BrCCC Announcement archives

**W 27 December 2022 at 8:00 AM**

Dear Colleagues,

As you may know, many of Bristol’s web services are shut down, including AccessBCC and the tool we use to access the internet on campus. You can see more on [this announcement](https://www.bristolcc.edu/employees.html). That announcement contains information about what to do if you have a Wintercession class, and your deans should be reaching out to you soon. The union is actively monitoring the situation, and will get you any more information we have as we receive it. Please help out any constituents who reach out for help, and email us through GMail if you have any questions (you may also be able to access email via outlook)

**W 21 DEC- End of year materials**

Please find attached the Bristol Climate Survey Results and the final MCCC newsletter of 2022

[December 2022 MCCC Newsletter](https://bristolcommunitycollege.massteacher.org/wp-content/uploads/sites/68/2022/12/MCCC_News_Dec2022.pdf)

[Bristol MCCC Fall 2022 Climate Survey](https://bristolcommunitycollege.massteacher.org/wp-content/uploads/sites/68/2022/12/2022ClimateSurveyResults.pdf)

**Th 8 Dec- Work to role update**

Hi everyone,

I have received several emails asking if we are still on Work To Rule. The answer is **yes and until further notice.**

Here is the motion that was passed:

*MCCC faculty and professional staff go on Work To Rule effective immediately for reasons including, but not limited to, support of our colleagues in the Library Learning Commons, in support of our colleagues in Advising and other SSEM offices, in question of Suzanne Buglione's continued work for Bristol, in protest of all the vacancies at the college, and to help apply pressure to resolve the Day contract quickly.*

Because our motion contains reasons besides the contract for why we went on Work To Rule, we will need to make a motion to end Work To Rule and vote on said motion at a future Chapter meeting.

At this stage, it seems unwise to come off of Work To Rule. The contract still hasn't been ratified (voted on by membership), and the high level of vacancies have not been addressed. We don't meet again until January, so that means that we will be on Work To Rule through the Wintersession and into Spring semester.

The tentative agreement is a good start, but there is work ahead to make the contract a reality. Let's celebrate the fact that this long overdue baby step has been taken, but we can't let down our guard.

Please let me know if you have any questions.

Michael Geary, BrCCC President

**W 16 Nov- Work to Rule Announcement**

At the BrCCC Chapter Meeting on Monday November 14, 2022, the following motion was approved by 93% of members in attendance:

*MCCC faculty and professional staff go on Work To Rule effective immediately for reasons including, but not limited to, support of our colleagues in the Library Learning Commons, in support of our colleagues in Advising and other SSEM offices, in question of Suzanne Buglione's continued work for Bristol, in protest of all the vacancies at the college, and to help apply pressure to resolve the Day contract quickly.*

For context, the following conditions contributed to the vote:

1. 7 vacancies within the Library Learning Commons that have depleted and overextended existing staff members.

2. Unfilled vacancies in Advising and other SSEM areas that have likewise resulted in overextending existing staff members.

3. Lack of clarity about Suzanne Buglione’s current role with the college and administration’s unwillingness to disclose her role.

4. Excessive vacancies within middle management across the college as well as unfilled faculty and professional staff lines.

5. Inability of Management’s Bargaining Team to produce a sensible offer and negotiate a tentative agreement with MCCC’s Bargaining Team.

The Work To Rule action will remain in place indefinitely. To establish specific guidelines for when this action will cease, the Chapter will have **an emergency meeting on Wednesday 11/23 @ 2:00 PM on Zoom.**

Please find information about Work to Rule in the provided PDF[pdf-embedder url="https://bristolcommunitycollege.massteacher.org/wp-content/uploads/sites/68/2022/11/Work-to-Rule-MCCC-Day-2019.pdf" title="Work to Rule MCCC Day 2019"]

**W 29 SEP- Call for Action (New Bedford)**

Please read the message below from Tim Warren, MTA Campaign Strategist

Hello Bristol Community College Faculty and Professional Staff,

As we enter the final month for the Fair Share Amendment campaign, the MTA is looking for volunteers to canvas in New Bedford. Fair Share will be Question 1 on the ballot in this November's state election. Question 1 places a 4 cent on the dollar tax on any income over the $1,000,000 mark. Income under $1,000,000 isn't impacted. This money will be constitutionally mandated to be spent on **transportation** and **education.**

We can make a big difference in our funding for education and our transportation infrastructure. But to do this, we need your help. Please consider signing up for a canvas. Any time you can give to get the word out to New Bedford voters is valuable.

