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MCCC News

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Fair Pay Campaign Revs Up

The coordinated campaign for fair pay is well under way. In a first meeting of the MCCC Contract Action Team (CAT) on Nov. 13 representatives from every campus met to plan for a statewide press conference on Nov. 19 and demonstrations on Nov. 20 supporting the MCCC bargaining teams.

MTA Consultant Thomas Lee opened the meeting by explaining the purpose and functions of a CAT, which he also called an organizing team. Basically it is a group who coordinate actions in support of contract negotiations and who work to get other local members to get involved in those actions.

When he had members introduce themselves, it was heartening to see several members who were relatively new to the MCCC. These folks are the future of the union and it is a healthy sign that they are getting involved.

In her comments to the meeting President Claudine Barnes said, "It's been hard to get our members working on this with all else they have to do, but we really need to organize exploit this unique opportunity."

She said, that "after years of criticism we have gotten a lot of praise lately and we need to capitalize on that good will." She noted that with both Day and DCE contracts expiring at about the same time it is a tremendous opportunity to make conditions more equal.

The two negotiating teams will be making similar salary demands and workload dove-tails in as many ways as possible. And by involving both Day and DCE unit members in the activities, we get as wide a mix of people supporting us as possible.

Vice President Nardoni pointed out that we will have to work the legislature as well to achieve wage equity. The Strategic Action Committee that he chairs will need to work with the CAT to get funding. He referenced the 1999 Classification study that netted members raises up to 50 percent.

He put up a slide from his Powerpoint based on recent research on wage equity that showed how poorly we compared to similar states with the differences ranging from 30 percent to 70 percent.

Lowest Comparison

Peer states average, COL adjusted
• $89,170

Our current salary
• $68,324

New York average, COL adjusted
•$102,730

Highest Comparison

California average, COL adjusted
• $116,689

The Powerpoint will be available for CAT members to use.

Nardoni went on to say the we will need legislative action to override Chapter 150E, the state's collective bargaining law. And beyond that, the state needs to take over the cost of full-time employee benefits like health insurance that leads the colleges to hire part-time employees so to not have those costs. Also we need to make members who work at more than one college "whole people" instead

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Nominations Now Open

The MCCC is entitled to over 60 delegates to the MTA Annual Meeting that will be held May 2-3 in Springfield. It is essential that the union sends as many delegates as possible to the Meeting to vote on issues of concern to the MCCC. The largest portion of your dues goes to MTA and the spending priorities are determined at the Annual Meeting.

Watch These Dates

November 6—Online nominations open

February 6 (4:00 P.M.)—Nominations close
(Director candidates must submit photo and statement for newsletter by this date.)

March 10—Electronic balloting opens

March 27— Balloting closes and results certified

March 28— President reports election results to chapters

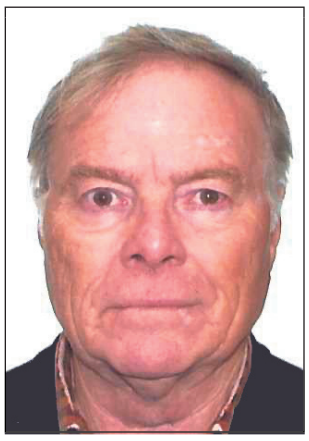
March 28— Election results posted to the MCCC website



MTA Consultant Thomas Lee led the Nov. 13 Contract Action Team (CAT) meeting for the kick off of the combined campaign for fair pay. Members came from every campus to plan for supporting upcoming actions like the planned demonstrations next week.



Teachers in three North Shore communities went on strike in a coordinated action. Beverly and Gloucester went on strike Nov. 8 and Marblehead (pictured here) went out on the 12th. This combined effort raised significant press attention and shows that educators are becoming more militant. This can only benefit the MCCC in its campaign.
(Photo by Don Williams)



Don Williams, MCCC Communications Coordinator

Believe It's Possible

As the MCCC executes its campaign to get what MTA President Max Paige has called a fair pay "correction," it is reassuring to know that we have successfully done it twice before."

In the late1980s the MCCC raised the issue of pay inequities based on gender. Chief academic officers had wide latitude as to where to place a new hire on the salary schedule, and many had the attitude, that was actually heard from one of them, that men should be paid more as the heads of households.

The union did a salary study that showed clear evidence of pay discrimination. It revealed that female faculty at five of the colleges had extreme pay inequities, at another five the discrimination was prevalent but not as, and another five there was small cases of inequity. In the end there were large pay adjustments for many members.

After four years without raises in the early Weld/Cellucci administrations, salaries never caught up to national levels. MCCC organized and pushed the BHE to address the issue. The solution then offered by Administration and Finance Secretary Charlie Baker was what came to be called the Classification Study that would analyze our salary structure with those of "ten similarly situated states." Some of these states we would all agree are similar to us, but others, like Texas, were questionable, and cost of living was not a criterion for their selection. Our salaries were promised to be set at the 80th percentile of those states.

When the study was finally completed, members found their pay increasing by between 22.5 percent to 50 percent. My own pay went from $35,000 to $52,000. It required a $50 million appropriation from the legislature to make the payout. It also set up a clear system for placing new hires on the payroll that eliminated some of the abuses that created the gender inequities. This part of the study remains in place.

But it was not all positive. One thing that many of the selected states did have in common was a five-course workload for faculty, and the study forced us to take on a fifth course—adding an almost 25 percent workload increase. Professional staff had to accept the classification system that assigned jobs to pay grades (from 1 to 7) that limited their ability to move up.

The 80th percentile promise only lasted for that contract. Subsequent raises only stuck to the governors' parameters, which have been meager under Republican governors especially.

