

Dear Chair Medeiros and members of the Board of Trustees,

Thank you for this opportunity to address all of you. My name is Emily Brown, and I am the President of the Bristol Community College Chapter of the MCCC union. I wish to share with you some things that have been happening with the faculty and professional staff union since my last address to you in May.

I am happy to report that there have been a number of positive developments with respect to our union:

1. Union member engagement is higher than it has been in the past. In addition to filling positions on our standing committees, we have developed a number of new teams that are populated by many people who have not previously been as involved in union activities. For example, we have an Adjunct Team, Professional Staff Team, Strategic Action and Planning Team, Public Relations and Communications Team, Watchdog Team, and a Membership Team. This new team approach has allowed more active participation from our members.
2. We have been engaged in the advocacy for support of our college, as well as for the entire public higher education system.
 - a. We organized two rallies for Public Higher Education at Bristol Community College on August 19th and October 22nd. These events were part of larger statewide actions organized simultaneously by MCCC and MTA. Although we are encouraged by Governor Baker's proposal for level funding of public higher education until the end of this fiscal year, we know the battle for state support will continue. We hope that the members of this Board will join with us in our efforts to advocate for better state funding for our college.
 - b. On August 28th, members of our executive committee met with our local legislators to talk about the impact of the decline in state appropriation for our college. Senator Rodrigues, Representatives Fiola, Schmid and Silvia, and a staff member from Senator Montigny's office joined in this meeting. Discussion focused on issues regarding funding for higher education, including strategies to avoid additional layoffs and furloughs. We hope to strengthen our relationships with our legislators through a series of virtual coffee hours so we can share issues of concern.
3. We have been working more collaboratively with management.
 - a. In August, we participated in a retreat, and follow-up meeting with Dr. Laura Douglas, Vice President Suzanne Buglione, HR Director Gary Convertino and Dean Robert Rezendes. The purpose was to define shared goals and strategies to meet these goals. We created an instrument to assess how our interactions reflect our shared values and commitments to each other (see attached).

- b. Management has agreed to more opportunities for dialogue with the union leadership through added MACER meetings and the creation of a List Serv for MACER participants.
- c. Dr. Douglas will participate in at least one MACER meeting per semester. The union hopes that Dr. Douglas joins any MACER meetings that are relevant.
- d. Dr. Buglione is actively recruiting members for the Adjunct Advisory Board.

Though much progress has been made, we would like to acknowledge there are still issues we would like to address with the administration.

1. Last week the college shared the 2020 PACE Climate Survey. We request access to the raw data results of the survey in order to gauge the responses in comparison to the 2019 climate survey conducted by the union. We hope to address any lingering concerns that led to the 2019 Vote of No Confidence.
 - a. We acknowledge that much effort has been made to address morale. We hope to continue to address member concerns regarding lingering issues from the 2019 survey.
2. Timely and clear communication remains a challenge that we continue to work on. While we are making progress in discussing changes and developments before they are announced so we can help troubleshoot any issues before they arise, there are still instances where we hear about something for the first time at the same time as the entire Bristol community, such as at an all college meeting. We look forward to continuing to address this so a new term or phrase doesn't cause an adverse ripple effect that impacts morale and the ability to do our jobs effectively.

Again, I thank you for this opportunity, and look forward to speaking with you again in December