



December 14, 2017

There have been many questions of late regarding the status of the 2018-2019 academic calendar and the efforts of the College and the Faculty Association to negotiate its impact. In light of the many questions which have been raised to the College regarding this issue, we offer this summary.

As many of you know, the Faculty Senate recommended to the Provost that the 2018-2019 academic year begin prior to September 1, so that the College can meet its obligation for instructional time under both SUNY and State Education Department rules. This recommendation followed the normal process for establishing the calendar, and the MCC Board of Trustees approved the recommended calendar at its February 6, 2017 meeting.

At the request of the Faculty Association, the College and the Faculty Association began meeting in December 2016 to negotiate the impact of this pre-September 1 start to the 2018 fall semester. The parties have met for bargaining on six occasions. One additional meeting had been scheduled; it was cancelled at the Faculty Association's request.

During the bargaining process, both parties have exchanged proposals, made concessions and moved from their original positions. To date, we have not been able to reach an agreement regarding the impact of the calendar and an appropriate resolution. The chart below summarizes the proposals of each party throughout this process.

Faculty Association Proposal	College Proposal
<p>12/21/2016:</p> <ul style="list-style-type: none"> • One-year contract extension • Increase of 2.75% to adjunct and overload rates prior to applying a proposed across-the-board 4% salary increase (as reflected in the next bullet point) • Salary increase of 4% across-the-board (to minimum and maximum salaries, adjunct and overload rates) 	<p>1/25/2017:</p> <ul style="list-style-type: none"> • Language that would reflect that 10-month employees would receive their salary increase on August 25, 2018, rather than September 1, 2018 to reflect the earlier start date • End the 10-month work year the same number of days early in June that those faculty members were required to work in August (i.e., June 23) • No other changes to the contract

<ul style="list-style-type: none"> • Change in the contract year from the College's fiscal year (September 1-August 31) to August 25-August 24 • An adjustment to the faculty contact hour (FCH) from 37.9 clock hours to 38.94 clock hours 	
<p>1/31/2017:</p> <ul style="list-style-type: none"> • Increase to minimum salaries of 4% • Modified wage increase of 3.5% for all salaries and the maximum salary amount • Modified increase to adjunct and overload rates to 2% (before the negotiated salary increase of 3.5%) • Retained all other provisions of the December 21 proposal 	<p>1/31/2017:</p> <ul style="list-style-type: none"> • Same as the January 25 proposal with addition of language that would modify the work year for 10-month employees
<p>2/16/2017:</p> <ul style="list-style-type: none"> • No new proposal provided • Stated a commitment to a contract extension • Stated a commitment to a change in the contract year to reflect the pre-September 1 start date 	<p>2/28/2017:</p> <ul style="list-style-type: none"> • One-year contract extension • Salary increase of 1.5% for all employees and to minimums, maximums, adjunct and overload rates • Proposed to end the appointment year for 10-month employees the same number of days in June as the days worked in August when the academic year begins before September 1

<p>3/31/2017:</p> <ul style="list-style-type: none"> • Defined the academic year as August 25 to June 23 • Changed provisions of the contract to include the new definition of the academic year • Stated that FCH would be increasing in the 2018-2019 academic year, therefore, adjunct and overload rates should increase by 2% prior to the annual salary increase • Salary increase would be 3.5% to the minimums in the contract and 3% to all other rates (adjunct, overload, and salary maximums) and existing employee salaries 	<p>5/12/2017:</p> <ul style="list-style-type: none"> • Included language that would change the appointment year for 10-month employees when there is a pre-September 1 start as noted in prior proposal • Established the 10-month work year based on the first day of the academic calendar and continuing for 10 months after that date • Increased adjunct and overload rates by 2% • Increased salaries by 1.75%, including minimums and maximums
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The College did not receive a response to its May 12, 2017 proposal. On August 14, 2017, the College notified the Faculty Association negotiating team that we would be implementing the 2018-2019 academic calendar as approved by the Board and stated that the College was "ready to engage in further impact bargaining...should the Faculty Association request additional meetings." In that correspondence, the College also suggested that, as an alternative, the issue of the impact of the academic calendar be deferred to the next full contract negotiations, which will begin in Spring 2018.

Further proposals were then exchanged by the parties, as shown below.

Faculty Association Proposal	College Proposal
<p>9/7/2017:</p> <ul style="list-style-type: none"> • \$55 flat dollar increase to adjunct and overload rates • 2.75% salary increase for all other employees • Defined the contractual year for 9-month faculty members 	<p>9/28/2017:</p> <ul style="list-style-type: none"> • Included a one-year extension with a 2% salary increase for all unit members • Added language stating that whenever there is a pre-September 1 start, the 10-month work year would end the same number of days early in June

<ul style="list-style-type: none"> Defined the 10-month work year as August 27, 2018 to June 23, 2019 for the 2018-2019 academic year only and added a definition of the appointment year as September 1 to August 31 	
<p>10/20/2017:</p> <ul style="list-style-type: none"> Same as September 7 proposal with the exception that the salary increase was reduced to 2.5% 	<p>10/23/2017:</p> <ul style="list-style-type: none"> Changed the following in the September 28 proposal: <ul style="list-style-type: none"> Adjunct rates would be increased by 3%. All other unit members' rates would be increased 2%. Limited the College's ability to start in August, stating that the academic calendar would not begin before August 20 in any year
<p>10/23/2017:</p> <ul style="list-style-type: none"> Changed the following in the October 20 proposal: <ul style="list-style-type: none"> Reduced the adjunct and overload adjustment to \$50 per FCH Included language that limited the College's ability to have a pre-September start date to the 2018-2019 academic year Advised Management that this was the final proposal; should it not be accepted, they would declare impasse. 	

After reviewing the Faculty Association's October 23 proposal and its invitation to join in declaring impasse, the College drafted a joint declaration of impasse and submitted it to the Faculty Association for review. The College has not received input on the draft declaration.

On December 6, 2017, the College provided the Faculty Association with a revised proposal:

Faculty Association Proposal	College Proposal
	12/6/2017: <ul style="list-style-type: none"><li data-bbox="906 300 1429 436">• Amended the October 23 proposal to remove reference to the President setting start and end dates for the academic year

On Tuesday, December 12, the Faculty Association informed the College that it would be unable to accept the amended proposal and would be including the academic calendar in the upcoming contract negotiations. The College remains ready and willing to engage in good faith bargaining with the Faculty Association representatives at the table.

Thank you.