

Bristol Community College Council Chapter Meeting Minutes

February 21, 2017, 2pm

Faculty/Staff Lounge G Building, Fall River

Remote locations in NB and Attleboro

52 members in attendance in Fall River, none in NB or Attleboro

I. Call to Order

President Susan McCourt called the meeting to order at 2:09pm

Motion to accept agenda and minutes from 12/12 BrCCC chapter meeting.

(Dorsey/Condon). Unanimous. **Passed.**

II. Executive Committee Reports:

A. **President Susan McCourt:**

Updates from 2/21 MACER meeting:

1. Access to Supplies for faculty and staff at every time and location was discussed at MACER. Faculty and Staff should have access to needed supplies without needing to come to the Fall River campus during the day. Please let the union officers know if this is not the case.
2. We requested additional staffing at faculty “centers” so that faculty are safe. Response “Faculty who are in the Lash center may meet with students in the library. This goes for other areas on all of the campuses – if a faculty member does not feel safe, they may utilize a more public space such as a library. “
3. We asked for the President and MACER to respond to the racist graffiti found in two locations on the Fall River campus. VP Ozug and VP Brennan are working on a campaign.
4. We asked for the progress in DCE Classroom observations. Many faculty had been teaching for years without evaluation. Greg reported that the backlog has ended. Faculty should be evaluated in the first year of teaching.
5. We also asked about the progress of having updated E7s and evaluations for Professional Staff and told those will be current by the end of the fiscal year (June 30).
6. We are still waiting for the MOA on the new DCE assignment procedure and documentation. Ted Lewis, MTA lawyer is setting up a meeting with local leaders and administrators.
7. We brought up the question of final exams at MACER. There is nothing in the contract that requires faculty hold the final assessment face-to-face and

many faculty hold many assessments off campus. We want discussions to begin now. At this time we suggest faculty who require any assessments online have that listed in their course materials. The Deans discussed this issue with varying views so this may be a good discussion at division meetings, so the deans can see the educational efficacy of allowing faculty members to decide on the assessment methods of their courses.

8. Day contracts are available after the meeting, or ask for them to be sent to you by request via email to me.

B. Vice President, Chris Hoeth

1. Clarified comments from January 23, 2017 BrCCC Informational Meeting: he is in full support of the BCC Women's Center.

C. Chapter Director, Mary Rapien

1. At last MCCC Board meeting, the BRCCC resolution supporting the divestment of our pension funds from fossil fuels was presented. There was debate over what the resolution means. The Board voted to bring issue to the Delegate Assembly.
2. The MCCC Board passed a motion that chapters cannot give money (from dues) to scholarships.
3. As part of cost cutting measures, the MCCC Board is considering only publishing the MCCC Newsletter twice a year. They are also looking into whether members would rather receive the newsletter at home (in print) or via email.
4. BrCCC members are encouraged to share with Mary any issues they feel should be brought to the MCCC Board.

D. Treasurer, Julie Jodoin-Krauzyk

1. Our current balance is \$3524.38
2. President McCourt announced that there is an anonymous donor who is willing to match personal donations to the Anna Strachoff and Eric Bourgeois scholarships, up to \$1000.00.

To honor Anna Strachoff: Checks can be made out to the BCC Foundation. Make sure to write *Anna Paula Strachoff Memorial Nursing Scholarship* in the Memo

To honor Eric Bourgeois: Checks can be made out to Dr. Eric G. Bourgeois Memorial Scholarship Fund and mailed to Community Foundation of Southeastern Massachusetts
30 Cornell St.
New Bedford, MA 02740.

E. Grievance Coordinator, Paulette Howarth:

President Susan McCourt gave Paulette's report:

1	7/12/16	Director of Tutoring transferred from union	Pending DLR hearing
2	3/29/16	DCE Seniority MOA	Pending
3	7/16/16	Electronic personnel files	Pending / Arbitration and DLR
4	10/21/16	Distance Learning-course assignment (MD) MD assigned one FTF course Admin 3 courses	Pending new hearing
5	10/13/16	Change in facilities ODS in NB (DB) Air quality and ADA compliance assessment done last week / reports due	Pending test results
6	1/31/17	DCE Contracts issued/Courses not posted on website	Pending hearing
7	2/2/17	Collaborate Software/ no training /excessive time working with software	Pending payment for work done during break
8	2/7/17	Seniority for DCE Instructor	Pending meeting
9	2/7/17	Challenging staff position for lack of experience	Held in Abeyance
10	2/17/17	DCE Instructor paid at Step 3, has Step 4 seniority as of Fall 2014/ pay adjustment	Pending review of contracts

F. Strategic Action Coordinator, Ron Weisberger:

1. We are now in a new legislative season. Ron is working with MTA's LPAT (Legislative Political Action Team) to organize events in support of education bills.
2. Two bills of interest to our members, HB 1922 *An act to invest in higher education*, and SD 875 *An act to provide fair and affordable public retiree benefits*.

3. There will be a constituents' meeting with Sen. Rodrigues, and Reps. Fiola and Silvia sometime during the third week of March (either at BCC or Durfee High School). Ron will send out email with more information.

