

December 4, 2018

MCCC Professional Staff Committee meeting Minutes

Attendance: Deb Palumbo (Bristol), Amy Proietti (Greenfield, by telephone) Trudy Tynan (Holyoke), Tuuli McElroy (Massasoit), Laura Horgan (Middlesex), David Houle & Donna Rosato (North Shore), Louise Michaud (Northern Essex), Totsaporn (Ted) Intarabumrung (Roxbury), Carol Flores (Springfield), Dale LaBonte (retired), Margaret Wong (MCCC President), Maura Sweeney & Catherine Santiago (MTA). Guest: Tiger Swan (QCC). Absent: Berkshire, Bunker Hill, Cape Cod, Mass Bay, Mt. Wachusett, Quinsigamond

Approval of Minutes from October 16, 2018 meeting: approved without objection.

Scheduling next meeting date: The next meeting will be Tuesday February 5, 2019 at 12pm. Snow date: 2/12/19. There had been difficulties with scheduling the December meeting, which impacted attendance. Tuesday still seems to be the best day to meet because there are fewer conflicts with campus schedules.

Announcements:

The listservs for committees was shut off due to complaints and overhead for the webmaster. They will be off, perhaps permanently, while a policy is established. Margaret Wong recommended that each committee chair maintain a current list of membership and generate messages to committee members. Carol Flores has been working with her campus professional staff to collect personal (versus campus) email addresses. She reminded us that the colleges can intercept email; Catherine Santiago confirmed that they do.

Fund Our Future: Dale LaBonte reported attending a meeting where a Worcester State professor laid out the need for MTA members to drive the budget agenda to restore a foundation level of funding for K-12 and higher ed. The MTA website offers materials, including a map showing funding deficits for each campus or district. <https://massteacher.org/current-initiatives/fund-our-future/>

Committee membership updates for next year

David Houle brought his potential replacement, Donna Rosato, to this meeting. Laura Horgan said she will be retiring; Jason Reynolds will be representing Middlesex. Quinsigamond will be sending Maureen Giacobbe.

Tuuli McElroy announced that she has accepted a guidance counselor position in the Newton school district. The committee will need to elect a new chair. Tuuli reported that chairing involves about 2 weeks of prep ahead of the meeting date--sending agenda and minutes, compiling RSVPs. Otherwise, there are periodic demands when members raise workload or other questions that call for feedback from other campuses.

The classification appeals committee also needs a replacement member.

Members discussed ways they log the time off to attend meetings. On many campuses supervisors accept this as college service, others use personal time.

Contract negotiation discussion

The main issues left on the table are the professional staff concerns of a cap on accrual of vacation days and a tie-breaker voice on classification appeals. For faculty the main issue is workload. Laura Horgan offered suggestions for the negotiating team to consider: create a personal leave bank in the form of a faculty/staff member-to-member exchange; accept the cap on vacation days while allowing days over the cap to convert to sick time at a higher payout rate upon severance from the college.

Messaging:

- Professional staff accrue high vacation amounts because supervisors refuse to allow them time off.
- The governor's emphasis on egregious payouts relates to campus presidents whose contracts were more generous and payouts much higher than MCCC.
- As Tuuli later wrote:

We talked about the ongoing contract negotiations at yesterday's UP Committee meeting and the impasse around the last few issues, some of which impact only Faculty and others, which impact only Professional Staff. It is vital that the Union remains strong and united as the State is trying to divide us with demands that impact each constituency differently. Neither constituency can accept a concession at the other's expense.

Maura Sweeney will be the convener for a contract team to activate members and put pressure on campus presidents and boards of trustees. Eight members, including Tiger Swan, have committed to the team.

Suggested By-law amendment to increase committee representation

The committee supported in principle the drafting of an amendment for representatives to be elected. A subgroup will draft language to be distributed to members so that it can be submitted in time for the delegate assembly. Tuuli distributed suggested language.

Discussion on what constitutes part time work (Louise Michaud)

Adjunct faculty can work at multiple institutions without limits on their cumulative hours. Professional staff can work at more than one institution but their hours are capped at 18.5. Colleges get around the limit by having part-time staff work more hours but only during spring/fall semesters.

Discussion about parking (Louise Michaud)

If a campus collects fees for parking, is it obligated to supply spaces? Members felt this must be addressed by MACER, but that there is nothing that requires campuses to supply parking.

Other items:

Column for MCCC news. Dale will draft an article based on the discussion around 1). Building solidarity around contract actions and 2). Bringing professional staff together on campuses

Respectfully submitted by Dale LaBonte