Registration Link - [https://www.mobilize.us/fairshareamendment2022/event/518523/](https://nam10.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.mobilize.us%2Ffairshareamendment2022%2Fevent%2F518523%2F&data=05%7C01%7CWilliam.Duffy%40bristolcc.edu%7Ca06346d5394d4719ae8b08daa2224c4c%7C8821966d90d8479e97ca2787f699c8be%7C0%7C0%7C638000565961367633%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=7gTW6CvMjF1Zi3KaLQ%2F%2F8ixVPindL1MmTEfHIFmCkxQ%3D&reserved=0)

Phone banking opportunities are also available M- Th from 5 - 8 pm

[https://www.mobilize.us/fairshareamendment2022/event/476323/](https://nam10.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.mobilize.us%2Ffairshareamendment2022%2Fevent%2F476323%2F&data=05%7C01%7CWilliam.Duffy%40bristolcc.edu%7Ca06346d5394d4719ae8b08daa2224c4c%7C8821966d90d8479e97ca2787f699c8be%7C0%7C0%7C638000565961367633%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=H3HAXXna217kcrJdDvY%2FCWil3mtB6dxVtMYuSqviIaw%3D&reserved=0)

**W 14 SEP- Call for Action**

The MCCC has sent out a Call to Action around Amendment 1 in the November election, the Fair Share Amendment. You can find the Call for Action below: [MCCC CALL FOR ACTION](https://bristolcommunitycollege.massteacher.org/wp-content/uploads/sites/68/2022/09/MCCC-CALL-FOR-ACTION.docx)

**Th 3 JAN- Letter to College Presidents Re: COVID**

MCCC President Margaret Wong has written an open letter to Massachusetts Community College Presidents requesting that classes be moved to 100% during the current Omicron wave. The letter can be read here: [Letter to Massachusetts Community College Presidents](https://bristolcommunitycollege.massteacher.org/january-11-2022-letter-to-community-college-presidents/).

**M 3 JAN ~ Unemployment Information**

Your colleague Catherine Adamowicz has found some potentially important unemployment information that may be valuable to our BrCCC adjuncts. The information is available here: [Unemployment Information](https://bristolcommunitycollege.massteacher.org/unemployment-information/)

**T 7 Dec~ Call for Nominations: Director Chapter Position**

The BrCCC is looking for nominations for the vital position of Director Chapter. You can find a description of the position and its responsibilities [here](https://bristolcommunitycollege.massteacher.org/director-chapter-position/). To nominate yourself or a colleague, please email your Chapter President or Vice President

**M 18 Oct ~ Your Union At Work**

**A Message from BrCCC president Emily Brown**

Dear Colleagues,

First, a shout-out and thank you to Amy Marden and Susan Souza-Mort for creating and distributing a survey for our professional staff members. And a big thank you to all of the professional staff members who took the time to fill it out so that your local union leadership had data to bring to management to counter any claims that these complaints are from a few disgruntled employees. We also appreciate the faculty and professional staff who reached out to us sharing their experience and concerns. Solidarity truly matters. Thank you!

And now the big news: Management agreed to delay all Return to On-Campus Work until January 3 when the vaccine mandate takes place.

We wanted to share a bit more of information about the history of this:

We heard your concerns about the October 25 “Return to Work” and a need for a Telework Policy. The language of “return to work” is problematic and insulting as professional staff have been dedicated to the college, working innovatively for the past 20 months. This is a “Return to our Campuses.”

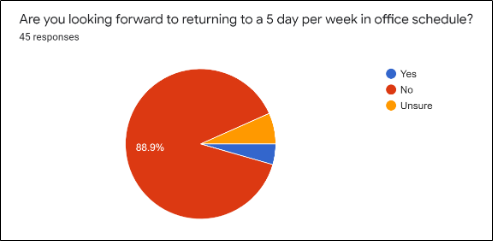
The date of October 25 seemed arbitrary and unreasonably early given that the vaccine mandate takes effect January 3. There’s a divide between professional staff being asked to return to campuses and faculty who are largely working from home until the start of spring semester. It is not equitable to have some of our members given the option of hybrid schedules while others are not.

