

Bristol Community College Council
Chapter Meeting Minutes
Monday, June 1, 2020, 2:00 p.m.
Zoom meeting, 70 members in attendance

Welcome

Emily acknowledged the great work of the previous MCCC Executive Committee.

Board of Trustees Meeting

A Board of Trustees meeting was held on May 11, 2020 and lasted about 45 minutes. The MCCC union was denied access to the meeting. About 60 union members logged into the Board of Trustees meeting. Chair Joan Medeiros read a statement responding to the union and shared it. Joan's statement was about the recent layoffs and she said it was taken under advisement at this time.

The next Board of Trustees meeting is scheduled for Monday, June 8 at 4:00. Strategy is to have Emily request to be on agenda. Please try to attend the virtual Board of Trustees meeting.

DE-2 Form

The union encourages you to fill it out. The form is in our contract. This form allows us to choose whether we want synchronous or asynchronous learning in our classes. We have academic freedom to hold class any way we want to. Please fill out the DE-2 form. We anticipate some push back from administration. Some classes need to be held synchronous. Bristol is the only community college that removed all times from courses running this semester. Please submit DE-2 form with your syllabus.

Professional Staff Impact Bargaining

Susan stated that the survey was helpful, and she brought it to the statewide level. All community colleges have the same concerns:

- Compensation—professional staff would like to be reimbursed for expenses while working from home.
- Enrollment—other community colleges are reporting their enrollment is up, so why are professional staff being retrenched?
- Return to campus—some advisers are back at one community college.
- Who will enforce PPE and who will get it?
- Staggered schedules for professional staff beginning in the fall semester. Concern is working spaces. Can't social distance. Hybrid work schedules for professional staff?
- What if professional staff feels uncomfortable returning to work?
- Proper ventilation (air quality checks).
- AFSCME has no layoffs.
- Professional Staff was the hardest hit with our loss of unit members.
- Professional Staff can do most of their work from home.

2020 Delegate Assembly

The 2020 delegate assembly meeting was held virtually on Tuesday, May 26. Union dues increased \$35/year. The MCCC will eliminate the position of treasurer, combine two positions, and allow a full-time staff member to work with the budget. The Office manager will take over the budget after the current term of the treasurer.

Retrenchment Impact Bargaining

Retrenchment and impact bargaining are still ongoing and very frustrating. Decisions are being made without supervisor input. Bad information was used while making the decision of who was and who was not retrenched. Administration continues to stall discussions with the union. We will send out more information as we get it. We need your help when emails go out asking for information. Administration said they would hire people back when they need them but that was not a promise. Administration claimed that they were not working from home because there was not enough work to do.

It was reported that members on unemployment are not getting their unemployment at this time because of target of scams. Please check your email that went out today (6/1) with more information about the scams.

Distance Education State Level Impact-Bargaining

MCCC will not revisit/alter the Distance Education Agreement (DEA) at this time. Big point of contention. Administration is using SNHU (Southern New Hampshire University) as a model.

[LINK TO AGREEMENT](#)

- Administration Asks:
- Lack of online course evaluations
- New faculty hires with competency in online learning to be grandfathered into the DEA as of June 2020
- Departmental course shells created and owned by the college for three years
- Find a middle ground between face-to-face and remote; compensate remote course creation at a lower rate
- Training resources (staff) will be shared between campuses

Next Steps

- **Communication Strategy:** Shelly Murphy is joining us and has been working with us behind the scenes. We are working on an internal strategy and an external strategy. In President Douglas's op ed piece in the paper she talked about the cost benefit of attending Bristol. We do not want to be known as a cheap college. The President should have been talking about the high quality of education at Bristol, as well as the superb staff and faculty, etc. The union is being proactive to develop a strategic plan. We need to keep pressure on administration. We want legislature to know what is going on at Bristol.

- **Impact Bargaining:** Impact bargaining is going to continue, and we will provide everyone with updates.
- **MCCC Committee Work:** The email went out shortly after the union meeting. We need your help, so please get involved! We want to remove the fear of retaliation by administration for being involved in the union.

President adjourned the meeting at 3:10 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/>