

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 Executive Committee Electronic Meeting via Zoom October 2, 2020 at 10:30 a.m. APPROVED 11.6.2020

Present: President Margaret Wong, Vice President Rosemarie Freeland, Treasurer Henry (Chip) Bradford, Secretary Ellen Pratt, Members at-Large: Claudine Barnes, Brian Falter, and Candace Shivers, Bret Seferian (MTA FSO), Colleen Fitzpatrick (MTA FSO), Don Williams (Communications Director)

Call to order 10:36 a.m.

Adoption of the Order of Business as amended without objection.

Approval of September 4, 2020 Minutes (postponed until later in the meeting).

MTA policy regarding dues payment and eligibility for legal service

Lack of clarity with regard to when member joins, starts paying dues, and gets legal assistance from MTA. Denied UA, MCCC provides instructions for appeal, MTA legal gets involved and then says no because they aren't on the member's list. This was a change post-Janus. MCCC has to advocate for member and it is a chaotic situation. Request formal policy through Rose? Allow Rose to navigate on her own? Colleen was able to advocate for member and get legal representation. May not be the case all the time.

What are other locals doing? Bring question to HELC to establish consistency across K-12 and HE.

DCE Contract Action Team (CAT) Recruitment (Fitzpatrick)

To disseminate information to DCE, bargaining updates, feedback to team, action asks, etc... George, Bret and Colleen met to discuss recruiting members: one from each campus or is 2 ok? Survey responses indicating interest in CAT, summer recruitment, bargaining team applicants that were not chosen. Who reaches out and what is the process? Want to make it as easy as possible to allow for time to do training – meetings with management start at the end of October.

There is no policy or procedure for CATs. Should Ex Com decide? Or leave it to the DCE Bargaining Team?

RF: There needs to be consistency with how chapters engage with DCE members. Member liaison from region was used in the last Day bargaining and it wasn't efficient. There needs to be representation from all chapters. Clarity and consistency should be foremost so that ALL can be on board with the bargain.

BS: Last time was 5 CAT team members, reaching out to 3 campuses each. It did not work well.

CB: BOD authorized creation of CAT and monies for use but did not appoint members. Former leadership appointed and took no suggestions for members of the CAT.

MW: Courtney Derwinski started the use of CAT during Day negotiations (2015-2018); CAT was separate from bargaining team with Courtney liaising with CAT. Outreach to chapter presidents. Since, CAT has not worked out as well.

CF: Is it ok for Colleen and George to reach out those showing interest?

MW: Yes, but it is critical to keep the Chapter President in the loop and provide access to the members (email lists, membership lists).

CS: Have members been identified at all campuses?
CF: Survey results are still coming in, so there is not way to determine whether all campuses are represented/have an interested member.
RF: Are there ground rules regarding silent observers?
MW: The bargaining team is operating with no ground rules.
RF: Opportunities for training? What do CAT members need to know especially when the bargaining team has no ground rules?
MW: DCE wanted observers the last time, but there are no ground rules this time.
CB: Ground rules for the team?
BS: Yes, they have been written up and agreed to.

MCCC Orientation Video (Fitzpatrick)

Idea was brewing during summer organizing program looking at materials and other stuff that was being utilized locally to nationally. There was a request for something similar for MCCC. Value of union, how the union works. Personal stories and perspectives are powerful. MW – each chapter President provide content. MTA Communications (Bob Duffy is a magician.) is willing to help/pull it together. Will do in person shoots or work over Zoom. Utilize Don's pictures, too.

Purpose? Goals? For orientation/new members? Recruitment? Topics to focus on?

Example video viewed <https://spaces.hightail.com/space/PrBUyjXASP/files/fi-f84f2b04-fe0e-4ab8-8b03-b813a40d29d8/fv-967ebddf-ad71-4d89-a507-f351f787dab4/PSU%20is%20for%20You.mp4>

Start the creation a universe of materials in different formats for recruiting, orienting, new members, more tenured members. Inspiring.

Vibe needs to be positive, constructive, inclusive, happy; background was gloomy and cold, stern and unhappy. Personal and with lasting power.

MW: 617 advertisement; less Zoom, more live

RF: What is the timeline? Soon as possible or September 2021?

CF: Would rather spend time to make a quality video; start as soon as possible with outreach to Presidents,

BF: have chapters offer 3 members to allow for optimal representation, etc...

DW: Quality product will take time. What is the message we want to get out?

MOTION: Appoint Brian Falter to consult with MTA to create an MCCC orientation video.

(Pratt/Freeland) **PASSED**

“Executive committee Liaison”

Membership Packets (Seferian)

There are 200 packets for HE division. Some requests have come in and if it is first come first served, they may run out before everyone gets what they need.

CS: Can more packets be made? BF: Major lift to produce and only print once a year. CS: Without members.... BS: Will ask again. CS: Happy to run this down with MTA; don't want to wait another month to get the packets. MW: Candace use authority with MTA BOD to get to why only 200 were printed.

CS: Who do I need to contact to get the packets? MW: Lisa Gallatin is the only way to get it done, the only one with the authority. CS: Going to Merrie Najimy out of frustration. BS: Should the requests made be honored? MW: Yes.

CB: Don't need membership forms – all online. Are there supplies of the flyers, booklets in the packets available without the “packet”?

CB: Can brochures be available electronically? What is the back up? CF: Will send file out. MW: Electronic can be stop gap until more packets are made. CB: Postage is required to get packets to members (not on campus).

CB: Any solution to glitches with membership form? If the forms are still needed, we should not eliminate membership forms from packets.

RF: This has been a topic since August. A chapter president made a request for 50 and has not heard anything (MWCC).

