



# Bargaining Update

05/21/2025

Greetings MCCC Unit Members,

The Day Negotiations Team would like to thank our members for their enthusiastic support in our contract negotiations! Thanks to all who participated as Silent Bargaining Representatives in our meetings with management on April 23, April 30, May 7 and May 14. Please continue to be on the lookout for additional information from our Organizing Committee (see <https://bit.ly/m/fairpaymccc>) and consider becoming involved.

## **2023-2025 DAY Contract Item: FTE Pool**

- The current proposals on the table exceed the current funds offered by the state.
- As a result, the MCCC and management are seeking an increase in the initial offer of monies, and we are awaiting response from A&F (Administration and Finance).
- Management has responded to our proposals, and we will wait for the response to the aforementioned increase request before countering. This increase will be a determining factor in what proposals will be able to be funded.
- No additional updates – still waiting

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

### **Meeting with Management on April 23, 2025 with notes of status as of May 14, 2025**

As you may remember, we met with Management and decided to come to this meeting with Proposals for a one-year contract deal. Below is a list of proposals presented by both sides

#### **MCCC Proposals:**

- Article 1.02 Academic Year Definition – for consistency across the unit – MGMT rejected 5/7
- Article 2.03 Health and Safety – getting the MCCC voice on any college-wide committee of this nature – Counters from MGMT and MCCC – MCCC accepted 5/14
- Article 2.10 Non Hostile Work Environment – new language/statement – Counter by MGMT 5/14
- Article 9.03 Insurance and Other Benefits;
  - Reimbursement of Licenses and Certifications as well as any PD needed to renew. – MGMT wants to reject this and work it into the New Hire Salary
  - Health and Welfare Fund contribution – increase from \$15 to \$22 – MGMT was unable to explain how this is funded, and was not in favor of moving forward,

however, we supplied information from other Higher Ed units that have received counter offers – so still in progress.

- Article 12.03 Faculty Workload –position proposal to try to restructure the workload from 15 credits to 12 credits. – MGMT rejected this as financial on 5/7
- Article 12.04 Professional Staff Workload – cap direct student contact to 30 hours per week
- Article 21.01 Classification Appeals – add a tiebreaker in favor of MCCC – MGMT rejected 5/7
- Article 21.xx (New) Salary Change and Miscalculation Notifications. – Counter by MGMT and Counter by MCCC – waiting for final
- MOA – Dual Enrollment/Early College – Definitions and requirements/needs of faculty and professional staff – MGMT rejected, but MCCC pushed forward based on the recent explosion of EC and its impact on members.
- MOA – Salary Grid – Column H (as part of counter to New Hire Salary Form from MGMT) – MGMT rejected
- Article 21.09 Salary Adjustments (as part of counter to New Hire Salary Form From MGMT) - MGMT rejected

#### BHE/MGMT Proposals:

- Article 9.01.A.4 – Sick Leave Bank – align usage to same as Worker’s Comp. -
- Article 19.06 Lay-Off Status – reduce 4 year to 2 year time frame
- MOA No. 2 – CAS Resolution – Attachment A – correcting language regarding union membership after Janus decision – ACCEPTED by MCCC 5/7
- Article 11.02 – Appointments – Different notification dates for those hired after January 1.
- Article 11.06 – Appointments – Part Time Pro Staff – add probationary period
- Article 12.04 – Workload of Professional Staff – Pay out Overtime instead of Comp Time (members may still request comp time)
- Article 21.05 – New Hire Salary – proposal to change from points language to Interval language – MGMT & MCCC agreed to table this to the next contract, as additional evaluation and analysis is needed 5/14
- Article 12.03 – Workload of Faculty – Add attendance requirement, add entering grades to LMS and entering final grades – Rejected by MCCC 5/7
- Article 21.01 – Salary Rate Increase (parameters) – Offered 3% instead of 3.5% parameter set by Governor – MCCC countered with 3.5% 5/14
- Article 27.01 – Duration and Successorship – updating the dates of the contract – ACCEPTED by MCCC 5/7
- Form DE-3 – Evaluation of Instructor – wanting to add the questions for Lab and Online courses taken from the Day FT Fall Evaluation to the existing Distance Ed.Evals. – MCCC Day cannot bargain for MCCC DCE, and Distance Ed covers both units

### **Meeting with Management on April 30, 2025**

MCCC posed questions to Management regarding their proposals.

We were unclear as to why management proposed a 3% increase when the parameters were 3.5%. We requested verification of the current parameters. In place of this Management forwarded the Delegated Authority language, which does not specify the actual parameter offer.

Management has indicated that most of our proposals are “financial” in nature and cannot be considered in this one year agreement.

### **Meeting with Management on May 7, 2025**

It is unlikely that all of these proposals from both parties will be accepted, negotiated, etc. given the one year time frame, and Management has clearly stated that most of the MCCC proposals are financial in nature and may not be considered.

### **Meeting with Management on May 14, 2025**

MGMT reviewed the process and timeline for moving our contract through to budget approval, and payment. In order to have a January increase reflected in our salary in a timely fashion, we need to be mindful of this timeline.

MCCC proposed a full day session for negotiations on May 28 to move this contract agreement to completion in order to meet the demands of the timeline presented.

Please understand that any decision to accept a one-year contract has no bearing on the larger wage equity campaign. Contract negotiations and the campaign to achieve wage equity from the state will continue concurrently.

Please make sure to read all updates from the Strategic Action Committee! There are actions to take to move our wage equity request forward.

It's imperative that you continue to watch your emails during the summer months, as this is when any budget/bills will be passed. Your actions can help.

We need your support to win a life changing equity adjustment for all of our members!!

***Information for participation as a Silent Representative at our next joint bargaining meeting on May 28 will be forthcoming!***

In solidarity,



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