

MCCC NEWS

208

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Down To The Wire

DCE Raises Stalled

There were persistent rumors circulating the week prior to Thanksgiving that the supplementary funding bill containing the funds for the day successor agreement had reached the Governor's desk. Unfortunately, Massachusetts Governor Argeo Paul Celucci and Speaker of the House Thomas Finneran left Friday, November 25th for Japan and Australia on a trade mission. This issue of the MCCC News had been held back in what now appears optimistic anticipation funding was imminent, but, in light of this news, the earliest possible signing date is now in mid December, corresponding with the dispersal of faculty at the four week semester break.

The funding for the contract is part of an omnibus bill including other collective bargaining monies and diverse other extra-legislative session expenditures. MTA lobbyists, monitoring the progress of the bill, assure us the legislators of the conference committee where the bill has resided since engrossed in (passed by) the Senate in early November, are not apparently at issue with the collective bargaining components of the package.

Given that the bill appears to be progressing, and that, allowing for the peculiarity of the Commonwealth's approach to funding collective bargaining agreements, there are no negative indicators, the Executive Committee, in conversa-

tion with the MCCC Board of Directors at the November meeting, advises restraint and patience.

The issue of what happens if the funding should not be accomplished in this legislative session - which ends with the calendar year - was discussed extensively at that MCCC Board of Directors meeting and the Board had consensus. If the funding were not to occur by the end of this legislative session - by the end of December - there will be dissention among the membership regarding the five course schedule in the spring semester.

It is clear that any premature positioning by the colleges, BHE, or the union, would jeopardize the ongoing funding process.

The supplemental budget bill contains, among many other things, \$22,923,000 "For a reserve to meet the fiscal year 2001 costs of salary adjustments and other economic benefits authorized by (our) collective bargaining agreement." This section of the bill "shall take effect as of July 1, 2000".

Assuming the supplemental bill leaves conference committee before the end of the year, and is signed by the Governor, there will be some time necessary for processing paperwork before folks see the money in their checks. The actual distribution of retroactive money and adjustment of the biweekly salary

distribution will likely occur early in the new year, 2001. This protracted sequence fulfills the employer's end of the agreement, and faculty will be teaching the five course schedule for Spring 2001.

The Governor's signature will bring to closure a process which began in earnest four years ago, when the MCCC and the Board of Higher Education of the Commonwealth, agreed, in the context of the 1995-1998 contract, to a classification study that would look at the salaries of the state's community college faculty and professional staff in relation to those in ten comparable states. It became obvious that salaries for those occupations were remunerated at about 80% of the selected comparison states.

The late Chancellor Stanley Koplik took a position, before his untimely death, that if the salaries indicated by the classification study were to be realized, a significant change in workload would be required. Specifically, a restructuring of faculty workload to resemble more closely that seen in the great majority of comparison states' community colleges. That meant a five three credit standard teaching schedule for faculty throughout the commonwealth's 15 community colleges.

In May 2000, the MCCC membership ratified, by a significant majority a contract which accepted that tradeoff. ■

DCE faculty raises have been stalled on many campuses by unanticipated snags and delays in finalizing language in the new agreement. We are assured that no substantive disagreements have emerged, but minor language modification is, as yet, incomplete on thirteen pages of the document.

While some faculty are being paid at the new adjusted rates, a few campuses, notably Bunker Hill CC and Northern Essex CC, are taking the more conservative position that, because the new contract has not been executed, they should not distribute the raises.

Several campuses paid the new salary rates in their first paychecks this semester, but most are awaiting execution of the contract.

Currently several of the campuses are still citing the old salary rates in agreements stating DCE assignments for the Spring 2001 semester.

The new agreement dates salary revision to the Fall 2000 semester, and the MCCC expects that all those teaching DCE courses during Fall 2000 will receive the adjusted compensation when the agreement is ultimately executed. ■

Research Coordinator Appointed



Hilaire Jean-Gilles,
MCCC Research Coordinator

At its October 20, 2000 meeting the MCCC Board of Directors approved the appointment of Hilaire Jean-Gilles as the

new MCCC Research Coordinator. Hilaire, a professional staff member in workforce development and international business at Bunker Hill Community College, brings strong credentials to this position. He possesses a Bachelor's degree in Business Management from the National Superior School of Technology, Port-au-Prince, Haiti, and he is finishing up a program leading to a second Bachelor's degree in Management Information Systems and Finance at the University of Massachusetts, Boston. At Bunker Hill Hilaire has established and maintained databases and taught micro-computer applications.

Mr. Jean-Gilles immigrated from Haiti in 1994 with his mother. In Haiti he was a Director of Point of Sales, a marketing firm.

He enrolled at Bunker Hill Community College in 1995 as an ESL student. He graduated with high honors in 1997. He began working in the office of Workforce Development and International Business as a clerk. In 2000 he applied for a professional position in that office in 2000, and was hired.

After work he enjoys the computer as a hobby.

He will finish his Bachelor's in Man-

agement Information Systems at UMass Boston in Spring, 2001.

The chief work of the research coordinator will be collection, examination, and analysis of contractually mandated materials, especially around the changes wrought by the classification implementation. Maintaining a database on the MCCC membership is also a big part of the job. Collection and interpretation of data for contract negotiations, including economic comparison data and research will be among other responsibilities.

An understanding of basic statistics, computer skills in appropriate software, skill in scanning data into electronic format, and data retrieval including internet searches are required. Skills in oral and written presentation are equally important.

This position reports to the President or the President's designee. Minimal attendance at Board or Executive Committee meetings will be expected. Policies and procedures for this position are the same as those for the other coordinators.

The range of duties is extensive and is detailed, along with a fuller, if tentative, job description on the MCCC website (<http://www.tiac.net/users/mccc/>). ■

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