

# BrCCC Chapter Meeting Agenda

26 April 2021

1. MCCC Delegate Assembly

**Special Meeting in May: Announcement Forthcoming**

2. Grievance Update

3. Impact Bargaining Update

4. Professional Staff Update (See addendum below)

5. Pace Survey Results

6. Day/DCE Bargaining Update

7. Reminders:

- Blackboard shutdown
- Final Grades due
- Required HR Trainings.

8. Union Wins

9. What do Members want to see in a union?

10. Member Questions

## Addendum

### Draft Professional Staff Needs, Issues, and Concerns

On behalf of the Professional Staff Representatives Committee, we'd like to present a list of our priorities for the upcoming negotiations. Since the last contract, we have compiled a list of concerns and issues that have come to our attention regarding the current contract. Over the past semester, we have also solicited direct feedback from our colleagues for their input regarding the contract. We have divided up the following concerns into these categories:

Part-Time Issues, Contracts Language in Need of Updates, New Issues for the Contract

If you have any questions or need clarification, please do not hesitate to contact us.

### Part Time Professional Staff Issues

- Pro-rated vacation and personal leave time for part-timers. A set number of personal hours 18.5 hours should be given out on Day 1 of employment. Vacation Day accrual should be earned at the same rate and manner of full time employees. The current APPL is insufficient. If a person is hired July 5, they will not accrual ANY hours until July 1.
- Paid Holidays. If a part-timer is scheduled to work on a holiday, they should be paid for that date.
- Make standard across all 15 community colleges- part time staff can work over 18.5 hours a week during busy times but not exceed 952 hours a year.
- Part-time Employee Tuition Reimbursement
- Part time salary grid (timeline for completion)
- Hiring preference points for part-time employees who are candidates for full-time work.

### Current Contract Language in Need of Updates

- Vacation time cap set back to 65 days instead of 50 days. We understand that this is Baker's goal to limit vacation time accrual; however in light of the health issues and travel restrictions that may be with us for some time, a more flexible stance in this new contract would be welcome.
- Personal Days for new hires. In the current contract, if you are hired January 1- March 31-- you only get 22.5 hours, April 1- June 30--- 15 hours and after July 1 ---7.5 hours. Give everyone regardless of start date the 5 days. Worst case they get hired December 22 and take the Christmas week off.
- Changing current yearly tenure to two tenure dates or rolling tenure. The current tenure calendar is designed for faculty who are mostly early September hires. A professional staff who is hired on September 25th (for example) must wait an additional year for tenure and pay increase. This should be rolling or at a minimum have 2 tenure conferral dates so staff do not have to wait a full calendar year.
- Allowing some credit for non-tenured state positions for tenure track positions years of service.

## New Topics for Contract

- Professional Staff should receive stipends for projects/work outside of their regular workload similar to faculty related stipends.
- Full-Time Professional Staff should be able to adjunct teach during the workday if they are able to adjust their schedule to cover the missing hours.
- Professional Staff should be given specific professional development training /practicums to advance their career opportunities-
- If you are hired for a particular position, it's very difficult to advance to a different position
- Along these lines, an option for a summer sabbatical. For some positions, taking a semester off during the academic year may not be tenable for department management; however a May-August sabbatical could make this more feasible for staff.
- Stronger health & safety protocols
  - Clear standards about opening and closing for every campus
  - What conditions would make the college open/close?
  - Safety protocols for evacuation, active shooter, bomb threat .
- Policy for working a hybrid schedule or telework for professional staff. Faculty are given this option increasingly and given the rise of online courses for this current contract cycle, getting contractual language around this topic should be a priority.
  - -info from state regarding current telework for the Executive Branch  
<https://www.mass.gov/service-details/telework-fast-facts-for-commonwealth-employees>
- Health Insurance: add an additional option of employee +1 instead of only spouse.
- Advising Cap- Advisors are experiencing an increasing workload, especially Program Coordinators who run other initiatives.
- There is language in the contract for faculty related coordinators and their workload, but not for professional staff.
- Grant Funded Position Issues- Programs like TRIO have been with the college for decades; yet their long-term employees, just as integral and long serving as anyone else on campus are denied a host of benefits- Tenure, Professional Development Stipends etc. There should be allowance for this in the new contract