

Bristol Community College Council Chapter Meeting Minutes

March 26, 2018 - 2pm

Faculty/Staff Lounge G Building, Fall River

Remote locations via Facebook Live

37 members in attendance in Fall River, 17 on-line via Facebook Live

I. Call to Order

President Susan McCourt called the meeting to order at 2:04pm.

Motion to accept agenda and minutes from February 20, 2018 meeting.

Secretary Colleen Avedikian acknowledged spelling errors in the minutes, now corrected. Also, she reminded members that video of February 20th meeting is available on Facebook (Private MCCC Bristol CC group).

Pelletier/Lygren. **Unanimous.**

II. MCCC Statewide Elections

President: Margaret Wong (Quinsigamond Community College), **Vice President:** Rosemarie Freeland (Greenfield Community College), **Secretary:** DeAnna Putnam (Bunker Hill Community College), **Treasurer:** Gail Guarino (Cape Cod Community College), **Part Time/Adjunct At-Large Directors:** Linda Grochowalski (Quinsigamond Community College) and Carol Gray (Holyoke Community College)

III. Bristol Community College Delegates to the MTA Annual Meeting:

Catherine Adamowicz, Ravitha Amarasingham, Colleen Avedikian, Carol Martin, Susan McCourt and Diana Yohe.

There were 13 other BrCCC members NOT elected this year. However, if some delegates drop out, members may move up on the list.

Statewide, very low voter turnout. Only 15.8% of members voted in this election.

IV. Delegates Assembly-April 21, 2018. Courtyard by Marriott – Marlboro, MA

We are accepting nominations for MCCC Delegate Assembly. BCC is allowed 25 delegates. We vote if there are more than 25 BCC members interested in attending. Delegates must be determined by April 6th. This is great opportunity to show solidarity, learn about what goes beyond behind the scenes in the MCCC union, and vote on how the money gets spent. Two important areas that are voted on: budget and bylaw changes.

David Warr, longtime union member, will be handling elections this time. He will be sending out information via email. Please look for this important email.

V. Motion:

That the BrCCC Chapter recognizes and thanks Diana Yohe for her tenure as President of the statewide MCCC union.

Note: this message will be conveyed to the MCCC Board and Diana Yohe. Pelletier/Amarasingham. **Unanimous.**

VI. Appointment of Interim Chapter Director:

The Executive Committee of the BrCCC reluctantly accepted the resignation of Chapter Director, Mary Rapien just prior to the March 26th Chapter meeting. Mary read from her letter, which explained her reasons for her resignation. She will share with members via email.

Director Report: Mary Rapien reported that there will be some very important bylaws to be voted on at the MCCC Delegate Assembly and encouraged members to consider nominating themselves. Important bylaws to be considered: 1. Definition of Adjunct, 2. Term limits for MCCC Board Members (note: MCCC By-Laws committee supports this; the MCCC Board does not), 3. Eligibility for Membership. In addition, there will be two budgets for delegates to consider: and optimistic one and another in case the Supreme Court rules against unions in the Janus case. It is estimated that an unfavorable ruling in the Janus case will lead to a 35% loss in our membership, which will impact revenue through dues collection. Mary also reported that the MCCC Board did vote to support a stipend for Paulette Howarth for her grievance work. Finally, Meghan Callahan (Bunker Hill Community College) has been appointed to the Day Bargaining Team.

Motion: The Bristol Community College MCCC unit has a vote of No Confidence in the current MCCC Board. Lygren/Pelletier

Friendly amendment (Pelletier) to add the following language:

Our sincere thanks to Dr. Mary Rapien for faithfully representing our chapter at the MCCC Board meetings since June 2016. (**Accepted** by Lygren)

Discussion:

1. What is impact of No Confidence vote on BrCC Chapter?
2. Some Chapter Directors have integrity, and this should be considered.
3. The vote of No Confidence should be based on the culture of the entire MCCC board; the board is dysfunctional even if it is a small number of individuals contributing to the negative culture.

Motion passed. Four abstentions.

President McCourt will appoint an interim Chapter Director. She will discuss this with the BrCCC Executive Committee.

Secretary Avedikian announced that based on the current chapter by-laws (adopted 9/17/2011), we have a quorum. The by-laws define a quorum as 10% of the membership or 25 people, whichever is a lower number.

VII. Motions: Funding Requests:

That the BrCC Chapter approve the following expenditures:

- 1, \$100 to purchase a ¼ page ad for the Coalition for Social Justice Annual Banquet and Awards Ceremony (to be held Thursday, May 17th 6 – 8:30pm at the Venus de Milo).
2. \$150 for refreshments for meeting with local legislators on Tuesday, April 10th, 10 – 11am in Faculty/Staff Lounge.
3. \$150 for refreshments for MTA Candidates Forum on Tuesday, April 24th, 6-7:30pm in Faculty/Staff Lounge. Dorsey/Pelletier. **Unanimous.**

Additional motion:

That the BrCC Chapter buy 4 tickets for the Coalition for Social Justice Annual Banquet and Awards Ceremony for members. Pelletier/Perryman

Discussion: The cost is \$40 per ticket; motion will be for \$160.

