

# **Bristol Community College Council**

## **Chapter Meeting Minutes**

**Monday, September 23, 2019, 2:00 p.m.**

**C-111, 62 members in attendance**

### **I. Call to Order**

President Paulette Howarth called the meeting to order at 2:05 p.m.

Paulette reported that the email list serve is still a problem.

There is a MCCC conference on Wednesday, October 2 at the Double Tree Hotel in Marlborough, MA. This meeting is very informative and has workshops for everyone. This is a great way for everyone to get involved.

The day contract was ratified in June. The retro money should be coming in November.

Reminder to submit your Spring 2020 preferred course schedule to your dean.

MACER meetings are scheduled to take place after our MCCC union meetings. Please let us know if you have any issues that you want the union to discuss at the MACER meetings.

### **II. Vice President Report (Emily Brown)**

This year's Employee Survey Form is basically the same survey that we used in 2007.

However this year's survey also includes everybody on the campus. The questions in the survey are related to Divisions, Departments, and each campus (feeling of community).

Questions were added that relate to management.

All of our concerns are important to both AFSCME and MCCC members. We are considering ways to share the form. By the end of the week the survey should be ready to send out to all members.

The union is looking for a statistician to compile the data. We will focus on open-ended questions.

Howard Tinberg recommended that the follow-up should define what steps we will take as a union to present these findings to who and how we will present them. We should expect to go to the Board of Trustees and out to the college community to present our findings. It is suggested that someone go to the Board of Trustees to present our findings.

Catherine Adamowicz stated that the Board of Trustees meetings are open meetings and that anyone can speak for 3 minutes.

It is noted that Bristol has the reputation that we have the worst administration in the 15 community colleges.

Emily noted that we need to support each other during these difficult times. There are many things we can do such as write a letter of thanks to someone who helped you out with something. That letter can then be placed into your personnel file.

**III. Director for Bristol MCCC Board (Catherine Adamowicz)**

Catherine attended the Board of Directors meeting that was held last Friday, September 20, 2019.

Catherine mentioned that anyone can go to the Board of Higher Ed meetings.

At Massasoit Community College, the academic dishonesty **procedure** has been revised. There will be a list kept of students who have violated the academic dishonesty policy. The list will be kept until the student graduates.

The DCE bargaining applications are due on September 25. Please submit the applications by September 24 if you want to be on the bargaining team.

Regarding the state family medical leave, the state wants to take a deduction from our paycheck to pay for the additional leave. More information to come.

MTA is reorganizing. What does it mean for us? The MTA staff should be discussing this with us. We need more information and this may fragment the community colleges. Reminder: October 23 is Community College Advocacy Day.

**IV. Grievance Coordinator (Diana Yohe)**

Diana was not present today; she is away.

The chapter needs members for the grievance committee. Please give this some thought.

Diana is looking to train more people to help with grievances.

Two recent mediation meetings resulted in non-reappointment.

**V. Membership Chair (acting) Laura Banville-Field**

The chapter needs to fill this position. Please call Laura Banville-Field if you are interested in this position.

The new member luncheon will be held soon. Date to be determined.

**VI. SAC Representative (Ron Weisburger)**

Ron was not present today.

The chapter needs members for BrCCC SAC committee. If you are interested, please let Ron know.

**VII. Professional Staff Representative (Deb Palumbo)**

Update: Professional Staff E-7s are in impact bargaining. Administration has put every possible in the E-7s.

This is a very challenging time; positions are changing and people are constantly rotating space.

MCCC has helped with impact bargaining. There are concerns because everything imaginable is now in their job descriptions.

Reminder: There is a meeting on Tuesday, October 8. Please send any concerns to Liz McDonald or Deb Palumbo so they can bring your concerns up at the meeting.

Pro-active advising—we do not know how it is all going to work out with so many advisees.

**VIII. Adjunct (DCE) Representative (Ely Dorsey)**

Reminder: Please send all communications about issues through our personal emails. Our Bristol email accounts are being monitored.

Adjunct faculty courses result in 55% of all revenue coming into the college.

President adjourned the meeting at 2:50 p.m.

Respectfully submitted,

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Carol Martin, MCCC Secretary

Below is a list of helpful links to MCCC information.

Link to the main page.

<https://bristolcommunitycollege.mtasites.org/>

All official emails have been posted on Announcements. This page contains many links to “attachments” that open in a new window.

<https://bristolcommunitycollege.mtasites.org/announcements/>

Among these attachments, are

The Fair Contract Now poster <https://bristolcommunitycollege.mtasites.org/wp-content/uploads/sites/68/2019/05/Fair-Contract-Sign.pdf>

The Day Contract Negotiation Update <https://bristolcommunitycollege.mtasites.org/wp-content/uploads/sites/68/2019/05/Day-Bargaining-Update-2019-05-15.pdf>

And the Work to Rule information that’s posted on the homepage

<https://bristolcommunitycollege.mtasites.org/wp-content/uploads/sites/68/2019/05/Work-to-Rule-MCCC-Day-2019.pdf>

All negotiation updates can be found under Info for Members → Negotiation Updates

<https://bristolcommunitycollege.mtasites.org/info-for-members/negotiations/>