CS: Although it is online, people want hard copies. Will seek reimbursement for postage from MTA?

CB: Can't an email template with documents linked be put together by MTA? MW: There is a disconnect between MTA uptake of membership and MCCC uptake of membership.

Chip: I don't know why MTA is looking for forms. Edy sends new member info. to MTA. I haven't been asked for forms from MTA and we have enrolled several members recently.

Treasurer's Update

Treasurers training scheduled for 2 hours and went over

Lots of new treasurers; overwhelmed group: new members have to pay full year in shorter period of time; interested in member packets; need more support – Chip will have a Zoom meeting every month to reach out and provide support; got into a lot of weeds which wasn't anticipated; membership was not discussed and will need to be addressed at another meeting.

RF: Is it clear that some of the training is more for membership person and not the treasurer? Is there a need for additional training for membership coordinators?

Break for 30 minutes. Resume at 12:45 p.m. Will discuss minutes upon return

BS has update on membership packets: talked with Suzanne Wall; it is a funding issue as NEA funds the packets; needs number and name/ mailing address to send to each chapter; no more than 200 available, still; MSCA got an All-In grant for member organizing and recruitment (9) positions; MCCC applied for same last year and was refused. MW: Can we see MSCA's grant to copy for MCCC?

Standing rules for Board of Directors meetings

It was difficult for MW to control the interruptions. Do we need clearer rules? MTA uses chat with red, green, and yellow.

MW: Zoom does not track the order of people using yes and no buttons. Raising hands and colored paper, isn't hard to coordinate. Can use raise hand and chat to indicate what they are raising their hand for: motion, question, for/against, etc... Reviewed speaking order when motions or amendments are made and seconded. When lists are purged, they cannot be revived (utilizing the chat, maybe?). Instruction/education is needed. Chair can mute individuals involuntarily.

RF: These are the MTA guidelines regarding SEEKING RECOGNITION: In order to Debate or to make a Motion, a Director must first be recognized by the Chair. The Zoom Chat feature will be used to manage speaking order and debate. If you would like to be recognized to speak simply write the word RED, YELLOW OR GREEN in the chat box. DO NOT USE THE CHAT FEATURE IN THE ZOOM PLATFORM FOR ANYTHING OTHER THAN SEEKING REGOGNITION TO SPEAK.

Use the chat box to indicate whether you have a question or point of order (yellow), are debating In Favor of (GREEN) or In Opposition to the motion (RED) so the Vice President and Chair may attempt

to alternate speakers and manage the speaking order. STACK is typed into chat when there is no MOTION on the floor and a member wants to speak (equivalent of raised hand).

CB: MW should be more willing to “mute” people.

CS: Raise hand for voting? Red and Green instead? MW: Green/Red is a visual that everyone can understand. CS: All chat activity is part of the meeting record and is incentive to “shut down” chat for talking. Using it as a recognition method is a better use/idea.

MOTION: Utilize the MTA guidelines for seeking recognition at BOD meetings. (Pratt/Freeland)
PASSED

No other text will be recognized in the chat box during the meeting.

Joint Study Update

Management didn't have any agenda items. Implementation of MOAs, information share across campuses, early college, financial issues, as of Tuesday, 14 of 15 CCs had decided to continue Fall plan through spring (met yesterday and 15th may have acquiesced). Trump's executive order banning race and gender training; receiving federal funding requires prohibition of such training. Ken Tashjy affirmed executive order, “if you are eligible to receive federal funding....” and at the same time “don't use federal funding for training or promoting these ideas.”

CS: CWF (labor council) reports to KT

BS: requested legal opinion on Tashjy's opinion; will include Margaret in the meeting with MTA lawyer

CB: CCCC confused by KT's memo/opinion; implementation on 11.21.2020; Tashjy didn't address: the creation of the 1776 Commission which will revise history (separate legislation that is implemented earlier than Executive Order); MW: requested legal opinion; was told organizing needs to happen, not just a legal opinion

RF: sent Tashjy's memo; EO on White House website; requesting Co-Chairs of Race Task Force be included in meeting with MTA lawyer re: legal opinion

MW: Member emailed re: PPP which is a federal grant. MCCC should be silent.

RF: Hopes NEA and MTA legal are addressing the EO and Tashjy's opinion; has anything come from MTA leadership?

MW: MTA lawyer: reviewed EO and Tashjy's memo and yes, there are however some implications (BAD) which haven't been covered/addressed; SW forwarded push for organizing to MW from another MTA staff member

What is the impact of the EO on Commissioner Santiago's equity agenda? Lumina Foundation grant to support equity agenda?

This isn't just HE.

Need more understanding of the language in the EO addressing unions (from the legal opinion)

MOTION: The MCCC respectfully demands the DHE and Commissioner Santiago respond to the EO and Ken Tashjy's memo. (Pratt/Freeland) withdrawn by maker without objection

Need to focus energy elsewhere. Who are they responding to? EO is gone when Trump is out of office.

Black members, yet again, a target of the government. Want: what I can do and what I can't do. “I'm all for solutions.” To move the message.

CB: Outreach to ask MTA, NEA, DHE, Commissioner: What is your perspective? Guidance to HE educators?

Create an MCCC organizational flow chart for website (working agenda item)

EP: volunteer to create and email by Friday, October 9, 2020 (hierarchy function in Word shapes)

Executive session 2:41 p.m.

Exit (Pratt/Barnes) 4:10

Adjourn (Freeland/Barnes) 4:10

Next Board of Directors Meeting: Friday, October 9, 2020

Next Executive Committee Meeting: November 6, 2020