

MCCC Professional Staff Committee meeting Minutes

Attendance: Andrea Robare (Berkshire), Deb Palumbo (Bristol), Mary Jenkins (Cape Cod), Trudy Tynan (Holyoke), Ned McGuire (Mass Bay), Tuuli McElroy (Massasoit), Jason Reynolds (Middlesex), David Houle (North Shore), Carol Flores (Springfield), Dale LaBonte (retired), Maura Sweeney (MTA).

Maura Sweeney is the new MTA consultant for the Day unit. She helped to establish the Professional Staff Union at UMass Boston and helped to transition it from SEIU to MTA in 2006. She has over 35 years of experience with professional staff issues.

- 1. Approval of Minutes from last meeting:** approved without objection after the date of last meeting was corrected.
- 2. Scheduling next meeting date:** The next meeting will be Tuesday November 27, 2018 at 12pm.
- 3. Contract negotiation discussion**

This occurred in two parts, with the first based on questions the committee put to Maura Sweeney. She was surprised to learn that no updates on negotiations had gone to members since the summer. The positions were hardening, she said, with the employer seeking a cap of 50 days on accruing vacation time (it is currently 64 days before vacation time converts to sick time). MCCC is trying to get a tie-breaking vote on the Classification Appeals Committee. Later MCCC Treasurer Gail Guarino, who is the secretary to the bargaining team, said an update was scheduled to go out to members Friday October 19th. Progress has been made on introducing a salary grid for part-time professional staff. The employer is focused on workload and evaluation, requiring faculty to use the learning management system for all course materials and advisors to use the campus's primary advising software (where management could evaluate based on advisor notes). The MCCC is resisting these as onerous and unproductive. Action in the form of demonstrations and work to rule may be needed so the Board will be developing a contract action team. Gail confirmed that 2:2:2 was still the raise offered and Maura said it would be retroactive to this past July.

4. Discussion on what constitutes part time work (Tuuli for Louise Michaud)

Members said their institutions have generally gone to a limit of 18 hours to avoid the limits allowed on part time work and to prevent workers from reaching the 30-hour threshold--that would make them eligible for benefits. When people seem to be working more than 18 hours, it may be that they are on grant-funded projects. Jason said that Middlesex consolidated multiple part-time positions into several full time positions in the recent past.

5. Discussion about library reference and circulation desk setups (Andrea)

Berkshire will be making an accommodation with a separate desk for a reference librarian when she returns from medical leave, but the new arrangement otherwise puts the other reference librarian in a position of doing the work of AFSCME members (who avoid being at the service point). Folks on the committee suggested: addressing the issue through the E-7 process, filing a grievance, and, as a first step, sending an email to the director when students are waiting because the desk is unstaffed.

6. Early College initiatives

Most of the colleges have initiatives (Gateway to College, dual enrollment, STEM summer bridge programs), so the new one funded by the state is viewed as just another one. One outcome noted at Massasoit is the initiative offering better rates to peer and para tutors and pulling them away from the existing ranks. Maura said the unit has requested impact bargaining, which is scheduled.

7. Classification Appeals Committee update and call for volunteer (Tuuli)

Tuuli said the committee is down one member. There may be a course release available equivalent to 7 hours per week. She said the work continues to update the classification system because many types of work are lumped under special programs while there are overlaps and gaps in some areas. Gail had said that it might be possible to develop new job descriptions under the language that already exists in the contract.

8. Board of Directors report (Trudy)

Trudy said the Board and the officers are now working together. Few people have left the union following the Janus decision, but the MCCC has established a statewide membership committee to be proactive. Low earners who earn over \$300 can use an installment plan through the MCCC. Trudy will share her reports to HCC with the professional staff committee members. She said the Board is not working on meeting electronically. The MCCC objected to a statement of MTA priorities that included free community college.

Respectfully submitted by Dale LaBonte