The campuses are not ready to receive employees. We heard your concerns about safety issues, enforcing mask mandates, eating plans, technology and other infrastructure problems, and more. You brought us concerns about inconsistent supervisors where some people are allowed to work remotely and others face retaliation, retribution, and micromanagement for even asking for flexibility.

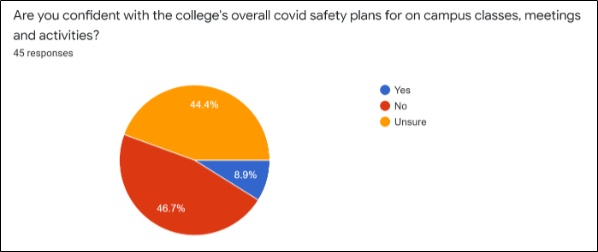
We took your concerns very seriously.

We requested a meeting with management and that was scheduled for this past Tuesday, October 12th. We brought your concerns and the survey results to Kate O’Hara, Gary Convertino, Jack Wilcox, and Suzanne Buglione. Here are a few snippets that we thought were telling.

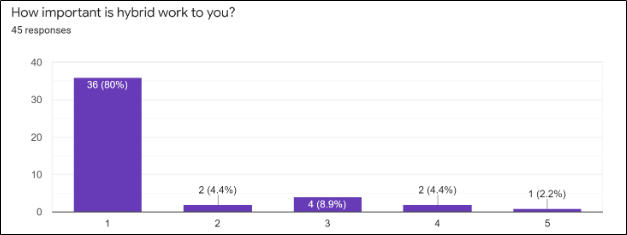
* 88.9% of respondents reported that they are not looking forward to returning to a 5 day/week in-office schedule.



* 91.1% of respondents answered something other than “yes” to “Are you confident with the college’s overall COVID safety plans for on campus classes, meetings, and activities?”



* 84.4% of respondents said that hybrid work is of importance to them, with 80% reporting it’s of great importance. Reasons given included more time to complete tasks, feeling more productive and comfortable at home, flexibility to follow up with students during what would be considered off hours, better work-life balance, improved mental health, feeling more appreciated and trusted, better morale, less distractions and interruptions, commute time can be used more productively, physical health concerns about working out of the home, less risk of exposure, etc.



There was a clear and consistent message via that survey that professional staff are feeling low morale and that the solution is reasonable, flexible working modalities – a telework policy that allows for a hybrid schedule.



The survey included opportunities for open-ended questions. Here is a response that summarizes what many others had reported:

PLEASE PLEASE share with administration that we absolutely want what is best for Bristol and what makes Bristol special are the people, students, staff, faculty and administration. We need to look at morale and the work life balance that we promote for our students. Life has changed since COVID. To ignore that and go back to the way things have always been done is a short sided approach and is going to result with lower morale as time goes by and people leaving who are not able to maintain the work life balance and increased happiness that has been provided as a result of this bad situation. ... We discovered more of what we are able to do in a hybrid environment. Please do not take that way - it will result in us losing people overtime who want that work life balance that is so much a part of the philosophy we promote to our students. Administration - please show you care about your staff as much as you do the students. I want to be a Bristol employee for a long time but the world has changed. Even issues such as child care after school doesn’t exist in the same way it did pre-March 2020. Please take this opportunity to be a part of the long-term solution - demonstrating your commitment to your employees. Please.

The meeting on Tuesday didn’t go well, in our opinion. It was very contentious, tensions were high, management was defensive. We didn’t feel that our concerns had been taken as seriously as we wanted. In response, we called an Emergency Meeting of the BrCCC Chapter for Friday to update you all and decide on next steps and a strategy. Management learned of our meeting and asked us to reconvene again on Thursday, October 14th. We did. Again we voiced the concerns and explained the needs of our professional staff.

Management offered to meet us in the middle. From October 25 to January 3, professional staff would be required to work 3-4 days from the office rather than the 2-4 that’s been the protocol since mid-August. We pushed back and ultimately, we were successful.

We asked that the return date be pushed back to January 3. Management agreed.

