

**CCCCA Spring General Meeting
March 29, 2017
12:00 – NG05**

Call to Order – The meeting was called to order at 12:10 pm.

Guest, MCCC V.P., Jeff Seideman was introduced to the members and each of the members introduced themselves and told the area that they worked in.

Adoption of the Agenda – The agenda for the meeting was adopted.

Approval of the Minutes – The minutes of the CCCC Fall General Meeting were approved with no errors or changes.

Chapter Elections – It was announced that nominations for open offices are open until midnight tonight. All are encouraged to enter the election. All were also encouraged to attend the Delegate Assembly on Saturday, April 29, 2017. CCCC currently has seven members attending. We can have up to thirteen.

CCCCA President, Claudine Barnes, gave our guest MCCC V.P., Jeff Seideman, the floor. Jeff shared that he is adjunct faculty in Communications at Mass Bay Community College. Jeff told members that 70% of MCCC are adjunct faculty, but that most adjunct faculty do not attend the Delegate Assembly. He encouraged all adjunct faculty to attend the Delegate Assembly. A question was asked for the definition of Adjunct faculty. “Pure” adjunct faculty is defined in the bill as faculty who only teach part-time. Concerns were raised that it should be anyone teaching DCE because the issues are the same for anyone teaching a DCE course. One member shared that he believed that by definition, a Union should bring people together, not pull them apart. A Union would be stronger when all together, not divided - to divide is negative.

President’s Report

- **Professional Staff Issues** – Last week the CCCC Professional Staff members had a meeting to address decision of Administration not to replace the MCCC-Grade 6-Career Counselor position and instead created a Director level position in Enrollment Management. This decision engaged Administration and MCCC into Impact Bargaining. MCCC felt that there was very little engagement so Unfair Labor charges will be brought for not trying to bargain. Part-time advisors were given updated E-7’s that now included a career counseling component. It has been learned that meetings will be scheduled with individual part-time advisors and all were reminded that advisors should have representation at the meetings and that nothing should be signed at those meetings. Concerns were also shared because the college’s website had been changed directing students who wanted Career Counseling to contact the Advising Office. MCCC requested that this be taken down because no changes have been made to full-time Advisor’s E-7.
- **Transparency and Communication** – The lack of transparency and communication were two major issues that drove the vote for no-confidence last year. There does not seem to be any improvement in these areas. Examples of the current lack of transparency and communication were the elimination of the MCCC Career Counselor’s position, the change in the policy of rescinding retirement request and not notifying members of the change, the new policy of not allowing Professional Staff to teach during the day and extending their hours to cover hours in the classroom, the lack of working with Grey and Associates in determining program enhancement and low enrollment programs, the changes made to the fall schedule without discussion of the domino effect changes can have, and within one week of grievance agreement, the terms of that agreement were violated.

Treasurer’s Report – The treasurer, Dee Burlin, was not in attendance, but she provided membership with a written budget of the CCCC’s proposed budget for fiscal year 2017-18. The total budget will be \$6265.00. There was a motion to approve – and it was passed.

Day Grievances – V.P., Gail Guarino, shared that two full-time grievances were settled at Step One. Members were reminded of their Weingarten rights where they can request to stop a meeting and request to have a Union Rep present. Members were also reminded of all of the information that is on the CCCC website.

DCE – SAC Committee – Swan Gates reported that Jeff Seideman is the chairman of the committee and that they have only had one meeting. Members of the committee are very frustrated because they were never given copies of the H639 Bill.

Director's Report

- **Director Meetings** - Frustrations were shared because the agenda is never able to be covered because of all of the discussion and corrections that are taking up so much meeting time. It has become very difficult to conduct important business.
- **DCE Bargaining** – Copies of proposal were made available. An explanation of what is being asked in the contract negotiations was explained.
- **Salary Grid** – Claudine requested that anyone who has not yet filled out the survey that has been sent out twice, please do so immediately. The Grid will be based on the information collected. Claudine also announced that a special meeting will be held in a week or two for all members of MCCC to explain and go over the grid. All MCCC members will have information on how the Grid will personally impact them before they vote to accept the Grid.
- **Mediation** – Discussions have become very toxic on the state level. MTA questioned if mediation could be used in an effort to bring civility and order to discussions. The Board decided on March 3 to agree to go to Mediation because of perceived misconceptions and truths. It is hoped that Mediation will allow both sides to work together and move forward. All of the misinformation and misconceptions have brought members together to discuss the possibility of a recall of MCCC elections. The first meeting will take place on Friday, March 31, 2017.
- **Bylaws** – There will be thirteen proposals that will be voted on at the Delegate Assembly on Saturday, April 29, 2017. It cannot be stressed how important that the Delegate Assembly be well attended and that members vote on all thirteen issues. There are very substantive changes that are being proposed.

Respectfully submitted, Mary Jenkins