

# 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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## Minutes of the MCCC Board of Directors Electronic Meeting via Zoom October 16, 2020 at 10:30 a.m. **APPROVED 11.20.2020**

Present: Officers: President Margaret Wong, Vice President Rosemarie Freeland, Treasurer Chip Bradford, Secretary Ellen Pratt; BOD At-Large: Claudine Barnes (CCCC), Brian Falter (NSCC), and Candace Shivers (MWCC and NEA); At-Large Part-Time: Laura Schlegel (HCC); Liz Recko-Morrison (BeCC), Shelly Murphy (BrCC), DeAnna Putnam (BHCC), Trevor Kearns (GCC), Trudy Tynan (HCC), Cathy Boudreau (MaCC alt.), Dennis Walsh (MBCC alt.), Genevieve Morse (MiCC alt.), Betsy Zeugg (QCC), Linda Giampa (NECC), Ben Anilus (RCC), and Tom Smith (STCC); MTA FSO: Bret Seferian, Colleen Fitzpatrick  
Guests: Don Williams, (Communications), Suzanne Wall (MTA)

President Wong called the meeting to order at 10:32 am.

After roll call and introductions, Wong detailed a new practice for seeking recognition during Board of Directors meetings:

**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.

The Order of Business was adopted as amended and the minutes of the August 19 and September 18, 2020 Board of Directors meetings were approved.

### *Reports*

President Wong provided the following updates: Welcome Packets from MTA. All chapter requests for packets will be filled by MTA; if requests exceed the 200 on hand, additional packets will be made available by MTA. Title IX impact bargaining is complete; the revised agreement will be distributed as soon as possible. An Unemployment Assistance workshop is being scheduled and will address questions from part-time professional staff. Impact bargaining for the spring semester has yet to start.

Vice President Freeland provided a link to Trump's Executive Order in chat:

<https://www.whitehouse.gov/presidential-actions/executive-order-combating-race-sex-stereotyping/>.

Freeland reported that Nicole Decter (MTA assigned lawyer) believes Ken Tashjy's opinion/guidance to the community college presidents is accurate and advised broadcasting the guidance widely. It should be noted that professional staff members do not have academic freedom. Discussion topics included: critical race theory, NEA's response, email "hotline" to report complaints, Commissioner Santiago's

equity agenda. VP Freeland related Gov. Baker intends to level fund higher education thru the end of the fiscal year.

Bret Seferian (MTA FSO) provided a written report and a DCE bargaining update. College Council withdrew from a possible MOA regarding a second course. DeAnna Putnam is planning a statewide unit meeting to present the DCE bargaining survey results and introduce the bargaining team. The team has made a thorough table of asks that include fixing sick time issues, removing all un-enforceable language, copyright of course materials, flat payments for non-reappointments, clear language for dismissing a unit member. There are no details on the financial asks, whether to address a stipend/compensation for DCE members serving as chapter president.

Treasurer Bradford provided a written report and financial documents: Profit & Loss Budget vs. Actual (July – Sept 2020) and Profit & Loss (July – Sept 2020). All were included in the meeting materials. Bradford indicated that net income is up over last year because it is based on invoicing not collections. take until December to get a real feel of how we are doing as an organization. The Finance Committee is scheduled to meet on October 26<sup>th</sup>. Annual audit is scheduled for November 16 and a pre-audit meeting is scheduled for October 20, 2020.

Secretary Pratt will send a copy of the Chapter Leadership Director to those who contact her.

#### *NEA Update*

Candace Shivers (NEA Director) reported on NEA's new website and intention to keep the MCCC in the loop regarding the EO. The Higher Education conference is scheduled for March 2021 in New Orleans, LA. MTA will financially support 2 attendees.

#### *MTA/HELC Update*

Vice President Freeland reported the next MTA Board meeting is scheduled for October 17, 2020. Freeland saw, firsthand as a silent observer, the leadership and participation of Candace Shivers on the MTA BNT and publicly thanked her.

#### *Appointment of Day Bargaining Team*

Claudine Barnes, Day Bargaining Chair, recommended starting the process of appointing the Day Bargaining Team as soon as possible to have the team seated by the end of December 2020. Waiting until January 2021 will create challenges with accommodating reassigned time for team members. Vice President consulted the Bylaws and Policies which require the Negotiations Committee to convene before the Team can be seated. (Agenda item continues after MTA Executive Director, Lisa Gallatin's visit.)

