



Bargaining Update

December 12, 2022

Greetings MCCC Unit Members,

The bargaining team is beyond pleased to announce that we reached a Tentative Agreement at approximately 6:50 PM on Tuesday, December 6th after almost 5 hours of negotiations with Management around the (3) three remaining issues on the table:

- Management’s proposal that both the MCCC Day and DCE work on the Workload, Compensation, Class Size, and Evaluation portions of Distance Education Agreement as part of a joint committee with Management starting in January 2023 with a deadline of 9/1/23, at which time either an MOA would be reached, or the 1998 DEA would “sunset/terminate”. The end goal is to expire the DEA and incorporate it into the successor agreements.
- Management’s proposal that the interval adjustments to the Full-time Salary Grids (removing 5 intervals from the bottom and adding intervals 5 to the top of the salary grid), be staggered with 2 intervals adjusted upon ratification of this 2-year contract and the remaining 3 be held back until such time a Distance Education MOA has been reached.
- Sabbatical language: The last proposal from Management added *where practicable* which would give the colleges an “escape hatch” to not adhere to the professional staff/faculty ratio language drafted to address equity in how sabbatical is offered.

After several caucuses and proposal language adjustments, the parties were able to agree on language in response to the above:

- The Distance Education Joint Committee will commence bargaining no later than March 1st, 2023 (This will allow time to form committees and prepare for bargaining). The “sunset” language has been removed and both parties agree to prioritize this work towards a joint recommendation on or before December 31, 2023. Stipends and/or course releases for 6 committee members representing both Day and DCE will be paid for by the Employer, with no more than 2 members from the same college.
- The Full-Time Salary Grid interval adjustments will be staggered. The first phase will be in effect July 2022, when the salary grids will be adjusted to remove (3) intervals from the bottom and add (3) intervals to the top. The remaining (2) two interval adjustment to the bottom and top will be adjusted upon ratification and/or approval of the recommendations of the Joint Committee on Distance Education.
- Sabbatical language was adjusted to note that in the event that granted applications do not fall within the ratio of full-time faculty to full-time professional staff, that applicants will be provided an explanation in writing from the Employer.

In addition to the above, there have been over (2) two-dozen TA's, MOA's and proposals negotiated and agreed upon dating back to May 2022.

The salary increases were governed by the legislative parameters. While there was little to negotiate here, we were able to persuade Management that the COVID Bonus for full-time faculty and professional staff should be 1.5% with a \$1,000 minimum, and all part-time members will receive a 1.5% COVID Bonus. Across the board salary increases for full-time faculty and professional staff will be 2.5% as of July 2021 and 2.0% as of July 2022, paid retroactively. All part-time faculty and professional staff will receive an increase of 2.5% as of July 2021, paid retroactively. In July 2022, all part-time faculty and professional staff earning below the new Part-time Salary Grid minimums will be placed on the new Part-time Salary Grid. Those paid above the new grid minimums will receive a 2.0% increase as of July 2022, paid retroactively.

Detailed information and proposal language will be presented as we head into the next phase of securing a contract which is the MCCC member ratification. Your votes are essential, and while we are heading into the busiest time of the year both on and off campus, please be attentive to emails with instructions and updates as best you can.

The Bargaining team will continue to meet into and over the January break and are currently working on a timeline as to when voting will take place.

As far as when salary increases, retroactive pay, and bonus monies will be dispersed, while there is no exact date it will likely be 4-6 weeks after the agreement is ratified. Based on past practices around the Commonwealth's previous higher education contracts the order of disbursement has been salaries, then retroactive pay, followed by the COVID Bonuses. And given the other financial proposals that we were able to negotiate regarding intervals, services achievements and a Part-time Salary Grid these calculations will take some time. The team is working on setting up a formula that will help members estimate how these adjustments will impact them.

And finally, this final stretch of bargaining that intensified at the start of the fall semester, was supported greatly by the CAT (Contract Action Team) and the increasing numbers of silent observers. At our meeting on Tuesday there were over 130 silent observers and/or CAT members present. This helped send a clear message about the seriousness of our positions on controversial proposals and our vested interest in not only getting a deal done after 18 long months but reaching an agreement that could be ratified.

I wish you all a most joyful and rejuvenating Holiday break!

In solidarity,

Lisa Coole, Day Negotiations Chair

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