

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 February 5, 2021 at 10:30 a.m. APPROVED 3.5.2021

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: Don Williams (Communications Coordinator), Bret Seferian (MTA), Colleen Fitzpatrick (MTA), Tyler Rocco (MTA) and Joe Nardoni (MiCC and MTA)

President Wong called the meeting to order at 10:30 a.m. and the Order of Business was adopted as amended without objection, and the minutes of the January 8, 2021 meeting were approved. (Barnes/Freeland)

DCE Bargaining/DCE CAT update

Management and the DCE Bargaining Team agreed to exchange proposals during the first 5 sessions of bargaining. Management has yet to make any proposals. Colleen Fitzgerald will oversee the Contract Action Team (CAT) and will be assembling it with a meeting in late March/early April. Swan Gates is the Team's liaison to the CAT. Fitzpatrick will reach out to Chapter President for members interested in being on the CAT. It was agreed that there should be intentionality with who is chosen to serve on the CAT and Chapter Presidents should be included in the communications with CAT members.

Motion to enter Executive Session at 11:00 a.m. Passed.

Campus Impact Bargaining Update

Claudine Barnes reported the MCCC received notice from STCC reinstating 5 of the 8 programs eliminated last year. Barnes noted impact bargaining trends that include reorganizations and giving more work to PSMs through E-7s that are up to 7 pages in length. There is a need for training and outreach to PSMs through the Professional Staff Committee. The Colleges are also misusing the Classification Specifications by identifying a position at a lower Grade (3 or 4) due to the overlap in Classification Specification ladders: Financial Aid Counselor. Senior Financial Aid Counselor, Coordinator of Financial Aid. Student Services positions are being eliminated and there is movement to share positions across campuses. Barnes requested a legal opinion for a charge of repudiation of Classification by management.

President Wong and Vice President Freeland will report on Office Hour topics and questions to the Executive Committee.

Shared staff position between two campuses

Questions and concerns were raised: Does the MCCC have a position? Expectations of members that are stretched between two campuses. Claudine Barnes clarified although shared, the position is held by one

College only and that is where college participation happens. With consolidation a possibility, shared positions can save jobs, however it could be a slippery slope. A decision is needed as to when to discuss this with the Board of Directors.

Bylaw Proposals Update

One bylaw proposal was submitted by the deadline. Secretary Pratt indicated that Bylaw changes related to the elimination of the Treasurer position can be addressed at the 2022 Delegate Assembly.

Discussion: Chapter President Stipends

Vice President Freeland initiated discussion of additional compensation for Chapter Presidents to recognize their increased workload during the pandemic. All Chapter Presidents are paid through chapter support from the MCCC. Summers are no longer “down time” for Chapter Presidents and reassigned time during the fall and spring semesters does not address summers.

MOTION: The Executive Committee requests the Finance Committee explore additional compensation within the FY 21 budget for chapter presidents and grievance officers, in response to the increased workload due to COVID, to be paid out this fiscal year. (Pratt/Freeland) **PASSED**

MCCC Delegate Assembly

President Wong reported the language adopted last year to hold a virtual Delegate Assembly allows for a virtual DA this year. The Delegate Assembly is scheduled for April 24, 2021. Wong will reach out to Chapters with a reminder to hold Delegate elections. Delegates must register to get access to Zoom and meeting materials.

New Member Liaisons and PAL payments

Treasurer Bradford reported that the Office staff are frustrated with MTA’s process for paying PALs. The MCCC receives checks from MTA with no name or indication of who is to be paid. The MCCC in turn pays the MCCC PAL through the MCCC payroll system. Although MTA is the employer, the MCCC is paying employment taxes for the positions. Bradford will work with Kathy Connolly at MTA to problem solve.

Motion to enter Executive Session at 2:42 p.m. Passed.

Motion to adjourn at 3:50 p.m. Passed.

Submitted by Ellen Pratt, MCCC Secretary