

MONTGOMERY COLLEGE
Office of Human Resources and Strategic Talent Management

August 14, 2017

To: Montgomery College Full-Time Faculty

From: Robert G. Roop, Chief Human Resources Officer

Subject: Update on Negotiation with AAUP Chapter Leadership for FY18 Wage Adjustment

As you may know from previous communication, the funds received from the County to support the FY18 wage adjustments were less than the amount requested by the College. The College notified AAUP Chapter leadership who represent the full-time faculty that it was necessary to invoke the financial exigency process set forth in Section 8.5 of the agreement between the College and the Chapter. As a result of the County's decision, negotiations are underway with the College and the Chapter to reach an agreement on FY18 wage adjustments.

The parties first attempted to reach a negotiated agreement through collegial dialogue, as was accomplished when the County funding was less than expected in FY17. When that discussion proved unsuccessful, the parties engaged an impartial mediator to assist them.

A mediation session was held on Tuesday, August 1 and, unfortunately, an agreement was not reached. Due to the availability constraints of the Chapter's negotiating team, another negotiating session will likely not occur before the fall semester.

Given that the matter remains in mediation, no wage adjustments will be made to full-time faculty salaries for at least the first pay period in the fall semester. Moreover, since the matter will continue in mediation until the end of August, the mediator has directed that the confidentiality of the mediation process prevents either party from sharing additional details during this time.

The College will work with the Chapter in an attempt to resolve this issue so that it does not create a distraction from our collective mission to serve our students. All other aspects of the agreement between the College and the Chapter will remain in effect.

RGR:gc