

Massachusetts Community College Council

Claudine Barnes, President
Joseph Nardoni, Vice President
Colleen Avedikian, Secretary



Don Williams, Communications
Dennis Fitzgerald, Day Grievance
Joseph Rizzo, DCE Grievance
Hilaire Jean-Gilles, Research
Tom Powers, Webmaster

Approved Minutes of the MCCC Board of Directors Electronic Meeting via Zoom Friday, September 16, 2022, at 10:30am

Present: President Claudine Barnes, Vice President Joe Nardoni, Secretary Colleen Avedikian;
Members at Large: Brian Falter (NSCC), Swan Gates (CCCC) and Candace Shivers (MWCC); Part
Time At-Large: Paul Johansen (BCC) and Mark Linde (MaCC); Rosemarie Freeland (MTA BOD);
Directors: Cathy Boudreau (MaCC), Trudy Tynan (HCC), DeAnna Putnam (BHCC), Colin Adams
(BCC), Margaret Wong (QCC), Tom Grady (BrCC), Joanna DelMonaco (MiCC), Ben Anilus (RCC),
Tom Smith (STCC), Margaret Crowe (MBCC), Janel D'Agata-Lynch (NECC),

Absent: Claire Lobdell (GCC).

Guests: Lisa Coole, Chair Day Bargaining Team, Renae Gorman (STCC), Corinne Delaney (QCC),
MTA FRO: Bret Seferian and Tyler Rocco-Chaffee, Don Williams (MCCC Communications),
Dennis Fitzgerald (Day Grievance Coordinator).

Called to order at 10:31am

Motion to adopt the amended Order of Business (DelMonaco/Boudreau) Passed.

Motion to approve the amended minutes of the June 15, 2022, BOD meeting (DelMonaco/Boudreau)
Passed.

Motion to approve the minutes of the August 24, 2022, BOD meeting (Boudreau/DelMonaco)
Passed.

Reports

President:

President Barnes shared highlights of her written report. There have been only two members who have contacted her regarding their interest in serving on a committee. She has requested that Chapter Presidents share her email regarding committees with their members as well as to make an announcement at chapter meetings. The DCE contract will be printed soon, as will the MCCC Bylaws and Policy manual. Directors should indicate whether they wish the copies of the manual to be mailed out to the chapter, or to pick it up at the in-person Board meeting in November. She gave a reminder about two important events on September 22: Community College Night at the Woo Sox a Fair Share Amendment forum. She also announced that there would be a meeting with the auditors next week. Section 26 will be put on the agenda for the first Joint Study meeting.

Vice President:

VP Nardoni shared a written report of his activities. He provided a follow-up to his budget report delivered at the August BOD meeting.

Secretary:

Secretary Avedikian shared highlights of her written report. She will be phone banking for the Fair Share Amendment later this month.

MTA Consultants:

Field Rep Organizer Seferian emphasized points from the written report. He announced that Noe Ortega is the new Higher Education Commissioner. There is a need for more volunteers for phone banking for Fair Share Amendment. FRO Rocco-Chaffee said that canvassing opportunities are also available.

Day Grievance Report

Day Grievance Coordinator Dennis Fitzgerald was scheduled to provide a Day Grievances report. Due to the confidential nature of the report, it was necessary to move into Executive Session.

Motion to move into Executive Session at 11:04am (Boudreau/Shivers). Passed.

Motion to move back into Regular Session at 12:34pm (Shivers/Nardoni) Passed.

Day Negotiations Update

Lisa Coole, Negotiations Team Chair gave bargaining update. There has been no meeting with management since August 23rd. An additional meeting has been added in September. The team has been reviewing financial proposals not included in management's most recent status quo proposal. If the MCCC members ratify the contract, we will be back at the bargaining table within the year. If the contract is not ratified, the MCCC team can go back to the table for a 3-year contract. In management's proposal, the COVID bonus will only be given to current employees, not retirees or people who have left (not fired for cause). This is the first time the MCCC has seen such language. There will be opportunities for members to be silent observers at bargaining sessions on September 21 and 28. Chair Coole encouraged members to reach out with any questions regarding bargaining or the bargaining updates.

