BrCCC Chapter Meeting Minutes

9/6/2023

1. Chapter Director (Tom)
   1. Funding of the contract: Tom Grady and Colleen Avedikian
      1. Colleen: contractual funding
         1. Mass state law-contract funding
            1. Legislature to pass budget and then to be signed by governor

Raises were not included in budget or supplemental budget

There are legislators advocating for us, but still not going through

Has less to do with paying us, but with dysfunction in legislature

Hope is that now that legislature is in session, it will be approved

Should be just a few more weeks

* + - * 1. All community college prof staff and faculty should receive paperwork so everyone can check on their pay schedule and rate
        2. Bigger fight is the 8% raise in the next contract
      1. The MA governor sets the parameters for
         1. Governor Baker set raises at 2%
         2. Governor Healey set at 8%
      2. Other unions did receive first 4%
         1. Only one of 4 unions paid 2% while others getting 8%
         2. Waiting on a legal opinion
      3. After meeting, Mike will send info on the cherish act and Google document for quick strategic action alerts for quick response
         1. Cherish Act: fiscal year 2024 free community college for all; increase for student support services; health benefits for part time staff and faculty
      4. Join in a bus to statehouse or send letters of support
      5. MTA providing zoom meeting tips on how to write a letter in support of legislation

* + 1. Tom
       1. Legal opinion on cameras
          1. Unit attorneys say that it is within your rights to insist students have cameras on except for those with accommodations
          2. If ordered to allow cameras off by supervisor, do so and contact executive committee

2. Cape Cod Community College president advanced faculty their raises out of the college’s budget

* + - * 1. Other presidents have declined to do so
        2. Mike: Emmanuel said all they are waiting for is the check in the mail, and will disburse raises; have postponed raise for NUPs until we get ours

1. Grievance Report (Anthony)
   1. Introduce team
      1. Kelly Fastbender
      2. Kelli Hiller
      3. Sean Latimer
      4. Amy Marden
      5. Alyssa Frezza
   2. Staffing issues
   3. Other grievance issues
   4. Distance education, paperwork being filed; payment for different modalities—one campus had arbitration go in their favor
   5. Potential grievances
      1. Not ready to file, but close on some
      2. Lot of concerns about areas that are badly understaffed, especially areas affected by Mass Reconnect
         1. Admin is asking others to pick up that work
         2. If you are being forced to do work not in your job description, document it and let the grievance team know
         3. Remember the short staff is not our problem but problem of administration
      3. People working on an hourly basis (DCE) have not received raises in two years, despite contractual agreements to increase
      4. Assigning courses: if you are not getting assigned a course and others lower on the seniority list are, that could be grievable
         1. There will be an MTA training on seniority in two weeks 9/18
2. MACER Report (Tom)
   1. MACER retreat: Laura Douglas’ comments about union meetings
      1. President proposed idea of publishing “wins” from MACER (agreements) in Bristol Weekly to show that MACER is successful; she seemed to believed that MACER was not discussed in union meetings; question of someone leaking information about what happens at our meetings
         1. Our chapter meetings are confidential—speaking to admin about what happens at our meetings should not happen; for fellow members sake, do not share with admin
3. President’s Report (Mike)
   1. New membership coordinator is needed
      1. Please email Mike if you would like more information or to volunteer for this important role
         1. Responsibilities: to reach out to and meet with new members
         2. Mike is doing it right now, but needs someone who can do it as a job not just one of many jobs (1-2 hours per week or less)
         3. Colleen: freedom to join act: state law w/I 10 days of hiring, HR must inform the chapter of new MCCC-eligible hires; also should include people in or out of the bargaining unit
   2. Election year
      1. Please consider running for Exec Comm positions; elections will be held in April
      2. Will need volunteers for the Election Committee, too
   3. Email about MTA trainings
      1. An email from Mike dated 8/23 lists the various MTA activities and seminars available
   4. HR trainings
      1. Trainings (7) **must be completed** by Friday, October 20
      2. How to access trainings: sent by HR in an email dated 8/23
   5. Adjunct availability forms
      1. When you submit your availability forms, be sure that you receive an email response that your form has been received
      2. Last resort: check with admin in your area
      3. Spring/Summer 2024 availability due by 9/30

6. Participation during meetings

1. Please be ready to vote on any motions that are made

1. Member questions
   1. How many colleges have gone to WTR over contract
      1. Colleen: a number of colleges already on WTR—maybe three but will confirm
   2. Will legislators be getting together this month?
      1. Colleen: not sure; are in session right now
      2. Chair of Ways and Means: Rodrigues of Westport; people in Westport should reach out to him
      3. Both sides agree we should get our wages; caught in a battle over dispute not of our making
   3. If there are less people doing what is on our E7, what to do? Doing the work of many more people.
      1. Anthony: this is bad management and unreasonable; can grieve violations of E7 easily with contract language, but this is a different problem; grievance might not be the way to go—takes long time to get through; ex com should discuss and come up with a plan
   4. Are there any strategies to remind adjuncts of HR training?
      1. Mike: deans will be involved with the process of informing adjuncts
   5. Member comment: President walked into class yesterday unannounced
      1. Mike: will check contract for language to see if that is a violation
   6. Need a faculty member on distance learning committee especially with new LMS platform coming