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MCCC News

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Candidates for Part-time/Adjunct At-large Director

Three candidates have been nominated. On line voting closes at 4 P.M. March 21.

Linda Grochowalski
Quinsigamond Community College



Active union member since 2002 and candidate for Part-time/Adjunct Director MCCC Board of Directors, I served as my chapter's VP, chapter DCE grievance co-ordinator, state-wide and chapter adjunct representative, charter-member of the Adjunct Committee (chair 2016-2017), and many other positions. Elected to the MCCC's Executive Committee (ExCom) by my peers on the Board this past year, I concentrated on working with all MCCC members to gain common ground, while keeping focused on my duty to part-time professional staff and adjuncts. ExCom membership is an extraordinary opportunity to fight for adjunct and P/T professional staff issues more directly, a position no other Part-time/Adjunct Director has achieved.

My focus is, and always has been, on members—to ensure part-time voices are heard to gain full, equitable treatment, respect, and a spirit of collegiality to help our Union become stronger. Fully committed to fighting for contingent faculty and part-time professional staff rights, I helped my campus organize to win the full vote. I was, for several years, chair of QCC's DCE MACER, the first chapter state-wide to form. As the second John Palmer Award winner, I believe the best way to make positive change is to work WITH, not against, all union constituencies, which I have done for my previous terms on the Board.

Please help me continue to represent you as a strong, thoughtful, and respected voice on the Board—who has walked in your shoes and appreciates your challenges. I welcome your vote. Thanks! ■

Stephanie Marcotte
Holyoke Community College



My name is Stephanie Marcotte, and I am proud to be an Adjunct Professor at Holyoke Community College (HCC). I have always had a passion for teaching, but HCC is where this passion blossomed. This love of teaching pushed me to take on new leadership roles and duties within my department, campus, and within our union.

During the F2018 semester, I had the privilege of becoming the union chapter president at HCC. This position has allowed me to support and advocate for unit members in ways that I couldn't before. As an adjunct leader, I have been overwhelmed with the amount of PT/Adjunct folks who have taken on new union roles, gotten involved, and share their stories. Through this learning and leadership, it is clear that our experiences and concerns need to be heard and prioritized.

Taking on this new role as the at-large PT/Adjunct Director, I would be able to draw from the transferable skills that I have cultivated in my various union roles. This opportunity would enable me to draw from my passion for teaching, experiences as an adjunct, and my new role as a union chapter president. Beholden to this position, I will carry with me a dedication to open communication, holistic decision-making, and a willingness to learn. ■

Carol Gray
Holyoke Community College
(Photo not available)

MTA Winter Skills Conference Focuses on Organizing

Over 300 MTA members and staff gathered on January 12 in Framingham for MTA's Union Winter Skills Conference that was a mix of solidarity building meetings and training sessions. MCCC was well represented with about a dozen members participating.

Presidents of local associations, such as the MCCC or public school system, gathered in an "All Presidents Meeting" where they had an opportunity to share their concerns, common issues, and successful tactics.

For rank and file members, there were training sessions on topics such as how to win outside of bargaining, effective communications with social media, strengthening relations between full-time and adjunct faculty. The sessions were led by MTA staff and experienced members.

The meeting coincided with the onset of the Los Angeles teachers' strike, which provided an opportunity to show solidarity with their California sisters and brothers. The growing restlessness of teachers throughout the country gives strength to all the educator unions. And it shows that we do have power.

Organizing was a thread that ran through all of the sessions. Some focused on specific issues like how to present a grievance, manage membership lists, and

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Mark Your Calendar: Delegate Assembly Allotments

Saturday, April 27, 2019 At Quinsigamond Community College

Chapter	Entitlement	Goal
BERKSHIRE	6	2
BRISTOL	25	10
BUNKER HILL	29	12
CAPE COD	12	5
GREENFIELD	7	3
HOLYOKE	19	8
MASSBAY	12	5
MASSASOIT	20	8
MIDDLESEX	23	9
MT WACHUSETT	14	6
NORTH SHORE	20	8
NORTHERN ESSEX	15	6
QUINSIGAMOND	26	10
ROXBURY	7	3
SPRINGFIELD TECH	16	6
TOTALS	251	101



