**NECCPA Meeting Notes for 24 October 2022**



The meeting was held on zoom. Chapter Director Janel D’Agata-Lynch called the meeting to order at about 12:30. About 45 members attended.

Also present was Bret Seferian, MTA Representative and Joe Nardoni, MCCC Vice-President

1. **Day Faculty Student Evaluations** – Day Faculty face-to-face class student evaluations will now be administered on-line. Students will access them either through a link in Blackboard or through a link sent to them by e-mail. There will be only one evaluation form. In Blackboard, a student will be required to respond. If the student chooses not to complete the evaluation questions will come asking why not. On the evaluation form, there will be a place for a student to enter text comments. The On-line (including Hybrid) and face-to-face DCE evaluations will not change.

Discussion ensued as to why there has been no prior notification about this change. Moreover, no one has seen the questions themselves. [An e-mail was sent to members with the questions after this meeting on 24 October].

Tom Greene and Joe Nardoni responded that a Memorandum of Understanding was signed between the MCCC and the colleges during the summer so the Union approved of the changes.

Questions arose as to whether, given the lack of notification to members, if an unfavorable evaluation could be grieved. to questions from members about why the members were not notified. Joe Nardoni indicated that members could grieve the results of an evaluation if it is clear that the evaluations were delivered improperly.

1. **Morale** – A member discussed the difficult financial situation that many members, especially those who are younger and at the bottom of the pay scale, find themselves in. The 2 or 2.5% increases being discussed are not acceptable. Many are taking additional outside work or qualifying for food stamps. MCCC members’ salaries are about 46% below those in California, where living costs are about the same as in Massachusetts. Given this, the morale issues at NECC are serious. The members expressed concerns that there is a lack of urgency in getting the contract talks settled. Work-to-rule, the member added, needs to be implemented immediately.

Joe Nardoni indicated that the MCCC bargaining team will not accept only the 2-2.5% increase. It has to be accompanied by a longevity bonus and also adjustments in the pay scale intervals at both the top and bottom to benefit not just senior people, but also those who have more recently started their careers. Management has come closer to the Union in this area. The end result might be something closer to 4.5 to 9% by July 1, 2023. This would be tied to a compensation study where the MTA would do the research. There would also need to be a change in the compensation appeals committee. Presently there are 4 Union members and 4 management members. The votes on appeals are usually tied, to that the appeals are denied. There needs, Nardoni said to a fairer arbitration process here.

Nardoni affirmed that no productivity increases would be expected. One “poison pill” that management proposed was that faculty would only be compensated for developing their first on-line course, not each on-line course as is presently the case. The Union will not accept this change.

Concerns were also expressed about professional staff salaries. Nardoni responded that there would be adjustments for both full and part-time professional staff.

Nardoni strongly urged members to become involved in the political action which would be necessary for any movement on the pay issue.

1. **Contract Action** - Janel indicated that Work-to-Rule (WTR) was discussed at length at the October Board of Directors meeting and was not adopted, nor were chapters encouraged to proceed on their own with WTR. Nardoni urged that other actions at this time might be more effective. He urged people to attend the Contract Action Team (CAT) meeting that day at 5:00 PM on zoom. He suggested informational picketing, marching on campus, chanting, etc. The college presidents especially must be made to feel uncomfortable. The more people who are involved the greater the impact. If only a few show up for such events, they are not effective.

Nardoni cautioned that WTR might backfire by obstructing the governance process so that management could push through its own initiatives without input from members. He said there is nothing to stop a chapter from going on WTR, but other actions might be more effective.

Nardoni also urged members to attend the next bargaining session as “silent observers.” He said this makes a difference and puts pressure on management. He advised that members used personnel devices to attend and avoid attending if they have scheduled duties during the time of the meetings.

Linda pointed out that member should attend the CAT, but it should not be only the members of the NECCPA executive board. They are all fully committed. There needs to be representation from those who feel aggrieved. It cannot be the same people over and over. After some hesitation, some members volunteered to coordinate contract action at NECC. Nardoni also reiterated that the chapter needs a representative to the MCCC Strategic Action Committee (SAC). This committee works to get members politically involved including but not limited to lobbying, contacting local representatives, etc.

Discussion ensued about why the lack of contract has not been covered in the media. It was suggested that MCCC send a press release about this. Nardoni responded that the local chapter can do this too.

1. **Work-to-Rule** – Discussion ensured as to whether this chapter should go on WTR. A suggestion was made that there a non-binding vote to determine if the chapter should go on WTR. If it passes, then a more formal vote could be taken with assurance that only members would vote and that there be ample announcement of the vote in advance so that members will be ready for it.

Also discussion ensued about a vote to recommend that the MCCC Board of Directors have the MCCC statewide go on WTR.

Discussion ensued as to whether DCE members would participate in the vote to go on WTR. Nardoni advised that the chapter would determine this and that the local by-laws be consulted.

A motion was proposed and seconded: *That those members in attendance at the 10/24 meeting of the NECC chapter of the MCCC take a non-binding vote to go on Work-to-Rule. If this vote is passed, then the union will poll all members of the chapter before 11/7 and [should that vote be in favor of WTR,] inform management of their industrial action that will begin on 11/14.*

The motion was voted on through zoom poll and was adopted by a 31-1 vote.

A motion was proposed and seconded*: NECCPA makes the formal recommendation to the MCCC Board of Directors that the statewide MCCC take the action of Work to Rule statewide.*

The motion was voted on through zoom poll and was adopted by a 32-0 vote.

1. **Media publicity** - A motion was proposed and seconded: *NECCPA recommends that the MCCC write a press release about how many days the union has been without a new contract and how underpaid we are in comparison to other community college faculty around the country.*

The motion was voted on through zoom poll and was adopted by a 28-0 vote.

Janel advised that materials discussed at the meeting will be distributed by e-mail. These include: MCCC United Logo to be used as zoom background; silent observer guidelines; Day faculty student evaluation questions; MOA regarding student evaluation questions with attachments, 6-14-22, DCE 2020-23 Contract 7-23-22

Meeting was adjourned at about 2:00 pm. Next meeting is scheduled for Monday 28 November.

Respectfully submitted

Stephen Russell, Ph.D.

NECCPA Secretary