



Bargaining Update

1/09/23

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.

*As of this writing the 2021-2023 CBA has finally been signed!!

As you may recall we are negotiating a two – year contract for July 1, 2023 – June 30, 2025.

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

- ~~MOA for a Joint Committee on Non-Hostile Workplace, to create policy and process - Rejected~~
- ~~MOA for a Joint Committee on Dual Enrollment, Concurrent Enrollment, Early College to bring system-wide transparency, process and protection for members - Rejected~~

Management's Rationale Summary: 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.

On 12/21/23 MCCC gave a written 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

MCCC Bargaining Team Rationale Summary: 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 requiring MCCC to use the FTE Equity Pool of money to fix their misinterpretation of the Service Achievement agreement.

On 1/03/24 Management presented a counter as follows:

- Salary adjustment – original offer (2% July 1, 2023, 4% July 1, 2024, 4% January 1 2025)
- Duration and successorship – start 2025 Day Contract Negotiations within 30 days after ratification of 2023-2025 contract or March 1, 2024, whichever is later.
- MOA - Amending the Appendix B: Salary Grids - Service Achievements - **HOLD**
- ~~MOA – Change in Intervals on Salary Grids - REJECT~~
Management needed to meet with the President’s Council to respond to our proposal on the Service Achievements.

On 1/08/2024 – Management updated their response to the service achievements as follows:

- MOA - Amending the Appendix B: Salary Grids - Service Achievements
“Employees at Interval 1 of their respective education column, shall receive a one-time payment, (not added to the unit member’s base salary) that is equal to the unit member’s annual base salary multiplied by one interval percentage value of the grid (1.25%). Said payment shall be made in the first payroll after the July 1 following the achievement of a service interval.”

On 1/08/2024 - Following a lengthy caucus discussion MCCC provided a verbal response as follows:

- Salary adjustment – accept original offer
- Duration and successorship – start 2025 Day Contract Negotiations within 30 days after ratification of 2023-2025 contract or March 1, 2024, whichever is later.
- ~~MOA – Amending the Appendix B: Salary Grids – Service Achievements (see above) - REJECT~~

MCCC Bargaining Team Rationale Summary: Management’s awarding of a one-time interval for longevity goes squarely against the spirit in which the service achievements were created. Excluding this pay from individual members who were off grid, and excluding both interval 1 and off grid employees from receiving this increase on base were not acceptable terms. Accepting this language at this time may keep us from updating the language to better benefit our members. In the preamble of the Service Achievement MOA, it states “*the parties agree that long-term college service employees should be recognized in their compensation*”. The MCCC Team will strive to improve and clarify language on this in the successor bargain.

On this same day (1/08/2024) A verbal Tentative Agreement with Management was reached and Management indicated they would submit a written TA for signatures on or before the next scheduled joint meeting on January 17th.

- Salary adjustment – original offer
- Duration and successorship – start 2025 Day Contract Negotiations within 30 days after ratification of 2023-2025 contract or March 1, 2024, whichever is later.
- Distribution of \$500 FTE Equity Pool to be discussed in future bargaining sessions, after ratification of this agreement.

The Bargaining Team will bring this agreement to the Board of Directors meeting on January 19, 2024 for an endorsement to ratify.

In solidarity,



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