

Massachusetts Community College Council

Margaret Wong, President
Rosemarie Freeland, Vice President
Henry (Chip) Bradford, Treasurer
Ellen Pratt, 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 Meeting Electronic Meeting via Zoom Wednesday – June 17, 2020

APPROVED AUGUST 19, 2020

Present: President Margaret Wong, Vice President Rosemarie Freeland, Treasurer Chip Bradford, Secretary Ellen Pratt, Linda Grochowalski (At-large part-time), Claudine Barnes (CCCC), Joe Nardoni (Middlesex and MTA), DeAnna Putnam (BHCC), Trudy Tynan (Holyoke), Candace Shivers (MWCC and NEA), Tom Smith (STCC), Brian Falter (NSCC), Shelly Murphy (Bristol), Cathy Boudreau (Alt-Massasoit and MTA), Sue McPherson (QCC), Trevor Kearns (GCC), Liz Recko-Morrison (Berkshire) Javad Moulai (RCC) and Bret Seferian (MTA FSO).

Guests: Don Williams, (Communications) Phil Mahler (MCCC Office), Michelle Nash (STCC), Ellen Shanahan, Sharmese Gunn (MWCC), Renae Gorman (STCC), Laura Schlegel (Holyoke).

President Wong called the meeting to order at 10:32 a.m. and the Order of Business was adopted.

Incoming and outgoing Directors were welcomed and introduced.

Minutes of the April 17, 2020 meeting approved (Shivers)

Reports

President Wong presented the 2020-2021 MCCC Calendar of Meetings which was recommended by the Executive Committee on 6.10.2020. Discussion regarding the lack of a scheduled BOD meeting in July ensued.

MOTION: Move to hold a July BOD meeting on the typical Friday (3rd). (Tynan)

MOTION amended without objection: Move to hold a July BOD meeting if necessary and at a date to be determined. (Boudreau) **PASSED**

MOTION: Approve the proposed Calendar of Meetings for 2020-2021. **PASSED**

MTA Summer conference: Workshops scheduled July thru the first two weeks of August. There are 6 higher education focused workshops: <https://massteacher.org/events-and-conferences/summer-conference/all-higher-education-courses>

Vice President Freeland addressed the MCCC BLM plan, emphasizing that a statement is not enough, action needs to be taken.

MOTION: The MCCC Board of Directors establish an ad hoc Task Force on Race effective immediately and authorize President Margaret Wong appoint no more than 5 Union Members to the Task Force on Race no later than June 27, 2020. (Shivers)

MOTION to amend as follows: The MCCC Board of Directors establish an ad hoc Task Force on Race effective immediately and authorize President Margaret Wong appoint no more than 5 Union Members to the Task Force on Race no later than June 27, 2020. The Task Force will serve as a model for future task forces to be created to address issues of discrimination toward individuals, including but not limited to discrimination based on ethnicity, religion, sexual orientation. (Murphy) **FAILED**

MOTION to amend: The MCCC Board of Directors establish an ad hoc Task Force on Race effective immediately and authorize President Margaret Wong appoint no more than 5 Union Members to the Task Force on Race no later than July 10, 2020. (Pratt/Boudreau) **PASSED**

Freeland added that Treasurer Bradford will be looking at the budget for funds to support the work of the Task Force on Race.

Treasurer Bradford introduced himself to the BOD and announced that the work of the 2020-2021 budget will begin once appointments to the Finance Committee are finalized. Bradford went through several budget items (verbally) and explained that he would be able to provide more at the August meeting, along with a written report.

Secretary Pratt is working on the Leadership Directory which will be made available via email to chapter presidents and on the MCCC website.

MTA Consultant Bret Seferian informed the BOD that College administrators are working around the Impact Bargaining team by pushing separate agreements with their campus chapter leadership additionally, some campuses are circumventing the contract regarding whether or not members will be returning to work for the fall semester. Seferian encouraged outreach to support the HEROES Act which will extend UA to January 2021. With the assistance/analysis of Dennis Fitzgerald, Day Grievance Coordinator, ERIPs at STCC, NECC, Bristol, and Massasoit were impact bargained.