We asked that a Telework Policy, in line with the guidelines from MCCC, be developed to be implemented for the January 3 return date. Management agreed. We should see a draft by Thanksgiving so that everyone will have lead time to plan accordingly.

We asked that the November 3 Assessment Day be remote, meaning that professional staff and faculty be able to work from home, not be required to join from their offices. Management agreed.

We asked that a better eating plan be created. Employees can not be expected to eat in their cars throughout the winter. Management agreed. We will work together to have a plan in place before employees return to campuses.

We asked that short-staffing in some departments be addressed. Management agreed. Two additional academic coordinators are being hired.

We asked that infrastructure problems of shared offices be addressed. Management agreed. When possible there will be a work rotation so employees have the space they need. Some of this has been happening, but management agreed that they can do a better job of organizing and communicating the rotated schedules. When it’s not possible to rotate who is using a shared space, management agreed to make classrooms and conference rooms available. Further, headsets are available through IT and more can be ordered if needed.

We asked that safety concerns be addressed. Management agreed. Requests can be put into SchoolDude and management will work with facilities to make sure each area has the safety equipment needed. If issues aren’t resolved, we can follow up with supervisors and, if needed, bring the issues back to Suzanne, Kate, Gary, and Jack.

We asked for technology concerns to be addressed. Management agreed. In return, they ask all employees to come to campus, determine the needs, and put in the request so that technology can be in place for the January return. Requests can be made through SchoolDude and direct supervisors.

We asked for clearer policies and protocols for when someone needs accommodations, particularly when they don’t rise to the level of ADA accommodation. Management agreed. Human Resources will develop a clearer protocol about ADA Accommodation Request and Gary is willing to meet with anyone to determine their needs and put a plan in place. We can attend those meetings with you.

Management further agreed to press pause on evening hours until we can have further discussions about safety concerns and what those evening hours should look like. And HR is going to refocus on the employee assistance program and improve communication to help with the fears associated with returning to campus, and the stress and anxiety that comes with adjusting our lives.

In short, we got everything we asked for, everything you shared about your immediate needs. This is a big win for the union and it wouldn’t have been possible without the collaborative efforts of your local union leadership including professional staff members Emily Brown, Amy Marden, and Susan Souza-Mort.

That being said, we know there are still questions and concerns about the vaccine mandate, accommodations and exemptions, how the vaccination requirement might affect enrollment, how lowered enrollment will affect management decisions about small programs, etc. Statewide impact bargaining on the vaccine mandate is scheduled to begin the week of October 25th. We will update you as the information becomes available.

Please continue to share your concerns and questions with us so that we can continue to work with management to get issues resolved and addressed. The more information we have, the better. If the incident is isolated, we can help you work with your supervisor or higher up the chain of command if needed. When the issues are common and widespread, we can use strength in numbers to get big gains for our members.

Our next chapter meeting is Monday, October 25th at 3pm. Hope to see you there!

**W 6 Oct ~ Emergency MACER Meeting**

**Emily Brown, BrCCC President**

As a follow up to our most recent chapter meeting, **the BrCCC executive committee has set up a meeting** with Suzanne Buglione, Kate O’Hara, Gary Convertino and Jack Wilcox on October 12th **to discuss many crucial pressing issues negatively impacting our members**: the October 25th return to campus deadline, remote work, safety concerns, lack of fairness/equity among different groups of Bristol employees, workload inequities, micromanagement, and declining employee morale. We felt these issues could not wait until our next scheduled MACER meeting on October 20th.

We would like to present an accurate representation of member concerns at the October 12th meeting. We also would like to have a specific set of demands to put on the table. **We need your input.**

Please reach out to one of the chapter leaders with **your comments by Monday, October 11th**.

**Please email from your own personal email account**; do not respond to this email. Please always avoid using your Bristol CC email when you have union concerns. Thank you!

