

# Massachusetts Community College Council

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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

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Executive Committee Meeting Minutes  
Electronic Meeting via Zoom  
Wednesday, June 10, 2020, 10:30 a.m.

APPROVED AUGUST 5, 2020

Present: President Margaret Wong, Vice President Rosemarie Freeland, Treasurer Chip Bradford, Secretary Ellen Pratt, Member-at-Large Claudine Barnes.

Guests: Don Williams (Communications), Angela Perno and Phil Mahler (MCCC Office), Bret Seferian (MTA), Dennis Fitzgerald (Day Grievance Coordinator), Gail Guarino and Peter Meggison, Paul Weeden, and Cathy Boudreau (Massasoit). Torrey Dukes, David Fortin, Joanna DelMonaco, Mary Jenkins, Ken Steinman, Candace Shivers, Heloisa DaCunha, Emily Brown, Louise Michaud, Colleen Fitzpatrick, Linda Giampa, Ellen Shanahan (Berkshire), John McColgan, Michelle H, Ted Intarabumrung, Mary McEntee, Mary Rapien, Kristin Laird, Andrea Henry, Susan Souza-Morte, Deb Palumbo, Kristin Laird, Loretta Minor, Autumn Alden, Genevieve Morse, Dennis, Cathy, Paul Weeden, Hariklia Delta, Trudy Tynan.

President Wong called the meeting to order at 10:30 am and the Order of Business was Adopted as amended. Minutes of the May 15, 2020 meeting were approved (Barnes). Delegate Assembly Minutes were also approved as amended (Barnes). President Wong will send approved Delegate Assembly Minutes to chapter presidents for distribution to members.

## *MCCC Office Matters*

Angela Perno and Phil Mahler discussed paperwork that is necessary where there are two newly elected Officers: Treasurer and Secretary.

The Committee entered Executive Session at approximately 10:45 a.m. to discuss the missed timeline related to a Massasoit Grievance.

The Committee exited Executive Session at approximately 11:30 a.m.

## *Update on Unemployment Issues*

President Wong provided an update on unemployment issues. Information regarding the UA system lockouts was disseminated to members through chapter presidents. President Wong received more than 100 responses in the first 24 hours. Bret Seferian discussed holding “tips” meetings to assist members with UA and provided an update on the COVID CARES Act.

## *2020-2021 MCCC Calendar of Meetings*

President Wong presented the 2020-2021 MCCC Calendar of Meetings which was approved by the Committee after several issues were addressed. (Barnes)

## *Contract Enforcement – Professional Staff*

Contract Enforcement, in relation to raises for Professional Staff on July 1, 2020, was discussed with Dennis Fitzgerald, chapter presidents, chapter day grievance officers, and chapter professional staff committee representatives joining the Committee meeting. Some of the topics included COVID impact bargaining MOAs related to professional staff; when and how a missing E-8 summary evaluation can delay raises/grid intervals; and the use of “satisfactory,” “meets expectations” or any other comparative rating system being arbitrary and a violation the Contract. Dennis Fitzgerald will distribute a contract implementation tip related to this discussion later in the week.

#### *BHCC Chapter Leadership*

President Wong introduced incoming BHCC Chapter President, H. Delta. Chapter President responsibilities transfer to H. Delta on Friday, June 22, 2020. Members of the Committee welcomed H. Delta and offered support and assistance.

#### *MCCC Discussion on BLM*

Vice President Freeland called on the Committee and MCCC members to not be silent about the murder of George Floyd and the action that is taking place across the country and globe. Freeland spoke to the need to address institutional behaviors of the MCCC; putting resources toward professional, personal, and union development; the need for conversation and listening; and the need for action. Treasurer Bradford will be looking at the budget for funds to support this work.

#### *Chapter Leadership Guide*

At-Large Representative Claudine Barnes brought up the need to update the Chapter Leadership Guide that is 8 years old. The Committee agreed that the workload of updating the Guide suggests compensation. Treasurer Bradford, along with the Finance Committee, will research options for compensation.

#### *Policy Amendment Proposal*

Secretary Pratt presented a proposal to change the MCCC General Policies and Practice: impact bargaining chairs. The change will clear up the contradictory language in the current policy and reflect the current practice of the MCCC. See Appendix A)

**MOTION:** The Executive Committee recommends the proposal to change the MCCC General Policies and Practice: impact bargaining chairs, to the MCCC Board of Directors. (Barnes) **PASSED**

#### *Negotiations Chairs Compensation for Impact Bargaining*

**MOTION:** The Day Negotiations Team Chair and the DCE Impact Bargaining Chair receive a stipend (\$1,200,000) as compensation for impact bargaining related to the Coronavirus (COVID-19) pandemic. (Pratt) **PASSED** (Barnes abstained)

The Committee discussed the need for appropriate compensation for positions of Day Negotiations Team Chair and the DCE Impact Bargaining Chair considering the significant increase in notices. Treasurer Bradford will provide the Committee with ideas.

President Wong left the meeting and Vice President Freeland assumed Chair position.

#### *Nominations and Elections Committee Concern*

Chair Steve Zona received emails from members of the STCC Chapter related to the chapter elections. Mail-in ballots are to be sent to the Chapter Elections Chair's home/office. Chair Zona recommended that the ballots be mailed to the MCCC Office to avoid challenges to the election. Zona had received no response from Chapter Elections Chair after several attempts. Michelle Nash, STCC member, confirmed that Chapter Elections are in process and ballots will be counted on June 15, 2020.

The Executive Committee entered Executive Session at 3:03 p.m. to continue discussing the STCC Chapter Elections.

The Committee exited Executive session and adjourned at 3:56 p.m. (Barnes)

**Submitted by Ellen Pratt, Secretary**

Next Board of Directors Meeting: Wednesday, June 17, 2020

Next Executive Committee Meeting: TBD

## APPENDIX A

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.

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