

MCCC Day Contract Negotiations Team 2025 Bargaining Principles

Preamble:

Massachusetts Community College faculty and professional staff take pride in providing the most accessible and affordable education, workforce development, and transfer opportunities within the Commonwealth's higher education system. We serve many of the Commonwealth's highest-need and most disadvantaged students, including those from lower-income and racially marginalized backgrounds. Community college students are also the most likely to stay in Massachusetts, so they are a worthwhile investment in our economy.

Through the combined efforts of our 15 community colleges, we foster greater opportunity and social mobility than perhaps any other institution in Massachusetts. We change our students, and we change our communities, for the better.

While the launch of MassEducate will undoubtedly expand access and create new opportunities for students who might not otherwise afford a college education, we have serious concerns about our ability to meet the demands of an increased student population. Our institutions are under-resourced and understaffed, and struggle to recruit and retain talented faculty and professional staff due to low salaries in a state with a high cost of living. The State's implementation of MassEducate has been rushed and underfunded, forcing our members to make it work under significant strain.

MCCC member salaries lag behind those of community college faculty and staff in states with comparable costs of living, as well as those of our peers in the State University and UMass systems. It is deeply troubling that the students with the greatest need and diversity receive the least support from the State, while their faculty and staff struggle to make ends meet. This is a matter of social, racial, and economic injustice that must be addressed. We will fight for the Community Colleges that our students deserve. We call upon our fellow educators, students, administrators, legislators, and the public to join us in fulfilling the promise of MassEducate and the Massachusetts Community College system.

Principles

1. Quality Education That Addresses New Realities (i.e. post-pandemic, mental health, preparedness, AI, Early College enrollment increases, and cultural-political social changes)

Massachusetts Community College students deserve well-resourced and appropriately staffed learning environments that address their full range of needs. We are committed to excellence in teaching and learning. We will be presenting proposals that empower faculty and professional staff to provide the highest quality education to our students. This includes proposals that:

- Recognize that student success depends on the effectiveness and flexibility of faculty and professional staff interaction.
- Ensure teaching, advising, and professional service workloads are reasonable, allowing faculty and professional staff to do their best work with students. This includes looking at the impacts of technology, class size, undefined assignments and reassigned times.
- Establish that at least 75% of all non-instructional services are provided by full-time professional staff within and across all work areas.
- Establish that at least 75% of all courses are delivered by full-time faculty within each department.
- Provide equitable and adequate access to high-quality professional development, including training opportunities and sabbatical leave, so faculty and professional staff can excel in their practices.
- Promote the retention and recruitment of experienced, highly qualified faculty and professional staff through fair treatment and competitive and equitable compensation.
- Provide opportunities for flexible work schedules and varied learning modalities in order to better support students and their increasing need for flexibility.

2. Professional Respect

Professional staff and Faculty in the Massachusetts Community College system are experts in our fields and work areas. We deserve to be treated with respect and trusted to do what's best for our students. We will be presenting proposals that ensure that all faculty and professional staff, part time and full time, are treated as respected professionals. This includes proposals that:

- Ensure all part-time and full-time employees have access to the same professional opportunities or professional development.
- Recognize the wide range of professional accomplishments of all part-time and full-time employees through appropriate compensation and other means.

3. Physically and Psychologically Safe Work Environment

Everyone deserves to feel they are safe when they are at work. This became paramount during the Covid-19 pandemic. We will be presenting proposals that ensure a safe environment for the entire College Community. This includes proposals that:

- Enshrine new anti-bullying language that protects our employees from unsafe and/or hostile work environments.
- Create mechanisms to discuss health and safety issues across our campuses.
- Provide protocols for responding to extreme dangers.

4. Equity

Equity means providing people with what they need to be successful and recognizes that some groups are disadvantaged compared to others. We will be presenting proposals that seek to undo the inequities that exist within the Community College system for our faculty and professional staff. This includes proposals that ensure:

- Part-time professional staff and part-time faculty receive similar treatment and equitable compensation compared to their full-time counterparts.
- Professional staff have the same access to professional opportunities, recognition and compensation as faculty .
- All colleges are treating similarly situated employees the same with regards to work duties, professional opportunities, compensation and more.
- Faculty and professional staff working under grants have the same rights as those funded through state appropriations.
- An increase in the amount of full time professional staff and faculty, and pathways from part-time to full-time work.
- Professional staff have increased opportunities for telework and flexible scheduling.

5. Racial and Social Justice

MCCC members educate the largest proportion of students of color, low-income students and students from a variety of other disadvantaged or underserved backgrounds—more than any other sector of higher education. It is imperative that our Community Colleges aggressively address issues of racial and social justice—not only for students, but for the professional staff and faculty who serve them. We will presenting proposals that:

- Increase the amount of parental leave available to new parents.
- Balance the workloads of professional staff so they are fairer and more equitable across the system, and so that students receive the facetime and support they deserve.
- Maintain strong academic freedom language that protects our ability to teach topics related to racial and social justice.
- Increase diversity in hiring by offering competitive wages.
- Ensure adequate training and professional development for all employees in order to improve retention rates, ensure safety, and promote student success.
- Include anti-bullying language that ensures a collegial and collaborative work environment free of harassment and discrimination.

6. Due Process

Due process in labor relations ensures that employees are treated with dignity and fairness at work. In collective bargaining agreements, due process rights improve relationships as they provide a mechanism to resolve disputes and ensure both the employer and employees know their rights and obligations to one another. We will be presenting proposals that strengthen due process rights. This includes proposals that:

- Strengthen our ability to resolve classification appeals so employees receive the appropriate recognition and compensation for their work.
- Improve language on retrenchment and dismissal.
- Review the process for application and awarding of professional development and sabbaticals so that all employees have access to these important opportunities.

7. Transparency

Transparency and open communications are essential to high-functioning organizations and institutions. It ensures that everyone is working together as collaboratively and effectively as possible. We will be presenting proposals that seek to improve transparency and communication within the Community Colleges.