

Hello everyone,

The impact bargaining team teleconferenced today first as a caucus and then with management from 2:00 to 5:15. We will be meeting again tomorrow morning to continue bargaining.

Bargaining began with the management team challenging something from our update yesterday. Their position is employees may **not** use sick leave or the sick leave bank if they don't wish to go into work for fear that they or their loved ones might be in the high-risk category for death from an extremely contagious disease, or are otherwise worried about being placed into forced quarantine or incapacitated due to the deadly COVID-19 global pandemic. Their position was clarified to us that people should use their personal days or accrued vacation time if this is the case. We intend to bargain and get more clarity around sick leave issues and the sick leave bank tomorrow.

The impact bargaining team continued to press for the colleges to close and allow all unit members to work remotely. A statement from the Cape Cod Community College president sent out to the CCCC community this afternoon seemed to have gone in this direction: "The continued threat of COVID-19 (Coronavirus) has regrettably forced us to change direction. . . . This means our campuses will be closed until at least April 13, 2020." Since this notice was sent out just as our meeting began, Claudine Barnes brought this up to management. Even though the college will be "closed" there is nevertheless the expectation that "employees who are not required on-site or *essential* should work remotely." There was uncertainty from management about what "closed" and "essential" meant. Essential personnel may or may not include unit members. Management agreed to put together a glossary of terms to help clarify matters.

In addition to our safety concerns we also discussed the evaluation of unit members for the spring semester. Management proposed that evaluation of professional staff include work done through February 2020. The Bargaining team asked that DCE faculty be held harmless due to the COVID-19 disruption with regard to student evaluations as it is not clear whether or how evaluations can be distributed this spring in face-to-face classes. Management was amenable to this and will be checking with the presidents to see how best to handle this issue.

We also asked about compensation for trainings and adapting a face-to-face class to an online class. While management did not support compensation for trainings, they did come to appreciate the difference between remotely completing a course using a variety of available modalities and adapting a face-to-face course to an online format. They will be checking with the presidents to see if something might be arranged with regard to compensation for adaptation of face-to-face courses per the Distance Education Agreement.

We finished the session by focusing again on the issue of safety. We asked what makes the community colleges safer than other colleges that will remain closed to students until the end of the semester. We asked what makes the community colleges safer than city halls, public libraries, K12 schools, restaurants and bars. As an aside, I would add that the [Boston Globe](#) estimates that the virus that causes COVID-19 has possibly infected 6,500 people rather than the official count of 218 due to the slow rate of testing for the disease in Massachusetts. It is the position of the presidents that safety can be achieved by deep cleaning and closing the campus to the "public" as if members of the college community aren't themselves *in the public* before they enter the colleges, who, while looking perfectly healthy, might, as the [New England Journal of Medicine](#) has found, actually be infected and shedding the potentially deadly virus. It appears the administration does not understand that a single decontamination of surfaces does not prevent surfaces from becoming re-contaminated by members of the college

community who have been in the public. We were told that our concerns are duly noted and were assured that that the presidents do care about our safety and that they are and will continue to be diligently following [DPH](#) and [CDC](#) guidelines.

We will teleconference again with management tomorrow morning at 11:00 a.m. The presidents will be discussing with the DHE team our concerns and proposals before then.

My apologies for the lateness of this. Be safe and stay healthy. Happy St. Patrick's Day.

Best,

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