

BrCCC Meeting Agenda
(August 29, 2024)

1. President's Report

- Introduction of officers
- Union membership
 - Union membership depends on all of us being members and paying dues. The MCCC is in the red because many members do not participate and pay dues. We encourage you all to join the union/
- Office Hours - using our office A107
 - show of hands was low
 - Mike made everyone aware of A107 and that this semester we will be having the union leadership team available 1x per week.
- Need help with committees
 - Distance Education Committee is looking for help
 - A lot things going on with Canvas, want to make sure we have representation on this committee - Will Duffy has been serving a number of yrs and is stepping off - See Mike after this meeting.
 - This year all of the negotiations for paying for canvas training happened after our last meeting. Will Duffy found out about it August.
 - Will also stood up and said if anyone is interested, the Webmaster role is also available. It is \$200 for the year. See Mike or Will after the meeting - need to get someone into the role in the next week or two
 - Bylaws Committee -
 - We also need this committee to make sure our bylaws represent the contract. Looking at the bylaws and any list and compare to the contract. Please see Mike after the meeting if you are interested. We have to work on this this year - we want to make sure our bylaws represent contract.
- Joining committees at the state level
 - Need for volunteers - see Mike or Colleen Avedikian for serving on committees at the state level
- Compensation issue for Canvas training
 - at the last MACER mtg of the year - Administration stated it would be happy to compensate for up to 9 hrs for canvas training. Then we heard this month and had an email exchange with Andrew Hinote that the 8 trainings had to be in-person between May 20 and today. You can be

compensated. This payment will appear in your first paycheck or Sept 20th.

- If you take the trainings in September, you will not be compensated.
- We are having a conversation with the grievance committee. Hard to argue because it is not mandatory training., It is voluntary. Mike said has not shared all of his feelings about this, doesn't want to show his cards right now. He is working on this.
- Someone stated this is a change in our working conditions and everyone in good faith to get paid. Train faculty and staff and at the very least 9 hours is the minimum of what we have had to do. Please keep us apprised of this process. The argument that anything before the summer is. He said he was getting paid for his DCE role overtime but not this. It was a management policy.
- Mike said he had asked 3 times for management to communicate with compensation info and they did not communicate.
- A union member made a motion that management make their policy clear for canvas training. And motion made - Discussion - Anthony U - discussed at Macer all summer and pushed, down to the wire and finally at the end of May mgmt said something. He feels Andrew Hinote did send it out and waited until no one would have time to complete them. And the trainings were during the day when some worked full time. They recorded all of the trainings, but would not let anyone watch those, not the same. We should ask them for, but we prob won't get anywhere with that and we should file a grievance, info not given out in a timely manner. Anyone with a canvas course should get compensated. Asked audience, if anyone has done it in less than 9 hrs of work on their classes in canvas. Doesn't hurt to ask, but not going to get results you want. Going to have to come to an outside source.
- union member asked if a policy was published to all of us at one point?
- Andrew H sent out about a week ago. They have kept it mysterious - he got info at the beginning of July from his Dean. Asked Dean to send it out and they did not, so he sent it to various colleagues. Not allowed to send it to dept chairs. Agrees it is outrageous and we should grieve it.
- Union member - anyone teaching on campus should get the payment - ask management not Andrew H - and ask Andrew F- see what his answer is . She has Asked Andrew F and he

said something different than what AH said. We should grieve from there.

- original union member stated he agrees and spent time that was given for the training and no way to string it all together. He was not going to come here 1 hour in the middle of the day for a total of \$450 - if it was a couple of days in a row would have come in. It was inconsiderate of people's time.
 - Another union member - having had taught in the summer, if we had access to this info in the spring would have chosen dif way to train myself, but if she knew that if she would have been compensated that way, it was discriminatory - if you wanted to teach in the summer had to do it one way - why go through the training now ?
 - additional union member suggested to MG that he poll the union members, how many hours it took to do the training, how much time have they spent?
 - MG - anyone want to speak for or against the motion?
 - Union member-The migration was not done well...a lot of stuff did not come over nicely.
 - add time period union member said to give one week to mgmt to respond, and also asked to change general management to Andrew F
 - Motion on the floor - yes for request policy from management-
 - all in favor, opposed - Motion passed
- Reminder, regional meeting Oct 2nd 5pm at Massasoit

2. Chapter Director Report (JP Nadeau)

- Introduced himself as new to chapter director
- A lot discussed that day and comes back and shares with exec comm and then with you all
- Contract neg updates - you will get neg updates for the day and DCE contracts
- Day - meet and greet, ground rules and distance ed lang - going to meet through the fall - afternoon?? day??
 - wants to get it in the budget house 1 and not the supplemental budget - we are still waiting for this contract to be paid
- DCE met in July and will meet in Sept. Current negotiations, MCCC not happy with mgmt offer and mgmt is looking for 0% in first half of year and 3.5% of year - It is the same deal state employees are getting. Vibe is, management is too busy to do that negotiation right now.

