

MCCC News



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Delegate Assembly Exceeds Expectations

The largest turnout in recent memory marked this year's MCCC Delegate Assembly on April 23. Exceeding the required quorum by about 50 percent, 125 members gave up a Saturday to show their commitment to the Union.

Passing the annual budget, which sets members' dues, is the principal purpose of the Delegate Assembly. It is the highest governing body of the organization, and how the organization handles its finances is a concern of all members. Changing bylaws is also a process that requires passage by the Assembly. This year there were several proposed changes.

President Joe LeBlanc opened his final Delegate Assembly as president after ten years in the position. He greeted the members and gave a report looking

back on the challenges and successes over the past decade of his presidency.

In her report to the body, Vice Donnie McGee also looked back on her

decade in office but primarily focused on pending legislation, especially bills that would provide benefits for adjunct faculty. At the end of her remarks, McGee

presented Caroline Schwarzwalder from North Shore Community College with the Donnie McGee Strategic Action Award to recognize her many years of service in the statewide Strategic Action Committee. Schwarzwalder, an active member of the Newton Democratic City Committee, has served for many years on SAC and McGee noted her extensive efforts on both state and local activities.

After the reports and award presentation, Treasurer Mahler led the Assembly through a review of the proposed budget—the main event of the meeting. He explained that with declining community college enrollments, MCCC membership has dropped, and with it revenues have also dropped.

Praising the work of the MCCC Finance Committee, Mahler went through a variety of cost-cutting measures designed to bring the budget into balance. Among some of the measures were a reduction of MTA Delegate stipends (from \$75 to \$50 starting next year) and cutting reimbursement for internet to officers and directors.

The budget as proposed would require no dues increase for the MCCC portion of members' dues. Mahler's budget package broke out how the dues MCCC collects are distributed to MTA and NEA. He noted that MCCC has tried to mitigate the costs to part-time members, but MTA and NEA set their own dues, which are yet to be finalized.

The Assembly broke for a buffet lunch, and when the body was reconvened the budget was passed with little discussion.

The final agenda items were proposed Bylaw changes. A two-thirds vote is required to enact bylaw changes, so it is a steep bar for passing them. One proposed by the Treasurer that determined a member's chapter membership did not pass. With a number of MCCC rules being chapter-driven, this would clarify what chapter a member principally belongs to.

Several other proposals were proposed that would change a variety of procedures such as quorum requirements, vote recording and reporting procedures, and membership of certain committees. Despite some discussion, none of those proposals carried. ■



Caroline Schwarzwalder from North Shore Community College (center right) was presented with the Donnie McGee Strategic Action Award at the Delegate Assembly for her many years of political action at both the chapter and state-wide levels. Pictured here with President LeBlanc, McGee herself, and NSCC Chapter President Norene Gachignard. (Photo by Don Williams)

MTA Higher Ed. Conference Brings Unions Together

MTA held its biennial Higher Education Conference on April 15 and 16 at the Boston Westin Hotel in Waltham. It gives members from UMass, the state universities and the community colleges an opportunity to share concerns, problems and solutions as we all work under the state government.

MCCC is the largest, single higher ed. local, and had the largest contingent at the conference. The state universities have two locals: the MSCA that covers faculty and librarians and the APA that covers other professional staff. UMass has a number of different locals that cover not only faculty and professional staff, but also other technical groups.

In the opening session on Friday, there was a greeting from MTA President Barbara Madeloni. A panel of presidents from each of the unions gave brief presentations on their struggles to maintain rights and dignity under increasing management demands. MCCC President Joe LeBlanc



Higher Education Commissioner Carlos Santiago spoke to the assembled members and took questions at the MTA Higher Ed. Conference. (Photo by Don Williams)

detailed some of the fights that came up in the recent Day contract negotiations—the first higher ed. contract to be negotiated with the Gov. Baker administration. And

Continued on page 4

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April's Clarion Call For The MCCC

by Donnie McGee, MCCC VP

The night dark sky won't yield to morning.
In restless sleep, I await the dawning.
But birdsong's distorted: Hark to its warning!
Do you not hear dear April mourning?

Such union strife doth divide us all.
False narratives and angst spread o'er our halls.
Instead of bridges, we're building walls.
Can you not hear nature's clarion call?

Past leadership assassination
Has been a gross abomination
That only fosters consternation.
How can there be any unification?



These April skies may never brighten.
For nature mourns this union blighting.
Shouldn't our enemies we be fighting
And around our common mission, uniting?

