

NECC Professional Association Chapter Meeting Notes

February 29, 2016

The meeting was called to order around 12:06pm by President Linda Giampa.

1. Linda Giampa made a motion to go off Work-to- Rule due to Tentative Agreement (TA) being reached
 - a. Motion Passed
 - b. Work-to-Rule has now ended
 - c. Linda reported that it DID make a difference and everyone did a great job. There was significant frustration by administrators and that was good for us.
2. Linda Giampa encouraged members to sign up for the MCCC Delegate Assembly that will be held Saturday April 23rd at 9:30am in Marlborough
 - a. If you are interest in attending please talk to Linda asap
3. Chris Rowse
 - a. Attended the Strategic Action Committee (SAC) – please see attached documents
 - b. Chris is asking that if you are a MA resident, you are asked to contact legislators before 3/16
 - i. Regarding highlighted bills on handout- including a GIC premium increase and pension bills
 - ii. It DOES help to call, even just a small number of calls can make a difference
 - iii. Linda stated to tell them we aren't paid enough to take the GIC increase!
4. Joe LeBlanc
 - a. Toughest TA he has ever worked on! The team hung in there even when management was pushing hard we pushed harder!
 - b. Thank you to the small and powerful picketing group and those who called President Glenn.
 - c. Joe STRONGLY encourages everyone to vote YES – expect materials to come out in a week, mailed to your home, it will include a postage paid addressed envelope to mail to the MCCC office. It must arrive to the office by March 23rd at 4pm.
 - d. Joe states it's not a prefect contract, but it IS A WIN for US in the context of the current environment, it is a STRONG TA!
 - i. If you do not vote YES then you would not receive the 2% increases that would be retro back to July 2015 and this "horror show would have to start all over again".
 - ii. VOTE YES!
5. TA Highlights (SEE ATTACHMENT FOR SPECIFIC INFORMATION) by Claudine Barnes (current MCCC Secretary/Day Negotiations Co-Chair- running for MCCC President) and Rosemarie Freeland (MCCC Day Negotiations Co-Chair- running for MCCC VP)
 - a. Claudine Barnes- Please Vote YES- we met over 80+ times, it was an arduous process and was the best TA given the circumstances- Claudine described the following items of the TA:
 - i. Salary- for full and part time year one 2% (retro to July 1st 2015), year two 2 ½ % year three 2 ½ % NO STRINGS ATTACHED- not sure how it will be paid out, but once the contract is funded it will be in your pockets in either 1 or 2 lump sums
 1. Mgmt. had offered 3 ½ % in years 2 and 3 but with caveats such as tying the increase to graduation rates- everyone agreed that was a bad position to be put in and it was a NO from the team, which is where the final increase amounts came from
 2. Also got mgmt. to agree to the establishment of a committee to begin looking at implementing a salary grid for year 3, with this grid there would be clear steps and lanes to future salary increases and we won't have to deal with the points system and lack of increases any longer.

- a. This will go out for ratification from the members because it would be such a big change and members would get to cast their vote on it.
 - 3. Mgmt. also agreed to 4 classification adjustments
 - a. The state did not want to give members more money and the college presidents agreed that we deserved a little bit more so this was a way to catch additional adjustments to our salaries
 - i. continued payout for additional educational qualifications
 - ii. payout for tenure for professional staff (even if you received tenure 30 years ago- you will start getting paid for tenure as a professional staff member) AND pay for rank change for faculty
 - 1. Improvements are now equitable for 3 tiers of payoffs for BOTH faculty and professional staff (see attached TA summary for specific amounts)
 - iii. post tenure evaluation- anyone who has not as a faculty member also received a change in rank will get a payout on base salary of \$500 of post tenure evaluation
 - 1. Previous contract was for \$539, we were able to get mgmt. to initially agree to \$550 however they then tried to pull the \$ away from associate professors who have tenure and the team believed that was the wrong thing to do- so the team agreed to lower it to \$500 so everyone who has tenure as a faculty member will be eligible for that money
 - 2. You won't be eligible for multiple types of these payouts, everyone who is a tenured faculty, professional staff member or who has rank change, or post tenure evaluation is eligible for one of these—whichever one is higher that you qualify for
 - b. Unfortunately, Grant funded professional staff and faculty do not fall under this grouping because of the nature of how they are paid it made it impossible to include this, but grant funded did receive other wins.
 - b. Rosemarie Freeland
 - i. Grant funded professional staff and faculty- were never given priority and have now secured priority for these positions to have consideration if your grant runs out then you will still be able to promote yourself under that provision.
 - ii. Wins for professional staff
 - 1. E7 are now required to meet with their employers by July 1st of each year
 - a. Puts professional staff in the drivers seats, some have never had an E7 and have been abused because of it
 - b. Mgmt. wanted to remove the language that talked about “Mutually agreed upon” and team fought back to keep professional staff in the driver’s seat, which means that if it is changed during the year, you will have to meet with your employer to discuss the changes and whether you agree with them.
 - c. Proposed to eliminate the language “other duties as assigned” and mgmt. pushed back- but now it can only be related to duties already in your E7, not any and all duties in the classification specifications (which are too general—we are not all things to all people as professional staff).
 - c. Claudine Barnes continued

