

## **Cape Cod Community College Association (CCCCA) Minutes of the General Meeting, December 2, 2009**

The meeting came to order at 12:15 p.m.

The minutes of the April 29, 2009, General Meeting were accepted and the Order of Business was adopted.

### **President's Report:**

President Barnes reported on the following matters:

- The accretion of positions into the union including Project Forward and ACCESS staff;
- The ongoing contract enforcement issues involving hybrid faculty/professional staff positions, which are not allowed by the contract, and unit work being performed by NUPs when they are assigned advisees;
- Budgetary issues including the early state budget projections for next year. The Board of Higher Education was told to decrease all public higher education budgets by 7.2 percent. Members can expect a mid-year increase in their health insurance co-pays and deductibles;
- The MTA's endorsement of US Representative Mike Capuano for the US Senate seat in the upcoming special election;
- The ballot initiative petition circulating to reduce the state sales tax to 3 percent. If successful, this initiative would have a devastating impact on state revenues;
- Concession by two large state unions, NAGE and MOSES, including another zero year and furloughs. Currently, the MCCC has not been asked to reopen the contract;
- The MTA's law suit on behalf of contingent workers asking for health insurance coverage. Betsy Smith is a plaintiff in the law suit;
- The large increase in the number of adjunct faculty at all community colleges across the state. Cape Cod CC has 22 more adjuncts this semester than in the spring 2008 semester. House Bill 1110 is an attempt to limit the number of courses that can be taught by adjuncts by mandating that only 25 percent of courses taught can be taught by adjunct faculty.

President Barnes will serve on the Joint Labor Management Committee on Workload. The committee will be considering clinical lab ratio, non-instructional workload, flexible teaching schedules, online office hours, and professional staff workload.

Nominations for MCCC officers, the MTA annual meeting, and the NEA Representative Assembly are due by February 4, 2010. Nomination materials can be found on the MCCC website at <http://mccc-union.org>.

### **Vice President's Report:**

Vice President Guarino asked for a volunteer to become the chapter Strategic Action Committee (SAC) representative. SAC representatives work on important legislative issues, both locally and at the state level. Currently, the MTA and MCCC are involved in planning a campaign to increase state revenues.

### **Treasurer's Report:**

Treasurer Sweet reported that the CCCC's finances are healthy.

### **Day Grievance Report:**

Several problems have surfaced involving part-time employees whose workload is sufficient for a full-time position. The academic freedom grievance regarding the departmental syllabus is going to mediation. The termination case is going to arbitration.

**DCE Grievance Report:**

There has been an increase in the number of grievances filed by DCE members, mostly about course assignment issues. There is a trend toward reducing course assignments for long-time adjuncts, especially those who are union activists.

**Web Site Report:**

The CCCCA web site can be accessed at [ccca.massteacher.org](http://ccca.massteacher.org).

**Old Business:**

*Bylaws:* The following proposed Bylaw Changes were acted upon.

*Motion:* Change Article IV, Section 3 Terms of Office to read:

**Article IV, Section 3 Terms of Office and Succession**

Beginning with the election of 1999 and subsequently, the terms of the Vice-President, Treasurer, Secretary and DCE Coordinator shall be two years, terms to commence on July 1. Beginning with the election of 2000 and subsequently, the terms of the **President and Grievance Officer, shall be two years, terms to commence on July 1. Beginning with the elections of 2009, the term of the Director shall be one year, term to commence on June 1.**

**Rationale:** Electing a Director every year would bring the CCCCA into compliance with the MCCC Bylaws. Starting the term on June 1 would mean that a new director would attend the MCCC BOD meeting **in June when new directors receive a general orientation to the Board.** (McCullough/Burlin) **Passed**

*Motion:* Delete Section 4 Chapter Dues

**Rationale:** CCCCA reimbursement from the MCCC is more than sufficient to finance the business of the chapter. Chapter dues have not been assessed for at least two years. (Knell/McCullough) **Passed**

**Discussion:**

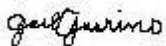
*Presidential Evaluation:* FPC and the CCCCA have asked the Board of Trustees to include faculty and professional staff in the upcoming evaluation of the President, who has asked to have her contract renewed for two more years. The Executive Board felt that the Board of Trustees should know about our concerns. Concern was expressed about the diminishing role of the faculty and professional staff voice in college governance.

*Honors Compensation:* The administration has agreed that adjunct faculty who complete honors contracts should be paid in a timely manner. Data is being collected and details about the payment procedure will be forthcoming.

*Spring General Meeting:* A brief discussion was held about the venue for the Spring General Meeting. Secretary Guarino will explore off-campus sites.

The meeting adjourned at 1:45 p.m.

Respectfully submitted,



Gail Guarino, CCCCA Secretary