



Bargaining Update

06/18/2025

Greetings MCCC Unit Members,

DONE DEAL!

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 throughout this bargain!. Please continue to be on the lookout for additional information from our Organizing Committee (see <https://bit.ly/m/fairpaymccc>) and get involved! WE NEED ALL MEMBERS INVOLVED TO SUPPORT THE QUEST FOR WAGE EQUITY.

2023-2025 DAY Contract Item: FTE Pool – MOA Presented June 11

- MCCC and management are seeking an increase in the initial offer of monies, and we can confirm a positive response from A&F (Administration and Finance).
- This pot of money will fund the following items:
 - A 10 year service achievement will be added to the Salary Grid MOA. Those members with 10 years of service as of June 30, 2024 will receive the interval, and can expect retroactive pay to July 2024. Members earning 10 years moving forward will be able to earn the 10 year interval now!
 - The Bachelor's Degree column values were much lower than Master's degrees. We moved to increase Bachelor's salaries so that they were not less than 3% below that of Master's degree in line with other movements across the salary grid columns.
 - Members who were eligible for service achievements in July 2022, but were at Interval 1 or off-grid, will be paid out a lump sum amount, not on base, for unpaid service achievement intervals. (July 2022 was when the service achievements were implemented)
- We will review the MOA and present questions to MGMT on June 25. Once this is finalized and signed. It should not be too long before monies are distributed.

2025-2026 DAY Contract Items

Meetings with Management on May 28, June 4 and June 17, 2025

Proposals for a one-year contract deal. Below is a list of proposals presented by both sides (This is a bit "messy" but it clearly shows all of the proposals presented by both parties in the move to a one-year deal. Strikethrough on proposals not accepted.)

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 with a short statement for the preamble. MCCC Accepts this language
- ~~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. MGMT rejected
- ~~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- MGMT rejected this as financial on 5/28
- ~~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 – MGMT accepted our final counter 6/17
- ~~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.~~ – **MCCC Rejected**

- ~~Article 19.06 Lay-Off Status—reduce 4 year to 2 year time frame – **MCCC Rejected**~~
- 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. – **MCCC Rejected**~~
- Article 11.06 – Appointments – Part Time Pro Staff – add probationary period – **MCCC Accepted 6/17**
- Article 12.04 – Workload of Professional Staff – Pay out Overtime instead of Comp Time (members may still request comp time) **MCCC Accepted 6/4**
- ~~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
 - MGMT resubmitted a highly redacted proposal on this same article, asking to add “enrollment verification as required by State or Federal laws or requirements”.
MCCC accepted 6/17
- Article 21.01 – Salary Rate Increase (parameters) – Offered 3% instead of 3.5% parameter set by Governor – **MCCC countered with 3.5% 5/14 – MGMT Accepted 6/4**
- Article 27.01 – Duration and Successorship – updating the dates of the contract – **ACCEPTED by MCCC 5/7**

Moved out of main Table Bargaining –

MOA between DCE - DAY – BHE to be discussed at a later date:

- 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
MGMT agreed to move this item “off the main bargaining table” as it is part of the Distance Ed Agreement which is a tri-party agreement between BHE, DCE and DAY.
We will work on this in an MOA outside of main table.

In summary:

Once again Management took our well thought out proposals and labeled them as “financial in nature” and they were kicked down the road. The scales are clearly tipped in favor of

management, but we did resolve the Classification Pool money distribution, and secured a 3.5% raise for January 2026. This is the very good news and will keep getting money into the pockets of our members until we can move the Wage Equity campaign to fruition!! We were able to retain choice for Professional Staff working overtime to choose OT pay or Comp Time. The Salary Change Notification puts our payroll folks on alert to provide clear detailed notice for any changes in Salary, as well as over/underpayments. While I know some colleges provide this already, many do not!

I want to congratulate this team for moving quickly to secure an increase, while the unit is working on the larger increase at the state legislature level! We crafted many important proposals and made clear to management our needs moving forward. Though not accepted, these proposals will be shared with the next team so that they can continue the drive forward!!

Timeline:

At this point we need to draft the MOA including all changes, so that BHE can sign off/approve of the agreement. Then we need to obtain signatures from MCCC, BHE and the Commissioner. At that point, we will be able to provide the full document and ratification notice. We will be working on preparing ratification materials and ballots so that everything is ready to go, once signatures are complete. I will be working on updating the Salary Grids for January 2026. We are hopeful that we will meet the timeline to get into the state's "closeout" budget in early fall, so that January pay will be timely, with no retro.

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!!

Please watch for ways to help with our fair pay campaign!

In solidarity,



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