MCCC members (from left, in foreground) President Margaret Wong, Holyoke Chapter President Stephanie Marcotte and Holyoke Director Trudy Tynan joined in solidarity to support the Los Angeles teachers' strike at the Jan. 12 MTA Winter Skills Conference. (Photo by Don Williams)

MCCC Legislative Agenda Seeks More Fair Funding

MCCC Vice President Rosemarie Freeland reported at the February Board meeting on the MCCC's legislative agenda for the upcoming legislative session. With a newly elected legislature no bills are automatically carried over, so new legislation has been filed for the two-year legislative session. There have been a number of bills filed that have impact on higher education in general and community colleges specifically.

One bill that is sponsored by MTA is the "CHERISH Act" that would provide more than $500 million for public higher education, returning funding to FY 2001 levels. The bill(s)–Senate SD740 and House HD1178– would also cap tuition and fees on a five-year schedule if the funding is provided.

Freeland made a point of thanking the legislation's sponsors: Sen. Joanne Comerford (Northampton), Rep. Sean Garbally (Arlington) and Rep Paul Mark (Peru).



MCCC Vice President Rosemarie Freeland

She pointed out that while the original wording of the bill is a good start, there are a number of things that could be improved from the community college perspective. Having met with a group of college presidents in a Joint Study Committee meeting, she reported that the presidents were not unanimous about the bill. Some campuses would benefit and others would not, and the limits on tuition and fees could seriously limit some campuses' ability to meet their obligations.

Joe Nardoni, Director from Middlesex and one of the MCCC representatives on the MTA Board of Directors, said that the funding in the bill gives 50 percent of the money to UMass, and the state universities and community colleges each get 25 percent. So 15 community colleges would split $125 million.



MCCC and MTA Director Joe Nardoni

With half of the students in Massachusetts' public higher education system attending community colleges, Nardoni is urging a much fairer formula that would give each component 33 percent of the additional funding. Unlike UMass, the community colleges have few sources of revenue beyond shrinking state appropriations and tuition/fees.

Another bill of interest to MCCC members has been sponsored by Sen. Brendan Crighton (Lynn) and Rep. James O'Day (W. Boylston), which would require the Administration to fund the costs of the higher education contracts for each year of the agreements. Currently, salary and bargaining parameters for public higher ed. bargaining units are set by the Secretary of Administration and Finance. But nothing in the current statute compels the Administration to fully fund the contracts once they are implemented.

Labor laws compel the colleges to pay the negotiated increases regardless of whether the Administration provides funding or not. This legislation would help the community colleges in their commitment to affordability and accessibility by covering the costs of collective bargaining agreements that the Administration negotiates. This bill has been endorsed by the college presidents.

Other bills that relate to community colleges include funding for a pilot program to address student hunger, and another that would fund Career Pathways coordinators that would assist recipients of Transitional Aid develop a pathway to college and career success.

Bills typically must be filed early in the legislative session, but they remain under consideration and subject to amendments through the two-year session until expiration or a final vote. ■

Visit The MCCC Online!
www.mccc-union.org

The MCCC website is the best and most up-to-date source for late breaking developments important to Day and DCE Unit members in addition to being a valuable resource for MCCC contact information, bargaining and legislative updates, contracts, committee assignments, bylaws, local chapter leadership, calendar of meetings and events, and the MCCC News newsletters (current and past).

Find links to NEA, MTA and MCCC on Twitter and Facebook.

Bookmark the site for frequent referral.

There is a "Members Only" area with additional information. You log on to that with the same credentials as your MTA Members account. Don't have an account? Create one using your membership card info at MassTeacher.org.

In Solidarity

More Funding, Not More Miracles

The community that makes up the Commonwealth's community colleges – staff, faculty, administrators, trustees, parents, family, friends, etc.– are a dedicated, resilient group of individuals who, under some of the most challenging of circumstances in the world of higher education, pull off miracles to help move students along the pathway of academic achievement and lifelong success. From the financial advisor, who spends hours assisting each student to navigate a sea of confusing forms and rules, to the instructor who writes multiple drafts of letters of recommendation to help a student win a competitive scholarship, to the college president who enriches the experience of the Student Trustee by involving them in advocating for pro-community college legislation before Congress, students can rest assured that their college's community has their back.

