

Bristol Community College Council Chapter Meeting Minutes

December 11, 2017 - 2pm

Faculty/Staff Lounge G Building, Fall River

Remote locations via Facebook Live

52 members in attendance in Fall River, 3 on-line

I. Call to Order

President Susan McCourt called the meeting to order at 2:05pm.

Pres. McCourt welcomed new members, especially Laura Banville-Field, new Membership Chair.

Motion to accept minutes from November 6, 2017 meeting. Pelletier/Dorsey.

Unanimous.

II. DCE Bargaining update and Action Plan to Support Bargaining Team

DCE Bargaining has stalled. Management is offering 0% raise for 2018 and 1% in 2019. Janus Supreme Court decision coming up in June 2018 which may end agency fees for union members. MCCC Day contract ends June 30, 2018. We need to demonstrate to members the importance of belonging to a union.

Suggestions to support DCE bargaining team:

Adjunct stand out, emails/calls to Pres. Douglas, signs (how many days without a contract).

Work to Rule Motion (tabled from November 6th meeting): “We, the Bristol Community College Chapter of the MCCC, in line with the recommendation of the MCCC State-Wide Adjuncts Committee and motions passed by a quorum of that committee October 28, 2017, hereby immediately move to Work to Rule as a consequence of the intransigence of management in DCE Bargaining.”

Henry/Dorsey. **Tabled.**

Discussion:

What does WTR entail? When does WTR start? Are some members have greater burden of WTR (e.g. professional staff). How effective is WTR at one college? Can we find other ways to get contract funded correctly? Should this be decided by electronic vote? What about motion made (earlier meeting) about bringing to management the suggestion that we have one contract for Day and DCE?

Friendly amendment that WTR vote be put off until January (Howarth).

Accepted. Vote will be conducted electronically.

III. Motion: Emergency Response Team

Background: Student complaints have resulted in 3 faculty members removed from the classroom.

“It is moved that a BrCC chapter emergency response team comprised of the President, the Grievance Officer, the Adjunct Representative, and the Professional Staff Representative be constituted to address emergency matters arising from the deliberate or inadvertent actions of the administration against BrCCC union members wherein their professional persona is subjected to humiliation and other deliberate or inadvertent arbitrary and capricious actions by the administration. This team will have the responsibility of advising union members whenever such an emergency arises. The contractual grievance process is not superseded by this motion. The president may enhance this team as the need arises.” Dorsey/Breault

Discussion:

Does removing faculty from class due to student complaints violate the contract? What is the criteria for removing a faculty from class? Would this be more appropriate for MACER or the Board of Trustees? Would faculty rights to *not* involve union be violated? Would management agree to notify the Emergency Response Team?

Motion Failed.

IV. Motion: Professional Day Action in Support of Adjunct Faculty

“On January 22nd at Professional Day, all full-time faculty and professional staff will bring a sign that says SUPPORT ADJUNCTS LOCALLY”
(Lygren/Howarth). **Passed.**

V. MACER

BrCCC will continue to push for DCE MACER to meet each time Day MACER does. Contract language is that DCE MACER meets twice a semester but more if reasonable notice is given. Agendas:

DAY MACER agenda:

1. Anti-Racism Campaign
2. Budget Report
3. Enrollment Report
4. Enrollment/Assignment Decision Making
5. Evaluation of Co-requisites and CAI
6. Campus Police
7. Reassigned Time
8. Removal of Faculty from Classrooms/Students
9. Student Evaluation of Full Time Faculty procedures
10. Early Retirement Incentive Plan (ERIP)

DCE MACER agenda:

1. MOA on DCE Assignments
2. Review of policy on sick leave determination for adjunct faculty.
3. Review of performance evaluation of adjunct faculty.
4. Hiring of adjuncts to do academic advising after 5:00 PM.
5. Status of search for the AA/EEO title IX Officer.
6. Review of HR policy with respect to removing adjunct faculty from classrooms on student complaints.
7. Status of anti-Racism campaign.
8. Review of criteria for cancellation of courses.

MACER meetings are OPEN meetings. All BrCCC members are invited and encouraged to attend the meetings.

VI. Professional Day Schedule

Concerns raised by members:

What is data-driven proof that such training is effective? Having MCCC meeting later in day makes it difficult for members who work on other campuses to attend (they must leave campus and come back for meeting). The training session is a passive experience. If training is so important, why not cancel breakout session? Division and department meetings are too short. We need different modality for training session. Not everyone will attend.

Note: the inclusion of diversity and inclusion breakout sessions on Professional Day is based on survey data from previous prof. day.

Motion: That the BrCCC Executive Committee ask the administration to move the MCCC Chapter meeting and Senate meeting up in Professional Day schedule. Howarth/. **Passed.**

VII. Member Engagement Opportunities

Delegates needed:

- * MTA Annual Meeting (Boston, May 4 - 5)
- * NEA Representative Assembly (Minneapolis, June 30 - July 5)

Candidates needed:

- * At-Large Part-Time Adjunct Director to MCCC Board
- * MCCC statewide office: President, Vice-President, Secretary and Treasurer

Nominations close Thursday, February 1, 2018 at 4 p.m. Election in March, 2018. <https://mccc-union.org/nominations/>

Candidates also needed:

- * Local BrCCC Executive Committee (April/May election. Details TBA)

VIII. Early Retirement Incentive Plan

College Presidents have the sole discretion to offer a cost savings early retirement incentive plan (ERIP).

Last year, there were three colleges that offered ERIPs. Each amount of money listed below is in addition to the contractual Early Retirement Incentive in Article 9.04 of the Day Contract: Roxbury - \$10,000, Massasoit - \$15,000, Middlesex - \$15,000

IX: Motion: College for All Act of 2017 (S. 806)

- S. 806 Eliminates tuition & fees at public four-year colleges and universities for those making up to \$125,000. Makes community college tuition & fee-free for all
- Cuts Student loan rates in half to pre-2006 rate (1.88%). Allows re-financing.
- Paid for with a .5% tax on Wall Street stock trades (\$.50 per \$100)

Motion: “That Bristol Community College Chapter of MCCC endorse the College for All bill (S.806) and that we request that MCCC state-wide endorse and support the bill.” Corven/ **Passed.**

X. Meeting Adjournment

President McCourt adjourned the meeting at 3:08pm

Respectfully submitted, Colleen Avedikian, BrCCC Secretary