

Labor-Management Committee Meeting Minutes - January 8, 2020 3pm

Meeting began at 3pm in the 2nd Floor Pugliese Conference Room

Attending: Josh Martin, Stephanie Vance, Rob Vance, Jim Corrin, Gina Augustine, Cindy Leasure, Adam Atkins, Ben Alexander, and Shirley Fisher-Ciancetta. Mike Geoghegan arrived after the meeting was underway.

The following items were discussed with the following results:

1. Division Chair / Lead Faculty Responsibilities, Release Time, Appointment Process, Training

Stephanie Vance described the extra time that would be needed to focus on all the concerns pertaining to these new positions. The committee decided to set up additional time to accomplish these complicated issues. The proposed 4-Dean Model may or may not be considered within these discussions. The team may wait until the VPAA is in place to move on these concerns.

2. BU Review of College Catalog, Academic Calendar, and Course Limits (Needed to happen prior to November 15. It did not.) Shirley Fisher-Ciancetta discussed the concerns that Administration did not consult BU members as specified in the current CBA. Josh Martin agreed to set up a time to meet about this.

3. On-Campus Support Staff Cindy Leasure expressed concern that Administration has gone no where with this issue. Josh Martin agreed that there is need for further support staff hires. This will be addressed in a future meeting.

4. Employee Morale Sub-Committee (Who is on this committee? When will they be meeting next?)

Stephanie Vance and Shirley Fisher-Ciancetta clarified that many issues experienced by staff and faculty can be linked to lack of morale. The CBA clarifies that the Morale Sub-Committee can be broken down into categories of Communication, Employee Training, and Administrative and Academic Assessment Issues. Not all concerns have been resolved, some are still To Be Determined (TBD)

Communication Issues

- Deans need trained on current CBA and college infrastructure TBD
- Contracts are taking way too long, coming out of HR (TBD)
- Where are we regarding the 4-Dean model? (TBD)
- Are we hiring a VPAA? (The College is still negotiating with Dr. Crooks. We should know soon.)
- When will BOT minutes be shared with BU (TBD)
- Signing bonus coming through on Jan 31? (During the meeting Josh Martin stated the bonuses would be out in the Jan 17 pay.)
- Discussion going on with HR regarding "interim" positions and prompt announcements of new BU eligible hires (In a previous meeting Cathy Sistilli, Josh Martin, Erica Henry, and Shirley Fisher-Ciancetta worked out a time-frame for notification of new hires.)

Employee Training Issues

- Training issues for adjuncts? (The committee is currently satisfied with new Canvas training through the Center for Teaching and Learning.)
- Training issues for full-time online and full-time faculty? (The committee is currently satisfied with new Canvas training through the Center for Teaching and Learning.)

Administrative and Academic Assessment Issues

- Annual reviews are now being mandated to be completed by January?
- Evaluating part-time faculty? (Committee expressed need to continue to work on the new evaluation tool created and used at the end of the Fall semester. Faculty need to be given enough time to completed the evaluations.)

5. Commencement 2020 (Date does not correspond to CBA. How will we resolve this?) Shirley Fisher-Ciancetta stated concern that faculty will be held to the rescheduled commencement date that occurs over the Memorial Day Holiday. Faculty have made vacation plans. Josh Martin stated faculty will not be required to attend commencement this year due to the abrupt change in the date and lack of timely notification/negotiation regarding the change of date.

6. Two new items added to the agenda: Bargaining Unit members are interested in reviving the Cultural Diversity Committee and planning the next President's Open Forum

- Shirley Fisher-Ciancetta stated that during an Education Association membership meeting on 1/6/2020 there was a strong interest in reviving the Cultural Diversity Committee. Danielle Anderson and Jim Corrin agreed to co-lead the group. Discussion of their efforts should be brought to Administration at a later date. (Note: the Cultural Diversity Committee is an Administrative sponsored committee. Issues explored within the Cultural Diversity Committee do not necessarily belong in a Labor-Management Committee meeting.)
- With the change in top leadership, planning for the next President's Open Forum is put on hold. But should be considered as a necessary next step in keep lines of communication open.

Final Comments: Shirley Fisher-Ciancetta stated and Gina Augustine agreed that with the current change in Union leadership it would be wise to include co-leaders Gina Augustine and Adam Atkins in future Labor-Management Committee meetings (until further notice) and that these individuals should join in taking an active role along with current BU members Stephanie Vance, Jim Corrin, and Cindy Leasure. Shirley Fisher-Ciancetta would move back to her role as member of the Division Chair/Lead Faculty Sub-Committee and would attend LMC meetings only when that Sub-Committee is asked to attend.

Meeting Adjourned at 4:35pm.

Addendum Regarding Commencement 2020

On 1/21/2020 Joshua Martin, Director of Human Resources sent the following email to Full-Time Faculty-

Good morning all,

As you know, EGCC Commencement 2020 is scheduled for May 23, 2020. While we do realize that this is later than the bargained date for the end of faculty contracts, we are asking ALL faculty members who are able to be in attendance for this event. For those who already have other commitments for that date, you will not be required to use personal leave for non-attendance.

Please note that commencement is a special event for the college and students alike, and it would mean very much for all involved in the ceremonies to have as many faculty in attendance as possible.

Please let me know if you have any questions or concerns. Thank you.

sfc