

## Chapter Meeting Notes for November 23, 2015



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

Linda Giampa provided an update on Work to Rule.

- She said it's really important for management to understand all the important work we do for students. Work to Rule is supposed to be a way to show them all the important things we do that we don't get compensated for. When we adhere to work to rule, it allows the administration to be informed and enlightened about the work we are doing. Our greatest strength is also our greatest weakness – we are all working here because we want to make a difference in the lives of students, and management knows this and realizes they can ask us to do more and more without recognition or compensation.
- Giampa asked that we not attend the college holiday party. She proposed that instead of attending the college party that we have our own coffee and baked goods party outside. We will have a special MCCC box for charitable donations. Our party will be focused on celebrating the union and the work that we do.

Joe LeBlanc provided us an update on the ongoing negotiations. MCCC bargaining updates can be viewed at: <http://www.neccpa.org/>

- He says there is no tentative agreement (TA) nor does he see that happening in the foreseeable future. It is possible there could be one by the end of the semester.
- One of the sticking points right now has to do with us wanting a new grid with columns to denote academic credit, rank, etc. We want this type of grid so new hires can chart the course of their careers and map out the increases they can expect to receive over time.
- The state has said they will have an increase in their financial offer by the end of November, but that remains to be seen.
- The employer is pushing hard on tying outcomes to formal evaluations and the teaching of online courses.
- As it stands now, one hour of online office hour time can be conducted per online class. This can be extended up to 4 hours per class if approved.
- We are also working on a compromise for the start times on teaching evening classes.
- LeBlanc stressed that now is "crunch time." He says if we don't do something between now and Christmas, the threat of a no increase year is very real.
- He encouraged us to email and call Lane Glenn, letting him know we want a fair contract.

- Picketing is happening in Haverhill Monday-Friday in the mornings and flyers will be distributed to each passerby. He asks for our support of picketers and encouraged more tenured and retired faculty to participate.
- He reiterated the importance of Work to Rule and moving to adjourn meetings. He says members should be moving to adjourn both departmental and division meetings. "If there is nothing felt by the administration, we're going to end up with a crappy TA and a 0 increase year."

#### Q & A

- Chris Rowse asked about getting flyers for Lawrence. LeBlanc will email the flyer to him. Steve Russell said he can bring some down, too.
- Andy Morse commented that we should also be very concerned about the potential loss of academic freedom under the current management proposal.
- A member from Lawrence asked how our students are supposed to know what is happening. LeBlanc said we can use the flyers and we should feel qualified to answer their questions. Barbara Stachniewicz suggested handing out copies of the Observer article in class. Peter Flynn said his shirt has been very effective in getting students to ask questions about Work to Rule and suggested others may want to wear one, too.
- It was also suggested that we have more solidarity within the chapter. We should all be supportive of our fellow members' efforts. Picketers are outside in the cold weather and recognition and support of their efforts from everyone would be appreciated.
- Amy Callahan commented that the new buttons that say "Fair Contract" will help in spreading our message since they are clearer than the current Work to Rule buttons.

Joe LeBlanc closed this part of the meeting by letting us know that this will be his last term as MCCC President. He hopes to leave the position having worked to get a fair contract in place for us. He said the next president will have a huge role in the future of MCCC, and he will be endorsing a candidate in the spring.

Joe Rizzo, MCCC Grievance Coordinator presented a PowerPoint about historical information and well as current DCE issues. Please click here to view the PowerPoint: <http://www.neccpa.org/>

**Meeting adjourned approximately 1pm.**

*Next meeting: The next Chapter meeting will be January 25, 2016*