Now we have the opportunity to right some of this. MassEducate has brought a lot of attention to the community colleges, and has raised our esteem in the public eye. It has also raised everyone's workload, making us a sympathetic group that deserves support.

As President Barnes and Vice President Nardoni have pointed out often, this is a unique opportunity that may never come again. Because of the Fair Share Amendment, the state has a $2 billion fund that is earmarked for education and transportation. They can't say that the money isn't there. While there are many worthy causes, we need to make the case that ours goes to the top of the list.

The MCCC is putting together an impressive campaign that starts by putting pressure on contract negotiations first and demonstrating that we have public support with us. It will require activating every member (and non-members, because it benefits them too) to stand up and make noise.

Fair Pay is possible, but you have to believe it and act on it. ■



President Barnes urged members of the Contract Action Team to get members involved to exploit this once-in-a-lifetime opportunity

Fair Pay Campaign…

Continued from front page

of being considered as a separate employee at each workplace.

Lee brought the focus back on planning for the immediate actions in the upcoming week. Evert chapter said they were organizing a noontime standout at their campuses on Nov. 20. Signs are being supplied by MTA. Nardoni asked if anyone could to be at Mass Bay's Framingham campus on the day to make a strong showing for the bargaining teams as they enter the building.

Some members, especially from Mass Bay, were concerned about retribution from the administration that has been very hostile to employees. Lee reminded them that union activity is protected, and any reprisal would be eminently grievable. He said, "Organizing is teaching people to be brave." ■



Vice President Nardoni explained to the Contract Action Team (CAT) that securing contracts with significant raises will also need strategic action targeting the public and the legislature.

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.



2024
MCCC Awards Nominations

The MCCC has four awards created to recognize the contributions of individua members who have made significant contributions to the Union in different area Awards are presented at the annual MCCC Delegate Assembly.

Nominations are due by March 1, 2025. Nomination forms and the candidate requirements are available on the MCCC website *mccc-union.org*.

Raymond C. Lemieux Memorial Award	**Jon G. Butler Memorial Award**	**John A. Palmer III Memorial Award**	**Donnie McGee Strategic Action**
The purpose of the award is to recognize an individual whose service, leadership, and dedication have contributed significantly to the Massachusetts Community College Council.	The purpose of the award is to recognize the Chapter President(s) whose leadership, acts, or support have made a significant impact on MCCC unit members.	This award recognizeTan adjunct MCCC member whose service, leadership, and dedication have contributed significantly to MCCC adjunct faculty, as exemplified by the life of John A. Palmer III.	Recognize a member (s) who has shown exemplary service in the area of political and strategic action that has made a significant impact on MCCC unit members.
Any MCCC Board of Director or Chapter President may nominate by completing a nomination form	Any MCCC member may nominate a candidate with a petition of five or more of that chapter's members	Any MCCC member may nominate a candidate by completing a nomination form	Any MCCC Member may be nominated by petition of 10 or more members.

Board Gathers Together

The November MCCC Board of Directors' meeting was the first in-person meeting they've had in a year and a half, and it is probably the last at the Mechanic Street Worcester location.

In upholding a tradition, President Claudine Barnes called for this meeting to be held in person and to have a turkey dinner lunch. Board meetings have been held the third Friday of each month, and this always puts the November meetings before Thanksgiving.

While a lot of board members don't miss driving to meetings with the switch from in-person to Zoom, many really missed the Thanksgiving meal–not just for the food, but also for the sense of family that it represents.

Many of the board members are new and had never had the experience of a meeting at the union offices. Only a couple of board members were unable to attend, and the attendees had the kind of interactions not possible over Zoom.

It will probably be the last meeting like this because the large meeting room is one of the two condos that the union is putting on the market. Before owning the office in Worcester, the union did have turkey dinners in rental function rooms, so the family style meal could still be done. But it won't have the same feeling.

But it was also a productive business meeting. MTA field representative Tyler Rocco-Chaffee brought 50 signs for each chapter to use in the Nov. 19 press conference and the Nov. 20 standouts in support of the Day bargaining team. Directors shared what actions will be taking place on each campus.

There were reports on the status of both contracts and discussion about coordinating the asks. Salary demands were shared with a range of 70 to 80 percent will be the Union's opening. The DCE team projected that at the end of the contract term people could be earning $9,000 for a 3-credit course.

Vice President Nardoni whipped up enthusiasm for the coordinated contract campaign and encouraged the directors to go back to their campuses and do the same. His mantra was: "conceive it, believe it, achieve it!" ■



At-Large director Mark Linde was the first in line for the traditional turkey dinner at the November MCCC Board of Directors meeting.
(Photo by Don Williams)

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

Know Your Day Contract

Any accrued vacation credits above 375 hours (50 days) shall be forfeited at the end of the last payroll period in December of each year

December 2024

December 15 Last day for deans to make sabbatical leave recommendations on sabbaticals for Fall semester or July 1.

December 22 Last day fall semester can end (p. 56).

December 24 **Last Day of classes** Faculty submit college service and student advisement form (p. 63).

December 25 Thanksgiving Holiday (p. 27).

December 30 Professional staff submit documentation of performance of duties and responsibilities including, but not limited to a log student advisement, if appropriate, and college service activities (p. 65).

January 2025

January 20 Martin Luther King Jr. Holiday (p. 27).

January 29 Course materials (Form XIII-E2) for Spring semester must be distributed to students and submitted to supervisor before end of drop/add period. (p. 61).

NOTE: *Page numbers are from the 2021–2023contract that is on the MCCC Website MCCC-union.org. The 2024-2025 contract is not on line, but all of the provisions are the same as the 2021-20213, except pay. Most of these dates are "last date" standards and vary with the first day of classes. In many cases the action can be accomplished before the date indicated.*

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.

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