

BrCCC Meeting Agenda

(October 24, 2024)

1. President's Report (Mike Geary)

a. Behaviors at union meetings

- We are all on the same team/page, advocating for the same cause. Dealing with topics that are frustrating for all of us.
- Stay on task and not talk over others. Please use the react feature and raise hand feature.
- Use the chat but also refrain from having extended long sidebar conversations. It is distracting from discussion. Chat is great for questions you want to address.
- No shouting at each other even on chat.
- If this behavior occurs, that person may be relegated to the waiting room for the rest of the meeting.

b. Ground rules for meetings

- i. If your name on your Zoom box doesn't have your full name, please change it to your first name, last name. Want to make sure we are not have administrators listening, or listening in the background. If you are in an administrative office, please be sure administrators cannot listen.
- ii. Information that is shared here in meetings, is not to be shared with administrators. Ex. XXXX. was mentioned in the meetings. They have repeated to some staff the exact wording mentioned in the meeting. This is not their meeting. We will prepare direct messaging to that person. We do post our minutes on our website. Keep union business between union members.

c. Discussion of creating White paper committee (time limit 10 minutes)

- i. Time stamp is necessary to get to other agenda items.
- ii. Role of this white paper to create an accurate representation of what has happened and is happening at Bristol
- iii. Call went out last week for volunteers to help write this.
- iv. Volunteers acknowledged: Martha Ucci, Deb Anderson, Farah Habib, Denise DiMarzio , Tracy Rezendes

- v. We plan to reach out to anyone who has shared a story to ask if they would be willing to contribute a narrative on the white paper.
- vi. HR needs documentation and this white paper is a body of evidence. This also identifies the bad actors and organizes this so we can see who is a trouble maker.
- vii. Intended strategy associated with this move.
 - 1. We don't want to pass a motion without clearly documented evidence. To be strategic, is to make sure we have all evidence, and evaluate it and then we vote on evidence and make a motion.
 - a. Generate white paper
 - b. Evaluate white paper
 - c. Send white paper to HR
 - d. See their reaction
 - e. Bring motion to the chapter and we need to be strategic with any motion, especially Votes of No Confidence (VONC). Distributed ahead prior to meeting and clear sense of what we are voting on.
 - f. We want the best chance of a motion.
 - 2. HR needs to document these instances. If you are not comfortable going to HR, bring a union rep. If they recommend a discussion with that person, bring a union rep. This could build a case for terminating someone from the college.
- d. Presidential search update (finalists in mid to late November)
 - i. Interviews for semi-finalists this week, W, Th, F and next Wed. 9 candidates.
 - ii. From that invite 3-5 candidates for full day sessions.
 - iii. Time frame Mid to late November for those sessions (Before Thanksgiving).
 - iv. Make every effort to attend sessions and give feedback.
- e. Vacancies for Chapter Bylaws Committee, Distance Ed Committee Rep, Membership Chair
 - i. We need at least 3 people for the By Laws and current executive comm members cannot step up.

- ii. We need people for the Distance Ed committee rep. We need to get someone seated.
- iii. New vacancy for membership chair. Membership chair stepped down and Amy Marden is stepping in until we find someone.
- iv. Not a ton of your time, important for the good of the chapter.

2. Statewide initiative to increase our salaries (JP Nadeau, Colleen Avedikian)

- a. Joe Nardoni to attend next meeting
- b. Modality change: in person only - invite will be updated

Colleen A - at meeting in Sept. this was approved. We are looking to pass a one time equity pay funding bill, for faculty and part-time and prof staff. Also, legislation to pay for benefits for staff. Personhood act, work part-time and work multiple part-time positions can accrue their hours as a whole so they can accrue benefits. Also, any higher ed ee, instructional or educational services at least half time would have access to ORP for pension and for insurance. We also want to ratify contract so we are not extending things

Stop outsourcing work that was done by state employees. We really need all hands on deck, we are talking potentially a 70% pay increase. We need everyone to act. Are you willing to attend meetings with BOT and leaders on campus and folks willing to advocate for us and willing to call legislators. JP's report has info about these campaigns. Mark your calendars and participate in that. Bringing the press. On 20th, Wed. at noon, have standouts at every campus to bring folks attention, we do not have the resources and workloads have increased. We are asking you to participate. Link to survey <https://forms.gle/nm1yPgCXhQC8SxmD7> of what you are willing to do.

