

Massachusetts Community College Council

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June 1, 2017

*Default Amounts below corrected June 5.
Phil Mahler, MCCC Treasurer*

To all appropriate parties in Human Resources and Payroll departments at the Massachusetts community colleges:

Attached please find the payroll deduction schedule referred to in Article 6.01 of the BHE-MCCC Agreement, both for MCCC/MTA/NEA Members, and also for Agency Fee Payers.

- These schedules apply to all unit members working full-time or in a 50% or more benefited unit position.
- EXISTING full-time DAY MCCC unit member:
For full-time MCCC members on the payroll at the beginning of the fiscal year, the amount is the **default amount, \$40.84** per pay period (last year it was \$39.88).
For Agency Fee payers, the **default amount** is **\$27.72** (last year it was \$27.07)
- NEW full-time DAY MCCC unit member: **The attached schedules are to** be used to determine the amount of dues or fees that is to be deducted per pay period from a NEW full-time DAY MCCC unit member based upon the member's hire date and the first payroll from which dues are taken. The payroll departments are familiar with this process, and as you know, it is per our agreement.
- There are two (2) schedules, one for MCCC Members and one for Agency Fee Payers.
- PLEASE NOTE: Payroll departments should remember that persons hired mid-year last year are probably not currently set to the default amount, and they should be manually **reset to the default amount** effective for the first July payroll.
- Remember that we maintain this and other information for college human resource personnel at our website, at <http://mccc-union.org/HR/>.

For any problems do not hesitate to contact myself or any of our staff using the contact information at the bottom of this page.

Edy Stoddard, Member Services
Angela Perno, Member Services

Philip Mahler
MCCC Treasurer
Professor of Mathematics
Middlesex Community College

<http://mccc-union.org/HR/>

Questions? Please call MCCC office at 508-890-6688.

Day Union Member Deduction Schedule

MCCC

UNION MEMBER

2017-2018

Payroll Deduction Schedule for FULL-TIME and 50% or more, Benefited, DAY MCCC MEMBERS

A. Hired ON or BEFORE JULY 1 2017

DEFAULT RATE: 40.84

Please REMEMBER to RESET persons hired last year to the DEFAULT RATE or per chart

B. Not on the payroll on JULY 1 2017

- Step 1: Determine the appropriate DATE OF HIRE column based upon date of hire.
- Step 2: In that column, go down to the PAY PERIOD row in which deductions start.
- Step 3: The payroll deduction rate is found in the column and row determined in steps 1 and 2.

Pay Start	Pay End	Pay Date	Select Column by DATE OF HIRE			
			Before 11/15	11/15 to 2/1	2/2 to 4/14	4/15 to 6/30
6/25/17	7/8/17	7/14/17	40.84			
7/9/17	7/22/17	7/28/17	42.62			
7/23/17	8/5/17	8/11/17	44.55			
8/6/17	8/19/17	8/25/17	46.67			
8/20/17	9/2/17	9/8/17	49.01			
9/3/17	9/16/17	9/22/17	51.59			
9/17/17	9/30/17	10/6/17	54.45			
10/1/17	10/14/17	10/20/17	57.66			
10/15/17	10/28/17	11/3/17	61.26			
10/29/17	11/11/17	11/17/17	65.34			
11/12/17	11/25/17	12/1/17	70.01	52.79		
11/26/17	12/9/17	12/15/17	75.40	56.85		
12/10/17	12/23/17	12/29/17	-	-		
12/24/17	1/6/18	1/12/18	81.68	61.58		
1/7/18	1/20/18	1/26/18	89.11	67.18		
1/21/18	2/3/18	2/9/18	98.02	73.90	50.20	
2/4/18	2/17/18	2/23/18	108.91	82.11	55.78	
2/18/18	3/3/18	3/9/18	122.52	92.38	62.75	
3/4/18	3/17/18	3/23/18	140.02	105.57	71.71	
3/18/18	3/31/18	4/6/18	163.36	123.17	83.67	
4/1/18	4/14/18	4/20/18	196.03	147.80	100.40	
4/15/18	4/28/18	5/4/18	245.04	184.75	125.50	65.75
4/29/18	5/12/18	5/18/18	326.72	246.33	167.33	87.67
5/13/18	5/26/18	6/1/18	490.08	369.50	251.00	131.50
5/27/18	6/9/18	6/15/18	980.16	739.00	502.00	263.00
6/10/18	6/23/18	6/29/18	-	-	-	-

Remember that persons hired last year need to be reset to the default rate or per this schedule if not reset for first payroll.