- i. Wins for Faculty
 - 1. Online office hours for faculty who teach an online course are guaranteed at least 1 online office hour a week
 - a. There is language that all other faculty can work with their supervisor about online office hours.
 - 2. Language to teach courses later in the day
 - a. Mgmt. wanted to be able to have all day unit faculty to teach courses up to 6:30pm
 - i. Team did not approve and after research found that DCE classes are supposed to be in the evening, but there is no definition within state law as to when evening actually is.
 - b. Ended up agreeing to NARROW language—ONLY if it's voluntary can start classes as late as 5pm as a part of their work load.
 - i. Those other classes that would have been during the day are opened to DCE faculty- does not give day faculty bumping rights, DCE faculty still have all previous rights under the contract, if a course had been taught by DCE and it's taken away there is a grievance there. No intent to try to remove work from the DCE unit.
 - ii. Some faculty in small programs are running up against accreditation problems where they are required to find a balance for full time and part time and faculty were being required to teach all sections.
 - iii. Anything after 5pm needs to be only for bonafide program needs and must go through chapter and each chapter leadership must be notified of anyone teaching those classes to try to avoid any possible conflicts.
 - 3. Also got changes in prep time for faculty- people will get more prep time credit on their computation form for lab, clinical and online courses.
 - a. The work load calculation form will be re-configured for this.
- ii. Student contact hours will now be calculated the same for lab, clinical and didactic classes where the ratio is equal every 50 min of class time is equal to one contact hour.
- iii. Change for everyone- campus notifications
 - 1. Mgmt. asked for language that all official campus notices would be sent by college email, the team agreed as long as there was return receipt so there is evidence that people received the email and also language that people can opt out of the email notification
 - 2. New Hire for 60 day to appeal initial point classifications (up from 30 days)
 - 3. Student Learning Outcomes (SLO's)
 - a. Protective languages and only a minimal change to the course check sheet
 - b. Team agreed to a principle statement that outlines protection for academic freedom so all provisions within the contract will hold regarding academic freedom and all SLO's are to be faculty driven and anyone who is working on SLO's will receive the appropriate compensation such as reassigned time, professional development funds, stipends, any type of policies related to SLO's on any campus must include members from the chapter who are a part of the committee that is making those decisions so that MCCC will be able to have a handle as to what each school is doing and the language ensures that no achievement of SLO's by student can in any way be evaluated

