

# 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 November 19, 2021 at 10:30 a.m. APPROVED FEBRUARY 21, 2022

Present: President Margaret Wong, Vice President Rosemarie Freeland (MTA Board), Treasurer Chip Bradford, and Secretary Ellen Pratt; Members at-Large: Claudine Barnes (CCCC), Brian Falter (NSCC), and Candace Shivers (MWCC/NEA); Part-time At-Large: Laura Schlegel, Mark Linde; Directors: Andrea Robare (BeCC), Shelly Murphy (BrCC), DeAnna Putnam (BHCC), Mary McEntee (GCC), Trudy Tynan (HCC), Janel D'Agata-Lynch (NECC), Cathy Boudreau (MaCC), Margaret Crowe (MBCC), Joe Nardoni (MiCC/MTA), Sue McPherson (QCC), Tom Smith (STCC), Jalal Ghaemghami (RCC) and Ben Anilus (RCC). Don Williams (Communications); Colleen Fitzpatrick, Tyler Rocco-Chaffee, and Bret Seferian (MTA FSO).

Guests: Adrienne Foster Scharf, Andrea Henry, Colleen Avedikian, D.W. Houghton, Danielle Licitra, Dr. Lloyd Sheldon Johnson, Faithe MacElliott, Genevieve Morse, Gloria Cabral, Heather Bacchiocchi, Joanne Breault, Laura Hogan, Paul Johansen, and Rose Ferro. Candidates for MTA Office: Erik Champy, Donna Grady, and Leonard Zalauskas.

Called to order at 10:32 AM

Adoption of the Order of Business without objection.

Approval of the October 15, 2021 minutes. (Freeland/Nardoni) Passed.

President Wong explained that unit membership should be verified before anyone (BOD members and guests) shares the Zoom URL to attend BOD meetings. Verification requires consulting with local membership lists, available through Chapter Presidents and Treasurers.

### *Campus Roundup*

Directors reported on impact bargaining Navigate implementation (NSCC), developing criteria for eliminating programs (STCC), management using a unit member's email in a grievance meeting (STCC), open positions in HR (NSCC and HCC), outreach to unit members (HCC), defining teaching modalities (RCC), telework (MaCC), support for library dealing with mold issue (BeCC), union leadership seen as intimidating and retaliatory (MWCC), teaching assignments and modality issues (MBCC), and medical reasons for accommodations not meeting ADA threshold (BrCC).

MTA Candidates for Vice President Donna Grady and Leonard Leonard Zalauskas, and Erik Champy, MTA Candidate for President were given time to speak and took questions from BOD members.

### *Reports*

#### *President*

President Wong announced that has withdrawn from candidacy for MTA Vice President and will not seek reelection as MCCC President.

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## *Vice President/SAC*

Vice President Freeland reported on Joint Study meeting with 2 agenda items: funding and contract funding, and policy reform working collaboratively. (Joint study is a statewide MACER: Presidents from MWCC, NECC, NSCC, HCC, and MiCC meet with MCCC leadership regularly. Looking to reestablish Community College Day at the State House (staff and students) for Fall 2022. Freeland attended the Professional Staff Committee meeting on November 2, 2021. PSC is looking to convene a statewide PSM meeting in January 2022. (See VP Report.)

## *Treasurer*

Treasurer Bradford reported the Finance Committee met twice since in the past month to work on FY2023 budget. FC is anticipating some hard decisions need to be made. The draft budget will be on the February 2022 BOD agenda. Dues income is down \$6,000 (\$5,000 in October). Total dues income is down \$66,000. (Treasurer Report materials distributed by email.) President Wong added the MTA is funding New Member Liaison chosen by Chapter President.

## *Secretary*

No report given.

## *MTA Board*

BOD members, Rosemarie Freeland and Joe Nardoni provided an update of recent activities relating to racial justice by MTA leadership.

*Break 1:30 – 2:00 p.m.*

## *MCCC relationship with MTA*

**Motion:** MCCC Board of Directors should organize a special statewide meeting via Zoom to provide updates to the members regarding the MCCC's relationship with MTA. This meeting must allow for MCCC member comments and questions. This meeting should be held as soon as possible, before the end of the calendar year and be well publicized to the MCCC membership in advance.

