

**BrCCC Meeting  
27 September 2021**

77 members attending  
Notes: Robyn Worthington

1. Welcome
  - Union Teams: We need you!
    - Please consider helping on a team
  - Think about running for chapter leadership positions starting in 2022 (summer)
  
2. Professional staff survey regarding telework
  - Susan Mort: minutes from last statewide rep meeting; want to send out a survey to all about remote work; interested in doing survey at Bristol; please let Susan and Amy Marsden know if you would like to help put together the survey; lack of redress if denied request for telework, want to figure out way to redress
    - Amy Marsden: meeting from her department; college has not discussed telework policy; said will look at in January, but prof staff returning Jan 25<sup>th</sup>; telework will help when children are sick or covid testing, short staffed as it is--compounded if prof staff takes sick time
  
- Vaccine Mandate - Questions and Concerns
  - All Mass CCs agreed
    - Questions/concerns
    - Already had covid, but also have reasons for not getting the vaccine; young female students will not get vaccinated; what about exemptions for medical reasons
      - No exemptions if in clinical program
    - Considering some exemptions; must go through Gia; medical reasons only; education needed; young females responding to Facebook misinformation; college needs to be sure we are supporting our students
    - Will I be fired if I can't get the vaccine?
      - If there is not an acceptable reason, will allow faculty/staff to take personal time; but eventually yes
    - Other colleges have required the vaccine; perhaps a two pronged approach: vaccine or testing and masks?
    - Can faculty and staff have telework policy they can remain at home if they don't want to vaccinate
    - A lot of people come on campus that we don't know their vaccination status?

- Grievance Report
  - Autumn Alden: None open, but lots of complaints; let union know if you are micromanaged; also let us know if you think your workload computation is incorrect
- Professional staff: notify union if supervisors asking for proof of work at home
- MACER update
  - 72 hour policy: Kate O'Hara asked if she could speak with registrar to see if there are any issues/problems with classes/cancelled or not
- Chapter Director Report
  - Lots going on at the state level: Shelly and Catherine attending meetings; MTA board meeting—imposing language that MTA cannot go to College admins without MCCC consultation
  - Prof staff was not able to bring surveys to Board of Directors; meeting will be called to discuss these issues
- 2019 Vote of No Confidence Status Discussion (10 minutes)
  - [Votes of no confidence proliferate but their impact seems minimal](#)  
[Surviving a vote of no confidence – Community College Daily](#)
  - Status: what do you think? College and Board of Trustees have not responded to our concerns—disregarded; some info the VONC are not as powerful as they used to be; ex board agrees that we should not have another vote; not useful
  - Comments/concerns
    - Biggest issue was the people lost in the past three of four years because of Administration; mediation of workforce development; admin still “playing games”
    - Executive board working closely with admin; things have gotten better; previously, ignoring the union and acted that they did not care; now, much more responsive; sometimes play “fast and loose” with contract, but agree to impact bargaining; not perfect, but not as bad as 2019
    - There is a risk that new VONC will harm the relationship between union and Admin; will unite the Board and the President against the union; is this the best way to address problems?
    - Recent hires are not familiar with the contract and so are not responsive; courses put on schedule for winter session without discussing
    - Many have been waiting for dynamic form for programs; is this being micromanaged by Suzanne? Two years since anyone has been able to submit program changes
      - Form is coming; revised is based on new course form to see if it worked; only have a small handful of

people that can create the form; held up now because of gen eds; lots of unanswered questions

- Can we use what we have now instead of waiting for new form
  - Discussion ended: not union related
- Moral is low; still fear of retaliation; people will not bring up topics because they are afraid of being targeted for asking the wrong questions (example: remote work)
- Even if we disagree if things are better or not, we tried the VONC and “we lost”; is there something else we can do?
- Dismayed and outraged with board of trustees; SMU strikes because BOT and admin were not listening to faculty and students; president and BOT have relationship with president; where do we go next? Should we give up? May be more battles coming up; big problem: getting rid of long-term staff/faculty and institutional memory
- Emily: will reach out to some members to think about how to move ahead, even though the VONC did not do any good
- When we were ignored by VONC, we did address many issues with the president; ex board has worked hard around the big issues that undergirded VONC; still trying to get back to list of grievances; maybe create a new list of things to discuss; also new communication plan; impacting how we are doing their job; something other than VONC
- Watchdog group being formed to keep an eye on policies and other ways contracts may be violated; start with training; four people already, but could use more; people keeping eyes and ears open; especially concerned about loss of academic freedom

9. For Next Time: Charter Schools and BrCCC discussion

<https://www.southcoasttoday.com/story/news/education/2021/09/17/new-innovators-charter-school-proposed-new-bedford-fall-river-early-college-credit-stem/8361031002/>

10. Member comments/questions