Participatory Action Research

President Barnes gave the background to how this project came about. INSERT HERE The research is needed to determine what do our members need. This qualitative data can be used to inform bargaining. This is an opportunity to engage members, and to perhaps tie in the work of the Task Force on Race. We will apply for grant from the MTA's PR&O committee. Max Page and Heather LaPenn have volunteered to assist us in grant writing process. We will put out a call for members to participate. They will receive training in the Spring on gathering data. The Final report will be completed in December 2023.

MOTION: The Board of Directors approves "A Comprehensive Community College Equity Study Utilizing Participatory Action Research" contingent upon receipt of a grant from MTA's Public Relations and Organizing funds. Passed.

Campus Roundup

North Shore: The college underwent an academic realignment and returned to Academic Divisions. There was no discussion about this plan beforehand. NSCC is shifting to a provost model, and is hosting listening sessions for employees to participate in. The union has asked for no Deans or VPs in the room during these sessions.

Middlesex: The college is undergoing a reorganization, but it was discussed at MACER. The union asked at impact bargaining for the number of MCCC and AFSCME members and NUPS before vs. after reorganization. There will be no movement until bargaining is completed. When positions are open, management wants to revisit them. Several years ago, counselors were moved to wellness area of college. When MiCC students need mental health services, they are referred to outside agencies. The college saves money on liability insurance.

Bunker Hill – Reorganizations are a challenge for the union. Sometimes changes are made, and the union finds out about it after the fact. The college no longer requires anyone to prove vaccination status to be on campus. It is a fully opened campus. There has been an issue with the compensation for faculty who were recruited to do outreach outside of their course assignments. The faculty were paid at the Professional Staff rate, and not the \$35/hour rate as specified in article 14.14 in the DCE contract. There is a problematic Dean leaving the college. For the first time, BHCC did not separate registration and drop/add period. This created chaos.

Quinsigamond: There have been a number of reorganizations at QCC over the years. Divisions were reorganized according to subject or numbers. Advising was moved into Academic Affairs. At the time, the union didn't respond, and this has set up a kind of de facto permission for reorganization. The union does demand impact bargaining. There have been retirements but no backfilling of positions. There is a loss of institutional knowledge which leads to turmoil. The union is planning to put forward a survey of confidence in leadership.

Springfield Tech: The chapter filed a grievance against the college for the reorganization of a division without Board of Higher Education authority. This action was not supported by all members of the MCCC BOD. The college has begun a search for a new Academic Vice President. The campus Employee Advisory Organization has been dissolved. The college created a new one with deans and directors with no consultation with or approval from the MCCC.

Berkshire: There is a new shared governance model. The college has undergone a reorganization; departments reduced from 15 to 10. Financial and IT reasons were given for the reorganization. The Academic Vice President has left and there will be a search for an Interim soon.

Massasoit: There was a reorganization over the summer to undo changes made by previous administration. An Academic Governance Task force was voted on and approved. There had been a change in the organizational charts; many moved under a new Provost. An MOA was completed, and the Provost model removed. Now there are two positions: Academic Vice President and Student Affairs offices. A grievance over Early College time frame has been filed. There is a new phenomenon: a Dean in Business Tech started having "check in" times with faculty off contract time. Department chairs are considering of having "check in" sessions as well. This will cause chaos as faculty have fixed schedules. Enrollments are down and COVID moneys are going away. Admission counselors have been given additional responsibilities for incoming students. A grievance has been filed to go back to previous process. The college is outsourcing mental health services to

BAMSI & Whitman Counseling.

Greenfield: Paul McClory (MTA) advised that law signs for Yes on Question 1 are available at the MTA regional offices. Enrollments are up related to projected budget. There was a power outage on Wednesday, but the college was closed. There are some mixed signals from administration regarding online work when the college is closed. No one should be expected to do work when the college is closed.

