

BrCCC Meeting Agenda

(September 16, 2024)

1. President's Report (Mike Geary)

a. Reminder about meeting confidentiality

These are intended to be safe spaces without worrying about things getting leaked out to the administration. Information shared here is for MCCC folks only. Whatever is said stays here. We want to maintain the integrity of the meeting for the chapter.

b. Check emails and Outlook calendars

Some did not get this calendar invite, and we have to manually input all email addresses. Please be careful about deleting emails from the union. This is not a generated list anywhere. Please check your email for the next meeting.

MCCC president email gets checked once or twice a week.

c. Update on Day Contract 4% for July 2024

The House and senate passed the supplemental budget and it went to the governor's desk.

Once it is official he will share all information with all of you.

d. BrCCC Walk In Office Hours (A107)

Drop in hours is partial Mon 130-2:30 Stacie Charbonneau Hess is there. It is next to the Holocaust Office. Olivia Tues 2-4, Mike Thur 1-3pm

We will notify you if there is an issue with the hours.

Started hours last week and had 3-4 people who stopped by. Glad to provide those hours and will be posted on the door.

Livia will start tomorrow. And Mike this Thursday and next week will be Mon, Tues, Th.

e. Sabbaticals

Applications are going to be due December 1st. Fall semester for the contract it is Oct 1st and spring April 1st. Going to set it be December 1st. This will follow the CBA, in last contract on MCCC website.

Kick off meeting has been scheduled for best practices for applying and getting approved. MACER team agreed to the kick off meeting idea. Sabbatical meeting will be Wed 9/25 @ 3:30. The day and time was changed from a Friday date.

Mike will ask that it is recorded. Professional Staff especially should apply, allows you to do some research in your area or create a project. The more demand for sabbatical we can encourage more people to apply. Mike has not heard how many they will offer for the next academic year. He will share when he gets official guidelines.

f. Required trainings update

All HR trainings will be hosted in LinkedIn Learning. We all got email in summer to set up a LinkedIn account, and some thought it was spam. So, email HR to get a new log in. Emmanuel is evaluating when these training sessions will be due. When the messaging comes out, Mike will share it with us.

Mike is also looking for Chapter committee members for the Distance Ed committee, and 3 people to serve ByLaws committee. We need to make sure the bylaws jive with the day contract. Need to get bylaws revised this year. If interested let Mike know.

2. Chapter Director Report (JP Nadeau)

a. Next Board of Directors Meeting on Fri 9/20

Not much to update from Opening Day, they will be meeting this coming Friday. One request, at statewide level looking for members on standing committees.

Here's the list of committees for statewide MCCC where we're looking for members:

Nominations and Elections

Finance Committee

Personnel Committee

Bylaws and Rules Committee

Professional Staff Committee

Adjuncts Committee

Committee on Racial Justice, Equity and Inclusive Engagement

If you are interested in volunteering, or want a list in writing, or want to know more, email JP and he will kindly share the info with you. jp.nadeau@bristolcc.edu

3. SAC Report (Strategic action comm) Colleen Avedikian

Colleen Avedikian will cede her time to Colleen Fitzpatrick

CF - MTA Field Rep, works with Bristol, CC, Massasoit and Mass Bay. She sits on the day bargaining team. She also has legal support. She helps with political action work as well. Plug on Yes on 2 question on the ballot this fall - removing MCAS for graduation requirement. Sign up for phone banking [Meeting Registration - Zoom](#)

Discussing ground rules for the upcoming negotiation. MTA position to do silent observation in bargaining meetings. They want to put in a provision that after 6mos. They have the right to say at an impasse.

The bargaining survey [that was conducted], pay and workload rise to the top. Anything else people want to see? What are people willing to do outside of bargaining, we would love to hear it. One member put out, all of us in the faculty and individuals on staff who teach DCE classes for additional pay, this semester many are teaching because of lack of staff.

Comments from meeting attendees:

- DCE pay should be included in our retirement. We should receive comp as an employee of MA. Some areas of this state do get OT included and most don't but some do. But many would like to see it included.
- Professional staff in regards to the survey, remote work into contract and do not need to renegotiate. CF yes came up on survey, and will be brought up in initial conversation.
- Their VP pulled remote time and put in blackout hours. Would like to see it more embedded into campus culture. Every 6 mos get new application - At Bridgewater, it is embedded and have remote work embedded.
- Remote work is part of the campus culture at BSU
- duties for chair vs coords need to be revised and updated to reflect 2024 reality.
- Some adjuncts are working 4-5 courses and they are not eligible for health benefits. There was a lawsuit at some point that did not go in favor of adjunct faculty.
- CF stated - Broad concern about this and MCCC. A bill of rights for adjuncts was created and going to get presented to legislative proposals.
- If it's over 15 credits I think you should be considered full time.
- Member - stated they have had a lot of years worked at Bristol as part-time but this time does not count for your retirement.
- Early college also needs to be addressed.
- Adjuncts really do not have a lot of benefits, without adjuncts college cannot run.
- Adjuncts should be able to be paid for the full amount for laboratory work. Paid .74 instead of 1 to 1. Full time people are paid per credit, but adjuncts paid a fraction of that.