(Murphy/McPherson)

**Motion to amend:** MCCC Board of Directors should organize a special statewide meeting via Zoom to provide updates to the members regarding the MCCC's relationship with MTA. This meeting must allow for MCCC member comments and questions. The event should be held by the end of January 2022." (Boudreau/Jalal) Passed.

Call the question. (Falter/Boudreau) Passed.

Call the question. (Shivers/Falter) Passed.

Motion as amended. Passed.

## *MTA Board (continued)*

**Motion:** The MCCC Board supports the ESP Bill of Rights and encourages our members to help the K-12 locals whose ESP union members live and work in their towns achieve the rights listed therein.

(Nardoni/Boudreau) Passed unanimously.

HELC-MTA holding Higher Ed conference April 8-9, 2022.

## *NEA Director*

No report given.

## *MTA Field Staff*

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Report to the Board included in meeting materials email along with a Fair Share Amendment support card.

Day/DCE Bargaining Update (Barnes/Putnam)

DCE Bargaining Chair DeAnna Putnam reported on tentative agreements that included sick leave use and make up time requirements when using sick leave as well as a salary package which evens out between step increases. Day Bargaining Chair Claudine Barnes distributed an update this morning (11.19.2021). The vaccine mandate MOA was distributed via email while the meeting took place. Barnes and Putnam provided context and answered questions.

*MTA Candidates Night*

**Motion:** MCCC Board of Directors should organize an MTA Candidate's Night for the general membership of the MCCC. This event should be held via Zoom in the evening to make it convenient for members to attend. The event should be held no later than January 20, 2022, in order for MCCC members to have time to nominate themselves as Delegates to the MTA Annual Meeting. The zoom information should be made available at least two weeks prior. (Linde/Crowe)

**Motion to amend:** MCCC Board of Directors should organize an MTA Candidate's Night for the general membership of the MCCC. This event should be held via Zoom in the evening to make it convenient for members to attend. The event should be held no later than January 20, 2022, in order for MCCC members to have time to nominate themselves as Delegates to the MTA Annual Meeting. The zoom information should be made available at least two weeks prior. The event will not take place unless ALL candidates are able to attend. (Pratt/Barnes) Failed.

Call the question (Falter/Tynan)

Motion to amend. Failed.

**Motion to amend:** MCCC Board of Directors should organize an MTA Candidate's Night for the general membership of the MCCC. This event should be held via Zoom in the evening to make it convenient for members to attend. The event should be held no later than January 20, 2022, in order for MCCC members to have time to nominate themselves as Delegates to the MTA Annual Meeting. The zoom information should be made available at least two weeks prior. All candidates will be invited to attend. (Murphy/Boudreau) Passed.

Call the question. (Shivers/Falter) Passed.

Amended motion. Passed.

*Mandatory cybersecurity training (Boudreau)*

MaCC Director Cathy Boudreau relayed chapter concerns after receiving notice from the College regarding mandatory cybersecurity training. Wong, Barnes and Putnam provided the following information: MCCC sent notification to Chapter presidents for feedback and received none, so impact bargaining did not take place; and concerns should be taken up with College Counsel.

*Update/Discussion: telework implementation (Skipped to save time.)*

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Ellen Pratt asked for information from those chapters where morale surveys were completed in the past few years.

MaCC Director Cathy Boudreau asked the following question when President Wong called for agenda items: Is there is any contract language that would allow us to grieve the college's decision to allow unvaccinated people (visitors, vendors, prospective students, etc.) onto campus but not unvaccinated faculty and staff? Day and DCE Grievance Coordinators provided the following answers:

Joe Rizzo (DCE): To clarify the question, would it be a DCE contract violation if the college required the faculty and staff to be vaccinated but not visitors or vendors? I would say there would not be a contract violation in this case. This assumes that the vaccination requirement was impact bargained with the MCCC. There would be a contract violation if state or federal law would prohibit unvaccinated vendors and visitors from being on campus but the college still allowed it. It is doubtful if this is the case. The double standard is obvious but that would be part of the impact bargaining discussion.

Dennis Fitzgerald (Day): With respect to the Day Unit Contract, there is no contract violation and I agree with Joe's comments.

Motion to enter Executive Session at 4:11 p.m. without objection.

Returned from Executive Session at 4:24 p.m.

Motion to reaffirm. (Pratt/Barnes) Passed;

Motion to adjourn at 4:25 p.m. without objection.

*Submitted by Ellen Pratt, MCCC Secretary*