Fund Our Future Rally Page 2 | MTA Annual Meeting Page 3 | Know Your Contract Page 4

MCCC News

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Day Contract Awaiting Ratification

After a year of negotiating, with management being intransigent for months on a few significant issues, the parties finally came to a Tentative Agreement (TA) for 2018–2021. At a special meeting on June 5, the MCCC Board of Directors voted to recommend that members ratify the agreement and set a time line for voting.

The vote will be conducted by mail with a closing date of Thursday, June 27. The mailing will contain a synopsis from the bargaining team with specific information about the contract provisions. The full TA will be available on the MCCC website.

Bargaining with the state is always difficult. Being off the regular cycle, the MCCC contract was the last higher ed. contract to be settled. Many issues faced by all the unions had already been resolved on the state's terms by the earlier settled contracts. These set precedents that made the MCCC's position more difficult.

Raises are one of those issues. Governors, especially Republican ones, set a maximum percentage for raises for all state unions. But for months in negotiations their teams offer extremely low numbers. As other unions settled, it became clear that annual raises of 2 percent would be the absolute maximum. This was made amply clear when the state university union (MSCA) had their contract funding held up because their contract went over the limit by a few thousand dollars on the total raise cost.

Changes in how much vacation time staff members can accumulate was another issue that was pattern bargained by the state and most state unions were forced to see the same reductions. It was clear that the motivation for these changes stemmed from abuse of the system by some high-ranking state officials, including President Dan Asquino of Mt. Wachusett Community College.

MCCC team chair, Claudine Barnes said that, "The Asquino payout was a massive embarrassment for Gov. Baker." Despite repeated efforts, the union was unable to thwart this management demand.

Management's demand for mandatory use of Learning Management Systems and advising software by faculty and staff had been the final sticking point. No other Massachusetts higher ed. union had faced this demand. The union saw this as an intrusion into academic freedom, to require the use of a specific tool. Different systems are used by the colleges, and management did not understand the systems' variations and limitations.

Member actions including work to rule and demonstrations were effective in bringing in closing this final issue. The agreement was reached by management accepting the Union's proposal for a trial process where members will volunteer to participate in using the systems, and then the teams will evaluate the results for bargaining the next contract.

Day Contract Ratification Ballots must be returned by 4 P.M. Thurs. June 27

The turn around time on the vote is short in order to get it into the funding process as soon as possible. Because the legislature is wrapping up the primary state budget now, funding for the MCCC contract will have to come through a supplemental budget. The union will keep members informed about the funding progress. At some point members may be asked to call their legislators if there are delays.

The MCCC team members are Claudine Barnes, Chair (CCCC); Tom Kearns, Vice Chair (MaCC); Rosemarie Freeland, *ex officio* (GCC); Margaret Wong, *ex officio* (QCC); Gail Guarino, Secretary (CCCC); LaTasha Darpy (BHCC); Meaghan Callaghan (BHCC); Maura Sweeney and Joe LeBanc, MTA Consultants. ■

Delegate Assembly Quorum Conundrum

The annual MCCC Delegate Assembly was held on April 27 at a new venue, the Harrington Learning Center at Quinsigamond Community College.

As the ultimate authority for the MCCC's budget and Bylaw approval, the meeting is an essential event. We cannot legally operate without an approved budget. Changes in the rules governing union activities are also an important activity.

This year's meeting had not reached the required number for a quorum (80 members) by the scheduled convening hour. Chapters had submitted their delegate names in advance, and reported numbers were over 100. Attendees had an opportunity to socialize over coffee and pastries as chapter leaders made calls to missing delegates making sure they knew the new location.

MTA President Merrie Najimy had been invited to make some remarks to the assembled MCCC members and the delay gave her an opportunity to speak a little longer and focus on the importance of the Cherish Act that would add significant funding to public higher education in Massachusetts. She promoted the *Fund Our Future* rallies in Springfield and Boston at the State House on May 16.

At the time of the Delegate Assembly, the Day Contract negotiations were very much up in the air with management digging their heels in over the mandatory use of learning management systems and advising software. Giving a presentation for the MCCC team, Tom Kearns rallied the attendees to hold out and to not be intimidated by the threat to lose the retroactive portion of a 2 percent raise. As he said, the raise would be so small, "I'd have to try not to spend it in one place!"

Continued on page 2



Speaking for the Day Negotiating Team at the Delegate Assembly, Tom Kearns urged members to fight against management's continued stubbornness over final issues as the semester and legislative funding process are closing. (Photo by Don Williams)

Fund Our Future Rally Culminates With March Around The State House

Hundreds of MTA, AFT, and other supporters of the Fund Our Future initiative met at the State House on May 16, to lobby and demonstrate their support of the Fund Our Future campaign. About 55 MCCC members joined in.

