MASSACHUSETTS COMMUNITY COLLEGE COUNCIL

NEWSLETTER

Volume I February, 1984 Number Three

CHASE ANNOUNCES CANDIDACY

On January 28, 1984, John R. Chase from Massasoit Community College and the Secretary of the MCCC announced his candidacy for President of our affiliate, MTA. To date, the only other candidate is the incumbent vice president, Nancy Finklestein of Malden.

Active in a variety of leadership roles since 1968, Chase asserted, "It is time for our membership to unify for positive change in Massachusetts education pre-primary through post graduate learning." Long associated with the slogan *MTA in Unity, K-G,* Chase announced that he will be distributing a series of communications to the delegates who are the electors at the MTA Annual Meeting held on May 4 and 5.

NEGOTIATIONS PERSPECTIVE

The MCCC Negotiating Team has spent almost 400 hours trying to obtain a decent settlement for the MCCC membership. Management continues to take a hard-line attitude which includes give backs and status quo language. The MCCC Team has been given a mandate from the membership—improve our contract. Management's Team goal is to "bury the membership". Some major differences in the Teams:

MCCC	Management
■ The Team is working from an asking package from the Negotiating Committee put together from surveys collected from the membership.	■ Management is negotiating a package put together by a few presidents and negotiated without any of them at the table.
■ The Team has full authority to agree to and sign off on any article they believe is complete. They are active participants in good faith bargaining attempting to come to a good faith settlement.	■ Management has sent in Negotiators without authority to sign off on any article without first checking with some presidents. (Time in caucuses is spent playing *Scrabble* or *Trivial Pursuit.*)
■ The Team wants a standardized workload without increases for anyone.	■ Management acknowledges that our productivity is high; they still want to increase our workload.
■ The Team is asking for a salary package that will give us parity, and from a mandate from the membership—no merit.	■ Management proposes a salary package that will not give us parity, and they take almost 25 percent of it back to be handed out at their discretion.
■ The Team is asking for automatic promotions whereby all unit members receive a step increase each year and when they reach the end of that schedule, they move to another rank.	■ Management refuses to convert ranks for upward mobility, and say automatic promotions are demeaning. Management continues to want to make promotions as painful as possible.

The MCCC Team will continue working at the table to raise our wages and conditions of employment to reflect the dignity and integrity of the teaching profession. they are only asking for that which everyone deserves—simple respect, nothing more, nothing less.

IN THIS ISSUE:

- Two Complaints issued against President Shively
- Provo Signs Confession Open Letter to Presidents
- Negotiation's Perspective

Governors Support NEA/MTA/MCCC Merit Pay Stand

Governors throughout the country are beginning to see the light. It illuminates almost every page of a new handbook prepared by The Governor's Ad Hoc Committee on Rewarding Teachers for Performance.

The Committee is an ongoing study group created recently by the Education Commission of the States.

The governors reject decisively the simplistic versions of merit pay schemes that so many misguided politicians and college presidents have embraced. Among the Committee's recommendations are: Ensure that *all* teachers are adequately paid; include teachers, from the beginning, in the development of incentive-based pay programs; and remember, that good teachers recognize good teaching and so must be included in any evaluation procedures.

PRESIDENT SIGNS CONFESSION

Subsequent to the filing of a prohibited practice charge against Theodore Provo, President of Greenfield Community College, Carolyn Young, an attorney for the Community College presidents, contacted the MCCC stating that she was willing to settle this charge before it came to a hearing at the Commission. (President Provo had sent the college's Director of Personnel to identify unit members who participated in informational picketing when Gov. Dukakis had visited that area.)

President Provo agreed to sign a statement acknowledging that . . . . "This action was a violation of Section 10 (a) (1) of the Massachusetts General Laws, Chapter 150E, because it interfered, restrained and coerced unit members in the exercise of their rights to engage in lawful concerted activities for the purpose of collective bargaining.

WE WILL NOT, in any like or similar manner, interfere, restrain, or coerce our employees in the exercise of their rights protected under the law.

WE WILL NOT take any adverse action against any faculty member or professional staff member as a result of his/her participation in the aforementioned lawful picketing activity."

This notice to employees will be posted for 30 days at Greenfield.

Plaudits

■ To No. Essex Community College's Nursing Department and students for attaining the highest board scores of any group taking the statewide nursing board exam.

Boodits

■ To the administration at Massasoit Community College for denying a Level I grievance because of time limits. This is the first time since the beginning of collective bargaining at Massasoit -- 1968 -- that a grievance has been denied because of time limits.

Plaudits

■ To President Dimitry of No. Essex Community College for his recent communication to faculty. He has broken rank with the Presidents' Council's position on proposed contract payment date of September 25 and has advocated June 30 as the payment date. The MCCC concurs and plauds his recent enlightenment.

Boodits

■ To Mass. Bay Community College and President McKenzie (former president) for not expending monies for two DSA's even though there were eligible unit members. Where did the money go?

Plaudits

■ To Angel-Amy Moreno of Roxbury Community College for being chosen to serve on the NEA Communications Committee. This is a national committee consisting of approximately 12 people from across the United States.

Plaudits

■ To Tom Parsons, MCCC Vice President, who made the motion at the MTA Special Meeting on Jan. 28 which precipitated a revoting of a motion to change language in the School Reform policy that referenced the various segments to more specifically include higher education.

