

NECCPA Chapter Meeting Notes for October 15, 2015



This meeting was called to order at 12:10pm by Linda Giampa.

Work to Rule

- **Presentation** – Linda Giampa presented a PowerPoint that went over Work to Rule and what it means. You can view the PowerPoint on the Chapter website here: <http://www.neccpa.org/> as well as an informational handout about what standard Work to Rule Practices are and several examples.
 - Including possibly not attending SOAR presentations, having out of office email responses up (make sure you understand how to work away messages so they turn on or off) for when you are not working, etc.
 - See PowerPoint for additional examples, DO's and DON'Ts-
 - Remember if you're unsure- better to "WORK NOW- GRIEVE LATER"
- **Motion**- Linda Giampa made a moved that the chapter begin to employ work-to-rule immediately
 - Joe LeBlanc seconded the motion
- **Discussion** – following the motion and before opening work-to-rule to a vote, there was a question and answer period.
 - Susan Van Wert said that hopefully we are only on one large committee. She suggested that if you are on more than one, that when Work to Rule is passed, you may want to reply back to any extra committee meeting requests with "According to Work to Rule, I will no longer be attending these meetings."
 - Barbara Stachniewicz asked if Spurk building staff are contractually obligated to pack up their offices for the move?
 - Linda Giampa said that was a good point.
 - Gail Stewart asked what impact Work to Rule would have on Assessment Day (planned for Friday, October 30.)
 - Joe LeBlanc said it would be a good opportunity to do some picketing beforehand. However he said faculty are required to attend and participate, unless they have elected to use a personal day.

- Ligia Domenech asked for clarification on definitions of celebrations and college service for newer members.
 - Joe LeBlanc advised newer hires and those who are not tenure to be cautious. If you are at the end of year 4 of your time at college you have “just cause protection” which is the equivalent to tenure then you are encouraged to participate with eagerness at the upcoming events.
 - Joe LeBlanc strongly encouraged those who are able to picket on Tuesdays and Thursdays from 8:30-9 in front of the Tech Center at the main entrance. Please HONK to show your support!
 - He also stated that junior colleagues who have 4 years or less are encouraged to be cautious; as well as DCE and part-timers are advised to stay out of the way – “your positions are too tenuous” LeBlanc said.
 - LeBlanc continued – It’s really up to our tenured members to fully exercise their rights of free speech. Tenured members should be the ones increasingly turning up the heat. Lane Glenn is the head of the President’s Council and on the Labor Relations Committee and holds a lot of power.
 - LeBlanc attributed the recent scrapping of trying to make the tenure process much more tedious for junior members to applying the “low heat” during negotiations.

- Terry Cargan asked what the impact of passing Work to Rule has been in prior negotiations.
 - Joe LeBlanc said that it had varying impacts depending on the location and year.
 - He recalled that work-to-rule, picketing, etc. “drove (former President) Dimitry crazy.” He said that though we would not strike, it’s against the law, and he would go to jail. ..which he doesn’t want to do. Unions who push to a strike in the recent past have generally lived to regret it and it’s not a wise tactic. Work to Rule is about as close to a strike as we get, if it’s enforced even at the 3 colleges who have presidents on the negotiating team then we may seem movement on the language of the contract.
 - LeBlanc also stated that when Charlie Baker won the election, it was not good news for us financially. There is not much the union can negotiate financially.
 - The language of the contract is near impossible to get back, which is why we don’t want to lose what we have currently. LeBlanc gave the example of the accepting of the current grid/point system that determines salary and how there is no increase for seniority. Very difficult to get things back to the language we formerly had, which is why we need the presidents to scrap the language that they are proposing.

- Susan (Faculty from Lawrence) asked for more clarification about what college service means and how many hours are required

- Giampa added College Service works out to be approximately 4 hours per week.
 - Giampa stated that it depends on what an individual has already committed to on their E5 and that they need to follow through on that
 - Giampa stated that the problem with not having a mathematical solution for college service is because it means different things to different people (Deans, Assistant Deans, etc.) and that it's been an ongoing issue with management.
 - Joe LeBlanc stated that for individual cases or concerns to contact Linda Giampa separately and that we have a lot of resources to help members to define the parameters within their area.

- Ginger Hurajt asked for clarification on our contract obligations for email and time required on campus.
 - LeBlanc said one thing we are fighting right now is that they want to make us “clock in and clock out” for college service in the future.
 - LeBlanc paraphrased what a spokesperson for the state said at a recent meeting – no one expects you should be checking email on breaks or if you're not at work. Faculty are only required to be on campus for classes, your office hours, and committee meetings. You do not need to sit in your office just to sit in your office all day.

- Chris Rowse asked about holding online office hours.
 - LeBlanc said there is no policy spelled out on that right now, but it is ok to do it and to make an arrangement with your Dean.

- George Medelinkas suggested that even though faculty are required to attend Assessment Day, perhaps individuals could participate but not actively; for instance staring blankly. He also asked if we have reached out to DCE folks to tell them how to help.
 - Linda Giampa stated DCE support is welcomed but because they are paid to only teach their class she was unsure what else they could do.
 - George stated that many DCE volunteer on committees and that there are many ways they could support through similar actions and that not all adjunct members know this happening.
 - LeBlanc added to be careful and that's walking a fine line.
 - Again LeBlanc urged caution and to please be careful. He said it would be relatively easy to have your number of classes cut and there's not a whole lot the union could do about it. Just supporting the tenured faculty by perhaps offering a quiet thank you is enough.

- Biff Ward asked about what the limits are for putting together advisory boards and program development work. Giampa said if it's something you've already agreed to do, then do it. However don't accept new work moving forward.

- **Vote** – Giampa stated that the question is on the adoption of the motion that the NECCPA Chapter of the MCCC begin the implementation of Work-to Rule immediately.
 - There was overwhelming support.
 - Giampa announced the motion is adopted.

- Giampa stated that anyone with questions should contact her.

Meeting adjourned approximately 12:50pm.

Next meeting: The next Chapter meeting will be November 23, 2015