- c. On the Course Check List- instructional objectives will be changed to student learning outcomes (which means simply a name change for most faculty).
 - d. No concern about misinterpretation about what defines a SLO because of NEASC and most colleges (13/15) already have some form of SLO's.
 - i. However because mgmt. will be able to look at a check list and say, "yes, there are SLO's there" and that is all they can do—that should eliminate any discrepancy about what SLO's may be defined as. You also retain all your rights to grieve under this.
- d. Rosemarie Freeland continued
 - i. Weather/Emergency Closings-
 - 1. Part time faculty and staff will now be paid for the hours that are missed, will not be required to make up that time and pay won't be docked pay because the college had to close.
 - 2. Grant Funded staff and faculty- unless the grant specifies there are funds available to pay for the time missed, the college can require the grant funded position to make up that time. It's suggested that grant writers build these funds into their budget to pay these employees when the college close.
 - ii. Domestic Violence Leave- team fought hard to be sure that MCCC members who are victims of DV have the leave time they need to take care of themselves and their families
 - iii. Parental Leave- team was able to secure the ability for both birthing parents and non-birthing parents, adoptive parents, fostering parents to use accrued leave (sick and/or vacation) for the purposes of parental leave.
 - iv. Bereavement Leave- Leave category for the death of brother in law and sister in law was added to the categories.
 - v. Part-time faculty/professional staff sick leave- will accrue at the same hourly rate at the same as full time faculty and professional staff
 - 1. The team worked hard to make sure part time members were represented at the table.
- e. Claudine Barnes continued
 - i. Professional Staff—new TA got rid of the 60 day requirement to use comp time and there is new language that makes it more difficult for management to deny the ability of staff to take comp time.
 - ii. Work Place Environment Issues
 - 1. Team pushed really hard for anti-bullying language to be put into the TA, but ultimately the push back was so hard that the team tried to only have a statement that says "workplace bullying will not be tolerated" and mgmt. said no.
 - 2. Mgmt. did agree (after the team provided many examples of bullying that has taken place) that they agree to have a committee (half is appointed MCCC half is appointed by mgmt.) to investigate and come up with a definition and statewide policy (similar to an affirmative action agreement that covers all 15 campuses) so which there will be a clear cut process by which to deal with these cases.
 - 3. Mgmt. did refuse to actually call it Anti-Bullying and instead used Work Place Environment Issues.
 - iii. Overall it is believed the mgmt. got very little that they asked for and what they did get the team was able to get protective language that will help to prevent any potential conflicts. The rest of the TA are all WINS for us.
- f. Rosemarie Freeland continued

- i. E7's will include college service for professional staff for the upcoming year
- ii. E5's for faculty will now require you to write a sentence describing what the service was, so now instead of bulleted form turn it into a sentence. Mgmt. wanted us to do a timesheet mechanism, but the team fought back hard and it was agreed to use sentences instead of bullets.
- g. Questions from members answered by both Claudine and Rosemarie
 - i. Are the payouts from the change in rank a permanent adjustment
 - 1. Answer: Yes, it will go on base and paid forever more
 - ii. On the TA summary sheet, how come professional staff accrue more hours of sick leave than faculty?
 - 1. Answer: This is all for part time only, and it took the new state laws about sick time for part timers and mgmt. wanted to only stick with the state law formula, but the team got an improvement on this and mgmt. agreed to calculate part time the same as full time. So if a person under the state law had been working 800 hours they would have received 26 hours of leave but under this TA the person would earn 41 hours of leave. These are calculated at the same rate that full time faculty and staff are calculated and there is no more 90 day vesting period first.
 - iii. Can SLO's be written by faculty?
 - 1. Answer: Yes, you write your own. All rights to academic freedom for SLO's have been preserved, that means you write your own.
 - iv. Should Adjunct/DCE faculty be changing the language to SLO's?
 - 1. Answer: Currently, no, but when mgmt. and DCE goes to bargain again it will probably you will probably be asked to sign off on similar language that we received, but again the language is very protective of unit members.
 - v. What are the expected hours that full time faculty be available outside of work hours
 - 1. Answer: Teaching should be 8-4 and anything above and beyond that you are being compensated for where your 4 office hours are included in that
 - a. Which is why during work-to-rule you were encouraged to not check email on nights and weekends, etc. to show how much we do above and beyond.
 - b. Joe LeBlanc- if you have any questions about your work load please talk to the experts in your chapter and at state wide who can review with you and advise. If you are doing more than you should be—than you should review your instructional or non-instructional work load.
 - vi. How long does it take for the contract to be put into effect once it has been ratified?
 - 1. Answer: Joe LeBlanc- If you have a yes vote then it needs to go to a number of other offices and he is hoping to have it done by June. Even if it does go until fall the 2% will be retroactive no matter how long it takes.
 - vii. Do you have to have office hours for your reassigned time?
 - 1. Answer: It depends on how much re-assigned time you have.
- h. Suzanne Van Wert- Thanked Claudine, Rosemarie and Joe for all of their time
 - i. Reminded members to look for their ballots. Joe and Suzanne are supporting Claudine Barnes (President), Rosemarie Freeland (VP), and Robert Tarutis (secretary) "They are smart knowledgeable and extremely hard working"
 - ii. Peter Flynn- Write Peter in for NEA
 - iii. Joe LeBlanc- Write Joe in for MTA

6. MEMBERS WILL BE RECEIVING THE FOLLOWING IN THE MAIL

- a. Paper ballot for the Tentative Agreement due back to MCCC by March 23rd @ 4pm (expect in the mail by next week)
- b. Credentials, id's, and pin numbers for online election for MCCC officers, MTA and NEA (this week)