BrCCC Meeting Notes

12/6/2023

Members in attendance: 82

State bargaining reps: Joanna DelMonaco, Lisa Coole, Colleen Fitzpatrick

1. Chapter Director (Tom Grady)
   1. New contract news
      1. Offer for two year contract (day contract)
         1. 2% July 1, 2023
         2. 4% July 2024
         3. 4% January 2025
         4. $500 for equity
      2. Freeze on anything that would change the existing contract (policies and procedures)
      3. Pros and Cons:
      4. Filing an unfair labor practice about the two year contract to get on schedule with other unions and get 8%; deal was pulled unfairly
      5. Joanna DelMonaco:
         1. RE: two year contract to get on schedule with other unions; argument from management: MCCC must stay under Baker’s parameters; MCCC not legal
         2. Need a 30% increase
         3. Solicit legislature
         4. One time equity bump to put MCCC on same level as other institutions of higher education
         5. Before signing, must agree on start date for new bargaining

* 1. Straw poll: Does BrCCC support moving the offer from management to a statewide ratification vote?
     1. Yes: 70%
     2. No: 4%
     3. Not sure: 25%

1. SAC report (Colleen Avedikian)
   1. Campaign to encourage the governor to consider higher parameters; send holiday post card to the governor; ask Colleen for preprinted copies

1. President’s Report (Mike Geary)
   1. Update on retroactive pay
      1. In next paycheck
   2. Nominations and election committee
      1. Will Duffy
      2. Greg Sethares
      3. Amanda Beaulieu-Smith
   3. Election year!
      1. Chapter and statewide
         1. Think about running for an office and take on a leadership role
2. MACER Report (Anthony Ucci)
   1. Full time/part time positions
      1. Interpretation by administration that full time staff could not take on part time work; we are told now that is incorrect and opportunity should be available for FT staff to also work PT
   2. Appointments of NUPs without a search
      1. Administration stance: it is their managerial right
      2. Many positions still open and want to give people at Bristol a chance to move up
      3. MACER team will continue to ask administration to reconsider this policy
   3. Promises of people in interim positions
      1. When interims are not at the college anymore, the admin does not feel they should follow through with their recommendations/suggestions; members should use caution when working with interims
3. Grievance Report (Anthony Ucci)
   1. Grievance: successful resolution
      1. One member paid for position without grievance meetings
   2. Updates on ongoing grievances
      1. HR is stalling on a number of issues
         1. People receiving incorrect/erroneous contracts
         2. Compensation for clinical staff
         3. Some members were overpaid and college took $ back out of paychecks; illegal and college has agreed to return the $ and negotiate a repayment plan

Additional items:

* VP Fisher’s email to faculty encouraged final grades be submitted by the 12/18; important dates calendar lists 12/20; Fisher agreed that 20th okay, but make an effort to get grades in by then or there may be consequences