

MACOMB COMMUNITY COLLEGE
14500 East 12 Mile Road
Warren, MI 48088

Agenda Item 8.2
April 19, 2016

ACTION REPORT: Tentative Agreement with Macomb Community College Faculty Organization

The attached document represents the tentative agreement reached with MCCFO for the purpose of a wage reopener pursuant to the 2013 to 2018 collective bargaining agreement between the Board of Trustees of the Community College District of the County of Macomb and Macomb Community College Faculty Organization. Except as provided in the tentative agreement, all terms of the current labor agreement will continue in effect. The terms of the tentative agreement may be summarized as follows:

1. Wages: .5% plus step academic year 2016-2017; .5% plus step academic year 2017-2018
2. Wage Schedule: Effective with academic year 2016-2017 a revised wage schedule which eliminates step one and provides 1.5% to a new step seventeen. Effective with academic year 2017-2018 1.5% at step 17 only.

Projected Settlement Cost

2015 – 2016 Base Salaries	\$18,045,338
Estimated Annual Base Salary Cost	\$ 525,000

RECOMMENDATION OF THE ADMINISTRATION: That the Board of Trustees adopt this tentative agreement pursuant to the wage reopener within the Collective Bargaining Agreement with MCCFO which commenced on March 19, 2013 and terminates on August 14, 2018.

Macomb Community College
 Faculty Organization
 Tentative Agreement
 March 31, 2016

For the purpose of settling a wage reopener pursuant to the collective bargaining agreement between the Board of Trustees of the Community College District of the County of Macomb and Macomb Community College Faculty Organization, 2013 to 2018, the parties agree as follows:

APPENDIX A FACULTY SALARY SCHEDULE

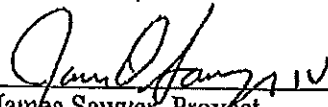
1. Effective with the academic year 2016-2017 the included wage schedule which eliminates step one and represents an increase of one-half percent (.5%) and one and one-half (1.5%) to a new step seventeen, will replace the wage schedule within the current collective bargaining agreement for academic year 2015-2016. With academic year 2017-2018, one-half percent (.5%) plus step and one and one-half percent (1.5%) at step 17 only.

STEP	2015-2016	2016-2017	2017-2018
OLD 1	52,941	Eliminate	
1	55,094	\$55,370	\$55,647
2	57,250	\$57,536	\$57,824
3	59,404	\$59,701	\$60,000
4	61,558	\$61,866	\$62,176
5	63,713	\$64,031	\$64,352
6	65,867	\$66,196	\$66,527
7	68,022	\$68,362	\$68,703
8	70,176	\$70,527	\$70,879
9	72,330	\$72,692	\$73,055
10	74,485	\$74,857	\$75,231
11	76,638	\$77,021	\$77,406
12	78,793	\$79,187	\$79,583
13	80,948	\$81,352	\$81,759
14	83,102	\$83,518	\$83,935
15	85,256	\$85,683	\$86,111
16	87,411	\$87,848	\$88,287
New 17		\$89,166	\$90,949

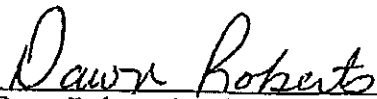
All other terms of the contract in place for years 2013-2018 will remain in effect through academic year 2017-2018 except as provided through this wage re-opener tentative agreement.

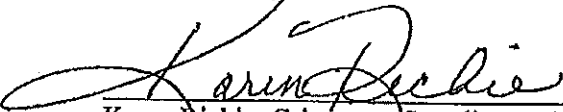
MACOMB COMMUNITY COLLEGE


Denise Williams, VP for Human Resources


James Sawyer, Provost

MACOMB COMMUNITY COLLEGE
FACULTY ORGANIZATION


Dawn Roberts, President MCCFO


Karen Richie, Grievance Coordinator, MCCFO