

# Bargaining Update

## Meetings update

**Meetings to date:** Dec. 13, Jan. 19, Feb. 23

**Upcoming meetings:**  
March 16 at Middlesex CC/Lowell; March 23 at QCC

## MSCA contract

The MSCA/MTA and the BHE/Council of Presidents bargaining committees have reached a tentative agreement for 2004-2007.

The financial package will provide for salary increases of 3 percent per year with the first non-retroactive 3 percent to be paid upon execution of the agreement.

The agreement includes a Special Performance (merit-based) Award each year as follows: \$400 for Instructors/ Assistant Librarians/Library Associates/Library Assistants; \$500 for Assistant Professors/Associate Librarians; \$600 for Associate Professors/Librarians; and \$700 for Professors/Senior Librarians.

The parties also worked out details of the new post-tenure review merit pay option. Both the Special Performance Awards and the merit pay increases would be included in salaries and are not one-time bonus payments.

Source: MSCA website

*Mass. Community College Council/ Day Bargaining Team*

## Negotiations underway; union, employer exchange their demand packages

After more than two years of preparation, the MCCC's Day Bargaining Team has begun contract talks with the Employer. Both sides have exchanged proposals. See pages 2 and 3 for a summary of both packages to date.

The MCCC's Demand Package reflects extensive research and input from members in a process, which began in fall, 2002.

- Members completed the MCCC Negotiations Survey in spring, 2001. Member concerns around salary and workload and many other issues were identified. Comments from the survey focused on improving workload for faculty and professional staff, strengthening part-time member contractual rights, salary and benefits, and increasing salary and release time for department chairs and program and curriculum coordinators.

- Faculty, notably nurses and professional staff, have testified at Team meetings; others have written letters, and many full- and part-time faculty and professional staff have sent emails.

- Day Grievance Coordinator Dennis Fitzgerald and Research Coordinator Hilaire Jean-Gilles have submitted suggestions for the package and have also advised and assisted the team.

- Two labor-management committees have examined issues relating to faculty workloads and the professional staff classification system. The committees are finishing their reports,

which will be forwarded to Chancellor Judith Gill. She will then send the recommendations to the Bargaining Teams.

Labor and management were unable to agree about the "appropriateness of the classification system as it applies to the unit professional staff." Both sides are writing separate reports to be forwarded to the Chancellor.

The faculty workload committee must still approve a joint committee report at its next meeting. Its report has been edited several times and is considered nearly finished.

To assist the team in preparing its financial demand package, a Market Update has been prepared by JBL Associates, a nationally recognized educational consultant. Results will be shared in a future Bargaining Update.

In response to member concerns expressed in the Day Bargaining Survey, the union also funded three workload research projects. Carole Dupont, STCC, researched lab science ratios, Don Williams, North Shore CC, examined workloads for English and other faculty who teach writing intensive courses, and Jean Tillman, HCC, read more than 100 contracts from the ten classification states to compare Nursing faculty workloads.

This update has been prepared by the MCCC Day Bargaining Team: Richard Doud, MCCC President and ex officio member; Joe LeBlanc, MCCC Vice-President and Team Chair; Philip Mahler, MCCC Treasurer and team member; Phyllis Barrett, MCCC and Team Secretary; Kathleen McDonough, MCCC Board of Director and team member; Gail Stuart, MCCC Board of Director and team member; and Katie D'Urso, MTA Consultant and Team Spokesperson.

## MCCC's Demand Package focuses on classification, financial issues

For successor agreement covering July 1, 2004 through June 30, 2007

### I. Professional Staff Issues

1. Work day is Monday through Friday 8 a.m. to 5 p.m. Work outside those hours shall be on a voluntary basis with a 20 percent differential for all such work.
2. All professional staff shall work a 10-month year at their current salary; professional staff who work beyond 10 months per year shall be paid a differential of 20 percent of their new 10-month salary.
3. Discuss and incorporate recommendations of the professional staff classification committee.

### II. Faculty Workload Issues

1. Laboratory and clinical instruction ratio increased to 1:1.
2. Return to 4-course workload for faculty.
3. Discuss and incorporate recommendations of the faculty workload committee.
4. Allow faculty members to voluntarily teach one or more courses at night or on weekends, as part of their day workload.

### III. Part-time issues

1. Increase the percentage of courses taught by full-time faculty.
2. Classify part-time faculty and professional staff and pay them a pro-rated salary; hold harmless those part-time faculty and professional staff currently earning more than prorated classification salary.

