

Massachusetts Community College Council

Margaret Wong, President
Rosemarie Freeland, Vice President
Gail Guarino, Treasurer
DeAnna Putnam, Secretary



Don Williams, Communications
Dennis Fitzgerald, Day Grievance
Joseph Rizzo, DCE Grievance
Hilaire Jean-Gilles, Research
Tom Powers, Webmaster

Minutes of the MCCC Board of Directors
27 Mechanic St, Worcester, MA
Friday, April 26, 2019

Approved on June 19, 2019

Present: President Margaret Wong, VP Rosemarie Freeland, Secretary DeAnna Putnam, Treasurer Gail Guarino, Sara Satham (BH), Javad Moulai (R), Nick Camerota (alt-ST), Cathy Boudreau (MTA Director), David Iannacone (alt-MW) Bob Tarutis (MB), Linda Grochowalski (Adjunct/PT), Joe Nardoni (Mi and MTA Director), Laurie Carlson (NS), Trudy Tynan (H), Catherine Adamowicz (Br), Liz Recko-Morrison (Be), Carol Gray (Adjunct/PT), Bob Kearns (Ma), Swan Gates (alt-CC), Communications Coordinator (Don Williams)

Absent: David Lanoie (G), Candace Shivers (NEA Director), Ellen Pratt (alt-MW), Renae Gorman (ST), NE Director (*note: NE Director Joe LeBlanc now serves as MTA Field Rep, and he was present in this capacity*)

Guests: MTA Field Representatives Catherine Santiago and Joe LeBlanc, AFSCME Local 1067 President Sheila Kearns

President Wong called the meeting to order at 10:40 a.m. Directors approved the meeting's agenda and approved the March 2019 minutes.

President Wong presented her report.

Vice President and Strategic Action Committee (SAC) Chair Freeland presented her report.

MOTION: That the MCCC adopt a position in support of the Cherish Act, subject to the inclusion of the following principles: That the focus of this funding provided for by the Act shall be to more equitably distribute the total funding among the three segments of public higher education. This means that at least 1/3 of the total funding for higher education shall be allocated to the community colleges by the end of the five-year implementation period. Further, that the total funding for both UMass and the State Colleges and Universities will also substantially increase (SAC)

MOTION: To amend this motion as follows: MCCC adopts a position in support of the Cherish Act, subject to the inclusion of the following principles amendments to the act: ~~That~~ The focus of this funding provided for by the Act shall be to more equitably distribute the total funding among the three segments of public higher education. ~~This means that~~ At least 1/3 of the total funding for higher education shall be allocated to the community colleges by the end of the five-year implementation period. ~~Further that,~~ The total funding for both UMass and the State Colleges and Universities will also substantially increase (Guarino) **PASSED**

MOTION: MCCC adopts a position in support of the Cherish Act, subject to the inclusion of the following amendments to the act: The focus of this funding provided for by the Act shall be to more equitably distribute the total funding among the three segments of public higher education. At least 1/3 of the total funding for higher education shall be allocated to the community colleges by the end of the five-year implementation period. The total funding for both UMass and the State Colleges and Universities will also substantially increase (Guarino) **PASSED** after subsequent motions

MOTION: Amend the amended motion as: That funding to higher education should, in part, be used to rectify pay equity issues for adjunct faculty in higher education (Gray) **FAILED**

MOTION: Refer the above issue refer to in the failed amendment regarding adjuncts to SAC (Nardoni) **PASSED**

MOTION: To reaffirm last month's motion that MCCC supports that any funding coming through the legislation will incorporate (spelling) one-third to the community colleges (Boudreau) **PASSED**

Treasurer Guarino presented her report.

Directors held a second reading regarding policy changes pertaining to funds for Chapter Presidents meeting, membership, and Reassigned Time Purpose.

MOTION: To approve the following policy change:

New Financial Policies

Chapter Presidents' Meetings

Chapter Presidents will receive reimbursement for food and mileage for two meetings per fiscal year. (Approved by the Executive Committee on March 1, 2019) (Guarino) **PASSED**

MOTION: To approve the following policy change:

Membership

In accordance with the MCCC Bylaws, which say a member must pay dues, the MCCC will drop from membership any person who has not paid dues within 90 days of receiving the initial bill. The following policies apply:

1. This policy does not apply to members who pay dues through payroll deduction.
2. Members who have not paid will receive a 30-day and a 60-day notice.
3. All members will be given 30 days' notice before being dropped from membership. (Guarino) **PASSED**

MOTION: To approve the following policy change:

Reassigned Time Purpose

Current

In general, the purpose of reassigned time is to provide availability for an MCCC member to perform their duties. It is recognized that individuals may not be able to actually get reassigned time because they are in a small program, are a DCE or day part-time member, or for other legitimate reasons. In these cases, the Board of Directors may authorize stipends in lieu of reassigned time at the DCE Step 2 level. Approved by the Board of Directors March 25, 2016

Proposed

In general, the purpose of reassigned time is to provide availability for an MCCC member to perform their duties. It is recognized that individuals may not be able to actually get reassigned time because they are in a small program, are a DCE or day part-time member, or for other legitimate reasons. In these cases, stipends in lieu of reassigned time will be determined in the approved Annual Budget. All stipends in lieu of reassigned time will be set at the same rate. (Guarino) **PASSED**

Secretary Putnam presented her report.