Cathy Boudreau and Joe Nardoni, MTA Board, reported that there hasn't been a HELC meeting and the next MTA Board meeting is scheduled for June 19, 2020.

NEA Director, Candace Shivers provided a report on the NEA Representative Assembly.

At-Large BOD Executive Committee Members

Election of At-Large Executive Committee Members began with the nominations of Brian Falter, Candace Shivers and Claudine Barnes. With three nominated for the three At-Large Executive Committee positions, the nominees were declared elected. Secretary Pratt cast a ceremonial vote for those nominated and elected.

A 13-minute break was taken starting at 1:07 p.m.

Appointment of Statewide DCE/Part-Time BOD Representative

MOTION: See Appendix A (Freeland)

MOTION to amend: replace 100 with 250 (Tynan) **PASSED**

MOTION as amended: The MCCC Board of Directors adopt the following process be used to fill the two vacant at-large part-time/adjunct Board of Director positions.

By Friday June 19, 2020, President Wong shall announce the two vacancies and that the BOD is seeking self-nominations from qualified part-time professional staff and adjunct faculty for consideration by the BOD at the BOD's August 2020 meeting. President Wong will communicate the vacancies and the self-nomination solicitation via an email to all MCCC Union members distributed to respective chapter union email lists by Chapter Presidents or in the absence of a Chapter President, the Chapter Director. The announcement shall also be posted on the MCCC website.

Members interested in serving shall send an email to President Wong's email address (presmwong@mccc-union.org) with copy to Secretary Ellen Pratt (ellenpratt.union@gmail.com). The member's email message shall include Name, Chapter(s), unit job title, and a 250-word statement describing their qualifications for the position. Self-nominations must be sent by August 7, 2020, 5 pm. President Wong will forward to the BOD all the names and statements by Monday August 10, 2020 in preparation for the August BOD meeting. Self-nominated members shall not be allowed to give a verbal statement to the BOD at their August 2020 meeting at which the BOD will be filling the vacancies.

PASSED

Policy amendment proposal

MOTION – Policy amendment proposal, first reading. See Appendix B

DCE Bargaining Team Summer 2020 Compensation

MOTION: That a half Step 2 stipend be awarded to each of the five members of the DCE Bargaining Team for Summer 2020 if bargaining commences during this time. This equates to \$1,807.50 for each member, or a total of \$9,037.50 (DCE Negotiating Team).

MOTION: If DCE bargaining begins in the summer, then the DCE can bring a recommendation for compensation for summer work to the Board. (Boudreau) **PASSED** as substitute for main motion;
PASSED

Negotiations Chairs Compensation for Impact Bargaining

MOTION: The Day Negotiations Team Chair and the DCE Impact Bargaining Chair each receive a stipend (\$1,200.00) as compensation for impact bargaining related to the Coronavirus (COVID-19) pandemic. (Pratt) **PASSED**

COVID-19 Statewide Impact Bargaining Update

Claudine Barnes provided an update on statewide COVID-19 Impact Bargaining after meeting for more than a month to address the fall semester. Topics included revisiting sick and travel related reporting; PSMs returning to campus; compensation for face-to-face courses transitioning to online; evaluations; management wanting more negotiating at chapters; standards for returning to campus plans. Barnes then identified COVID-19 impacts: early retirement incentive programs (ERIPs); delayed part-time appointments; retrenchments; not refilling vacant(ed) positions; reorganizations. An update has been drafted and will be distributed soon.

BOD entered Executive Session at 3:01 p.m.
BOD returned to regular session at 3:28 p.m.
Meeting adjourned at 3:28 p.m. (Boudreau)

Submitted by Ellen Pratt, Secretary

Next Board of Directors Meeting – August 19, 2020

Appendix A

MOTION: that the MCCC Board of Directors adopt the following process be used to fill the two vacant at-large part-time/adjunct Board of Director positions.