Does this violate policy of using funds for activities not benefitting the union?

Unanimous.

VIII. Work to Rule:

At February 20, 2018 Chapter meeting, those present voted to go on Work to Rule to support the DCE contract bargaining, pending an on-line vote. This has not yet happened. This should happen this week. Look for email. Comments from members:

- a. “sticking points” for DCE contract: money, pay parity, job security, more informative pay stubs, priority consideration given to adjuncts when FT positions become available, and opportunities to teach enough courses to be eligible for health insurance (pending Massachusetts legislature passing bill that would redefine adjunct faculty as Part Time employees).
- b. no other chapters are currently on WTR.
- c. A year or two ago our chapter voted on a motion that we have one contract. This was never acted upon. Secretary Avedikian will review this in previous minutes and report back.

IX. Chapter By-Laws

Catherine Adamowicz, Chair of By-Laws committee reported that since last May, the committee has met to discuss and vet bylaws. There was agreement on all articles except for bylaw 4, section 7, which relates to chapter appointments. This has not yet been vetted by the committee. Chair Adamowicz would like to send out bylaws (including 4 Section 7) to members via email with original language, proposed changes and rationale. There will be an opportunity for members to discuss the proposed changes at our next chapter meeting.

X. Anti-Racism Campaign

Ron Weisberger reported that the union will be proposing a Blue-Ribbon committee to conduct research on the subtle and not so subtle racism on campus. This model is based on Brown University. The committee will present findings and recommendations to the college.

Member comments/concerns:

The Blue-Ribbon Committee should not be used by management as excuse to not be involved.

Can we connect this with NEASC? For example: college mission/integrity

XI. MACER Agendas

DAY:

OLD BUSINESS:

AA/EEO/Title IX Officer: search and Rank/Title/Duties

Anti-Racism campaign

Decision Making on Scheduling Courses

Deans Teaching DCE courses and assigning to other administrators and family members as Violation of the State Ethics Rules

NEW BUSINESS:

Contractual language re informal attempt to resolve conflicts before filing grievance

New Business from the Chapter Meeting

The financial criteria for cancelling courses. Without the exceptions of new course, program need, graduation need, etc. which we all agree to – what is the number of students needed in a section before cancellation and why is that the number?

The purpose and practices of professional staff meetings and shared governance.

October Assessment Day not brought to MACER/Chapter Officers.

DCE:

OLD BUSINESS:

MOA on DCE Assignments
Sick Leave for Adjunct Faculty
HR Policy of Removing Adjunct Faculty from Classrooms due to student complaints
Retention Planning to Include Adjunct Faculty
Performance Evaluation of Adjunct Faculty: Details and Procedures
Hiring of Adjuncts for Advisement after 5
Adjunct Professional Day
ODS support for Students and Faculty after 5
NEW BUSINESS:
Contractual language re informal attempt to resolve conflicts before filing grievance
Declining enrollment and reduced number of sections
Practice of converting DCE courses to Day
New Business from the Chapter Meeting
The Adjunct Integration Project
The EEO/AA/IX Official: Rank, Title, Duties.
The past practice of issuing contracts in a timely manner
The financial criteria to justify cancellation of adjunct courses
College Retention Plan – Details.
Tutoring at all locations for STEM students after 5:00 PM

XII. Member Comment/Questions/Suggestions for MACER:

1. Has issue of promotion to Professor been brought to Pres. Douglas? Answer: Pres. Douglas will be at April MACER meeting; we will bring it to her then.
2. RE: MACER item “Contractual language re informal attempt to resolve conflicts before filing grievance.” Some emails to members from HR have coercive language. The union is not cc’d on the emails. It raises questions: who is HR serving? Are they impartial mediator, or working for interests of President/President’s designee?
3. Can we get process for Grievance in writing? Answer: it is in Agreement (contract).

XIII. Upcoming Events:

Southeast Regional MTA Member Screening of BACKPACK FULL OF CASH. This feature-length documentary explores the growing privatization of public schools and the resulting impact on America’s most vulnerable children.
**Monday, April 2nd Taunton High School Auditorium
50 Williams St., Taunton**
Light Refreshments at 5:30 p.m. Free Film Screening at 6:00 p.m. Post Screening Conversation at 7:30 p.m.

Introduction and Post-screening discussion led by: Professor Maurice
Cunningham
Sponsored by: Taunton Education Association

XIV. Meeting Adjournment

Motion to Adjourn: Pelletier/Adamowicz. **Unanimous.**
President McCourt adjourned the meeting at 3:03pm
Respectfully submitted, Colleen Avedikian, BrCCC Secretary