Emily Brown: [3asybee@gmail.com](mailto:3asybee@gmail.com)Colleen Avedikian: [colleenmavedikian@gmail.com](mailto:colleenmavedikian@gmail.com)Shelly Murphy: [shelly.home@cox.net](mailto:shelly.home@cox.net)Autumn Alden: [missalden@gmail.com](mailto:missalden@gmail.com)Susan Mort: [dsmort50@gmail.com](mailto:dsmort50@gmail.com)

**M 4 Oct ~ Executive Committee Meeting**

**Coleen Fitzpatrick, MTA Field Representative**

Hope that your semesters are going smoothly. I am reaching out because MTA has been working with adjunct representatives from MCCC and MSCA to plan for a **Member Briefing on the Adjunct Bill, S1732 “An Act to ensure fair higher education workplaces”** which we have scheduled for Thursday, October 14th at 7:30pm. Additional, shareable details are below.

[Read more.](https://bristolcommunitycollege.massteacher.org/wp-content/uploads/sites/68/2021/10/Email-from-Colleen-F-2021-10-04.pdf)

**Th 30 Sept ~ Executive Committee Meeting**

**Margaret Wong, MCCC President**

The [agenda for tomorrow's MCCC Executive Committee meeting](https://bristolcommunitycollege.massteacher.org/wp-content/uploads/sites/68/2021/09/MCCC-BOD-Mtg-2021-10-01-Agenda.pdf) has been finalized.

**ZOOM MEETING INFORMATION**  
**Topic: Executive Committee Meeting 10-01-21**  
**Time: Oct 1, 2021 10:30 AM**  
**Zoom:** [**https://us02web.zoom.us/j/85956440141**](https://us02web.zoom.us/j/85956440141)**Meeting ID: 859 5644 0141**

**M 27 Sept ~ DCE and Day Bargaining Update**

**Emily Brown, BrCCC President**

Please see the attached [DCE Bargaining Update](https://bristolcommunitycollege.massteacher.org/wp-content/uploads/sites/68/2021/09/Bargaining-Update-DCE-2021-09-16.pdf) and the [Day Bargaining Update](https://bristolcommunitycollege.massteacher.org/wp-content/uploads/sites/68/2021/09/Bargaining-Update-Day-2021-09-21.pdf)

**Sa 25 Sept ~ Chapter Meeting**

**Emily Brown, BrCCC President**

Please join us for the upcoming **chapter meeting on Monday, September 27 at 2:00 - 3:00 pm**.

**ZOOM MEETING INFORMATION**  
**Zoom:** [**https://bristolcc-edu.zoom.us/j/95216102176?pwd=b0Q4Z0tMUytSU2hsUlk1T3RlM1orZz09&from=addon**](https://bristolcc-edu.zoom.us/j/95216102176?pwd=b0Q4Z0tMUytSU2hsUlk1T3RlM1orZz09&from=addon)**Meeting ID: 952 1610 2176**  
**Passcode: 364845**  
**Agenda:** [**https://docs.google.com/document/d/1BVmftcEsc7vOnct7ucIqqxAd50iIfh-cGSBzfuAZejI/edit?usp=sharing**](https://docs.google.com/document/d/1BVmftcEsc7vOnct7ucIqqxAd50iIfh-cGSBzfuAZejI/edit?usp=sharing)

**Sa 25 Sept ~ MTA Higher Ed Newsletter**

**Emily Brown, BrCCC President**

Please see the [Higher Ed Update from the MTA Executive Committee](https://bristolcommunitycollege.massteacher.org/wp-content/uploads/sites/68/2021/09/MTA-Higher-Ed-Update-2021-09-17.pdf). Of special interest to members, information about S.1732/H.2723, An Act to provide fair working conditions for public higher education adjunct faculty.

**Th 16 Sept ~ MCCC Board Meeting Friday (9/17)**

**Emily Brown, BrCCC President**

[Here is the agenda](https://bristolcommunitycollege.massteacher.org/wp-content/uploads/sites/68/2021/09/MCCC-BOD-Agenda-2021-09-07.pdf) for the monthly statewide **MCCC Board of Directors Meeting to be held Friday, Sept 17th beginning at 10:30 am.**

Zoom: <https://us02web.zoom.us/j/83048012955>

We regret the short notice, but this information was only sent out late last evening by President Margaret Wong.

Of special interest is the 11 am presentation of a Safe Return to Campus petition by the chair of the Professional Staff Committee, Genevieve Morse. This petition reflects the safety concerns of many of our professional staff colleagues across the state. The MCCC Board did not take up this petition at the last board meeting.