### IV. Classification

1. Points for part-time faculty and professional staff on pro-rated basis.
2. Add 4 ranks for professional staff.
3. Classify librarians and counselors as non-teaching faculty with all of the benefits afforded to faculty members, including salary.
4. Points for April 1, 2003 and April 1, 2004 shall be paid upon ratification of the contract.
5. Add rank and part-time experience to professional staff classification grid so that the professional staff grid mirrors the faculty grid.
6. Add licensures, certifications and professional development to classification grids.
7. Discuss methods to remedy problem of new hires paid higher than classification salaries and the need to maintain internal equity.

### V. Benefits

1. On a pro-rated basis, all part-time unit members accrue points, paid sick leave, paid personal leave, paid vacation days, and paid time for scheduled work days that colleges are closed due to snow or other emergency.
2. All part-time unit members are eligible for tuition waiver.
3. Add family leave benefit.
4. Add one floating holiday for religious purposes.
5. Allow grant funded positions to be eligible for sabbatical leaves.
6. Change approved mileage rate to the rate approved for non-unit administrators; change meal allowance to actual meal expenses, not to exceed the meal allowance for non-unit administrators.

### VI. Financial

1. Update points annually, on April 1, and increase unit member salaries accordingly.
2. Maintain 75<sup>th</sup> percentile in order to keep classification in place.
3. Upon ratification of contract, implement the market update with increase in salary to bring unit members up to 75th percentile, update the salary schedules and point values accordingly.
4. 5 percent across the board salary increases in the second and third years of contract.
5. Reconfigure the point values so that unit members reach the maximum salary level in 20 years.
6. Increase department chair compensation to \$1,000/credit and \$50/hour.

*The MCCC reserves the right to add to, delete and/or modify these bargaining proposals.*

## BHE proposes 2% annual increases, changes to workload article

### *BOARD OF HIGHER EDUCATION (BHE) COUNTER PROPOSAL TO THE MASSACHUSETTS COLLEGE COUNCIL (MCCC) ON BEHALF OF THE COMMONWEALTH AND THE COMMUNITY COLLEGES*

TERM For an Agreement for the three-year period commencing July 1, 2004 through June 30, 2007.

#### ARTICLE 9.01 A (4) Sick Leave Bank

- Requirement to exhaust vacation leave and personal leave, and off payroll for 5 work days
- Change process by which unit members donate additional day during academic year
- Require employee to submit a physician's statement after each twenty (20) working days of leave

#### ARTICLE 9.02

- Discussion of Family Leave Benefit Issues

#### ARTICLE 9.03 F

- Incorporate approved Mileage Rate.

#### ARTICLE 9.03 G

- Effective 7/1/2006, increase Health & Welfare Trust Fund contribution rate from \$8 to \$9 per week per F.T.E.

#### ARTICLE 10.05 C

- Review list of mediators

#### ARTICLE XI Appointment of professional staff

- Institute probationary period
- Adjust staff appointment dates

#### ARTICLE XII -Workload, Work Assignment, and Working Conditions

- Redefine five course preparation limit
- Provide flexibility in assigning advising hours to coincide with peak times
- Provide ability to assign college service
- Increase student advisees from eighteen (18) to twenty (20) students
- Delete language relating to the recess period between academic semesters

#### ARTICLE XIII -Evaluation

- Revise University of Washington evaluation process to:
  - Require statistical analysis of first four (4) questions
  - Delete requirement for student signatures
- Develop instrument to evaluate academic advising (non-binding - not to be used in overall evaluation of faculty member).

#### ARTICLE XIX - Retrenchment

- Revise language regarding reassignment to ensure that a faculty member who has taught eight (8) courses must also be qualified to teach courses in new destination.

#### ARTICLE XX -Salary

- July 1, 2004 to June 30, 2005 – 2 percent annual increase effective not earlier than date of execution
- July 1, 2005 to June 30, 2006 – 2 percent annual increase
- July 1, 2006 to June 30, 2007 – 2 percent annual increase

#### GENERAL ISSUES:

- Discuss and negotiate issues related to the final report of the Committee studying the impact of increased workload standard on the quality of instruction
- Discuss and negotiate issues related to the final report of the Committee studying the appropriateness of the system of classification applied to Unit Professional Staff members

#### ISSUES RELATED TO THE CLASSIFICATION STUDY

- Discuss increase in the minimum and maximum of the salary range for faculty and Unit Professional Staff
- Discuss increasing the value of faculty and Unit Professional Staff points
- Discuss providing additional value for and/or a higher cap for external experience
- Adoption of the final report of the Committee on Licensures and Certifications; no financial component is offered.