Our staff and faculty do more with less,
Part-time educators are distressed.
Students lack support to achieve success.
Must not our union relieve this stress?

Public higher ed. is in deep crisis;
Structural underfunding woes doth persist.
Colleges are slipping into the abyss.
Will internal divisiveness cease and desist?

The M-triple-C must set all straight:
To close gaps and more students graduate
State dollars are needed before it's too late.
Isn't this where our efforts should concentrate?

April's debut is filled with hesitancy.
But, unionists all, note the urgency!
Resources are needed to set all students free.
And don't our members, too, deserve more equity?

'Tis a herculean task for mortals such as we:
To create a more just world, but through civility.
This union won't survive with negative energy.
Will April's alert prompt the requisite unity?

Walking The Line with A Union Friend

By Darlene Smith-Ash
Holyoke Community College

An interesting thing happened a few weeks ago. I received an email from a friend whom I had not seen in a very long time. "Let's meet and catch up."

We went back and forth about a time and a place and finally came up with a day in late May. Busy people.

"I'm just so tired after walking the line all day." Walking the line? He was still working for Verizon.

Two days later, after our conversation finally had time

to sink in, I phoned him. "Are you walking tomorrow?"

"Yep."

"Good," I said. "I'll see you on the line and we can visit then."

The next day, he and I caught up on all we had been doing while waving to traffic and doing laps around the Verizon store in Hadley. It was three hours of friendship renewed and solidarity shown. And four miles of walking, too!

Picketing, whether informational or on strike, can serve many purposes. The MTA and MCCC voted to support the

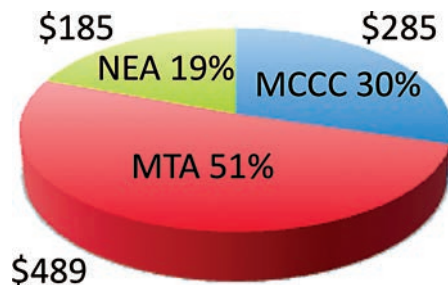
Verizon workers, and according to my friend, many of our union sisters and brothers had shown up to walk the line.

"Speaking for everyone, we really appreciate it; it has meant a great deal. And if you guys ever need bodies, just give us a yell."

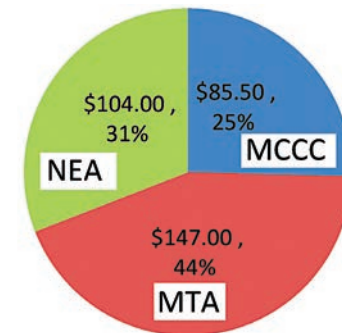
Just give us a yell.

So, remember, if you know someone who is walking a line somewhere, show up, bring cookies, catch up on a friendship (or make a new one), and be seen. Every body counts; and your Fitbit will prove the benefits. ■

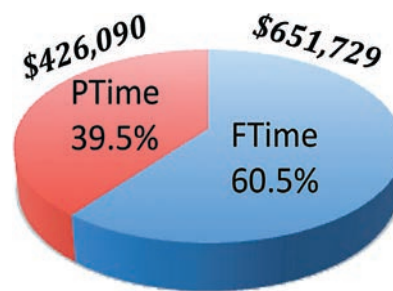
Treasurer Phil Mahler provided pie charts showing the breakdown of dues in his budget presentation at the Delegate Assembly. Although MCCC dues did not increase, the dues for MTA and NEA may be increased by their annual meetings.



The distribution of full-time member dues between MCCC, MTA and NEA.



The distribution of top-step part-time member dues (those earning over \$9,000 per year) between MCCC, MTA and NEA



The distribution of full-time member dues between MCCC, MTA and NEA.

Know Your Day Contract

May 2016

May 30 Professional staff College service and student advisement forms (p.53)

May 30 Memorial Day observed

June 2016

June 1 Applications due for Sabbatical Leave beginning January 1 for professional staff or Spring semester for faculty. (p. 24)

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

June 1 E8-Summary Evaluation by supervisor due (p.51).

June 1 Letter stating preferred work assignment submitted each year to supervisor (p.46).

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 (p.107).

July 2016

July 1 Notification of work assignment due from supervisor (p.51)

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.46).

Visit The MCCC Online!

<http://mccc-union.org/>

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The MCCC website is the best and most up-to-date source for late breaking developments. Additional documents of interest and import to Day and DCE unit members have been added.

