

MCCC Professional Staff Committee meeting Minutes February 5, 2019

Attendance: Andrea Robare (Berkshire), Mary Jenkins (Cape Cod), Deb Palumbo (Bristol), Amy Proietti (Greenfield) Trudy Tynan (Holyoke), Andrea Henry (Massasoit), Jason (Middlesex), David Houle (North Shore), Carol Flores (Springfield), Dale LaBonte (retired), Margaret Wong (MCCC President), Catherine Santiago (MTA). Absent: Bunker Hill, Cape Cod, Mass Bay, Mt. Wachusett, Northern Essex, Quinsigamond, Roxbury

Election of chair: Deb Palumbo was elected without objection to chair the meeting.

Approval of Minutes from December 4, 2018 meeting: approved without objection.

Scheduling next meeting date: The next meeting will be Tuesday May 21, 2019 at noon.

Contract Negotiations:

Margaret Wong reported that although there is tentative agreement on several points, the firm demand from the employer that vacation day accrual change and caps be instituted poses the biggest loss for professional staff members. Older workers who are not within a few years of retirement stand to lose the most, but younger members who will not have the chance to accrue vacation time at the current rate, will also be disadvantaged. One reason the other side is unwilling to budge on this point is that the union for the state universities (Mass Society of State Colleges or MSCA) agreed to the cap, in part because they have few professional staff members. Committee members asked for clarification and suggested approaches to send to the negotiating team, which has two meetings in February (2/6 and 2/28).

Contract Action Team

There was a delay in providing talking points for the contract action team (CAT) on each campus. Claudine Barnes will be sending an update this week. Many campuses have the existing leadership acting as the CAT. Contact Catherine Santiago or Maura Sweeney to let them know of your interest in supporting the contract talks through action. Concessions at the table have been linked to campus pressure exerted through the presidents.

Classification Appeals

The classification appeals committee needs two replacement members. Deb Palumbo and Mary Jenkins expressed interest. Several appeals are awaiting its attention.

Bylaw amendment

Charlotte Gifford (from GCC) of the bylaws committee sent confirmation that they received the amendment to the MCCC bylaws that the committee supported. This changes representation on the statewide committee from "selected" to "elected" and will be voted on at the MCCC Delegate Assembly on April 27, 2019 at Quinsigamond. UP Committee members can bring up this amendment at their local chapter meetings, asking for an endorsement. For campuses where the committee rep is currently appointed, their bylaws will need to be updated if this is approved. It is not too soon to begin to build support. Several UP committee members should plan to attend to speak for this change.

Release time for attendance at MCCC statewide committees?

Members discussed ways they log the time off to attend meetings. On many campuses supervisors accept this as college service. Some members use personal time or off campus days. The contract only recognizes MACER, UPPC, and the chapter president role as occasions when work time can be devoted to address union discussions. The campuses vary on their acceptance of unit member activism; a strong union presence contributes.