

Day Grievance Briefs

Excerpted from monthly report of Dennis Fitzgerald, MCCC Grievance Coordinator

At Step One

Cape Cod Community College agreed to pay a professional staffer time-and-a-half for evening and weekend hours worked in excess of 37 + per week. Also at Cape Cod, the college agreed to remove professional work reassigned from a unit member to a non-unit employee in its Assessment Center.

At Quinsigamond two faculty members filed a grievance when the college diminished existing facilities by moving a Physics lab. Alternatives were agreed upon in to maintain the existing level of facilities and ensure the diminishment would not have any impact on faculty performance, evaluations or workload. The college renewed its commitment to include the chapter president in discussions relating to alteration of facilities.

At Middlesex, two salary equity grievances were resolved when the college agreed to increase salaries of two members by three steps.

In Mediation

Roxbury Community College guaranteed that a leasing arrangement with Northeastern University for parking space would not negatively impact the existing levels of faculty parking and will provide MACER a copy of the agreement.

Also at Roxbury, the college implemented a new mission statement without consultation with the college's governance structure (ACUERDO). In mediation the college agreed to remove the mission statement from the web page, and place it on the agenda for the next meeting of ACUERDO.

Labor Relations Commission

On December 7 a Charge of Prohibited Practice was filed against Quinsigamond for refusing the MCCC information necessary to its role as collective bargaining agent. Also on the day a bad faith bargaining charge was filed against Quinsigamond for transferring work (Director of Nursing) out of the unit without bargaining to resolution or impasse.

A Charge of Prohibited Practice was filed against Bunker Hill for failure to comply with a second arbitration award where the



MCCC Day Grievance Coordinator,
Dennis Fitzgerald

college was required to post a position vacated by order of an arbitration decision.

Northern Essex was charged with Refusal to Bargain in relation to unilateral implementation of the Instructional Technology and Learning grant.

A *Complaint of Prohibited Practice* was filed by the Mass Labor Relations Commission on November 18 relating to Greenfield's refusal to provide information and bad faith bargaining in the matter of the college's appointment of non-unit employees to teach in their Massage Therapy Program and Paramedic Program. By issuing this complaint the MLRC finds probable cause to believe a violation has occurred. The MLRC cites two counts. The first addresses failure to bargain in good faith by not providing information, listing the history of the denied or ignored information requests by the union. Count II says, the employer has failed to bargain in good faith by transferring unit work to non-unit personnel without giving prior notice and an opportunity to bargain. The MLRC concludes, "By the above conduct, the Employer has derivatively interfered with, restrained and coerced its employees." ■

MTA Leadership Journey

The second class of the MTA Leadership Journey program, sponsored by the MTA Leadership Academy is now enrolling to begin training in the Spring. The training will be running concurrently with the first group. There will be 4 to 6 new groups initiating the training this spring. While employing the same format - 3 to 5, or 5 to 7 leaders/members from locals across the state- this time the offerings will be conducted more locally at hotels in the west, central, north east and south east. Meetings of the ongoing are held at the Sheraton Framingham Hotel, conveniently located on Route 9 in Framingham. Contact Michelle Gallagher, MTA/MCCC consultant (mgallagher@massteacher.org or 1-800-392-6175) if you or your chapter wishes to enroll in the program. Ideally three to five unit members per chapter are sought to maximize the potential for effecting change in the local.

The Leadership Journey consists of six weekend modules developing themes essential to effective leaders. In order of presentation the modules are "Characteristics of a Leader" dealing with the essentials of organizational development and self-assessment, "Visioning" looking at needs analysis and goal setting, "Communicating the Vision", "Developing Trust

in the Followers", "Planning the Plan", "and "Evaluation and Celebration".

The six weekend modules running through a Friday after-work and evening, and a Saturday until about three p.m. The workshops are planned about three months apart and span about 18 months total. Each module focuses a leadership theme and incorporates group experiential exercises and self tests to aid participants in developing self knowledge and exercise of leadership skills and strategies they might never develop under the pressures for productivity in their local chapter involvement.

Participants quickly discover that the issues they perceive to be peculiar to their chapter are pervasive in other chapters as well. Additionally participants are generally impressed to discover that their leadership style may actually hinder their efforts if they plunge ahead irrespective of the mix of leaders in their locals.

The MCCC has three groups in the first cadre of trainees, a statewide leadership group and two campus groups. The statewide team includes Phyllis Barrett, Nancy Morello, Peter Flynn, and Susan Dole and Jim Bradley. From Quinsigamond, Sarah Hovsepian, Estela Carrion, Laraine Sommell, and from Mass Bay CC, Linda Stern, Bonnie Stevenson and Jim Lampke. ■

Editorial Comment

The Center Must Hold...

