

President's Message

This is a busy time in the MCCC. Day Contract: A lot of people worked very hard to get the day contract funding bill to the legislature even at the late date that it arrived.

Unfortunately this is an election year, and so the legislature goes out of formal session at the end of July. In a non-election year we would not have had this timing problem.



Philip Mahler,
MCCC President

The ratification process required a lot of effort once the date was set. The day team was under a great deal of pressure to bring a settlement to the membership for a vote - up or down, but a vote. It did that in record time, in one of the most complicated situations we have been in, issues-wise.

Even after ratification it took time to get the final product in the shape necessary to sign, which happened in mid-June. The Governor signed in late June, by which time the costing of the agreement was already underway. The colleges and the BHE came through on that and did it in record time, on a much more complicated situation than ever before. The BHE did deliver its cost request to A&F on time and A&F's Jim Hartnett did keep his promise to us to get the bill done very expeditiously.

The funding bill only had three business days before the formal session ended - with veto overrides and the Red Sox taking up most of the landscape on the legislators' radar screens. I was personally quite happy when we got the first year funding (1999 - 2000) in the deficiency budget on such short notice. This didn't happen by chance - a lot of lobbying was done. This sets the stage for the rest of the contract by funding classification, retroactively, for the professional staff.

For now, we have achieved the funding for the classification study for the professional staff. I am not trying to tell anyone that it was all that they wanted, but the promise of solid raises and improved equity for many will occur this Fall.

Now the BHE, College Presidents, MCCC and MTA are working hard to get the legislature to finish what it started - full funding of the day Agreement - this Fall. Right now we are listening to the MTA and other lobbyists on the right course of action. I want to stress that we are not sitting idly around - meetings with legislative leadership have and will occur. Of course if other strategies prove warranted we will pursue those strategies, collectively.

The classification study is new to us, new to the colleges, new to the Board of Higher Education. New hires still need to be classified, and the appeals process set up and functioning. We are asking the BHE to get these moving in a timely fashion.

Your MCCC leadership is committed to making this contract deliver on the classification study, but it will take all of us to make it happen. I think we can do that.

DCE Contract: The DCE contract negotiations have made good progress and as I write this I am hopeful about them. Cautiously hopeful, of course. That team set as a goal improving the environment for those adjuncts who stay with our colleges over the years. These valued and important colleagues deserve our attention and respect, and I believe that the team made significant progress towards this goal.

Chapters: We need strong chapters with a full complement of leaders at the chapter level. There is and will be much work to be done, and our membership will be best served by good campus leadership.

MCCC Office: The MCCC Office continues to develop. More slowly than we want but progress has been made. This organization realized five or six years ago that it needs a central office, and this was corroborated by the OARC - Operational Audit Review Committee, which reacted to an external review of this organization. The Treasurer is working more than diligently to make this happen for us.

Political Action: Political action has to remain one of our top priorities. Full contract funding is the main issue - and must be - but there are other issues too, and we need to continue the efforts made over the years to make this a more politically active organization. We will continue the Strategic Action Committee, so well led last year by Joe LeBlanc and Sandy Cutler. I have a personal interest in this committee and hope to see it continue to flourish.

As I said above, this is a busy time in the MCCC. We face enormous challenges. Your patience will be needed sometimes, and your impatience at others.

I do wish each of our faculty, counselors, librarians, advisors, and all of the other professionals we have in our unit, providing the very best in community college education, a great Fall 2000 semester. ■

Editorial Comment

Thank the DCE Team

by Peter Flynn

This is the third negotiated collective bargaining agreement since the inception of the bargaining unit. Occasionally new DCE unit members question why they must pay dues. Others grouse about services. Somewhat less frequently they resist paying dues or fees, creating headaches and expense for those charged with chasing them.

Only after a strike was DCE organized at the insistence of its membership in 1990. Within four years DCE per course pay had increased by 80%. The second contract saw gains of 20% on average for the regular DCE instructor, elimination of school by school variation in pay rates, the inclusion of a step system and a provision for an "outside year" in the contract cycle. This last provision gave unit members a 3% raise while negotiations for the successor

agreement were under way.

This new contract provides recognition of continuous service to the college by establishing a fourth step based solely upon year of seniority. It advances the move toward proration for DCE work by securing over a 13% increase for the vast majority of the unit. It extends protective rights by the inclusion of language supporting progressive discipline. It continues assurance of salary increases (no zero years) by guaranteeing an increase during the first year following expiration of the new contract. It assures that the employer and the Union will work together to provide unit members with an affordable group health insurance option and clear understanding of OBRA health benefits.

The DCE Team did a great job considering what initially appeared to be intransigent management positions. ■

MCCC Meetings Calendar

June 2000 to August 2001

<u>Year</u>	<u>Month</u>	<u>Executive Committee</u>	<u>Board of Directors</u>
2000	June	2	16
2000	July	20	*
2000	August	16,17	25
2000	September	8	22
2000	October	6	20
2000	November	3	17
2000	December	1	*
2001	January	5	19
2001	February	2	16
2001	March	2	23
2001	April	6	20
2001	May	4	11
2001	June	1	15
2001	July	tba	*
2001	August	tba	24

*If called. Not normally held.

OTHER MEETINGS

2000	July 1 - 6	NEA Representative Assembly, Chicago
2000	August 7 - 10	MTA Summer Leadership Meeting, Williamstown
2001	May 12	MCCC Delegate Assembly, Marlboro
2001	May 18 - 19	MTA Delegate Assembly, Boston
2001	July 2 - 7	NEA Representative Assembly, Los Angeles
2001	August 6 - 9	MTA Summer Leadership Meeting, Williamstown



At Large Executive Committee Members, elected June 16, 2000 by the Board of Directors
Geri Curley, BHCC; Nancy Morello, MBCC; and Joe LeBlanc, NECC

Fall Leadership...

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tion of participants will be at the discretion the each chapter's president. Chapter presidents are urged to select members keeping the workshop foci in mind.

Fall Leadership Conference Agenda

3:30-4:00 Networking
4-4:30 Introduction/Welcome

4:30-5:30 Workshops

- What makes a Chapter Work, MTA Consultant Michelle Gallagher and MCCC President Phil Mahler

- The Treasury, Carrion

- Strategic Action-Internal and External, S.A.C. Chair and Executive Committee Member Joseph LeBlanc and Communication Coordinator Peter Flynn

5:30-7:00 Dinner and Service Awards

7-8:00 Plenary Session -Orientation of New Contracts. ■