



Bargaining Update

November 7, 2022

Greetings MCCC Unit Members,

This communication provides an update on the Day Contract Negotiations since the last update on October 5, 2022. If you have not yet had a chance to review that update, I strongly encourage you to do so in order to better understand the context of recent developments. Bargaining updates may be found here: <https://mccc-union.org/>

Given the critical point we are at in the bargaining process there is a lot of information to relay. A brief overview is provided below.

Brief Version

- At our October bargaining sessions, Management presented a counter proposal that included many of the full-time and part-time financial grid improvements we had asked for but “packaged” or tied these improvements to a Distance Education Agreement (DEA) proposal which would greatly reduce stipends for course development and eliminate language that makes Distance Education voluntary, among other things. We also went back and forth on remaining proposals related to sabbaticals, office hours, a classification committee, and an anti-bullying committee. There has been no acknowledgment or response to our Faculty and Professional Staff workload proposals.
- Management’s insistence on gutting the DEA is a “poison pill.” We cannot agree to, nor do we believe ratify, any agreement that contains such draconian cuts to our financial compensation for distance course adaptations. Even worse, this demand will divide our union and disenfranchise Division of Continuing Education (DCE) members who will inevitably be asked to adopt the same Distance Education language, thereby costing them money. It is unconscionable to ask us to do so.
- MCCC members must prepare to take action if we hope to change Management’s position. Please stay alert for an imminent call to action from MCCC’s Contract Action Team. You can join the CAT by contacting Robert Whitman, CAT Chair, at rlwhitman1958@gmail.com.
- The next meeting with management is scheduled for: **November 14th @ 1-4:30PM**. We encourage members to join this meeting as Silent Observers: [SIGN UP HERE](#). Please use the attached MCCC United image as your zoom background/profile picture.

Long Version

The first half of October was spent preparing for our meeting with Management on October 19, 2022, at which time they would be presenting their counter to the 2-year contract counter package that we presented in September, which expanded upon Management’s August proposal for a 2-year contract.

Management's 10/19 Response to MCCC Proposal Package:

- Uphold TA's and MOA's that had been reached to date (See previous bargaining updates for details)
- Salary Increases: partially upheld the Governor's parameters but did not accept the \$1,000 minimum for the COVID bonus for full-time members or a guaranteed pay out within the two-pay periods from execution of the agreement.
- Extra Work Hourly Pay: increase their proposal from \$40-\$45 (note: MCCC asked for \$50.00)
- Service Achievements: Management agreed with the general concept, but offered counterproposals that were not retroactive to July 2021, and rejected the proposal for the interval advancements to be cumulative. Additionally, Management reduced the interval advancement for 15 years of service from 2 to 1.
- Salary Grid and New Hire Table Improvements: With exception of some minor dollar and cents interpretation of points and starting salary changes the overall intent of our proposal (to eliminate 5 intervals from the bottom and add 5 to the top) was well received.
- Part Time Faculty and Staff Salary Grid: Management offered a reasonable counter, but it was not retroactive to July 2021 as we had proposed.
- Distance Education: A disturbing aspect of Management's counter proposal was that they asked to include the Distance Education Agreement (DEA) in full as opposed to just the Definitions **and this this would be required in order for the BHE to entertain the MCCC financial proposals that fall outside of the parameter salary raises.** It was our understanding, supported through the review of minutes, that the intent of Management's August 23rd, 2-year package was that it would be narrow in scope and larger issues would be preserved for the next round of bargaining, which would commence in July 2023.

Other issues with the Distance Education Proposal:

- A. Limits course adaptation stipends to \$500/credit for the first Distance Ed course ever, not the first section of each course as we have now
- B. Does not make a distinction between modalities for purpose of workload preparation, and stipends for course development
- C. Removes language making Distance Ed voluntary and does not address course preference
- D. Removes language that Distance Ed courses are not evaluated the first two times
- E. Does not address the impact on DCE
 - We let Management know that we found this suggestion at this late stage in the process problematic and asking faculty to not be paid for new course and modality preparations makes no sense and does not align with our guiding principles of equity and equipping faculty for student success during these changing and challenging times. And as noted above, the team is concerned about the impact that this would have on members protected under the current DCE contract.

In response to our non-financial proposals Management's Response was:

- No consideration of our updated Office hours proposal
- No consideration for Faculty or Professional Staff Workload proposal
- No consideration for Anti-Bullying/Non-Hostile Work Environment

Management also resubmitted their previous proposals on 10/19 with minor edits re:

- Sabbaticals
- Grievance forms and Article X Language
- Classification Committee

At the conclusion of this meeting, we inquired with Management to provide some insight and rationale. The overarching theme to the response was that the budgets are tight and that in order to fund their end of the financial proposals that the Colleges' would need to save on monies spent under the current DEA for course preparation stipends. There was no substantive rationale provided for the remaining responses or lack thereof.