MTA Directors Catherine Boudreau and Joe Nardoni presented their report regarding both the MTA Board and HELC, noting that MCCC now has achieved support at HELC for a more equitable split of state funding for the colleges, specifically that one-third of state funding should go to the community colleges.

Boudreau also reported that MCCC has prematurely lost a MTA Board Directors seat as MTA Director Joe LeBlanc is now serving as MTA Field Rep for MCCC and, because of MTA Bylaws, he no longer can serve on the MTA BOD. *(Note: A recent recalculation of MCCC's seats on the MTA Board based on membership numbers resulted in MTA taking the stand that MCCC should have two instead of three seats. That was not to take effect until 2021. MTA has asserted that LeBlanc's vacant seat will not be filled but instead has been eliminated).*

Directors discussed the scheduling of MCCC Grievance Coordinators on the agenda of upcoming BOD meetings.

MOTION: Day and DCE Grievance Coordinators shall come to the BOD at least once per semester to give a report. (Boudreau)

MOTION: Substitute motion coordinators invited to attend any and all BOD meetings and are expected to attend at least one per semester to give a report (Gray)

MOTION: To withdraw both motions (Boudreau) **PASSED**

President Wong informed Directors that she would schedule MCCC Grievance Coordinators Joe Rizzo (DCE) and Dennis Fitzgerald (Day) to report in person at the BOD.

Day Bargaining Team Vice Chair Tom Kearns reported on contract bargaining.

MOTION: The MCCC Board categorically opposes the inclusion of mandatory primary LMS and advising software in the Day contract (Gray)

MOTION: To substitute the above motion with the following motion: The BOD shall not recommend a Tentative Agreement that mandates any use of primary LMS and advising software (Boudreau) **PASSED** *without objection*

MOTION: The BOD shall not recommend a Tentative Agreement that mandates any use of primary LMS and advising software (Boudreau) **PASSED** *Unanimous*.

Directors discussed how the Chapters might act to support bargaining and then broke for lunch around 1:20 p.m., reconvening at 2 p.m.

Discussion regarding Day Bargaining resumed.

MOTION: The BOD recommends that chapters go on work to rule in support of a fair contract effective immediately (Nardoni) **PASSED**

The BOD discussed the Delegate Assembly scheduled for the next day.

MOTION: The Executive Committee recommends that the Board of Directors approve a \$1771.50 stipend each for the three At-Large Executive Committee Members for their Spring 2019 service. (XCom) *Note: This updated figure represents a half-year's stipend at the DCE Step 2 rate.* **PASSED**

Directors discussed a BECC member's difficulties related to ORP Section 60

MOTION: Submit a green sheet for a legal opinion regarding the ORP Section 60 (Wong) **PASSED**

MOTION: The Board of Directors believes that this BECC member is entitled to a MTA appointed lawyer (Gray) **PASSED**

The Executive Committee reported to the BOD that after reviewing the matter of former STCC VP (now president) Michele Nash filling in for the former Chapter President during Fall 2018, the committee could not recommend that the BOD pay out a semester's stipend for contractual, procedural and budgetary reasons. The committee did recommend that the STCC Chapter should review its own funds with regard to paying out such a stipend.

MOTION: The BOD will pay Michelle half a semester's stipend (\$1,1771.50) for filling for the president at STCC during Fall 2018 (Gray) **PASSED** *after failed subsequent motion*

MOTION: To postpone until the STCC Chapter attempts to work this matter out internally (Putnam) **FAILED**

MOTION: The BOD announces that it made a motion that was extraordinary in nature to compensate Michelle Nash for the work she did. This does not set precedent and shall not be repeated (Nardoni) **PASSED** *after subsequent motion*

MOTION: To table the above motion (Gray) **FAILED**

Directors entered into executive session at 3:50 p.m. to discuss matters related to BrCC, including complaints filed by members against other members, and MTA matters involving personnel.

Directors resumed regular session at 5:30 p.m. and announced following motion:

MOTION: That for the good of the union that we compensate Catherine Adamowicz \$1771.50 for her service to the BrCC Chapter (Tynan) **PASSED**

The BOD discussed the possibility that incoming Adjunct/PT Director Stephanie Marcotte may be ineligible to serve in the fall if she starts a full-time position under the Day Contract starting September 1 as planned (*Note: Her term starts in June*). Outgoing Adjunct/PT Director Carol Gray informed the BOD that although she had run for office and was a runner up, she did not want to serve on the BOD in Stephanie's place during the next term.

The BOD adjourned at 5:36 pm. and will meet next on June 19.

Submitted by DeAnna Putnam, Secretary