BrCCC Meeting Notes

2/21/2024

Members attending: 73

1. President’s Report (Mike Geary)
   1. BrCCC officer’s report on roles
      1. Treasurer: annual report; send checks to ex com
      2. DCE rep: attend MACER and report on DCE contract
      3. Chapter director: meet monthly with executive board and board of directors of union at state level
      4. Secretary: attend all ex com meetings and chapter meetings; take notes and create agendas
      5. VP: fill in where necessary; teamwork is great!
      6. President: get to see the big picture and understand perspectives of management and unit members; requires balance—listen more and talk less
   2. Day contract ratification
      1. Please send ballots back immediately
   3. Supporting AFSCME
      1. New steward has resigned
      2. They are looking for new leadership
      3. They need our support; try to say a kind word to members when you can; show random acts of kindness!
2. Chapter Director Report (Tom Grady)
   1. Budget actions
      1. State level; member ship is down and budget is poor
         1. Suite of offices; two will be sold to help the budget; administration and storage will stay in same place
         2. Will not allow CDs to mature, but close out early
      2. Union is hoping to take advantage of the moment (free CC for all) to demand a one-time salary increase to bring us up to the level of comparable CCs in other states with same cost of living
         1. Members will be called on for action
   2. Bargaining team update: Day contract and DCE
      1. Ratification vote should be over soon; will hear results soon
      2. Go over how your retro pay was metered out; management will give more than 30 days for corrections; call HR if you think they were not calculated correctly
      3. Team is working on questionnaire for next contract; should be sent out soon, too
         1. Bargained for one-year successor agreement; 4% initially and then another 4%; 8% over one year
         2. No bargaining for changes in contract
         3. Questionnaire soon for next 3-year contract
   3. Distance education
      1. Group looking at policy: how distance education training will be paid
3. SAC Report (Mike Geary for Colleen Avedikian)
   1. Actions in support of the Cherish Act.
      1. Seats available for members at the Legislative Breakfast on Saturday March 16th at 8:30am at UMass Dartmouth and
      2. If anyone is interested, please contact Colleen
4. MACER Report (Anthony Ucci)
   1. Multiple issues resolved in unit members’ favor
      1. Long-standing grievance resolved
   2. Missed grade submission deadlines
      1. 72 hour timeline has been past practice
         1. Does not include Saturday and Sunday
      2. Many grades were not submitted on time in fall!
      3. Please be sure to get grades in on time or may see some kind of action by administration
   3. Retro Pay Calculation
      1. What was the basis for calculations
         1. If you have questions about retro pay, reach out to HR
   4. HR Search Process change plans
      1. HR proposed a number of changes in the search process
         1. Majority of changes positive
         2. Two concerns: include hiring manager in interview process and HR rep on every search committee (as voting member)
         3. Agreed to review policy after one year
5. Grievance Report (Anthony Ucci)
   1. Online Course Development Stipends (Day)
      1. Data base of all faculty who developed courses online and hybrid (day sections only)
   2. Online Course Development Stipends Grievance? (DCE)
      1. Let grievance committee know if you think you are someone who should receive a stipend
   3. Staffing Issues
      1. Concern that staffing has not kept up with enrollment
         1. There is a higher volume of work that people are being asked to be done due to less staff
6. DCE Report (Paulette Howarth)
   1. Please fill out survey when it arrives
   2. Very important to fill out the survey when it arrives