Negotiate
Don’t
Dictate
After 4 years of negotiations, the DISTRICT has walked away from the table, demanding that faculty accept less pay for more work.

MPCTA has a track record of working with the District to help the college through tough times:
• We offered wage concessions during the Great Recession.
• We agreed to remove Article 16.8 and to take less than was owed to faculty in 2015-2016 in a grievance settlement.
• We have gone 10 years without a significant increase to our salary schedules.
• During the 2016-2017 negotiations, MPCTA offered concessions of 90+ reassigned TLUs.

Meanwhile the District has repeatedly acted in bad faith, prioritizing the hire of ADMINISTRATORS over the needs of students and faculty.
• While hiring for 5 Deans and 1 Vice President the college claims to have no money to raise the salaries of faculty and staff that work directly with students. The District ignores the growing problem of hiring and retaining faculty and staff– acting as though both are disposable.
• The District ignores the time it takes to manage divisions, teach fundamental math and writing skills to students, and has proposed a organization that ignore the needs of programs and their students.