



# Bargaining Update

As of-9-25-21

Hello MCCC Day Unit Members:

We hope you are well and settling into the new academic year. We have a few updates from the summer to give you.

During the 2018-2021 contract negotiations, we had agreed to create a Faculty Evaluation Committee to review and make recommendations about changing student evaluations. In short, COVID-19 and a few other managerial factors delayed the process. Our committee members did an exceptional amount of work researching other evaluation tools, companies that provide services, and potential questions. Management finally responded that they are ready to proceed, and the team is working to schedule demonstrations with two companies. The tentative plan is to have a recommendation on a new evaluation tool for ratification by the end of the semester. If agreed upon, the new evaluations will be implemented Fall 2022. In the interim, we have agreed to extend the online student evaluations that were given last fall. This MOA was distributed to your colleges.

Back in June, the MCCC Day Negotiations Team presented a large information request to management seeking data on the salary grids, part-time salaries and work, sabbaticals, reassigned time, professional development, comp time accruals, and grant funded faculty and professional staff. We were initially told we should have the information by late July but, we did not receive any information until late August, and we are still waiting for some of it. As a result, management agreed that our meeting on September 15 would be cancelled to allow for more time for our team to review and respond to the information request. And management agreed not to count our meeting on August 25 towards the 6-meeting limit for new proposals. This has given our team more time to meet, wade through about 1,000 pages of material, and draft proposals.

At our August 25 meeting, we read the team's principles statement, a document which outlines our primary goals in this negotiation and ties together our proposals. The statement is attached. We presented several proposals including language that if a certain number of hours were taught by Day part-time faculty or worked by Day part-time professional staff, a full-time position must be posted. We also presented language to create a tiebreaker in the classification appeals process. As many of you are aware, the committee that determines these appeals is comprised of equal numbers of MCCC members and management so if there is a tie, we lose. Therefore, we have asked for an independent arbitrator to break ties. We have also asked for the creation of a joint committee that would review the Classification System and proposes potential changes. And we presented language that all MCCC Day unit members will receive written notice when there is a regular and ongoing change to base pay. Management has not yet responded to these proposals.

Lastly, we asked management to increase the contribution to the Health and Welfare Trust Fund. Not only has there not been an increase in several years but the community colleges are receiving a lesser contribution than the rest of higher education. Management claimed that the only way to increase this

contribution is to engage in political action with the Massachusetts General Court as the contributions to this fund are in a separate line item in the state budget.

During this meeting we also discussed HRCMS and the many challenges with how our salaries are reported. One issue that we raised was the invisibility of professional staff comp time balances. However, the site has been changed and comp time is accessible if you follow this process.

To check on the Current Balance of Comp Time on HRCMS:

- Access Timesheet
- Click on Leave/Compensatory Time tab below Save for Later and Submit
- Comp Time is listed under Description (far left column)
- Current Balance is two columns to the right

Members of the team continue to meet regularly and our next meeting with management is scheduled for September 29. If you have any questions about Day negotiations, please do not hesitate to ask and please consider getting involved with your chapter's Contract Action Team.

In solidarity,

Claudine Barnes  
Chair, Day Negotiations Team

### MCCC Day Bargaining Principles

#### Quality Education Reflective of 21st Century Realities

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 a range of 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 quality of faculty and professional staff interaction, and that interaction needs to be evidence-based and in line with currently accepted best practices
- Ensure 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 reassign times.
- Guarantee adequate staffing levels across work areas
- Provide equitable and adequate access to high-quality professional development so faculty and professional staff excel in their practice and fields through opportunities such as training and sabbatical leaves

- 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 to better support student success within a 21st century educational environment

## 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 a range of proposals that ensure all faculty and professional staff, part time and full-time, are treated as respected professionals. This includes proposals that:

- Ensure part-time faculty and part-time professional staff have access to the same professional opportunities, professional development, and receive the same professional recognition as full-time professional staff and faculty.
- Recognize the wide range of professional accomplishments through appropriate compensation and other means.

## 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.
- Promotes increasing the amount of full-time professional staff and faculty and creates pathways from part time to full time work
- Allows professional staff increased opportunities for telework and flexible scheduling

## 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 be presenting a range of proposals that:

- Increase the amount of parental leave available to new parents
- Balance the workloads so they are fairer and more equitable across the system, and so that students receive the 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 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

### **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 a range of 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

### **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 a range of proposals that seek to improve transparency and communication within the Community Colleges. This includes proposals that:

- Ensure personnel and payroll actions are fully communicated
- Ensure employees understand their obligations, such as those related to mandatory reporting when applicable

## Safe Work Environment

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

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