

Tuesday February 6, 2018
MCCC Professional Staff Committee meeting Minutes

Attendance: Deb Palumbo (Bristol), Mary Jenkins (Cape Cod) by phone, Amy Proietti (Greenfield), Trudy Tynan (Holyoke), Ned McGuire (Mass Bay), Tuuli McElroy (Massasoit), Jason Reynolds (Middlesex), David Houle (North Shore), Louise Michaud (Northern Essex), Carol Flores (Springfield), Dale LaBonte (retired), Catherine Santiago (MTA Consultant).

1. Approval of Minutes

The minutes of the December 5, 2017 meeting were approved without objection.

New Business

1. Scheduling next meeting date

The next meeting will be May 8, 2018 at 12pm.

2. Unit Pro Committee email distribution list & Committee membership confirmation (Tuuli McElroy)

Committee members were asked to update their off-campus email addresses for a unit professional committee email distribution list. Candidates for MCCC office have asked to be part of the listserv. Members disagree with having candidates to be part of the email listserv. Some members suggested to have minutes and meeting dates posted on the MCCC website and to keep updating website. Members all declined to have candidates included in the listserv and best to refer them to the website. One Chapter President has asked to be updated about committee meetings so she can ensure someone from her campus can attend. It was decided that Chapter Presidents can be CCed on emails regarding scheduling upcoming meetings.

3. Classification system discussion (Tuuli McElroy)

Tuuli and Catherine discussed problems with the classification appeals, noting that at the least guidelines are needed for the process. Ideally there would also be a way to initiate creating new positions. The decisions are generally split 4 to 4, preventing appeals from succeeding. At least one college president on the Joint Presidents Committee (Pat Gentile of North Shore) seemed concerned about the lack of results from the appeals committee. Ned McGuire pointed out that there seem to be two tracks to the issue, one being to help individual members to advance when their classifications seem inadequate to their actual work and the other being a review of the whole system.

The discussion moved on to the desire of the professional staff committee to have classification raised in this contract negotiation.

4. Day Contract bargaining team and our role in contract bargaining (Tuuli McElroy)

After lengthy discussion, the committee reached consensus on submitting a resolution to the MCCC Directors for their endorsement. It would direct the bargaining team to make a review of the classification system a priority. The actual wording would be discussed after the meeting but would address three points: creating positions that fill the gaps between grades for work areas; standardizing the classifications across all institutions; and establishing proportional match criteria to indicate how much work above classification would justify placement at a new grade level.

In addition, the professional staff committee feels that the Classification Appeals committee must recognize a set of standards or a process for conducting its business so that it is less arbitrary and more productive.

5. BOD update (Trudy Tynan)

Trudy provided an update on the process to convene the Day Contract Bargaining team and members discussed their concerns that the Bargaining Team must address the professional and the part-time professional issues.

The meeting, which started earlier than usual to accommodate statements by the MCCC candidates for offices, adjourned at 12:30.

Margaret Wong (QCC) candidate for President and Georgiana Chevery (BHCC) candidate for Treasurer discussed their experience and qualifications, as did three candidates for two at-large seats representing part-time faculty and professional staff: Linda Grochowalski (QCC), Margaret Crowe (Mass Bay), Carol Gray (GCC).

Respectfully submitted by Carol Flores and Dale LaBonte