FIRST PAYROLL determines which ROW to use

- Third payroll that month, no union deductions taken.

Example HIRE DATE is August 28, so use the COLUMN marked "Before 11/15".
Assuming First Payroll for deductions ends 9/22, the deduct rate is flat \$51.59

Example HIRE DATE is February 15, so use the COLUMN marked "2/2 to 4/14".
Assuming First Payroll for Deductions ends 03/09, the deduct rate is flat \$62.75.

QUESTIONS? Please call the MCCC office at 508-890-6688

Day Agency Fee Fee Deduction Schedule

MCCC

AGENCY FEE

2017-2018

Payroll Deduction Schedule for FULL-TIME and 50% or more, Benefited, DAY MCCC FEE PAYERS

A. Hired ON or BEFORE JULY 1 2017

DEFAULT RATE: 27.72

Please REMEMBER to RESET persons hired last year to the DEFAULT RATE or per chart

B. Not on the payroll on JULY 1 2017

Step 1: Determine the appropriate **DATE OF HIRE** column based upon **date of hire**.

Step 2: In that column, go down to the **PAY PERIOD** row in which **deductions start**.

Step 3: The payroll deduction rate is found in the column and row determined in steps 1 and 2.

Pay Start	Pay End	Pay Date	Select Column by DATE OF HIRE			
			Before 11/15	11/15 to 2/1	2/2 to 4/14	4/15 to 6/30
6/25/17	7/8/17	7/14/17	27.72			
7/9/17	7/22/17	7/28/17	28.93			
7/23/17	8/5/17	8/11/17	30.24			
8/6/17	8/19/17	8/25/17	31.68			
8/20/17	9/2/17	9/8/17	33.26			
9/3/17	9/16/17	9/22/17	35.01			
9/17/17	9/30/17	10/6/17	36.96			
10/1/17	10/14/17	10/20/17	39.13			
10/15/17	10/28/17	11/3/17	41.58			
10/29/17	11/11/17	11/17/17	44.35			
11/12/17	11/25/17	12/1/17	47.52	35.64		
11/26/17	12/9/17	12/15/17	51.18	38.38		
12/10/17	12/23/17	12/29/17	-	-		
12/24/17	1/6/18	1/12/18	55.44	41.58		
1/7/18	1/20/18	1/26/18	60.48	45.36		
1/21/18	2/3/18	2/9/18	66.53	49.90	33.28	
2/4/18	2/17/18	2/23/18	73.92	55.44	36.97	
2/18/18	3/3/18	3/9/18	83.16	62.38	41.59	
3/4/18	3/17/18	3/23/18	95.04	71.29	47.54	
3/18/18	3/31/18	4/6/18	110.88	83.17	55.46	
4/1/18	4/14/18	4/20/18	133.06	99.80	66.55	
4/15/18	4/28/18	5/4/18	166.32	124.75	83.19	41.62
4/29/18	5/12/18	5/18/18	221.76	166.33	110.92	55.50
5/13/18	5/26/18	6/1/18	332.64	249.50	166.38	83.25
5/27/18	6/9/18	6/15/18	665.28	499.00	332.75	166.50
6/10/18	6/23/18	6/29/18	-	-	-	-

Remember that persons hired last year need to be reset to the default rate or per this schedule if not reset for first payroll.

FIRST PAYROLL determines which ROW to use

- Third payroll that month, no union deductions taken.

Example HIRE DATE is August 28, so use the COLUMN marked "Before 11/15".
Assuming First Payroll for deductions ends 9/22, the deduct rate is flat \$35.01.

Example HIRE DATE is February 15, so use the COLUMN marked "2/2 to 4/14".
Assuming First Payroll for Deductions ends 03/09, the deduct rate is \$41.59.