The publication of the salary correction recommendations of DMG Maximus/Griffith and Associates has had a predictable effect our unit's membership. Niche interests of professional staffers, English composition teachers, those with ignored licenses, and those perceived to be disrespected in any way, shape, or form, have fostered tension and dissension.

The three years have elapsed since the promised salary adjustment date of January 1997. This does not bode well for the receipt of all the retroactive due. The 3% withheld from our salary to fund the study, 1200 annually for the \$40,000 now totals over 7 million dollars lost income to our membership by my tabulation.

The Employer's agents in the agreement have all moved on. Secretary of Ad-

ministration and Finance Charles Baker, protagonist in the Harvard-Pilgrim debacle, was the man who signed off on the Classification scheme in 1996. Carlin is retired from the Chair of the BHE. Chancellor Koplik is tragically deceased. Weld has relocated to The Empire State.

No wonder members are anxious about the outcome of current negotiations.

We have an excellent negotiating team, representing the interests of the broadest possible cross-section of our membership. They are well studied in the intricacies of the workload issue and are availing themselves of comparison data provided by the HECAS (Higher Education Contract Analysis System) data bank of the NEA.

Let them do their work. ■

Important Announcements

Proposed Bylaw Changes

The deadline for submission of proposed changes in the Bylaws and Standing Rules of the MCCC must be received no later than February 1, 2000.

Proposals should be in printed format, double spaced, not handwritten. They should include:

- (1) a rationale for the proposed change
- (2) the name of the maker of the proposal.
- (3) the campus (or MCCC committee/group) of the member making the proposal
- (4) Proposed changes should be sent to :

Susan Dole...

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cate recently. Additionally she arranged to have representatives of the MCCC at the annual NEA Higher Education Critical Issues Seminar in Washington, and has sponsored several of our members as presenters at the Annual NEA Higher education Conference.

Her strong interpersonal skills put the MCCC on improved footing with Chancellor Koplik, and the members of the Board of Higher Education and BHE staff. She also forged strong conduits for communication and input from the local college chapters. She built strong relations with members of the General Court as well.

A native of Charlestown, Susan graduated from Bunker Hill Community College in 1976, and completed her education at Tufts University, in 1979 receiving a Bachelor of Arts in Sociology, and a Master of Arts in Counseling Psychology in 1985.

She has served numerous community organizations, including sitting on the boards of the John F. Kennedy Family Service Center, the Massachusetts General Hospital/ Bunker Hill Health Center, and the Massachusetts Women for Economic Justice. She also served on the Department of Public Health's Charlestown and South Boston Community Health Committee. She was a Founding Trustee of the Charlestown Economic Development Committee.

Susan has served as a Higher Education representative to the National Education Association's Membership Advisory Committee for two terms.

Ms. Dole is a mother of three adult children and proud grandmother to five. Sadly, her beloved husband James "Jimmy" Dole died suddenly in September, 1998.

She looks forward now to a period where she can relish the satisfactions of direct service counseling, while enjoying her grandchildren and family in the area. ■

- (5) Carolyn Tetrault
- (6) 19 D Mansion Woods Drive
- (7) Agawam, MA 01001-2366

Upcoming MCCC elections

The filing deadline for candidates is February 5th. This includes candidates for slots to represent the unit at the MTA Annual Meeting in Worcester in May and the NEA Annual Meeting in Chicago in July.

Candidates for Offices may submit a 200 word statement and a passport sized photo which will be published in the March MCCC News

MCCC News Editor Sought

Editorial policy recommends a three editorial board member editorial board consisting of the President and Secretary of the MCCC and one representative of the campuses. Nancy Teal of Roxbury who served as that representative, has taken an administrative post. Phil Mahler has , in addition to numerous other responsibilities has graciously been "Phil-ling" in. We are seeking a more regular replacement. After motivation, literacy and a sense of the politics of the organization are qualifications. Please contact Peter Flynn, Susan Dole or Phyllis Barrett if you have an interest in this job. ■

Ellen Olmstead, Bristol CC Recognized

adapted from the Boston Globe, October 21

A teacher who said she chose to teach at a community college to help people who historically have not had access to education received a \$5,000 cash prize as one of the nation's top college professors on October 20th.

The Carnegie Foundation recognized Ellen Olmstead, 38, professor of English at Bristol Community College, for the Advancement of Teaching and the Council for Advancement and Support of Education. The US Professors of the Year Program, created in 1981, selects the winners from more than 400 faculty members nominated by colleges and universities across the country.

A Providence resident, Olmstead joined the faculty at Bristol in 1994. She received her prize along with three other teachers at a ceremony yesterday in Washington, D.C.

To better reach minority students, she developed literature courses using works by blacks, American Indians, and Puerto Ricans.

She said she challenged the stereotype that "community college is a place where youth pay for the sin of screwing up in high school... and racial and linguistic minorities serve time for being born with the wrong birthright. I want to live in a world where everyone gets a great education." ■