greetings MCCC Unit Members,

I'd like to report out on our activities since the last update. First, let me give a couple of acronyms that are commonly used:

No Language – No substantial contract language changes/proposals.

MOA – Memorandum of Agreement, generally a signed agreement that is an addendum to the contract.

FTE – Full Time equivalent – the number of full time employees including instances of two part time employees doing the same job – thus equaling one additional FT employee in the count.

OER – Office of Employee Relations – works with Administration & Finance in the Executive branch of State Government, and sets the parameters (allowable percent increases) for raises for employee unions across the state.

11/17 BOD meeting – It was determined that Bargaining Team members should visit chapter meetings to get a sense of the members' thoughts on the offer, and answer questions.

12/8/23 Emergency MCCC BOD meeting

MCCC Chapter meetings were held through 12/7 and Chapter Presidents helped to assess the sentiment at their campus. These results were reported to the BOD on 12/8/23.

12/8/23 MCCC countered Management's initial proposal:

- A one (1) year July 1, 2023 a 4% across-the-board increase followed by a January 1, 2024 a 4% across-the-board increase, with \$500 FTE Equity Pool and no language.

Rationale: Other Higher Ed units were offered this exact proposal. MCCC was not, with MGMT stating that we are not eligible because 2023 would have been the third year of a 3-year contract. MGMT stated that OER believes that we are stuck with parameters set by Governor Baker, which continue through 2023.

12/8/23 Management rejected MCCC's proposal countering

- 11/13/23 initial proposal for a 2 year agreement with no language, 2% July 1, 2023, 4% July 1, 2024 and 4% January, 2025.

This puts our members at a significant disadvantage in comparison to the other state unions, denying us a year's worth of bargaining over language that they received.

12/13/23 MCCC countered Management's proposal with

- Two year as outlined in 11/13 with an additional requirement of a March 1, 2024 to begin bargaining for a July 1, 2025 successor contract.
- Amending language to the Service Achievements to allow for Interval 1 and off grid members to receive these intervals "on base"
- Amending the Salary Grid to remove the two lowest intervals and add an additional two intervals to the top of the grid – as described in the Joint Committee on Distance Ed MOA
- MOA for a Joint Committee on Non-Hostile Workplace, to create policy and process

- MOA for a Joint Committee on Dual Enrollment, Concurrent Enrollment, Early College to bring system-wide transparency, process and protection for members

Rationale: Our understanding was that every employee would be eligible for service achievements, Management disagreed and did not provide for those at the top interval or above.

The remaining two salary grid interval additions are being held back until the Joint Committee on Distance Ed agrees on language that can be presented to the Bargaining Team – The two-year agreement holds (no) new language until the July 1, 2025 contract. We don't want to wait. Having working committees assist with the development of language for larger proposal items will support the earlier completion of bargaining a successor agreement.

12/13/23 Management rejected any additions to their original offer, only allowing for the early start date for the successor bargain.

Rationale: Management believes that two committees doing work is too much and they would not be able to meet the demands of two additional committees.

Management would not consider any salary amendments, as that would constitute language. Management suggested applying the FTE pool money to fix their improper implementation of the Service Achievement awards.

12/13/23 MCCC gave a verbal counter providing a rationale for the Service Achievement amendment and the installment of the two intervals to the salary grids, and agreeing to drop the two MOAs suggesting the Joint Committee work.

Rationale: Our members waited more than two years for salary adjustments and increases. If we are going to agree on July 1, 2023 monies, it would be more efficient for management to pay out the Service Achievements at the same time, as well as any salary grid interval adjustments or advances. Since our members are not able to address any contract language issues until the July 1, 2025 contract, this error needs to be corrected now.

We are absolutely opposed to management using the FTE Equity Pool of money to fix their misinterpretation of the Service Achievement agreement.

The Bargaining Team meets December 21, 2023 to provide the written proposal.

Three meetings with Management are set during the first two weeks in January, 2024.

More information to come.....

In solidarity,



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