BrCCC Meeting Notes

10/4/2023

83 members in attendance

1. President’s Report (Mike Geary)
   1. HR training closes 10/20
      1. Reminder sent yesterday and today
   2. New Online Learning Platform summer 2024
      1. Videos of sessions on the Online Learning System Homepage, link in Bristol Online Homepage
      2. Decision soon—maybe next week?
   3. Keep aware of who is being hired—NUPs vs. unit members
      1. Want to make sure NUP hires are not outpacing member hires
      2. Example: VP Fisher mentioned hiring a NUP for CPL
         1. Faculty fellow could be paid when off contract or professional staff member could be
      3. Other colleges have used a freedom of information request information on hires
      4. NUPs should be hired for supervisory work only
      5. There has been very little transparency about hiring in recently
   4. Day MACER membership inconsistent with Day Contract
      1. Management questioned why so many people in the room at our last MACER meeting; contract specifies three day members and three DCE members; our bylaws are inconsistent with contract language
      2. Bylaws and Rules Committee needs to be convened
         1. Need to revise section on MACER to meet contract language
         2. Let Mike know if you are willing to serve
   5. Election year and Nominations and Elections Committee
      1. Be thinking about if you would be willing to run for an office
      2. Let Mike know (via email) if you are willing to serve on Nominations and Elections Committee
2. MACER Report (JP Nadeau)
   1. HR reports it is working with Deans to consistently align duties and expectations for faculty positions that serve as chairs and coordinators
      1. BrCCC response: Not all chairs and coordinators have the same duties, so how to make consistent?
   2. Dual Enrollment course caps
      1. Bristol raised cap (from 22-25) for writing courses taught at Durfee and early college courses in general; does not align with MCCC Day or DCE contract
      2. Also BrCCC president has not been receiving list of contract courses and who is teaching courses and what the faculty is paid by the end of the semester as required
   3. Dual Enrollment students
      1. Students enrolled in dual enrollment only need a 2.0 GPA to attend Bristol courses. Change from previous years?
      2. FERPA: can parents demand to speak with faculty? Management will get clarification; for the moment follow FERPA rules as you would with any other college student
         1. Policy: underage students can waive their FERPA rights for parents to see grades but does not extend to parent calls or office visits
      3. Faculty are no longer being notified about underage students in their classes
3. Chapter Director (Tom Grady)
   1. VP Nardoni asking for stories from members
      1. Narratives from front line members about how our low salaries are impacting students
         1. For example, students may be frustrated by not having access to staff for help
   2. Campus representative for Day Contract negotiations
   3. Not able to attend next BOD meeting 10/20; if anyone would like to go, please let Tom know via email
4. SAC Report (Colleen Avedikian)
   1. Everyone should have received worksheet for salary
      1. Bristol is the last to receive
      2. Please check for errors; notify Pam Legg ASAP
   2. Funding for contract
      1. Process: governor sends budget-to house then it goes to senate then back to governor for her signature
      2. Has not been moved forward yet
      3. Presidents of colleges have been advocating to have moved
   3. 8% issue—governor has the right to set parameters of increase; it was set at 2% under Baker administration; 8% under new governor; all have received 8% except MCCC
      1. Dispute: day contract has to follow 2% set by former governor—pressuring governor to overrule
   4. Starting petition drive “Cherish our Community Colleges”; asking NUPs and presidents to sign on
      1. Maybe tabling on campuses
      2. Invited governor to next BOD meeting on 10/20, has not confirmed yet; Chair of Board of higher education will be there
      3. Asked CC presidents to assist in the effort, too
   5. Please send union a personal email address in need of quick action
5. Grievance Report (Anthony Ucci)
   1. More information next time on some grievances in process
   2. Please respond quickly if Anthony reaches out about an issue
6. DCE (Paulette Howarth)
   1. DCE Bargaining Team announced
   2. Survey coming out to DCE members: what are the most important things you’d like to see in the new contract
      1. Please ask for 1 for 1 credit for labs; day contract includes, but DCE gets less
7. Other issues (Anthony Ucci)
   1. Enrollment verification process
      1. Different this semester; usually a 2-week window, this time 3 days; some faculty did not receive in time
      2. If you get letter about non-compliance, best to grieve
   2. New student grievance process
      1. Previously through Academic Affairs
         1. Now through Joe DiMaria
         2. He will be processing, and then sending to dean and copy to faculty
8. Member questions