We, the community of the Commonwealth's community colleges, have taken, and will continue to take whatever comes at us because we genuinely care about our students and about their prospects for success in the future. We keep doing our best because, frankly, we are on a mission. None of us are in this for the money or other forms of tangible rewards. We want our students to succeed no matter the cost to us.

And herein lies the problem. More often than not, it is the hard-working miracle workers that get taken for granted. Because we get the job done despite funding cuts every year, decision makers find it easy to cut even more. This was the inherent flaw with the Vision Project, a brainchild of Richard Freeland, the former Commissioner of Higher Education. His plan was to adopt a series of metrics to show the public how effective and successful our public higher education intuitions were. He operated on the theory that once the public understood our success, they would be eager to increase funding. It did not work out that way. After we allowed ourselves to be measured in every way possible to show how effective we were, decision makers decided that our revenue stream was more than adequate, and so the pattern of yearly funding cuts continued. Meanwhile, the Vision experiment left us with a slew of unhelpful measures for student success, a significant increase in the number of part time un-benefitted employees, increases to our healthcare premiums and co-pays, pay raises that are less than inflation, and more stress all around.

Continuing to depend on and demand the unwavering efforts of the college community's "miracle workers" is unsustainable. Funding support per student is more than 30 percent down from where it was two decades ago. No matter our energy, no matter our honest desire to support our students, we cannot keep this up. We need more funding.

Last month, Senator Joanne M. Comerford (Hampshire, Franklin, and Worcester) presented a bill to get more funding support for public higher education. SD.740, aka the "Cherish Act," *An Act Committing to Higher Education the Resources to Insure a Strong and Healthy Higher Education System*, will take us back the funding levels from 2001. This is potentially a $500 million infusion into the Massachusetts public higher education system. If we, the whole community behind the Commonwealth's community colleges, step up to work together, we can put our community colleges back on the pathway toward future success – for our students, yes, but also for ourselves, and for our communities.



Margaret Wong, MCCC President

In the weeks and months to come, when the call comes from our Strategic Action Leaders, asking us to make the phone calls, attend the rallies, and send the emails, we need to pick up the phone, go to the rally, and write that email. What we have done for our students, we now need to do for ourselves and for the future of our institutions. I have no doubt we will prevail. We are miracle workers, after all.

Yours, in solidarity,
Margaret Wong

Membership Stats Reflect Declining Student Enrollment

Membership trends are a vital for the Union to track especially in this post-Janus era. The latest trends were the subject of Research Coordinator Hilaire Jean-Gilles spring semester report at the January Board of Directors' meeting.

With enrollments dropping precipitously, membership numbers are a mixed bag. Full-time faculty and staff numbers have stayed stable, part-time staffing has increased while adjunct numbers have decreased.



MCCC Research Coordinator Hilaire Jean-Gilles discussed membership trends with the Board of Directors. (Photo by Don Williams)

Where declining enrollments have really hit is in the decreasing number of course sections offered under the DCE contract. Just between Spring 2017 and Spring 2018, DCE offerings across the state declined by 11.5 percent.

But the reductions at five campuses exceeded 20 percent. Bristol Community College had the largest drop with 33.02 percent fewer DCE sections. Holyoke and Roxbury both saw reductions of 25 percent.

Jean-Gilles tracked the DCE offerings back to 2015, and the numbers are even more striking. For example, between 2015 and 2018 Bristol saw over a 40 percent decline. Other campuses have crossed the 30 percent line.

Clearly, adjunct faculty are suffering the most from declining enrollments. Although the number of adjuncts teaching has declined slightly, the numbers of courses individuals are teaching have plummeted significantly, along with their earnings. Projections show the decline in 18 year olds will continue for the foreseeable future, so more cuts can be anticipated.

Adherence to hiring salaries under the Classification System is another area that Jean-Gilles monitors. He gathers the salaries of new hires, and if they exceed the specified amount, he gathers the documentation to justify the higher amount. Day Grievance Coordinator Dennis Fitzgerald follows up on those cases to insure that the paper work justifies the higher amount as required by the Classification System.