Bristol: The college is poised for a reorganization. The CAO resigned. A beloved Dean was dismissed and there is no plan to replace her. The college president believes that impact bargaining is a process. There is no discussion of reorganization beforehand which puts union in a position of reacting. Telework policy is a serious problem at the college and many grievances have been filed. The union will do its own survey of campus climate. Right now, the college is allowing 1 sabbatical per year. It used to be up to 10 per year.

Mount Wachusett: The college has changed room numbers which has caused confusion, especially for students. Administration has attempted to implement a dress code for employees, who have pushed back.

Mass Bay: The college is undergoing a constitutional review. There are proposed new bylaws which would include adjuncts in some of the decision-making processes. The president has pushed back on the proposal and there is now another round of revision to the bylaws. In STEM division, there are complaints about work being done without compensation. This is likely to be a grievance. Faculty who are looking to develop online courses are being told the college has no money for compensation. There has not been any reorganization for some time. The college will be going mask optional in September.

Holyoke: The college has undergone 4 – 5 reorganizations in the past 3 years. It seems that with each new Dean, there is some form of reorganization. There are surveys sent out to employees in areas to find out how reorganization will affect them, and then there is follow up. College has also sought to establish dress code.

Cape Cod: When reorganization is going to happen, the union tries to Impact Bargain in advance. Enrollment is down, but better than projected. The college is not replacing those who retire. Morale among faculty and professional staff is low. The college puts emphasis on bells and whistles programs while gutting the liberal arts.

Reports continued

HELC/MTA Board

There has been no MTA Board meeting since the last MCCC BOD meeting.

HELC: We need to watch the trends happening at UMass Campuses and State universities. Administrators are taking the position that the universities are never closed. In the event of a weather event, employees can engage in remote work. If employees are not able to do remote work/make it to campus, they must take a personal day. There are uncomfortable discussions happening on the university campuses about who are “essential workers.” In the MCCC Contract, closed means closed. There was a special MTA meeting to approve new Director of Governance since Mary Gilgallon has retired. The new director is Jennifer Freeling. At HELC, there were discussions around Fair Share and Section 26.

NEA:

NEA's "Super Week" is next week. The NEA board meets in Washington DC. There will be opportunity to lobby legislators, such as Representatives Neal, Auchincloss, Clark, and Keating, as well as Senators Warren and Markey. Candace Shivers will share the NEA newsletter with President Barnes to share out with chapters. The NEA and MTA have funding for locals to work on issues around race and social justice, and education around gun violence. The NEA Higher Education conference will be held March 17 – 19 somewhere on the West Coast. Candace has been invited to attend a White House reception featuring Elton John. She hopes to lobby Dr. Jill Biden.

Adjunct/Part Time Representatives

There is an on-going adjunct survey, which was one of the responsibilities of the MTA summer organizers. As of today, about 500 people have taken the survey, which is a 10% response rate. This survey focused on DCE and DCGA faculty at community colleges and state universities; it did not include PT under the Day contract. The survey is still open, and Paul Johansen has shared the link (www.surveymonkey.com/r/T68NSS8). The next phase: take the results of the survey and turn it into an Adjunct Bill of Rights. The language of any bill of rights must be inclusive. "Adjunct" only applies to DCE faculty. Paul is seeking volunteers to help figure out the process. This effort will involve SAC participation.

Announcements

Workers at two Starbucks (Boston, Watertown) are currently on strike. The workers need support to keep up the 24-hour picket line. The Teamsters will not deliver to the stores as long as there is an active picket line. As a solidarity action, MCCC members should consider showing their support for the Starbucks employees.

Motion to move into Executive Session at 3:40pm (Linde/Boudreau). Passed.
Moved back into Regular Session by consent at 4:18pm.
Motion to adjourn at 4:18pm (Boudreau/Tynan). Passed.

Respectfully submitted, Colleen Avedikian MCCC Secretary