

## **Cape Cod Community College Association (CCCCA) Executive Board Minutes of October 14, 2015**

**Present:** Barnes, Gates, Guarino, Jenkins, Martin, McCullough, Wolfson

**Absent:** Anderson, Burlin, DuClos

The meeting came to order at 12:05 pm.

The minutes of the April 28, 2015 meeting were approved.

**Day Negotiations Update** – Money was finally put in the table (2% year one) (2.5% year two) (2.5% year three). This is less than other state Union contracts. A counter of (4%)(4%)(4%) will be offered. There is a discussion of going to a grid instead of the current point system. The only thing that has been pulled off the table is the taking away the day after Thanksgiving for Professional Staff. The two action steps that need to be taken are education of unit member and activism on campuses.

**Upcoming Trustees Meeting** – Gail Guarino placed CCCC on the agenda for the upcoming Board of Trustees meeting on Tuesday to inform them of negotiations.

**Hiring Above the Grid** – Recent hires have been hired about the grid. There are two ways to address the concerns. One is file a grievance and the other is Impact Bargaining. It was agreed that the best way to start is with Impact Bargaining. It will be on the agenda for the upcoming MACER meeting.

**New Posting** – Moving Work Out of the Unit – Recent posting for a College Events position was recently posted that appears to combine work from several different units. A meeting will be scheduled to discuss the wording of the posting to help clarify the position.

**Future Meeting Schedule** – After a survey of members, it was determined that 4:00 on Thursday is the time that the most members can meet. Meetings were scheduled for November 12, 2015 at 4:00 pm and December 10, 2015 at 4:00 pm. The Chapter General Meeting was scheduled for November 18, 2015 at noon. The next Day Bargaining Update Meeting was scheduled for October 28 at 5:00 pm.

**Anti-Bullying Policy** – Claudine Barnes brought the statewide Anti-Bullying policy before the Board of Trustees to be signed but they requested to wait until after negotiations.

**Governance Task Force Update** – Claudine Barnes sits on the Task Force. She requested that everyone fill out the survey that was recently sent out.

**Adjunct Organizing Campaign** – Kelli Gates will send out an update to members.

**Professional Staff Meeting Update** – A meeting was held on Tuesday, October 6, 2015. Members were requested to find out if Non-Unit raises were given on each campus. There was a discussion of additional work load, request for evening coverage, weekend coverage, etc. on campuses. One member requested information on each campuses by-laws regarding governance.

**Information Technology Resources Acceptable Use Policy** – The new policy did not get presented and voted on at College Meeting. It will be sent back for revision and review before going to College Meeting for approval.

**Phone System** – Change in Working Conditions – With the elimination of the operator position, the Help Desk is now covering the phone system. In the past, faculty would just call the operator to request an outside long distance line. They are now denied access to outside long distance lines. This new policy will be brought to MACER.

**Revenue Campaign** – It was discussed that more signatures are needed to have the state constitution amended. This campaign would increase taxes for those individuals earning over one million dollars. Signatures need to be turned by Friday, October 16, 2015.

**Office Elections in the Spring** – Claudine Barnes reminded everyone that elections will be held in the spring. Several offices will be open. It is important to encourage new and past members to become involved.

Respectfully submitted, Mary Jenkins