

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 Draft Minutes of the Special Board Meeting MCCC Board of Directors Executive Session Electronic Meeting via Zoom Friday, January 6, 2023

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), Mike Geary (BrCC), Joanna DelMonaco (MiCC), Ben Anilus (RCC), Jalal Ghaemaghami (RCC), Janel D'Agata-Lynch (NECC), Claire Lobdell (GCC), Tom Smith (STCC).

Guests: Ellen Pratt (MWCC), Lisa Coole (MaCC), Brett Seferian (MTA FRO), Colleen Fitzpatrick (MTA FRO), Dennis Fitzgerald (Day Grievance Coordinator), Don Williams (Communications Coordinator), Hariklia Delta (BHCC), Jaime Mahoney (BHCC), Laura Schlegel (HCC), Lisa Connelly Cook (QCC), Tyler Rocco-Chaffee (MTA FRO).

Absent: Margaret Crowe (MBCC)

Meeting convened 2:01pm

Only Directors can speak and vote on motions during this meeting.

Introduction of Day Bargaining Team:

Lisa Coole (chair), Candace Shivers (vice chair), Joanna DelMonaco and Ellen Pratt (co-secretaries), Claudine Barnes and Joe Nardoni (ex-officio), Colleen Fitzpatrick and Tyler Rocco, MTA FRO.

Review of the Tentative Agreement

President Barnes reviewed the draft of the Tentative Agreement. [Summary of Agreement 1-4-23 CB \(1\).docx](#) She noted that there is still work to be done on finalizing language, but that it should be completed soon. The team is working on FAQs and salary calculator for members.

The following questions were posed by Directors to the Day Bargaining Team. Their responses in parentheses:

What is required for office hours for offsite/clinical site? (the site is the classroom)

Can unit member refuse to give cell phone number to college? (yes)

Must the syllabi be posted in course management system? (yes)

Why does TA say "at least 4 office hours?" (Management did not want to limit office hours to faculty. But faculty should request credit on workload computation for additional office hours beyond contractually required)

What are the definitions for modality? (Asynchronous online, Hybrid Asynchronous, Hybrid Synchronous, Hy Flex (Face to Face and on-line synchronous) and Face to Face).

Does college have right to determine the number of F2F meetings in a hybrid course? (that is faculty purview)

Could another category for hybrid modality that includes both Face to Face classes and online synchronous? (yes).

Will the reason for sick leave be tracked by management? (the Team will follow up with management and discuss as part of implementation details).

Can we have a larger conversation about outside work and the ethics committee? (Outside employment is for faculty only. Faculty have a waiver or “teacher escape.”)

If there is an agreement on modalities, yet here is no change to the Distance Education agreement, is it possible that colleges could use different modalities for Day and DCE courses? (yes, it is possible).

Financials

President Barnes gave an overview of the grid structure. Note: The PowerPoint of this presentation will be made available on the MCCC website. The grid system replaced the old point system. The grids have nothing to do with seniority or years at the college. This new system revolutionized how people are paid, as it is not reliant on a Governor’s parameters. The increases are built in. In this TA, there is additional money for our members. Other Higher Education units received a 4% raise. Some of our unit members are going to get as high as 13%.

There is momentum building for more equity for in pay, compared to other Higher Education units. The MCCC is working with the MTA and Higher Ed for All campaign. The MTA Higher Education units want to put pressure on the Executive Branch to either increase the parameters or do away with the parameters. There is a lot of work for all of us to do on this issue.

The following questions were posed by Directors to the Day Bargaining Team. Their responses in parentheses:

What would account for a 13% raise? (there are several criteria that would have to be met. This will be addressed in the FAQs. There will be examples of how raise will be calculated in the FAQs).

What about equity for members who fall in the middle of the grid? (There has been inequity in the previous point system. Many members who will receive higher percentages were While members in the middle of the grid may not receive as high a bump in this contract, there will still be raises. We will be bargaining a new contract later this year and can address that).

The BHCC chapter passed a motion at their December meeting to express their dissatisfaction with the TA. Director Putnam clarified that the criticism is against the BHE and management and not the MCCC bargaining team.

MOTION: That the BOD recommends the ratification of the TA to MCCC Members. Shivers/Nardoni. (Passed unanimously).

President Barnes outlined the next steps: 1. Finish the TA with updated language. 2. Get signatures on TA. 3. Post TA on the MCCC website. 4. Send out ratification notification to members. 5. Mailing to members will include information about the process, a TA summary, a ballot, and return envelope. There will also be a link to an online calculator and FAQs in the materials. The timeline will depend on how quickly the TA is completed and the printers can put together the materials to be mailed out. The notification must be at least 5 days before members get their materials. There will likely be time for non-members to join the union in order to vote on the TA.

MOTION: Only dues paying MCCC Day unit members will be eligible to vote on Day Contract ratification. DelMonaco/Nardoni. (Passed unanimously)

Distance Education Agreement Discussion

Management wants to open the Distance Education Agreement again and complete it by December 2023. There will need to be representatives for both Day and DCE contracts. There was a six-member team for the original MOA. There was a discussion about the possible composition of the team, including Bargaining chairs, MTA representatives.

MOTION: Move to postpone this discussion until the next BOD meeting and this topic will be put on the agenda (Boudreau/Tynan). Passed.

Motion to adjourn at 5:44pm (Boudreau/Nardoni). Passed.

Respectfully submitted by Colleen Avedikian, MCCC Secretary