We believe that it is crucial that our statewide union take a strong position to support the safety of its members. We encourage our chapter members to attend as guests for at least part of the meeting.

**W 15 Sept ~ Get to Know Your Union**

**Tyler Rocco, MTA Field Representative**

You are invited to tonight's info session. It’s open to everyone, but non-members are particularly encouraged to attend.

**NEA/MTA/MCCC Information Session, Wednesday, September 15th from 5:30 pm**: This information session is open to all MCCC members but geared towards new hires, those who have recently joined the union or are considering doing so. MCCC leaders and MTA Field Staff will be present to help explain the structure of NEA/MTA/MCCC and how your joint membership supports collective bargaining and builds educator power. We will be reviewing what rights and benefits are available to union members and where you can find valuable resources and information. There will be opportunities to ask questions throughout.

[Register Here.](https://us02web.zoom.us/webinar/register/WN_3oRiDdHtScCJnC2utaDUfA)

**Th 9 Sept ~ Adjunct Teaching Availability**

**Nicholas O'Brien, Administrative Assistant, Lash Center for Teaching and Learning**

This is a friendly reminder that the **Spring 2022 & Summer 2022 Adjunct Faculty Teaching Availability surveys are LIVE/OPEN**.

**This survey will close on 9/30/21.**

[Click this link](http://www.bristolcc.edu/bristolcommunity/facultystaff/academicresources/lashctl/adjunctfacultyavailabilitysurvey/) to find instruction on how to access the surveys (you should use Mozilla Firefox or Google Chrome when doing this). There is also a link to the surveys under “Faculty Quick Links” on your AccessBCC home page.

If you happen to have technical difficulties or trouble logging in to AccessBCC, please call the Help Desk 774-357-3333. If you need help filling out the survey itself, please contact with your area administrative assistant.

You’ll receive an automatic confirmation email upon successful submission of a survey. Keep that email for future reference! It may take a few moments for the confirmation email to reach your inbox so please be patient. You can make changes to your submissions at any point up until 09/30/2021 when the survey closes.

**Th 26 August ~ Interim Telecommuting Guide**

**Margaret Wong, MCCC President**

Please see the **Telecommuting Guidelines** [here](https://bristolcommunitycollege.massteacher.org/wp-content/uploads/sites/68/2021/09/Interim-Telecommuting-Guidelines.pdf).

The guide is also on the MCCC Website: <https://mccc-union.org/wp-content/uploads/sites/69/2021/08/Covid-19-Interim-Telecommuting-Guidelines3.18.20.pdf>

**W 25 August ~ DCE Seniority Lists**

**Margaret Wong, MCCC President**

DCE Members have **30 days from August 15 to check the DCE seniority list and challenge inaccuracies**. Please advise us of any errors.

Because many DCE faculty did not receive classes for fall 2020 and/or spring 2021, due to low enrollment and COVID-19, some may have been taken off the seniority list. Per the COVID MOAs this should not have happened: [Spring 2021 MOA](https://mccc-union.org/wp-content/uploads/sites/69/2021/01/MOA-Sp-21-MCCC-Covid-19-Pandemic-Response.pdf) and [Summer 2020 MOA](https://mccc-union.org/wp-content/uploads/sites/69/2020/07/SignedMOA-7-23-20.pdf).

Note that if your college’s DCE Seniority list is not on the MCCC website, it may be because your college sent the list to local leadership and neglected to copy the MCCC research coordinator, Hilaire Jean-Gilles. If you received your chapter DCE Seniority list, and it has not been posted to the MCCC Website, please forward a copy to Hilaire at [hjg1999@comcast.net](mailto:hjg1999@comcast.net).

**W 25 August ~ DCE Seniority Lists**

**Margaret Wong, MCCC President**

[This document](https://bristolcommunitycollege.massteacher.org/wp-content/uploads/sites/68/2021/09/Grid-Summary-Highlights-FAQ.pdf) highlights **information about the Salary Grid** for your chapter’s Day Full Time Unit Members. This information is also on the MCCC Website:  
<https://mccc-union.org/wp-content/uploads/sites/69/2017/05/Grid_Summary_FAQ.pdf>

It is important that Full Time Day Unit Members understand how placement and movement on the Salary Grid works. The attached document helps to explain that and more.