The MCCC Webpage is a valuable resource for MCCC updates, job opportunities and linkage to the NEA and MTA resources available to MCCC unit members.

Calendars of MCCC meetings, and committee assignments may be found there.

Additionally, MCCC events and news are available, as well as "old news" in the form of archived newsletters. Bookmark the site for frequent referral.

Closing Thoughts After 14 Years of Service

My tenure as MCCC President ends on May 31. I've loved serving as your president and vice president, but I'm looking forward to the next chapter in my life. I'll miss connecting with our members. In an era of inadequate state support, hyper accountability and overuse of adjuncts that is eating away at the soul of the academe, our members focus on teaching and serving our students. They transform lives.

I'll miss connecting with our elected representative on Beacon Hill. I've worked with a couple of generations of state senators and representatives. I've found our frequently maligned legislators to be intelligent, respectful and appreciative of our colleges and our members. We've had some big legislative wins. It will be up to the next generation of union leaders to continue the fight to increase numbers of full-time faculty and professional staff and provide adjunct faculty with health insurance and a pension.

I'll even miss working with community college presidents, their labor counsel and the Department of Higher Education. The work of coordinating our statewide union is complex and difficult. Similarly, the work of a commissioner (I've known three), college presidents and their labor lawyers (too many to number), administrators (too many to list), and DHE labor representatives is daunting.

The state demands that management runs open door institutions with inadequate funding. Less money per student is spent at our community colleges than at our state universities, UMass and at any K-12 system. Tensions between funding and expectations for student success are unlikely to change.

I crossed my union Rubicon in the late 1990's. I was fed up with the roller coaster ride of inadequate resources and zero years. I was tired of the years of no contracts and unfunded promotions. I had enough of the mistrust. I was wearied by the toxic environment and labor strife at too many of our colleges. I knew we could do better.

We made progress at Northern Essex. Before the classification system was bargained in the late 1990's our chapter leadership team negotiated salary equity adjustments with a new college president. We worked to cut grievance numbers. We did it by gathering evidence about salary inequities and pressing our case. We fostered a better relationship with our local administration while working to more uniformly enforce our contracts.

In the last 14 years, we've won statewide victories to more uniformly enforce our contract. We've conducted impact bargaining at every college. We've created adjunct and professional staff committees to address member concerns and to educate. We've trained a new genera-

tion of union leaders. We've bargained contracts and lobbied for funding. We've testified for and against bills and state budgets. We've fought endless attempts to change health insurance splits and increase retiree health insurance costs. It's been a helluva ride.

In coming weeks, stay tuned for news about funding our new Day Contract. The Agreement has been costed out and sent to Administration and Finance. It has been reviewed by the Education Secretary. It awaits the Governor's signature and submission to the legislature in a supplemental budget. Contract funding takes time to play out. I expect the legislature to enact one last supp budget before they leave in mid-summer. I'll be following this issue closely before and after my term ends.

Stay tuned for news about DCE contract negotiations. For the first time ever management has demanded that we commence bargaining before the "outside year" kicks in. Our new union officers and board will be interviewing and appointing a new team in coming weeks.

Best wishes for a grand summer. I look forward to seeing you at union events as a rank and file member. ■



Joe LeBlanc,
MCCC President



Incoming MCCC Vice President, Jeff Seideman, urged Commissioner Santiago to increase equity for adjunct faculty at the MTA Higher Ed. Conference. In the foreground, from left, MCCC members Bob Tarutis, MBCC; Rosemarie Freeland, GCC; Susan McPherson, QCC; and Suzanne Van Wert, NECC. (Photo by Don Williams)

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RCC Chapter Fights Back

Roxbury Community College administration notified the chapter on May 2 that they had lost the employment records of 106 adjunct faculty members, nearly half of the college's entire seniority pool.

Initially the college was going to withhold course assignments for both the imminent Summer Session courses as well as Fall courses until the affected faculty resubmitted their credentials. The college wanted to reevaluate their qualifications and to deny courses to those that they felt were not qualified.

New Chapter President John McColgan sprang into action asking members at not only the RCC Chapter but also asking the other 14 chapters to write emails of support for the adjunct faculty to the RCC Board of Trustees.

He sent a sample text that stressed that, "the adjuncts are not at fault for portions of their personnel files being lost, and the college should not withhold course offerings from adjuncts for the Summer of Fall 2016 semesters."

Within days, union activists from at least four other campuses had sent letters.