G. Professional Staff Representative, Deb Palumbo:

Summary of Statewide Professional Staff meeting, February 14, 2016:

- Discussed changes to insurance costs through the GIC. Donna Sirutis suggested that outreach to the GIC begin in early fall (by October), for the start of the subsequent fiscal year. She feels it is important for the unions/municipalities to inquire about the GIC budget (early in the process) to ensure they are requesting adequate funding. Contacting them ahead of the budget cycle would give unions/municipalities the opportunity to strategize and perhaps make a difference in future outcomes.
- Engaged in discussion around whether it was possible to create opportunities for professional staff to have “release time” vs. renegotiating an E-7 and/or use of earned comp time. Committee members discussed scenarios where professional staff have been able to take part in union leadership, campus activities, and/or sabbaticals. Suggestions included: research to see how other college systems handle this, identify creative ways to take advantage of sabbatical opportunities, such as arranging time during non-consecutive slow periods in the semester to minimize the impact of extra work on colleagues. The Committee would like to add examples of how to address E-7 revisions to the MCCC professional staff webpage.
- Proposed Professional Staff Committee bylaw amendment was submitted to statewide Bylaws Committee and will be voted on at the delegate assembly. Encourage members (attending the assembly) to vote in favor of approving the changes. **Rationale for the proposed changes:** “The proposed amendment clarifies membership on the Professional Staff Committee and proposes a democratic means of selecting a Chair. The Professional Staff Committee advocates for the concerns of professional staff, therefore its members should be professional staff.
- “It has been recent past practice that the Chair was a member of the committee and not a member of the MCCC Board of Directors. Because there is no guarantee that there will be a professional staff Director able to serve as Chair, the Professional Staff Committee should choose its chair from among its members”.
- Discussed process to add a new job title, such as Instructional Designer, to the current grade system or new grid. This process requires going through the Global Issues committee. Tuuli and Deb will work with BCC colleague to form a subcommittee to work on this issue.

- Update on professional salary grid. Donna Sirutis stressed that members should complete the survey for correct placement on the grid. The committee will be meeting in March to work on placement. Pending ratification, implementation is planned for July 1, 2017. However, there is a possibility that the grid will not be ready in time and would be done retroactively. All members (at least those that completed the survey) should know what their raises will be when they vote on ratification.

H. Adjunct Representative, Ely Dorsey

1. There is a statewide Adjuncts Meeting this Friday, Feb 24th. Ely will bring the BrCCC motions to the meeting.
2. There are Equal Pay for Equal Work signs. Please make sure they are posted prominently on all of BCC's campuses.

I. Standing Committee Reports

1. Bylaws and Rules, Chair Catherine Adamowicz:

Committee has met once and has drafted recommendations that will be brought back to chapter. Another meeting is planned.

2. Health and Safety, Chair Deb Palumbo:

Committee will be meeting Thursday, Feb 23rd.

3. Grievance, Chair Paulette Howarth:

Committee has met, and are undergoing the process of training.

4. Distance Education, Chair Maureen Sowa:

Committee is reviewing course development process.

III. New Business:

A. Motions:

1. That the BrCCC would like to acknowledge and thank all those who had a part in getting the retroactive contract funds under the Day Contract into the December paychecks (Lygren/Alden). Unanimous. **Passed**
2. That the BrCCC make a recommendation to the MCCC DCE Contract Bargaining Team to prioritize parity for faculty teaching lab sections under the DCE contract in negotiations (Dorsey/McCourt). Unanimous. **Passed.**
3. That the BrCCC ask President Sbrega to write a letter to the DHE Bargaining Team in support of parity for DCE faculty teaching lab sections (Dorsey/Rapien). Unanimous. **Passed.**

B. Update on Divestment Motion – Jim Corven

A new, revised pension fund divestment bill was filed on January 20, 2017, sponsored by Rep. Marjorie Decker. The new bill, HD3605, takes a phased in approach to divestment of the pension fund, with coal being divested immediately, and oil and gas companies being divested within 3 years, if a commission so recommends. It also adds a section providing that Pension

Fund Board members cannot be held personally liable for any decision to divest the pension fund from fossil fuel companies.

There were some questions/concerns raised by BrCCC members regarding divestment of pension funds from fossil fuels. Jim will send out information regarding the bill, including the rationale for divestiture.

C. Additional Motions: Ely Dorsey

1. Be it resolved that the BrCC chapter of the MCCC petitions the DCE Bargaining Committee to establish existentially the position of adjunct in all references to DCE unit membership by so naming adjuncts as voting unit members, and describing their duties and expectations as faculty members and as maintaining voting rights as parties to the DCE in these contract negotiations (Dorsey/Henry).

Discussion: Adjunct as an identity is not recognized in DCE contract. This is an issue to be brought to Statewide Adjunct meeting to be discussed- Adjuncts should determine the language of motion.

Motion withdrawn

2. **New motion:** That the BrCCC send the drafted motion to the Adjunct Committee of the MCCC on Friday to tighten and specify the language of how adjunct should be defined, and bring motion back to the Chapter (Lygren/Rapien). Unanimous. **Passed**

D. Comments/concerns by members:

1. When do we start negotiating the next day contract? What is our strategy?
2. What is the status of the lawsuit regarding the Day contract violating the DCE contract? (Day courses beginning after 4pm). Can Ted Lewis or Donna Sirutis be asked?
3. March 1 is Public Higher Education Advocacy Day at Boston State House. Email sent out by Marianne LeGuyader. Please consider attending/encouraging students to attend.

IV. Meeting Adjournment:

President McCourt adjourned the meeting at 3:02pm

Respectfully submitted, Colleen Avedikian, BrCCC Secretary