Boodits

■ To Andrew M. Scibelli, President of Springfield Technical Community College for distributing an article to all faculty which stated that union pay raises were the lowest on record for 1983 (education was not included in this article). Dan DiMonaco, President of the STCC Professional Association, responded to all unit members expressing his concern about where this former faculty member actually stands in relationship to our contract negotiations. DiMonaco stated . . . "We would expect support and understanding from someone whom we supported and from someone who was one of us such a short time ago. We would *not* expect to receive a misleading article that carries an undertone of threats and innuendoes." DiMonaco further stated that Scibelli's action raises some pertinent questions about why he choses to ignore the fact that our salaries are over $3,000 below the national average as well as below the state colleges and universities in Massachusetts; why the private sector gets better dental and health insurance coverage; and why in the past four years our salaries have increased approximately $4,000 while the presidents' salaries have increased over $16,000. DiMonaco concluded stating that he would hope . . . "that the President would work to raise the general level of our salaries, not to imply that we should be happy to accept a proposal which is unfair and subject to politics and patronage."

Boodits

■ To the Greenfield Community College Board of Trustees for their alleged violation of the open meeting law. Despite objections from the college community and a few of the trustees last fall, the Board approved a five-year contract and salary increase for President Provo who had only been employed at the College for a year. Subsequently, Chancellor Duff requested a meeting with all trustees at U. Mass. However, the Board chair excluded some members who objected to the above action. As a result, a Board member has reported this violation of the open meeting law to the Hampshire County District Attorney's office.

Plaudits

■ To the member of the Greenfield Community College Board of Trustees for challenging that Board for violations of the open meeting law and for trying to maintain the integrity of that body. (See above.)

Plaudits

■ To Eileen Farley, President of Bristol Community College for arranging a private meeting between the faculty association leadership, Governor Dukakis and Gerald Indelicato, the Governor's special advisor on education. The leadership conveyed their concerns about the lack of progress in negotiations, and the Governor assured them that he was aware of the "fragmented" negotiations situation, and Mr. Indelicato promised to be in touch with Chancellor Duff's office. In addition, the Governor stated that his office would be checking frequently with the MCCC President, Jim Rice, for reports on the progress at the table.

ROXBURY TO MERGE

The Boston School Committee has voted to authorize a proposed merger between Boston Business School and Roxbury Community College effective July 1, 1984. Boston Business School is a small institution located on Commonwealth Avenue in Boston with approximately 400 students. The majority of the faculty have advanced degrees with an average salary of $27,000. Jim Rice has been in contact with President Wolfman of Roxbury and the representatives of the Boston Teachers Union and will be closely monitoring this merger.

MASSACHUSETTS COMMUNITY COLLEGE COUNCIL

Administrators Charged

Personnel	Charge
Pres. Shively (Bunker Hill)	HARRASSMENT
Pres. Shively (Bunker Hill)	COERCION
Dean Bonah (Bunker Hill)	ANTI-UNION ANIMUS
Pres. Provo (Greenfield)	COERCION
Pres. Dimitry (No. Essex)	BRIBERY
Pres. Dimitry (No. Essex)	HARRASSMENT
Dean Frydrych (No. Shore)	THREATENING
Pres. Houlihan (Middlesex)	THREATENING

COMPLAINTS ISSUED

The Massachusetts Labor Relations Commission has issued two complaints against President Shively of Bunker Hill Community College. One complaint arose when Malinda Smutek, president of the Bunker Hill Faculty Association planned to distribute informational literature about the Association at an open house. She notified President Shively of her plans and "Shively told Smutek that she would only be permitted to distribute the literature if Shively was allowed to edit and that she could only distribute it at a location he designated, otherwise she would be arrested." The Commission has ordered that an Expedited Hearing be held before the MLRC on February 28, 1984.

The second complaint is against President Shively and Executive Vice President, Maurice O'Shea, who, at the open house, threatened to have MCCC officers and unit members removed from the building for distributing union literature. Jack Carpenter, MTA Consultant, Dennis Fitzgerald, Richard Eels, Leo Arnfled, James Cottom, and other unit members were followed by campus police, had their literature removed from windshields, and had their pictures taken while supporting the union leadership at Bunker Hill. The MLRC has issued a complaint stating that the employer has interfered with, restrained and coerced its employees in the exercise of their guaranteed rights. A hearing has been scheduled for March 7, 1984.

LEGISLATIVE UPDATE

Last week, Jim Rice, MCCC President, Vinnie McGrath, MSCA President, Rick O'Neil, MTA lobbyist for higher education issues, Jack Carpenter, MTA Consultant for MCCC, and Mike McSweeny, Legislative Agent for MCCC, and other higher education locals met last week to map strategy for this legislative year. On February 15, 1984, they will all appear before the Public Service Committee to discuss legislation regarding higher education governance. Among the agenda items are the coordination efforts regarding higher education funding, collective bargaining funding, and preparation of defenses regarding bills that are damaging to our positions.

COMMUNITY COLLEGE CALENDAR

Mar. 1 Sabbatical Leave list due to the Dean

Mar. 15 Recommendations for multiple year and tenure due to the Dean

ELECTIONS

Apr. Elections for MCCC statewide officers

Apr. 27 MCCC Delegate Assembly. Place to be announced

May 4&5 MTA Annual Meeting, Boston. MCCC allowed approximately 30 delegates. Need our full complement

First week of July. NEA Convention, Minneapolis, Minn.

MCCC *Newsletter*

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15 Community Colleges
Roads to Education