At the follow-up MACER meeting, the Administration changed their tone and backed off of their demands. They agreed to push back the deadlines for resubmitting file materials to December and agreed to honor the DCE Seniority List without reevaluating credentials.

In an email, McColgan thanked those who sent support messages and MTA consultant Ted Lewis and MCCC DCE Grievance Coordinator Joe Rizzo for their support. He said, "If we didn't have the support of the rest of you, there's no way this would have gone as well as it did." ■



Retired Northern Essex member Frank Leary enthusiastically embraced his role of collecting donations for the MCCC Political Action Committee at the delegate Assembly. The MCCC-PAC uses the funds to support political candidates.

(Photo by Don Williams)

MTA Higher Ed. Conference . . .

Continued on page 4

he warned the attendees to be prepared for tough negotiations when their contracts come up.

The Saturday program offered several workshops to help participants better understand the changing higher ed. environment and better represent their members.

How the MTA determines which political candidates to support was the topic of a presentation by MTA Director of Governmental Relations, Nick Puleo and Marc Lewis, Chair of MTA's Candidate Recommendation Committee (CRC). They explained how the CRC creates questionnaires and invites candidates for state political offices in for interviews with the committee before making recommendations to the membership.

Scott Jaschik, editor and one of the founders of *Inside Higher Ed.*, gave a presentation on the current status of higher ed. across the nation. He compared the plans of various candidates for president saying that Trump hasn't really laid out plans and that while the Sanders and Clinton plans are similar, hers are more specific.

Suzanne Clery from Coffey Consulting gave a detailed, statistical analyses of higher education spending and salaries. Coffey is the successor to JBL Associates who have done work for the National Education Association and the U.S. Department of Education. The statistics show that college funding remains flat at best. Salaries are up slightly, but while UMass faculty salaries are eighth in the nation, our community college faculty are

16th. Overall, Clery said that the overall trend is for fewer tenure-track positions and more use of adjuncts.

The conference ended with an open discussion with Commissioner of Higher Ed. Dr. Carlos Santiago and UMass Lowell Chancellor Dr. Jacqueline Moloney.

Santiago explained what he sees as the major challenges facing the state and higher ed. The first is the state's aging professional population. Massachusetts has the most educated populace in the nation (55 percent have a BA or higher), and our economy depends on this expertise. But we are not graduating enough new people to replace them. He is especially looking at the immigrant population to fill this need. And community colleges are an important steppingstones in his process.

Smoother pathways to degrees are another point Santiago focused on. "Massachusetts has a much looser higher ed. system than I experienced in Wisconsin and New York. It is a strength for serving local needs, but we need to be more like one system." He is working to move past the 2600 individual articulation agreements to make transfer easier for students. "It is unconscionable that students don't have a smooth transfer experience."

During the question period, MCCC Vice President-elect Jeff Seideman made a case for equal pay for adjunct faculty. Although Santiago declined to discuss contract specifics, he did acknowledge that conditions need to improve for adjunct faculty and he mentioned some things he had done in New York state to provide more employment security. ■



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

Applicants Wanted for Three Positions: MCCC STRATEGIC ACTION STEERING COMMITTEE

Responsibilities:

- Monthly meetings in Boston and/or Worcester to develop an appropriate SAC agenda and related implementation strategies
- State House and in-district lobbying to support the SAC agenda
- Mentoring and support for SAC Chapter Representatives, chapter leadership, and chapter membership
- Statewide event planning and participation, when appropriate, to support key SAC initiatives
- Attendance at political events, when appropriate
- Commitment to a SAC subcommittee, a current SAC initiative, or an area of particular legislative expertise
- Documentation of your work at the end of each semester in a written report submitted to the SAC Chair

Qualifications:

- Strong interpersonal communication and organizational skills
- Awareness of current legislative and state budget issues that affect the MCCC and its members
- Interest in developing, promoting, and supporting an effective strategic action plan for the MCCC
- Knowledge of the legislative process
- Political campaign and/or grassroots organizing experience
- Time/energy/talent to engage legislators and activate membership
- A year or more of experience as chapter SAC representative or as SAC Steering Committee member

Term: September 1, 2016 through June 30, 2018

Candidates appointed to these positions are eligible for one course section of reassigned time for the academic year and will be reimbursed for SAC travel expenses. Expected time commitment per year is about 150 hours and may include some summer activities. Your letter of application should highlight your related experience and indicate why you are interested in this position.

E-mail your letter of application by Monday, August 29, 2016, to
Vice President Jeff Seideman: vpjeff@mccc-union.org