By Friday June 19, 2020, President Wong shall announce the two vacancies and that the BOD is seeking self-nominations from qualified part-time professional staff and adjunct faculty for consideration by the BOD at the BOD's August 2020 meeting. President Wong will communicate the vacancies and the self-nomination solicitation via an email to all MCCC Union members distributed to respective chapter union email lists by Chapter Presidents or in the absence of a Chapter President, the Chapter Director. The announcement shall also be posted on the MCCC website.

Members interested in serving shall send an email to President Wong's email address (presmwong@mccc-union.org) with copy to Secretary Ellen Pratt (ellenpratt.union@gmail.com).

The member's email message shall include Name, Chapter(s), unit job title, and a 100-word statement describing their qualifications for the position. Self-nominations must be sent by August 7, 2020, 5 pm. President Wong will forward to the BOD all the names and statements by Monday August 10, 2020 in preparation for the August BOD meeting. Self-nominated members shall not be allowed to give a verbal statement to the BOD at their August 2020 meeting at which the BOD will be filling the vacancies.

Appendix B

MOTION: The Executive Committee recommends to the Board of Directors approval of the following amendment to the MCCC Impact Bargaining Procedure/Policy. (Pratt) PASSED

Proposed Amendment – original language to be deleted is struck through; proposed new language is underlined (pp 55-56 in Bylaws and Policy Manual).

MCCC IMPACT BARGAINING PROCEDURE/POLICY NOTICE

The Employer notifies the MCCC President with copies to the appropriate Negotiating Team Chair(s) and MTA Consultant(s), of any changes that may affect working conditions of unit members.

~~The MCCC Negotiating Team(s) shall be responsible for conducting impact bargaining on behalf of the Association according to the procedures/policies set forth in the next section. The MCCC Negotiating Team, in consultation with the MCCC President, shall have ultimate decision making authority for any agreements that result from impact bargaining.~~

The MCCC Negotiating Team Chair(s) shall be responsible for conducting impact bargaining on behalf of the Association according to the procedures/policies set forth in the next section until a successor contract is ratified.

DETERMINATION

The appropriate Negotiating Team Chair(s), MTA Consultant(s), and Grievance Coordinator(s) investigate possible impact of proposed changes.

- Is the change mandatory – limiting bargaining to impact
- Where not mandatory, does the Union want to enforce current contractual standards
- Is there more information that the Union needs to collect from the employer?

The appropriate Negotiating Team Chair(s) or MTA Consultant(s) notifies the Employer of dates for preliminary investigation in the event a meeting is necessitated and/or requests necessary information.

The appropriate Negotiating Team Chair(s) shall consult with the MTA Consultant and Grievance Coordinator, and the Chair or Consultant shall forward recommendations to MCCC President:

- Suggest necessary adjustments to assure change consistent with current collective bargaining agreement, or
- File appropriate grievance/DLR action, or
- Identify bargaining issue(s) and position(s).

The appropriate Negotiating Team Chair(s) and/or MTA Consultant(s) consult(s) with chapter representatives to determine a course of action. Where bargaining is appropriate, the Negotiating Team Chair or MTA Consultant establishes a bargaining date with Employer and appropriate MCCC representatives (Team Chair, Chapter reps, and/or MTA Consultant.) The MCCC Grievance Coordinators serve as resource persons for impact bargaining at the request of the MCCC President.

When impact bargaining meetings are conducted, the MTA Consultant shall document the meeting by taking notes, coordinating the drafting of the agreement where appropriate, updating the MCCC President regarding the outcome of the meeting, and forwarding executed agreements to the MCCC Executive Committee, the MCCC Grievance Coordinators, and the appropriate Team Chairs.

Should the team chair(s) be unable to perform the duties outlined above, the MCCC President in consultation with the Executive Committee will appoint a substitute bargaining representative.

COLLEGE-WIDE IMPACT The Employer has agreed that when a change will impact across

bargaining units it will provide notice to both day and DCE units. The Employer has requested, where feasible, the MCCC commence impact bargaining with both units represented.