

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 January 8, 2021 at 10:30 a.m. APPROVED 2.5.2021

Present: President Margaret Wong, Vice President Rosemarie Freeland, Treasurer Chip Bradford, Secretary Ellen Pratt, and Members at-Large: Claudine Barnes, Brian Falter, and Candace Shivers. Guests: MTA: Bret Seferian and Tyler Rocco; Don Williams (Communications Coordinator)

President Wong called the meeting to order at 10:34 a.m. and the Order of Business was adopted without objection. Minutes for the December 4, 2020 meeting were approved (Barnes/Shivers).

Status Summer COVID-19 ULP

President Wong provided an update on the status of the ULP filed May 28, 2020 related to the Summer COVID MOA. The case was presented at the Department of Labor Relations and subsequently dismissed because of a lack of precedent.

MTA Field Staff Reorganization

President Wong introduced Tyler Rocco who will join Bret Seferian and Colleen Fitzpatrick, FSOs for the MCCC. Rocco, Seferian, and Fitzpatrick will represent the MCCC only. Fitzpatrick will work with: Bristol, Bunker Hill, Cape Cod, Massasoit, and Mass Bay. Rocco will work with: Berkshire, Greenfield, Holyoke, Mount Wachusett, and Springfield Technical. Seferian will work with: Middlesex, Northern Essex, North Shore, Quinsigamond, and Roxbury.

The reorganization was implemented 1.1.2021. Courtney Derwinski will be working with the MCCC at “big table” bargaining. Fitzpatrick is FSO bargaining lead. Catherine Santiago will continue working on Classification Appeals and Global Issues. Suzanne Wall will provide a new organization chart detailing the changes and distribution of work.

The Committee was in executive session for Day Negotiating Team interviews starting at 11:26 a.m.. Interviews concluded at 12:37 p.m..

FY22 Budget

Treasurer Bradford reported that the Finance Committee is close to finalizing the FY22 budget that starts July 1, 2021. In the course of creating the budget, the Committee discussed the possibility of a dues increase, budgeting for “big table” and impact bargaining during the academic year and summer, and the strategy for travel and meeting costs if in-person meetings resume.

Paid Family Medical Leave (PFML) Rollout

The MCCC continues to push management to pay 100% of the contribution to PFML. Mike Murray wanted to bargain the contribution, however the MCCC refused and went to the Department of Labor

Relations. A complaint was issued, and a hearing is pending. The FMLA law requires the employee contribution to be bargained and not unilaterally implemented. There is another union ahead of the MCCC in the DLR process. PFML does not cover family members until July 1, 2021. Members need clear information and practices should be consistent across campuses. Bret Seferian is working with Miles Stern (MTA) to establish content for materials to be distributed to MCCC members.

OER Advisory Council

Secretary Pratt, a member of the OER Advisory Council, provided an update of some of the Council's work: establishing key performance indicators and course flagging implementation and practice guidelines. A discussion concluded with consensus: When speaking about OER publicly, the focus must be on the parameters of the contract.

Classification Issue

There is impact bargaining to create a position shared by GCC and BeCC (supervision). Management sees the position in a Grade 5 Classification and MCCC sees the position in close alignment with a Grade 7 Classification. Bargaining Chair Barnes will seek a Grade 6 through continued impact bargaining.

The Committee returned to executive session for the MCCC Matters portion of the agenda.

Upon exiting executive session at 4:56 p.m. the meeting adjourned.

Submitted by Ellen Pratt, MCCC Secretary