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**MCCC Newsletter**  
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# MCCC News



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## DCE Bargaining Progress: Ground Rules Set

**T**he MCCC DCE Negotiating Team released a Bargaining Update at the end of October. In it the team documented the progress of their three joint sessions with management, through their meeting on Oct. 27.

Ground rules have been established that do not include any conditions that might either limit the Union's rights or ability to communicate with members or the media. In the past, the agreed upon

rules had included restrictions on communication.

Both teams have made proposals, with the next meeting scheduled for Nov. 22. No new proposals will be allowed after Nov. 23. This will put all the issues on the table going forward, and will give members the ability to focus on what issues to organize about.

Highlights of the Union's proposals include a demand for adequate office

space for adjunct faculty; tuition waivers for adjunct members and their dependents just like that for full-time members; creation of dedicated professional development funds for adjunct faculty; inclusion of "Just Cause" language for disciplinary actions, including non-reappointment; access to Arbitration in cases of non-reappointment; and new language to requiring preferential hiring of internal candidates for open full-time positions.

Salary demands include the major goal of a comprehensive salary scale for each DCE step that allows parity with similar teaching duties performed by full-time faculty (This could jump the amount of pay per credit by \$1,500). Adjuncts should have a role in college governance, and should be compensated at \$50/hour for this service. When faculty do have additional pay or stipends, they should be paid within two weeks of completing the work.

The Union also asked for an employer contribution to the mandatory retirement (OBRA) plan for DCE members. This is commonly done in other employer retirement systems (including Social Security, which the OBRA system avoids). Management has stated that state law prohibits such payments, but could not produce the statute.

Management's proposals included the following: allowing student evaluations to be conducted on line; increasing class size limit for most courses from 32 to 35, and for Composition courses from 22 to 25; requiring all faculty to use only college email addresses to conduct college business including student contact; requiring Student Learning Outcomes on syllabi as required in the new Day contract for full-time faculty.

The MCCC has formed a DCE Bargaining Support Team to organize activities intended to promote a timely and favorable contract resolution. Five people have been appointed to coordinate campus activities regionally—each to serve three campuses.

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Members of the MCCC Strategic Action Steering Committee met with MTA's Director of Government Relations, Nick Puleo to recap this past year's activities and to look forward to the new legislative session. Pictured, standing, from left Chris Rowse, NECC; Chip Bradford, MaCC; Joe Nardoni, MxCC; Committee Chair MCCC VP Jeff Seideman; Nick Camerota, STCC; Nick Puleo, MTA; Yazdan Rodd, BHCC. Keli "Swan" Gates, CCCC, with MCCC's newest activist, her son Kilian. (Photo by Don Williams)

## MCCC SAC Team Sets New Agenda

The MCCC Strategic Action Steering Committee met on Oct. 26 with MTA's Government Relations director Nick Puleo to review the past year's progress on issues of concern to MCCC members, and to look forward to initiatives for the upcoming legislative session.

Puleo first gave some background on how MTA addresses the political environment. The purview of the Legislative division, which he heads, is to formulate legislation to propose and to lobby for initiatives that benefit MTA members, and to lobby against those that the Union opposes.

The Legislative Division has four lobbyists who work out of the Boston office on Beacon Hill. The lobbyists are assigned to specific legislators with the assignments based on affinities and areas of expertise.

A separate Electoral Division, headed

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## Retroactive Day Contract Funding

Day members have been concerned about inadequate information about how their raises have been calculated. Confusion exists about what they are being paid and when. Some campus HR offices have been better than others in explaining the new salaries.

MCCC Day Negotiating Chair Claudine Barnes has been working with Michael Murray to come up with a template to explain a few scenarios that explain the raises. Because of the way the contract catches up on delayed promotions and other provisions, there is a wide variation in members' calculations.

The state has appropriated the funding for the contract, and the colleges have stepped in to use their own funds to pay this year's raises. The June 2015-June 2016 retroactive money is moving through the slow bureaucratic process, but should be released to members soon. ■



MCCC President Diana Yohe and Department of Higher Education Human Resources head Michael Murray met Oct. 28 to formally sign the final version of the Day Contract.

## Colleges Name Buildings After Presidents

At its October meeting the Board of Higher Education approved the naming of buildings at two community colleges for their outgoing presidents. In the current environment, the naming of college buildings are often connected with "naming rights" donations, making these honorific namings special.

On Nov. 15 local and state leaders gathered at Mount Wachusett Community College with students, faculty and staff for the dedication ceremony of the new Dr. Daniel M. Asquino Science Center. President Asquino is the longest serving community college president with 30 years of leadership at the college. The \$41 million addition to the Gardner campus is a state-of-the-art, high tech facility Springfield Technical Community

College named the Ira H. Rubenzahl Student Learning Commons after Pres. Ira Rubenzahl. It is projected to open in the fall of 2018. The 24-month project, which will cost about \$50 million, will convert Building 19, a 170-year-old warehouse on the site of the historic Springfield Armory, into a café, library and social space for students. Rubenzahl, who retired from the college presidency last year, was also president of the MCCC in the late 1970s.