#### *MTA Executive Director*

Lisa Gallatin visited the meeting to present and discuss the plan to restructure MTA field operations. Gallatin stated the plan advances MTA's Blueprint strategic priorities by deploying 5 regional organizers, each from an MTA office; consolidating PreK-12 and higher education organizing, resources, and strategic campaigns; hiring bargaining campaign and strategy specialists, one with specific higher ed skills/experience, to develop model campaign language and create a database of contract language. (Gallatin provided handouts to refer to during discussion.) Question: Functionally, the MCCC has little in common with Pre-K-12 and is different than any other local being a statewide

organization (not regional). What additional resources will be available to address this? Gallatin's answer: There are no additional supports in the structure for MCCC. Question: How will bargaining strategy specialists integrate into the work of field staff and bargaining chairs? Gallatin's answer: Implementation of the plan is the responsibility of the MTA staff working in collaboration with local leaders in higher ed. Question: How will MTA and MTA legal provide Title IX support for MCCC members? Gallatin's answer: If legal changes are needed, the MTA will figure out how to get the support that is needed.

*Election policy proposal*

**MOTION:** See Appendix A for text of motion. **FAILED**

*Appointment of Day Bargaining Team (continued)*

**MOTION:** Approve day bargaining team no earlier than the January BOD meeting. (Pratt/Boudreau) **FAILED**

**MOTION:** Close debate. (Shivers/Boudreau) **PASSED**

**MOTION:** Day negotiations committee be convened in November. (Freeland/Pratt) **PASSED**  
President Wong will put out call to Chapter Presidents to identify a representative to the Negotiations Committee on October 19, 2020 with deadline of November 2, 2020.

**MOTION:** Schedule a December BOD meeting in order to approve the membership of the negotiations team, after executive committee interviews applicants, on December 18 at 1pm. (Pratt/Recko-Morrison) **PASSED**

**MOTION:** Change meeting time for December 18 meeting to 10:30 a.m. (Boudreau/Murphy)  
Amend: Change the time of the BOD meeting scheduled for Dec 18th from 1 pm to noon.  
(Pratt/Boudreau) **PASSED**

**MOTION:** Post the Negotiations (not bargaining) team call on or before Oct 28. (Freeland/Boudreau) **PASSED**

**AMEND:** Add "with applications due by November 30". (Pratt/Freeland) **PASSED**

The Board of directors entered executive session at 4:05 p.m. and exited executive session at 4:46 p.m.

**MOTION:** Reaffirm the motion to appoint Arroyo to Finance Committee. (Boudreau) **PASSED**

**MOTION:** Reconsider the minutes for 9.18.2020 BOD. (Boudreau) **PASSED**

**MOTION:** Amend the minutes for 9.18. 2020 BOD to incorporate the names of the people and the committee they were appointed to. (Boudreau/Kearns) **PASSED**

The meeting adjourned at 4:53 p.m.

**Submitted by Ellen Pratt, Secretary**

## **APPENDIX A**

Moved 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 NEARA Delegate Assembly.
5. If the For officer and Adjunct/Part-time Board member write-in votes shall not be allowed; if the election is positions are uncontested, the nominees for those positions are deemed elected.
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 write-in process will be conducted to permit write-in candidates for unfilled delegate seats. Alternate candidates, who receive insufficient votes to be elected as delegates shall be alternate delegates and shall serve in the order of the highest vote-getters to the lowest vote-getters.
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 All nomination and election communications with candidates for MCCC elected positions may be by email.
9. Write-in candidates to the MTA Annual Meeting and/or the NEA Representative Assembly must complete and submit a write-in candidate nomination form within five business days of the announcement of the election results. This form is to solicit the same information as a pre-election nomination form. Candidates, whose names are written in, who do not complete and submit the write-in candidate nomination form within the time specified are ineligible for election. This policy will appear in the ballot materials and will be referenced on the ballot.

#### **Rationale:**

This return to our previous write-in policy, which worked well for many years, would boost MCCC representation at the MTA Delegate Assembly. Attendance has dropped from nearly 100 to 33 since write-ins were prohibited, arguably because members must now nominate themselves

four-six months in advance of the DA with no recourse for a lapse in attention. Our parliamentarian also suggested editorial changes tightening some policy language and I have included her suggestions in my proposal.