



# Bargaining Update

11/13/2024

Greetings MCCC Unit Members,

## **2023-2025 DAY Contract Items**

- Management provided an update regarding proposal submitted to management for distribution of the Classification Pool monies (\$500 FTE). Legal counsel met with Administration and Finance (A&F) to discuss the costs of proposed distributions, as A&F is responsible for costing the proposals. Legal counsel was able to guide A&F more clearly through our proposals, and we are hoping that the costs are relayed to the Presidents Council soon. Management expressed frustrations with the lack of progress on resolution of this issue.
- MCCC also expressed frustration. This is an unresolved financial issue from the 2023-2025 contract. The MCCC presented proposals on distribution of these funds verbally on May 13 and formally, in writing in early June. The Presidents' Council has not yet discussed the proposals as the costs have not yet been calculated! While this is the only outstanding issue from the 2023-2025 contract, it may affect our proposals going forward.

## **2025-2028 DAY Contract Items**

On October 23, we held in person negotiations with management.

- On 10/23 in our joint meeting with Management, MCCC presented the following items:
  - The Team Bargaining Principles (also attached)
  - Academic Year definition - providing consistency across the system
  - Health and Safety – giving MCCC a voice on any Emergency Management committees
  - Parental Leave – extending from 10 days to 20 days

On November 6, we held negotiations over Zoom

- On 11/6 in our Joint meeting with Management, MCCC presented the following items:
  - Tuition, Fees and per diem update – providing full coverage of tuition and fees at all of the state higher ed institutions and a per diem for meals that is consistent with Federal guidelines, similar to mileage.
  - Proposed independent 3<sup>rd</sup> party for Classification Appeals
  - Early College/Dual Enrollment – definitions and an MOA with guidelines for MCCC involvement in planning, agreements and execution

Management has not officially presented MCCC with financials at this time but did present other proposals

- On 10/23 Management proposed
  - Amending/updating the language for Vacation caps in the contract – no changes.
  - Updated language in the Sick Bank language – mgmt. wants to limit use of sick bank to a similar time limit as PFML.

- Housekeeping – this is a list of small discrepancies in the contract that need to be corrected. This will be an ongoing list and both sides will present items for corrections to be made.
- On 11/6 Management proposed
  - Updating old language that referred to agency fee (housekeeping item – see above)
  - Reappointment dates – add May 1 for those appointed after January 1.
  - Retrenchment recall – reduce to a 2 year period from 4 year period
  - Probationary period (new) for PT members – 4 months

The Team will continue to use our meetings to finalize additional proposals to Management for our next joint negotiations meetings on November 20 in person, and December 4 and 18 via Zoom.

**Be on the lookout for additional information from the CAT! We need your support to win a life changing equity adjustment for all of our members!!**

Please consider participating in local standouts on November 20 at your campus AND sign up to be a silent representative (via Webinar format on Zoom) at the November 20 meeting by clicking on this link -

<https://docs.google.com/forms/d/1RN2VEaIOE8FsdBVK0vpV5n9QIXkPJ0T93jU6HuTTB98>

In solidarity,



Joanna M. DelMonaco,

Chair, Day Contract (2023-2025) Negotiations Team  
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[mccpaprez18@gmail.com](mailto:mccpaprez18@gmail.com)