

Bristol Community College Council

Chapter Meeting Minutes

Monday, November 4, 2019, 2:00 p.m.

C-111, 47 members in attendance

I. Call to Order

President Paulette Howarth called the meeting to order at 2:00 p.m.

The day contract was ratified in June. The retro money should have been in our November paychecks, but nothing yet. The money in the supplemental budget has not passed yet. We should expect 2% of what we were making in 2018 plus another 2% for 2019.

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.

A Strategic Planning Committee meeting was scheduled for today at 2:00—same time as our union meeting that is taking place now. This is a violation of our MOA of 2009 that states “our meetings are scheduled according to the meeting calendar and no meeting should be scheduled at the same time. Wednesdays from 2-4 are activity times”.

Therefore, there should be no classes or any other meetings scheduled during those meeting and activity times. Currently there in the Fall 2019 semester there are 69 classes scheduled at 2:00 on Mondays and 59 classes scheduled during Wednesday activity time at 2:00.

Paulette notified us that part-time advisors will be terminated. The union will file a grievance.

Anthony Ucci mentioned that during division meetings the deans are discussing D, W, F, and I grades. The concern is these grades will be used against faculty.

Paulette recommended that faculty review their personnel file to see if administration is using student evaluations of your faculty evaluations but these letters are not, a chapter grievance will be filed.

Family leave tax was discussed. Beginning in 2021 companies with more than 25 employees and who are making over \$825 per week will be contributing to the family leave tax at a rate of 00.75%. Please visit www.mass.gov to find out more information.

Some union members are still not receiving emails from MCC, please let us know if you are not on the list..

MCCC officer positions are open. Please look at the MCCC website for the open positions. February 1 may be the deadline to nominate. There will be no write-in candidates this year.

Our next meeting is on Monday, December 2 and we will have a holiday party.

II. Vice President Report (Emily Brown)

Emily discussed the results of the survey and noted that this is raw data. The results of the survey will be sent to all MCCC and AFSCME union members. There were 226 responses to the survey. Basically there is low morale, lack of spirit, and no open communication. Either people had no opinion or they strongly disagreed. The results will be shared with President Douglas and with the Board of Trustees.

Colleen Avedikian asked if MCCC is on the agenda for the next Board of Trustees meeting. Our plan is to share the report with the Board of Trustees before we go to the Board of Trustees meeting.

On November 14 at 2:00 there will be a joint meeting of MCCC and AFSCME to discuss the results of the survey.

III. Director for Bristol MCCC Board (Catherine Adamowicz)

When we receive our retro checks for 2018 and 2019, please check if the paid family leave was taken out of the retro check. Family leave funds should not be taken out of the retro money.

Catherine mentioned that the House and Senate are meeting about policy issues and this is holding up the retro money. Please make phone calls to legislative Rose Freeland and urge her to get the budget passed.

IV. Grievance Coordinator (Diana Yohe)

Diana was not present today.

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

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

Diana will be filing a chapter grievance on behalf of the part-time advisors who were fired.

Diana will be filing a grievance against administration for scheduling a strategic planning committee meeting during today's MCCC meeting (11/4 at 2:00).

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)

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

VII. Professional Staff Representative (Deb Palumbo)

Follow-up regarding Student Services & Enrollment Management (SSEM) reorganization plan:

- Bristol is not alone in facing significant reorganization challenges impacting professional staff. This is happening at several other Massachusetts community colleges.
- Advisor E7s have been signed, and the Advising Department is moving forward with a proactive advising model. As a result of an increased workload, including a caseload of 250 advisees, career, transfer, and all previous responsibilities, E7s will be revisited in January.
- Emily Brown shared a tracking form, which was modified for use by the Advising Department to document workload. With Emily's permission, I am happy to share this form with other professional staff who want to track their workload. Advisors are not the only professional staff impacted by an increasing workload.
- A committee will review all professional staff E7s to assess workload in the coming months.

Unit Professional Staff Committee (UP) Update:

- The UP Committee has identified a professional staff member from Berkshire CC who will update the Unit Professional webpage on the MCCC website. This is a great resource for professional staff.
- One of the UP Committee members, Trudy Tynan, is also an MCCC Board of Directors member, and she has agreed to address professional issues of concern at the board meetings.

Professional Staff Off Campus Days:

- Professional staff receive 3 off campus days per fiscal year (July 1 – June 30). One of these days must be used for the day after Thanksgiving. The other two days can be used for activities outside of those assigned. Off Campus Days can be used in increments of half days or more. There is no reporting requirement for use of these days, and they are tracked in SSTA via the code AOCAD.

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,

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/>