11/06/23- Notes for Chapter Union Meeting (101 attendees)

Recap of townhall meeting:

-**Strategic hiring plan**- issues include: ODS name change, affinity centers, admissions office director departing, wrap around services director. No timeline for implementation. AFMSE and MCCC will be impact bargained – what will need to be impact bargained with the state? Mike meeting with Kate regarding hiring plan. Mike also brought up to Emmanuel. We know what the issues are and will work on it in a timely manner. No questions brought up by chapter members. Questions should be put in chat/emailed to Mike.

-**Hiring practices with NUPS-** Issue will be brought up at Macer regarding previous NUP hiring practices. Is there a written MOA regarding past practices, past grievance filed. Mike explained the reasoning behind NUPS getting appointed that Emmanuel suggested -less searches. Emmanuel would like to promote an interim to permanent role. Dennis Fitzgerald confirmed that there is nothing in day contract regarding NUPS being appointment , however this is Bristol’s past practice. Executive committee will find out more details before Macer meets again.

-**Recap of arbitration distance education/DCE** – optimistic for most part (Autumn). Waiting on decision for day case which has been ruled in favor , news to follow.

-**Negotiation of day contract** -Met on Oct 30th. Mike will update when he receives any communication.

-**HR Training-** Mike received a confusing email about who did not complete trainings. Emmanuel mentioned that training is problematic/how to keep track. HR swamped with communication and confusion from members. HR will look into practices.

-**Volunteer for nominations committee**- Need more people to volunteer! Required election this year.

**MACER Report**- JP

-SSEM reorganization proposal. Navigator positions- AFSME folks concerned that there would be overlapping of MCCC duties/AFSME.

-2% raises were not given to certain employees (Nursing staff), reduction of pay (Anthony leading charge). A lot of data given but pulling information tough.

-Clarification about FERPA policy. Can faculty speak with parents (especially in dual enrollment courses).

**SAC report**-Colleen A

-Deadline for action on contracts is 11/15, Senate goes on break. We as a union have tried different strategies. Stuck in waiting period, keep checking emails regarding updates. 8% raise petition delivered by VP Joe Nardoni to governor’s office. 11/17 is deadline- Will governor Healey give us the 8% like other union members in state of MA. Temp survey will go to members -What are we willing to do?

**Grievance report**-Anthony

-If you were ever overpaid by college, money should never be taken in one lump sum, they need to arrange with employee payment methods. In touch with statewide legal.

-Salary grid changes went out. If you have any issues with grid please make sure to reach out to HR (only have 60 days to dispute). Clock is ticking if any grievances need to be filed. Make sure you advocate for yourself.

-Retirement- make an appointment with board, member expressed frustration.

**LMS transition and training**- Will

-Summer 2024 roll out , what will new requirements be for staff and faculty?

-What will training look like? Will there be funding for training? Please email concerns to Will

-Member spoke up saying there is no signed contract. IT hasn’t been able to get into it yet to build. Hoping within next few weeks contracts will be signed. Trainings will be announced after IT has chance to look at.

-No training can be required by administration, trainings should be paid by college.

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