MCCC Office Manager Phil Mahler shared the latest union membership statistics that broke out member/non-member numbers by chapter and employment category: full-time day, part-time day, and adjunct faculty. Overall, full-time members belong to the union at the highest percentage with 94 percent belonging, adjuncts belong at a much lower rate, and among the 975 part-time professional staff members are a minority.

The numbers show that the Janus decision, at least to date, has not significantly affected Union membership rates. However, the current non-members were formerly required to pay the union an "agency fee" to cover the costs of negotiating and maintaining contracts. Since Janus last summer, the non-members now pay nothing for the services provided to them.

Converting non-members–and making sure we keep our existing members – will be an ongoing challenge. Mahler noted that if we could recruit half of the 135 full-time day non-members, MCCC income would increase by over $20,000. While dues for part-time members are

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MCCC Finances Okayed

Auditors from the accounting firm Alexander Aaronson and Finning gave a presentation to the MCCC Board of Directors at the January meeting reviewing their audit for the 2017-2018 fiscal year.

They found the union finances to be very healthy, despite the challenge of losing agency fee money after the Janus decision. They issued a "clean unmodified " report. They did make some suggestion for adapting to the post-Janus environment.

The Board has the union's ultimate fiduciary responsibility and is required to review and vote to accept the annual audit results. With such a positive report, the Board readily accepted this report. ■

Winter Skills Conference…

Continued from front page

have success in unemployment claims. But these have an organizing component to them. For example another session had the explicit title "How to Organize Around Grievances."

Most of the sessions were broadly applicable, and the information would be useful to every participant, there were a few specific to K-12. One session was devoted to higher education.

The higher ed. session titled "Fighting for Living Wages for and with Adjuncts" was led by MTA organizer Sean Barrett, who has been involved with organizing adjuncts—most recently the Tufts adjunct faculty. He shared strategies used by other adjunct units where they worked with their college communities to gain better pay and job security. MCCC members were the major participants in this session.

Successful educator job actions such as Los Angeles show that well organized unions can have significant impact. Research shows that the public is on our side if they get a clear explanation of the issues. Being unified and active is a key to gaining that support. ■

Know Your Day Contract

February 2019

Feb. 28 Preferred schedules and courses submitted (p. 44).

Feb. 28 New full and part-time hire list due MCCC.

March 2019

March 1 Notice of non-reappointment (first through fourth year) (p. 43).

March 5 Proposals due for unpaid leave of absence for fall semester (p. 30).

March 15 Dean's recommendations for Title change due (p. 66).

March 15 Unit Personnel Practices recommendations for tenure due (p. 44).

March 30 Department Chair evaluations (p. 76).

March 31 Fall assignments to faculty, full-time schedules to chapter (p. 47).

N.B. Dates may vary depending on the first day of classes. Most of these dates are "last date" standards. In many instances the action can be accomplished before the date indicated. ■

MCCC MTA nea

MCCC News

http://mccc-union.org

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The MCCC News is a publication of the Massachusetts Community College Council. The Newsletter is intended to be an information source for the members of the MCCC and for other interested parties. Members' letters up to 200 words and guest columns up to 400 words will be accepted and published on a space-available basis. The material in this publication may be reprinted with the acknowledgment of its source. For further information on issues discussed in this publication, contact Donald Williams, North Shore Community College, One Ferncroft Road, Danvers, MA 01923. email: Communications@mccc-union.org



MCCC members were major participants in the "Fighting for Living Wages for and with Adjuncts" session at MTA's Winter Skills Conference presented by MTA organizer Sean Barrett. Attending from MCCC, were Ely Dorsey (BrCC), Mark Linde (MaCC), Nick Camerota (STCC), David Iannaccone (MWCC), Sandra Howland (NSCC), and Paul Johansen (BkCC). (Photo by Don Williams)

Membership Statistics

Continued from page 3

less, their numbers are much higher.

The MCCC faces serious challenges in the next few years. We are going to face increasing challenges with limited resources. The enrollment decline will continue, but how the colleges will handle faculty assignments as things get worse is anyone's guess. This is when we really need Union solidarity. ■

MOVING?

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Call the office at **1-877-442-MCCC** toll free or go online at **http://mccc-union.org/ChangeMyAddress/**

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