- Distance ed agreement - management refused to give any other compensation and distance ed talk is being pushed out to the other contract negotiations.
- JP said he is new to this and learning a lot - at those meetings sees Colleen's face, but it is good support - he is learning still and will have to take time to get back to you with answers.
- Union member asked - what results were for negotiations? is there a way to share what members asked? Whether we could get a summary of the priorities people had for negotiation

3. SAC Report (Strategic action comm) Colleen Avedikian

- We need to motivate action from members for contract negotiations!
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- As many of you are aware - we get paid worse than many of the other higher ed associations.
 - A comparative study done of comparable jobs in CA we get paid 30% less. In many states, workload is less for professional staff and faculty - faculty work 4 classes.
 - One of the initiatives that we are working with MTA is a one time salary increase - 15K and this will bring us up to where other cc colleges are paying.
 - We agreed to 5 classes, the MTA wants to bypass governor and go to legislature, and say we should be paying more. Presidents agree - we should be paid more and now we have free community college.
- The second issue is that we are still waiting for our raises. That was in Feb and we have not seen 4% promised to us and the college paid you the 2% for the first increase out of their budgets. We have to wait for the legislature to validate it, and the supplemental budget did not pass by 7/31. They take a 5 mos vacation - what happens? Our legislatures can come back at an informal session - just have one jerk who doesn't agree, and it will get shut down, it's risky.
- - The leader of the house and leader of the senate - trying to get them to call everyone back to get this passed. One strategy we are talking about, the MTA sent a crisp letter to those people. Mass community college presidents, our own president, need to use their influence, as well as the influence of the Board of Trustees to also be with us.

- Aug 13th MCCC had a state wide zoom meeting - point of it was to get a sense of what are we/you willing to do to influence the legislature - wearing similar colors, sick out, all the way up to striking - are we willing to break mass law? because we are so disrespected- What are some actions we could take for the lowest paid and highest workload in the state? How far are we going to go to get them to pass this?
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- It is going to be an active season of activism.
- A union member asked, on the day in that meeting there was a poll - asking folks which act would they support? Colleen does not have that information yet. MCCC has not shared with the chapters yet. It was a strong poll and it was a non binding poll. We should do a poll here in collaboration with exec comm.
- Michael Geary added, how can we make some noise and drawing attention to this campus?

4. MACER Report

introduced team - let us know of issues
Any issues that need to be brought to MACER?

5. Grievance Report

Anthony Ucci - grievance report

grievances slow this summer - do have a few

- One did get resolved. They were in a class enrollment went to 0 and they did get paid. Not the responsibility of faculty members to maintain enrollment. This one happened due to verification rosters. He recommends you document following all college policies. We do have a contract and if they change some aspect of the contract after the semester started you should be entitled to compensation. Did it behind the scenes.
- Another ongoing grievance is an issue with staffing - a lot of professional staffing is doing more with less - did not see a lot of advisors, faculty - we have 25% more students and guessing we do not have 25% more staff. Trying to push mgmt to look at staffing - sat back on their heels and not saying anything. Going to continue to follow up on that. Probably the only way is through mediation. For staff, if you are being forced to take on responsibility not on A7 -

document it. And do not take on things out side of your workload, do not put in extra hours, etc. If you feel it is right for you, you should push back and document.

Union member question -As professional staff, we have always questioned this - our boss has said we should flex our time and not get comp time. What should we do, ex - stayed til 5pm to do an orientation - leaves at 3:30 - she should get 1.5 time and half comp time. Her boss said flex time instead.

AU responded, we can grieve it - you should follow bosses direction. The more documentation you have the better it is for the grievance. We can ask them to cease and desist until grievance is dealt with. We have grievances that were put in in the fall, and we are finally dealing with now.

AU to comp time question, recommends take it to MACER, and try it there.

Hoping, with new president we might see a different take with mgmt. Current management is a lot of talk about shared gov, yet it seems very top down. And we are told to do things on a regular basis - told how to act and behave. Hoping new president is going to be a bit different.

If you get in these situations, document it.

Union member - going back to the situation with adjunct who was not going to be paid. Brought into admin office told they handled it wrong by not making outreach to the students.

AU answered, If you are being told to do that, email students and ask why they are not showing up. Email is the main way, could call.

During a full load a faculty member may have, students not showing up, 4 students only in 1 class, because it may not run, many students fall off the wayside. Of course, she would call them and ask for advising - but what if the course is not existing. Management finds something for you to do since that class is not running.

If it is an A section it does have a certain number of hours and you are not meeting those hours, work it out with your dean.

If you get in a certain stance, and wonder if something is grievable - if you want to be part of the grievance team, you will have an understanding of your contract.

Union member question- asked if payment was made about change over to different modality right after covid. AU ans: It was paid out but was narrow definition - one modality vs another...if you are teaching an online

class, and now teaching it hybrid vs synchronous, you can put in for additional compensation. We lost that grievance issue for timeliness, not for the content.

Union member question - wasn't there a change in compensation for faculty who change their syllabus for high school? Anthony did not know that.

Mike G noted - If a meeting with management is requested, get union representation. It is your right to shut the meeting down. If you go alone, you can say I don't want to talk about this anymore and need union representation. No one should go into a meeting without representation.

6. DCE Report

Stacy Charboneau-Hess could not make the meeting and there is no report.

7. Member questions

[MTA Higher Ed Regional Member Meeting](#) (Southeastern Mass Teachers Association)