The day started with a planning session over sandwiches where attendees could get information about the campaign and how to lobby legislators about the two bills that increase education funding: the *Promise Act* for K-12, and the *Cherish Act* for Higher ed.

Among the speakers was an actor dressed as John Adams, who wrote the Massachusetts Constitution's words that call for, "legislatures and magistrates, in all future periods of this commonwealth, to cherish the interests of literature and the sciences." He sent the audience off to remind current office holders of those words.

The main event was a rally at 5 P.M. on the Boston Common in front of the State House, where, after speakers primed the audience for a demonstration. A sea of red t-shirts formed up behind a yellow Fund Our Future banner and started a march that went on to Beacon St., then Bowdoin St., and around the back until the State House was surrounded by demonstrators chanting, "Whose schools, our schools."

Events like this are intended to get public attention, and the visuals are designed to attract press coverage. Helicopters hovered over the State House and the Boston Common, and there was some television coverage for the 5 P.M. television news. But the evening news was dominated by the Bruins winning a spot in the Stanley Cup finals. The rally was covered by the *Boston Globe*, but relegated to the Metro section. ■



Among the hundreds who marched around the State House to support the Fund Our Future campaign on May 16 were over 50 MCCC members including Joe LeBlanc (left) and Joe Nardoni. (Photo by Don Williams)



One of the speakers addressing the crowd in support of the Cherish Act was Amy Blanchette, from Bristol Community College who is the current president of PHENOM. (Photo by Don Williams)

Delegate Assembly…

Continued from front page

The attendees unanimously adopted a motion that, "The Board of Directors shall not recommend a Tentative Agreement that mandated any use of primary LMS and advising software."

Sufficient members had arrived to reach a quorum, and the official business was able to begin. As the most important activity of the DA, the budget was immediately taken up for discussion and approval.

Treasurer Gail Guarino presented a much more positive document than last year when the *Janus* decision was up in the air, and the membership numbers for the next year were extremely difficult to predict. Two budgets were approved by the 2018 Delegate Assembly, and because *Janus* eliminated "agency fee" payers, the more draconian of the budgets was implemented.

While the income from agency fees was lost (and almost of those DCE/part-time unit members), we did gain some union members in the part-time ranks, but the number of full-time non-members increased from 73 to 98. Still, over 90 percent of full-time members belong to the union.

Guarino said that experience of unions in states that had eliminated "agency fee" before Janus found that it took about three years for the membership levels to settle. She attributed the drop in full-time members to new hires not joining rather than existing members withdrawing. "The challenge," she said, "will be reaching out to new hires as soon as they come on board."

The budget picture for the future looked very positive, and if revenues to beat last year's predictions, the Board of Directors can authorize spending if funds are available. It passed easily with no increase in the MCCC portion of members' dues. MTA and NEA set their dues at their respective annual meetings, and the MCCC will be responsible for collecting those dues.

There were 11 proposed Bylaw changes scheduled to be taken up. But by early afternoon attendance had slipped as some members had other commitments. A quorum call was made and it was determined that there were no longer enough delegates to continue business.

Meeting chapter delegate obligations will be something to look into for next year. Thirty-three member names that were submitted as elected delegates did not make the assembly. Two larger chapters sent only one member each.

It is important for chapters to send their target number of delegates to the meeting. Twenty years ago a quorum was not reached, and the union had to spend the money to hold the originally scheduled meeting, and then spend the money (and time) to hold a second meeting. ■

Mass Legislature Addresses Janus

On June 5th the Massachusetts House of Representatives passed a bill (H. 3845) that addresses some of the issues raised by last year's U. S. Supreme Court *Janus vs AFSCME* decision. At the time Speaker DeLeo had discussed potential legislation with a coalition of state employee unions, but there was no consensus on the provisions then.

DeLeo was quoted in the Globe saying, "The [Supreme Court's] Janus decision was looked at as a blow. We wanted to send a message here in Masachusetts in response to that decision."

The bill addresses two key issues that were left in limbo after the federal ruling. Previous state law required unions to provide services such as grievance representation to non-members, who previously paid a reduced "agency fee" in lieu of dues to cover the non-political services unions provide. The other issue addresses how unions may recruit new members when new hires have no obligation to interact with the unions that bargain their contracts.

A major provision of the new bill allows unions to charge non-members "reasonable costs" for representing them in grievance, mediation, and arbitration proceedings. While few members find themselves needing these services, they can be extremely expensive with consultant and attorney costs.

When the agency fee provision was in effect, unions did get basic contact information about newly hired employees even if they chose not to belong. The new legislation provides for unions to have access to non-members home addresses, phone numbers, and home and work email addresses. These would not be available to the general public but would give unions easier communication with unit members.