Colleen Fitzpatrick, MTA Field Rep - we are seeing across all comm colleges the case for a significant pay adjustment. For MBTA, for instance, the whole unit went to the governor about safety, etc. We need all of us to bring these issues of recruitment and retention. We do have the largest people power. Power in numbers. We are still looking for a person to serve on the contract action team. What are we doing across campuses. Predominantly on Zoom and bringing news back to chapters. Need people participating locally, and reach out to people who do not come to meetings and do not participate in the union. Nominations and elections committee - sets timeline for elections and is not a heavy lift. Finance committee, looking for someone to step up for this. Personnel committee, MCCC has staff members - review job descriptions and personnel reviews. Bylaws and rules committee, due date for these and make recommendations to the executive comm at MCCC. We have reps for professional staff and strategic action. Not sure we have some for racial justice committee, dismantling??

Committee that seeks reclassification of positions, looking for someone to join this. This also helps eliminate old classifications and create new ones.

President of MCCC - Claudine Barnes: mcccpresbarnes@gmail.com You can email her directly.

Next meeting, Joe Nardoni is coming to campus and will be in-person and we can distribute all of the swag. We should wear all of this during in-person interviews for new president.

What else can we do as a chapter? We need to get as many people involved so we could potentially get a 70% pay raise.

- Local radio stations and television stations, presentation - opportunity to have people talk about their pay. They are required to have citizens on.
- Fall River media here at Bristol. Colleen Fitzpatrick - 15 diff PR grants from each of comm college chapters in order to get billboards up around the state.
- Jim and Margery NPR 89.7. Boston Public Radio (reps from several comm colleges could raise awareness through BPR interview
- Need to find additional advocates.
- Connecting with student organizations and getting them on board - how can they support us?
- Social media campaign.
- Attending our board of trustee meetings, get them familiar with what is happening on the ground. Make appointments to make comments.
- Also walking around campus and make noise. This is where as union where we come together and it is a once in a lifetime opportunity to get this raise.
- Loving all these ideas! Also make sure to mark calendar for November 19th at 4pm for statewide Zoom press conference and November 20th at 12pm for statewide stand out as JP and Colleen reported

The report that shows the disparity in our pay is also for public consumption
<https://nonprofitquarterly.org/big-investments-in-community-colleges-just-not-the-teachers/>

https://www.statehousenews.com/mta-wage-equity-study/pdf_b88e6468-f682-11ee-8b62-fb336768483a.html

Joe Nardoni will be at our next meeting to talk about this. **This meeting will be in-person.**

Member: We need more classrooms to have Zoom set up to have a guest speaker come in on Zoom. We have no classrooms that have these capabilities. In chat, H209 has it set up.

Do we have to ask permission from the president to plan a field trip.
<https://massteacher.org/events-and-conferences/mta-forums>

MTA is having a forum tonight, free and online

3. Chapter Director Report (JP Nadeau)
 - a. CAT Reps needed: Day and DCE

The following items will be addressed if time allows:

4. SAC Report (Strategic action comm) Colleen Avedikian.
5. MACER Report (Anthony Ucci)

Clinical faculty - the administration had not been paying raises for many years. Administration had not been paying, but they just paid retro pay and paid out \$80k.

6. Grievance Report (Anthony Ucci)

Administration is being heavy handed, no due process. We are pushing back.

Administration thinks we have too many grievances. And if you are having issues with your supervisor, please ask for union representation. Results are more positive if you bring a rep with you.

MG - if you are having issues with early college, and get called into a meeting, recommend you bring union representative with you. Problem at the state level as well. It is turning into a nightmare at a lot of campuses. If you are associated with early college and having issues, please let us know.

7. DCE Rep at Large Report (Stacie Charbonneau Hess)

Next month at MACER, bringing up piece of policy regarding inviting elected officials to campus. Have to pass by to any invitations to the president's office. Suggesting we clarify and challenge it. The president's office canceled a visit to an elected official that a faculty member had invited. It is more than acad freedom, felt like censorship. He was a democrat and would interfere with donations. It was a non-partisan talk about civics.

8. Professional Staff Rep Report (Marcus)

Marcus -we want any members to try to resolve issues with their manager, but you cannot. We recommend you bring a union representative.

Next meeting: Mon November 25th, 3:00-4:00 PM in-person only - room TBD