In July, Bristol Community College cut the ribbon for the new John J. Sbraga Health and Science Building. Named for the retiring college president, this LEED certified, zero net energy building is equipped with the latest medical and life sciences instructional technology. ■

## LETTERS

To the Editor:

In the last edition of the MCCC News, DeAnna Putnam made a case for student loan forgiveness for MCCC Adjuncts. I respectfully disagree with her proposal.

There are reasons for student loan forgiveness of Federal Loans. This is a way to get teachers in K-12 to teach in certain difficult school systems. It is done on a federal level. She accuses the presidents of deliberately underpaying us and along with the state of stealing from the federal government. That's a big claim.

She claims that adjuncts deserve loan forgiveness no matter the source of the loan or where the faculty teach. Why? Were they snookered into taking out loans or attending more expensive colleges? It seems that colleges do not have trouble recruiting adjuncts at any of our colleges so what is the need to entice someone to teach on our campuses.

If we are underpaid, then all of us are underpaid, and we all deserve a raise. Forgiving student loans removes money from everyone and gives it to those who decided it was in their best interest to take on these loans. Is this fair?

George Medelinskas  
NECC - Adjunct



## 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:

Donald Williams  
North Shore Community College  
1 Ferncroft Road  
Danvers, MA 01923

### Or email:

Communications@mccc-union.org

### Visit The MCCC Online!

<http://mccc-union.org> / Toll Free Phone: 877-442-MCCC

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.

# Equality for Adjuncts Benefits Full-time Faculty

Our adjunct members and our part-time professional staff are paid substantially less than our full time members, they have less job security, limited or no benefits, and are often treated as second class citizens who are not, for example, equal participants in college governance, eligible for certain awards, or given recognition for their service or achievements. With DCE (adjunct) contract negotiations currently underway, we have the opportunity to move toward equality for adjuncts. With future Day contract bargaining, we can move towards equality for part-time professional staff.

It's easy to make the argument for equality as a matter of social justice: We should have equal pay for equal work. Women shouldn't be paid less than men, African Americans and Latinos shouldn't be paid less than Whites, and part-time faculty shouldn't be paid less than full-time faculty for doing the same work. (Sometimes there is an argument about how much of the job is teaching versus non-instructional work, but that is a matter of implementation, not of principle.) Adjuncts deserve a substantial pay raise, and it's easy to see how they benefit from that.

But in this column, I want to make a not-so-obvious argument: ***It is in the self-interest of full-time faculty to fight for equality for adjuncts.*** Take a hypothetical case, with round numbers to be easy to understand. Suppose an administrator knows that next year she or he will need to cover 20 courses in, let's say, the English department. One way to do so would be

to hire two full-time faculty at \$60,000 a year each, with benefits that cost an additional \$20,000 a year for each of them. That is, it costs \$160,000 to cover 20 courses, an average of \$8,000 per course. Alternatively, the administrator could hire 20 adjunct instructors at \$3,000 per course, for a total cost of \$60,000.

Faced with that choice, and facing a budget squeeze, most administrators hire adjuncts, regardless of their personal preferences. When a full-time faculty member retires, the only "cost-efficient" strategy is to replace the full-time retiree with more adjuncts. Adjuncts are not required to advise students, hold office hours, attend meetings, or serve on committees. Administrators load the extra non-instructional work onto existing full-time faculty. It's a hassle to hire that many adjuncts; but in a financial crunch, it's easier to lay them off. Administrators may even start looking for ways to push out existing full-time faculty in order that they can be replaced by more cost-effective adjuncts.

On the other hand, if adjuncts were paid \$8,000 per course and had increased job security, the administrator would have a lot less incentive to push for more adjuncts. Hiring and keeping track of many people is a hassle; having a full-time person who does the necessary non-instructional work required outside the classroom is an asset. Administrators would still have the choice to hire full-time or adjunct faculty, but the choice would no longer involve a big cost savings.

Winning equality for adjuncts won't be easy. In the coming months, I and the

DCE bargaining team will be listening to you and talking with you about ways we can change the game: arguments we can use, ways we can spread the word, pressure we can bring to bear. A DCE bargaining support team is currently working with Chapter Presidents to organize and engage our members in strategic action throughout the negotiation process.

This sort of change can't be won by a handful of people engaged in smart bargaining. Unions gain our power through our solidarity. We need to help all members understand this issue and why it is vital to all of us, adjunct *and* full-time; and we will need to undertake creative actions to make equality a reality. What that means and how we can do so will be the focus of many future communications from me, from the bargaining team, from the



*Diana Yohe, MCCC President*

DCE bargaining support team working with the support of Chapter presidents, and I hope from member to member. #Respect4MCCC ■

## MCCC SAC Team . . .

*Continued from front page*

by Joanne Fitzgerald, works with the member-elected Candidate Recommendation Committee (CRC) to support the election of approved candidates in state races.

