

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 Electronic Meeting via Zoom Wednesday, August 19, 2020 at 10:30 a.m.

Present: President Margaret Wong, Vice President Rosemarie Freeland, Treasurer Henry (Chip) Bradford, Secretary Ellen Pratt, Claudine Barnes (CCCC), Joe Nardoni (MiCC and MTA), DeAnna Putnam (BHCC), Trudy Tynan (HCC), Candace Shivers (MWCC and NEA), Renae Gorman/Tom Smith (STCC), Linda Giampa (NECC), Catherine Adamowicz/Shelly Murphy (Bristol), Tom Kearns (MaCC), Sue McPherson (QCC), Trevor Kearns (GCC), Liz Recko-Morrison (Berkshire) Javad Moulai (RCC) and Bret Seferian (MTA FSO).

Guests: Don Williams, (Communications), Hilaire Jean-Gilles (Research), Phil Mahler, Mark Linde, Laura Schlegel, Linda Grochowalski

President Wong called the meeting to order at 10:32 a.m. and roll call of meeting attendees proceeded. The order of business was adopted as amended. Minutes for the June 17, 2020 and July 13, 2020 Board of Directors meetings were approved.

Selection of at-large part time/adjunct board representative

Candidates: Linda Grochowalski, Laura Schlegel, and Mark Linde were each given 3 minutes to speak to the Board. Phil Mahler, MCCC Office Manager, oversaw the electronic voting. Laura, Schlegel and Linda Grochowalski were elected and assumed their positions immediately per President Wong's declaration.

Reports

President Wong provided an update on Statewide Policy on Affirmative Action, Equal Opportunity and Diversity. New regulations were implemented on August 14, 2020. College Council integrated the new regulations into the existing Policy. Matt Jones (MTA Legal) is checking College Council's policy. Joint training sessions provided by MTA will be bargained.

Vice President Freeland reported on her activities which included participating in PHENOM's virtual higher education summit. Freeland updated the Board on Senator Gobi's emergency legislation on adjunct health care which moved favorably to Senate Ways and Means. Bret Seferian and Colleen Fitzpatrick were not available to provide a report on MTA's outreach to adjunct faculty regarding health insurance. Freeland also reported that the State Legislature passed a 3-month level-funded budget that will run thru October. Level-funding is not the best news for the community colleges. Freeland and Candace Shivers will co-chair the Task Force on Race.

RESOLUTION: The MCCC Board of Directors supports the actions of the STCCPA in fighting the unjust and unfounded closure of 7 technical programs. (Nardoni/Freeland)

RESOLUTION amended without objection: Add “And demands that the STCC Board of Trustee’s reverse the decision. (Barnes) **APPROVED** unanimously

RESOLUTION: The MCCC Board of Directors supports the actions of the STCC Professional Association in fighting the unjust and unfounded closure of 7 technical programs. And demands that the STCC Board of Trustees reverse the decision. **APPROVED** unanimously

Treasurer Bradford reviewed financial statements and provided an update of his work with the MCCC Office staff on recruitment. Bradford is working on best practices for chapter treasurers to address recruitment.

MOTION: To authorize Persons and Enabling Resolutions for Corporations/Morgan Stanley document. **APPROVED**

Secretary Pratt requested updated leadership information from all chapter presidents. September 2020 Leadership Directory will be available by the end of September.

Bret Seferian provided a written report distributed with the meeting Agenda.

Candace Shivers, (re-elected) NEA Director, shared the results of the NEA election: Becky Pringle, President; Princess Moss, Vice President, and Noel Candelaria, Secretary Treasurer. A runoff ballot will determine the second NEA Director and three ESP At-Large positions. Nearly 90% of RA Delegates voted “Yes” in response to the question “Shall NEA endorse Joe Biden for President,,,,,?”

Joe Nardoni, MTA Board, informed the BOD that the MTA EDU group has a majority on the MTA Board.

Hilaire Jean-Gilles, MCCC Research Coordinator, highlighted data and trends in the MCCC Research Report for Fall 2020.

Impact Bargaining Proposal (Appendix A)

MOTION: Approve the proposal. **APPROVED**

Elections Policy Proposal (Appendix B) First reading (Tynan/Grochowalski)

The Board of Directions was in executive session from 1:30 to 3:44 p.m.

Meeting adjourned at 3:44 p.m.

Submitted by Ellen Pratt, MCCC Secretary

Next Board of Directors Meeting: Friday, September 18, 2020

Appendix A

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.

Appendix B

Move that the MCCC Elections Policy be revised as follows to eliminate prohibition of write-in votes (strikethrough shows eliminated matter and bold shows additions):

A. Nominations and Elections: Statewide Elections

1. A Nominations and Elections Committee is mandated by the MCCC Bylaws (Art. VII, sec. 3 for statewide elections).
2. Statewide nominations are placed by mail or electronically.
3. Statewide elections are conducted by mail or electronically. Ballots and/or election materials are delivered to member home addresses or by email; votes are cast by mail or electronically or hand-delivered to the designated location.
4. The Committee will certify and place in nomination in accordance with the Board approved MCCC Nominations and Elections Timeline outlined in the election year and the submission of the MCCC Nomination Form: (1) the names of all officer candidates who have secured at least fifty of active members in support of their candidacy, (2) and the names of all candidates for Adjunct/Part-time Board member who have secured at least ten signatures of active members in support of their candidacy, (3) the names of candidates for the MTA Annual Meeting, and (4) the names of candidates for the NEA-RA Delegate Assembly.
5. ~~If the officer and Adjunct/Part-time Board member positions are uncontested, the nominees for those positions are deemed elected.~~ **Nothing in this policy shall preclude write-in votes for officer and adjunct/part-time board member positions.**
6. If the number of certified candidates for the MTA Annual Meeting and/or the NEA Representative Assembly is less than or equal to the number of delegates permitted, then those candidates are deemed elected. **A ballot process will be conducted to permit write-in candidates for unfilled slots or to be named as successor delegates.**
7. ~~If an election has no contested positions, the MCCC does not need to conduct the elections but must declare the nominees elected and post the newly elected officers, Adjunct/Part-time Board member positions, and delegates to the MTA Annual Meeting and the NEA Representative Assembly within ten (10) days of the close of nominations.~~
8. All communications with candidates on the statewide ballot may be by email.
Approved by the MCCC Board of Directors August 21, 2019
9. **Write-in candidates to the NEA RA and the MTA Annual Meeting must submit a write-in candidate nomination form within five business days of the announcement of voting results. This form is to solicit the same information as a pre-election nomination form. People, whose names are written in, who do not fill in the write-in candidate nomination form**

within the time specified are ineligible for election, This policy will appear in the ballot materials and be referenced on the ballot.