- CF -what are we going to do to get these things? Friendlier governor and we have opp with mass educate. Not all going to happen through making the arguments through the table.
- Change how contract is funded.
- Stand out Board of HigherEd meeting or at a Board meeting. Need to start thinking about this.
- Anthony mentioned that we should go as a group to the state house...power is in a collective nature. Doesn't have much effect if we stand out here. But in Boston more effective. Get on Boston news stations.
- Membe Ques - additional class load from mass educate - called on Friday to teach 2 more classes in Attleboro. Assumed it was a juggling of all of these courses. WAs there any planning to handle any of this work when governor signed this? Feels at her end she cannot take anymore.
- Shouldn't the college be hiring more full-time teachers with the new demand?
- and advisors, financial aid, librarians, admissions, etc.
- There was a few classes in Attleboro that were moved to flex start due to no professor assigned
- When asked about additional staffing in admissions I was told there wasn't enough money/MAEducate hadn't been around long enough
- Disability Services also does not seem to be a priority under our administration, which is disappointing given how many new students with complex needs are pursuing college now. Our 2 grievances has been denied so far.
- CF if you are getting slammed with work load, let's submit grievances
- Have to run, thank you all for having me and here is my email if you have any follow up thoughts or concerns cfitzpatrick@massteacher.org

4. MACER Report (Anthony Ucci)

- a. Next MACER meeting on Wed 9/18

5. Grievance Report (Anthony Ucci)

- a. Day/DCE Chapter Grievances related to Canvas

Why were verification rosters moved up? Why were grades due so soon?

Early college - MA has by far the K-12 across the country, why would we adopt other states' systems? Tired of the administration bringing up what other states are doing, MA is not that state. Idea that we have to step in for early college is just a money grab, they are throwing people in and it's a disaster.

We have known that mass educate was coming, but no staff was added.

Emmanuel has tried to come up with a better system for mandatory training that is less contentious. Please let him know if you have any other ideas.

We will submit chapter grievances for Day and DCE with Canvas training issue, lack of training. Feel administration did not represent it accurately. We are expected to pick up the slack. CITE lab is working hard, but administration did not have a plan in place. NOT being discussed at MACER.

Day and DCE - administration has access to all of your course space on Canvas and they have been told to monitor them. That is against the contract. It is your classroom and is not supposed to monitor your space. We became aware of it a week ago.

We also have grievances about staffing and we always get the reply, "it is within their managerial rights". We have not had one going to mediation yet.

Work your 37.5 hours and do not be pressured into OT or taking on unnecessary workload. They will say it is for the students. We need more staff and faculty and if we take up the slack they will not do anything about it.

6. DCE Report (Stacie)

a. Questions or concerns from DCE members?

Stacie introduced herself, adjunct in Humanities and Literature. This union format is new to her and learning along with you. She does share a lot of your concerns. Will be available for office hours. Ready to speak on your behalf.

Wanted to note that Autumn reinstatement form has gone away. Mixed messaging when verification, date is tonight. No longer can reinstate students if we miss this window. Seems there is mixed message on Registrar side and Acad Affairs.

Member - enrollment verification has been very problematic for me. Could have used another week to onboard students.

Member - submitted verification today and then a student reached out today, started assignments but dropped off in week 2. Asked about reinstatement form, it was only 2 hours ago, can she reinstatement within verification time

7. Professional Staff Rep Report (Marcus)

a. Questions or concerns from Professional Staff?

Prof staff requested we have this time.

Introduced himself, advisor in Taunton.

Reach out to him if you have issues please contact him - mchristopher12@bristolcc.edu

Admissions is we had our director removed, associate dir is resigning and it is unknown if that position will be posted. Admissions reports to Kate O. going forward.

Telework policy in SSEM was revoked for 2 additional weeks after summer. Feels that if they can take it away for that then they can do it permanently. Someone also was told that since they are part-time they are not eligible for tele-work.

8. Reporting administrative bullying to HR

Want to start a conversation about this.

Have heard that there is bullying happening by administrators on campus. Also have heard there is an issue with male administrators and women on campus.

Want to bring it up and put a stop to it . It should not be happening in higher ed or anywhere nor in 2024 talking down to women is not acceptable.

We recommend meeting with the chapter executive team and talk to us about instances in a private setting. What you tell us will be done in confidence.

Does anyone want to talk about this issue in the time that remains?

This should be the first agenda item at our next meeting.

Many people typing in chat need a special meeting.

If you are in a situation in a meeting, do not go into a meeting without an agenda, or if you think it is a disciplinary action, get union representation.

Go to HR and they need to know, and the pattern of behavior.

Also if you feel that your work environment is too toxic by you feeling intimidated about speaking to your supervisor and don't feel supported or feel, or you can't share your concerns in your staff/department meetings, please let us know. Bullying happens in different ways

If HR wasn't a direct report to the president, then people would feel more comfortable going to them.

Next meeting: Mon 10/21 3:00-4:00 PM (Zoom)