Summary of October 31st Meeting with Management

At the onset of this meeting, we expressed our disappointment over the October 19th, 2022, proposal status. In light of Management's clear intent to not bargain over several important proposals that we diligently and carefully selected to include in this 2-year proposal, we also asked Management to consider Memorandums of Agreement (MOA) or other commitments in writing that would guarantee:

- Faculty and Professional Staff workload would be addressed in the next round of bargaining.
- A joint committee would be established to fully review the classification specification and classification appeals process.
- A joint committee be established to review anti-bullying/non hostile work environment policies that could be implemented within the MCCC whether it be as part of the CBA or other policies that speak directly to this issue. Note: The rationale for our initial proposal was to address the feedback on the survey and ongoing communication with unit members, about incidents between unit members and their supervisors. In response, Management made it clear that they do not believe that this language should be addressed in the CBA and that Human Resources (HR) is the vehicle to address these concerns.

Proposals submitted by Management (10/31/22):

- Hyflex Definition: the last remaining Distance Ed terminology that the parties have not agreed upon. While Management's proposal was more streamlined, it still gives the ultimate decision as to whether or not students could change their minds about whether to report to campus or to attend via zoom to the individual colleges given that there is still no agreement by the colleges (appx. 5) that use this modality. We are hopeful that we can make some adjustments to their counter proposal that will satisfy the concerns of both parties and assure that faculty have a firm say in how their Hyflex course operates in regard to student expectation, academic freedom, and attendance.
- Office Hours: Management's latest proposal would require faculty to hold one office hour on campus for each face-to-face class being taught. If teaching 4 or more face-to-face classes, one of those office hours could be held online. This proposal is under advisement.
- Sabbatical Language: Management's revised counter removed the language about approvals being based on the "merit" of the application as we found this language problematic. However, the language did not fully address our original proposal, which would assure proportional consideration between Faculty and Professional Staff. This proposal is under advisement.
- Classification Specification Review Committee: Management's proposals would allow for more input from the MCCC in terms of being able to petition the committee to add, modify or retire a classification. These proposals are under advisement.

Update on Proposals submitted by MCCC

As a team, we did not see any advantage on submitting formal counter proposals at the 10/31/22 meeting until we had time to fully digest the implications of Management's proposal and verbal responses to our inquiries. The overall tone and nature of which led us to believe that Management is operating on a different set of principles and that we are not fully convinced that what is being represented reflects the sentiments of the majority of MCCC College Presidents and Chief Academic Officers.

On November 3, 2022, we submitted counter proposals on the financial proposals noted on pg. 1 and in previous bargaining updates. It is our hope that Management will take time to review and get back to us ahead of our next meeting, which is scheduled for November 14, 2022. We purposely did not address any other proposals as of this writing, as we are still meeting and strategizing about ways to reach an agreement with Management without compromising the needs of all our members.

Summary of 11/3/22 Proposals:

- Governor's Parameter Salary Increase: We continue to accept the retroactive salary increases but maintain that COVID Bonuses should have a \$1,000 minimum and also to ask that monies be distributed within two pay periods of the ratification of the CBA.
- Faculty Extra Work: Agree to the \$45.00 hourly increase (this is up from the current rate of \$40.00 and a compromise to our \$50.00 initial proposal.)
- Part-Time Faculty and Staff Salary Grids: we submitted a counter that would make the new grid retroactive to July 2021 and added some clarifying language
- Salary Grid and New Hire Table Improvements: we appear to be close to agreement over eliminating 5 intervals from the bottom of the grids and adding 5 to the top.
- Service Achievements: we are close to agreement about increasing post-tenure evaluation bumps from 1 to 2 intervals and adding additional intervals for service achievements at 15, 20, 25 and 30 years. However, we feel strongly that service achievements need to be cumulative upon implementation.

Contract Action Team At both October meetings with Management, we were supported by over 60 members of the Contract Action Team (CAT) and other MCCC members who attended as silent observers. It has been especially helpful to receive feedback in our debrief sessions. For more information on CAT initiatives, please contact the CAT Chair, Robert Whitman at rlwhitman1958@gmail.com

The next meeting with management is scheduled for: November 14th @ 1-4:30PM.

Note: We have proposed 4 additional dates between now and the end of this semester in the event that resolution is not reached on or before November 14th, 2022.

While not anticipated, meeting times and dates are subject to change with prior notice.

In solidarity,

Lisa Coole, Day Negotiations Chair

For questions, please email me at: lcoole41@gmail.com