Unions would also be given the ability to meet with new employees within their first 10 days and the ability to hold meetings on site during lunch breaks and after hours.

Opposition has come from conservative groups like the Pioneer Institute, whose executive director, Jim Stergios, anticipates a challenge in the courts. But the bill has strong support in the legislature. Rep. Marjorie Decker from Cambridge was quoted saying that Janus was part of a "carefully financed campaign against democracy." Adding, "We're here to say we continue to stand for working families, we continue to stand for democracy."

Other states, including Rhode Island, California, Maryland and Washington have also enacted legislation to soften the effects of Janus.

The Senate still has to take up the bill, and then the governor has to approve. ■

MTA Annual Meeting Raises Dues



At the MTA Annual Meeting on May 4, MCCC Vice President, Rosemarie Freeland waited to speak for an issue with a green card as MCCC Secretary DeAnna Putnam lined up with a yellow point of inquiry card. (Photo by Don Williams)

The Massachusetts Teachers Association held its Annual Meeting on May 3 and 4 at the Hynes Convention Center in Boston. As with the MCCC, the MTA is required to hold an annual meeting with broad member representation to legally set a budget and make substantive rules changes.

Friday's business session began with reports from President Merri Najimy and Vice President Max Page. This was the first Annual Meeting for MTA's new Executive Director-Treasurer, Lisa Gallatin , who had the opportunity to introduce herself to the largest possible assembly of MTA members.

The 2019-2020 Budget was the main item on the Saturday Agenda. This can often be the subject of protracted debate. But this year it moved very quickly through some parliamentary maneuvering that left some items unaddressed.

The adopted budget calls for a $3 increase for the MTA portion of member dues. Note that the MCCC and NEA set their own levels for their portion of dues. MCCC has no increase for next year, and NEA will set its dues at July's Representative Assembly.

It was announced that the MTA has 116,870 members, up 666 from last year. There were 1,234 delegates attending out of an allotment of 2000. Not being an election year for president, vice president and board of directors members may have lowered attendance numbers. The MCCC elected 48 delegates. Our allotment was 96 delegates, which we almost never reach. ■



Please join us at MTA's 2019 Summer Conference being held at UMass Amherst, August 4-7. Summer Conference presents opportunities to learn union and leadership skills, engage in professional development, network and have fun! Participants may attend for a day or stay for the whole conference to take advantage of all this event has to offer. Register today!

Write Us

Letters to the Editor

Only submissions by MCCC unit members will be accepted. Letters should be no more than 200 words in length. The author must include name and chapter affiliation, which will be published with the letter. Authors must provide the editor with contact information in the form of either email address, mailing address or telephone number. Letters will be published on a space available basis and may be edited for length and appropriateness. Not all submissions can be published.

Guest Columns

Guest Columns should be no more than 400 words in length. Columns by authors who are not MCCC members may be accepted. The author's name and affiliation will be published with the column.

Mail to:

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Or email:

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Demonstrators lined up on the Boston Common to begin a march around the State House on May 16 to lobby and show their support of the Fund Our Future campaign. (Photo by Don Williams)

Know Your Day Contract

June 2019

Professional staff work beyond the Academic Year. The dates below do not affect faculty.

June 1 E8–Summary Evaluation by supervisor due (p. 58).

June 1 Letter stating preferred work assignment submitted each year to supervisor (p. 50).

June 1 Develop E–7 Form with supervisor. E–7 Form serves as basis of evaluation for the year. E–7 includes job description items (goals), objectives (if mutually agreed), and activities/methods (Appendix).

July 2019

July 1 Notification of work assignment due from supervisor (p. 53)

July 1 Off-Campus Days–3 days off campus for activities outside of those assigned (conferences, catching up on literature in the field, etc.). They may be taken in increments of a half-day or more. The 3 off campus days begin with fiscal year (p. 54).

MCCC Meetings Calendar 2019-2020

YEAR	MONTH	EXECUTIVE COMMITTEE	BOARD OF DIRECTORS	OTHER EVENTS
2019	AUGUST	14 (Wed)	21(Wed)	4-7 MTA Summer Conference
2019	SEPTEMBER	6	20	
2019	OCTOBER	4	18	
2019	NOVEMBER	1	15	
2019	DECEMBER	6		
2020	JANUARY	3	17	
2020	FEBRUARY	7	21	Nominations Due *
2020	MARCH	6	20	Bylaws Proposals Due 3/1
2020	APRIL	3	17	MCCC Delegate Assembly 4/25
2020	MAY	17		MTA Annual Meeting 5/1-5/2
2020	JUNE	10 (Wed)	17 (Wed)	
2020	JULY	–	–	NEA-RA Washington DC 7/2–7/7

* Date to be determined.

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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

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.

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