



Bargaining Update

09/25/2024

Greetings MCCC Unit Members,

2023-2025 DAY Contract Items

- Your HR/Payroll office should soon communicate with you regarding your salary increase (4%) effective 6/1/2024, as well as retro payment. This increase is from the 2023-2025 Collective Bargaining Agreement (CBA).
- Currently we have one outstanding item from the aforementioned CBA: Distribution of a \$500 Full-Time Equivalent Equity Pool to be finalized in upcoming bargaining sessions. We spent several Team meetings this year on proposals for this distribution, in consultation with our MTA Field Reps, and on 6/8, we formally presented an itemized MOA to Management. We were initially informed that as long as our proposal was within the budgeted amount, almost any proposals would be accepted.
- Management sent our Equity Pool proposals to Administration and Finance (A&F), which must review and approve them before they can be implemented. As of this writing, A&F has not acted on our Equity Pool proposals, so we have not been able to continue negotiating them with Management.
- Management has continued to claim they are waiting for A&F to cost out our proposals, which is expected any day. However, learning that our proposals have not yet been accepted complicates matters for successor bargaining, as our proposals for the next CBA could be impacted by acceptance or rejection of our Equity Pool proposals.

2025-2028 DAY Contract Items

- The Day Team met twice per week throughout June and held additional meetings in July and August.
- On Wednesday 6/18, the Team met with Management in Worcester at QCC to get acquainted and work out a meeting schedule for the 2025 negotiations.
- The Team is meeting weekly on Wednesdays and holding additional small group meetings to work on proposals.
- On Wednesday 9/18, the Team had its first 2025 negotiation with Management. The focus of this meeting was Management's response to the Ground Rules we presented over the summer. As a result, the Team was able to get Management to back down from the language they had attempted to insert about impasse and holding the Team to restrictions that are already allowed by M.G.L.
- Management remained firm on their position about wanting to eliminate silent representatives from the negotiations process. Our Team held firm to our position, noting recent case law, and this matter is under advisement by Management.
- Management also rejected the Team's suggestion about how to catalogue and name proposals, but agreed to discuss improving file naming conventions in a side meeting.
- The Team was successful in arguing that Management's deadline for new proposals (10/23) was unreasonable, owing in part to the delay in A&F's acceptance of our Equity Pool proposals. We also heard at the 9/18 meeting, for the first time, that Management themselves have not yet agreed to these proposals.
- The next meeting with Management is Weds 10/2.

In solidarity,

Joanna M. DelMonaco Chair, Day Contract (2023-2025) Negotiations Team
Chair, Day Contract (2025-2028) Negotiations Team

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