Looking forward, Puleo said the legislature recognizes that higher ed. has been underfunded and expects that they are willing to spend more. He also believes that they will again address reforms to retiree health insurance that could reduce the benefit for retirees who did not work a full career in state service. The business community is pressing for more reform in the community college system.

With the 2014-2016 legislative session essentially ended, the committee discussed ideas for future legislation. Five specific areas that concern MCCC members were raised by the committee.

The first issue, raised by Joe Nardoni, was the insufficient funding for community colleges. Funding has suffered over the past decade, and longer, with no expectation of change given a governor who is opposed to raising revenues through taxation. Puleo said that the best chance of increased funding would be the passage of the "Fair Share" amendment to the state constitution that would tax income over \$1 million a year by an additional 4 percent. The increased revenue is earmarked for education and infrastructure improvements. This will be on the 2018 ballot.

Concern was expressed for congress to change the GPO/WEP reductions to state retirees Social Security income. Puleo explained that there is a bill moving through the congress that, surprisingly, is a Republican sponsored bill. NEA opposes the wording of this bill because it gives with one hand, and takes away with another. By eliminating the 30-year rule, some people who now do not have their SSI reduced would be affected. NEA is working on making language changes.

Another issue raised was the decline in full-time faculty and a desire to continue with legislation promoting a 75 to 25 percent ratio of courses taught by full-time to part-time faculty. This had been introduced in the last session but would need to be re-filed for the new session.

Finally, ending the statutory restriction that evening and weekend classes should be "at no cost to the Commonwealth," which limits pay and benefits to direct funding from the college budgets, was something members would like to see. ■



*The MCCC is developing a DCE Negotiations Support Team and members met for the first time at the MCCC office for a training session over the Columbus Day holiday. Members who attended are, clockwise, from center left, MCCC President Diana Yohe, John Fiske, Margaret Crowe, Linda Schubert, Brian Duplisea, MCCC Vice President Jeff Seidman, MCCC Secretary DeAnna Putnam, Sherri Rafferty, Michael Pearson, Ellen David Freedman, Seth Ridinger, Michele Nash, Lisa Azeni, and Sandy Howland.*

(Photo by Don Williams)

# Know Your Day Contract

## December 2016

- Dec. 1** Applications due for Sabbatical Leave beginning July 1 for professional staff or Fall semester for faculty. (p. 25/27)
- Dec. 22** Last day fall semester can end. (p. 46/52)
- Dec. 24** **Last Day of classes.** Faculty submit college service and student advisement form. (p. 46/51)
- Dec. 25** Christmas (p. 23/24)
- Dec. 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. 53/59)

*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. Cited page numbers at left are from the 2012-2015 Agreement. Cited page numbers at right are from the 2015-2018 Agreement. ■*



#Respect4MCCC.



## 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:*

## DCE Bargaining...

*Continued from front page*

The coordinators are:

John Fiske, BHCC—serving Bunker Hill, North Shore and Northern Essex

Karen Kay, MaCC—serving Massachusetts, Bristol and Cape Cod

Michele Nash, STCC—serving Springfield Tech, Holyoke and Berkshire

Michael Pearson, MWCC—serving Mt. Wachusett, Mass Bay and Roxbury

Seth Ridinger, QCC—serving Quinsigamond, Middlesex and Greenfield

As negotiations go on, the coordinators will be working with their assigned chapters to develop local activities to help the negotiating team bring the contract to a satisfactory resolution. ■

# MCCC NOMINATIONS NOW OPEN

**Nominations are being accepted for the following positions:**

- Part-time/Adjunct At-large MCCC Directors (2)
- MTA Annual Meeting Delegates  
Boston, May 12–13, 2017
- NEA Representative Assembly Delegates  
Boston, June 30–July 7, 2017

**Nominations Close Thurs., Feb. 9, at 4:00 P. M.**

**The election will be conducted online. Materials will be mailed out the first week of March with unique member IDs and PINs. Voting will close Friday, March 24 at 4:00 P. M.**

- **Part-time/Adjunct At-large MCCC Director**

Candidates for Part-time/Adjunct At-large MCCC Director must submit an original signature sheet with signatures of 10 active MCCC members in addition to the nomination form. Candidates may submit statements of up to 250 words with photo to be received by the nominations deadline for publication in the March *MCCC News*. These must be sent to the MCCC Communications Coordinator. (Communications@mccc-union.org)

- **MTA-DA Delegate**

Members must be elected to the MTA Annual Meeting, but write-ins are accepted on the ballot up to the closing date of voting.

- **NEA-RA Delegate**

Members must be elected to the NEA-RA Meeting, but write-ins are accepted on the ballot up to the closing date of voting.

Candidates for NE-RA Delegate may submit a 50-word statement with their on-line nomination that will be printed and mailed with the election letter.

MTA provides \$400 for expenses to each elected NEA delegate. Because the meeting is in Boston this time, the MCCC Board has voted that the top 20 vote recipients for the NEA-RA will receive an additional \$400 support from the MCCC to attend the 2017 meeting.

Submit your nomination on line at the MCCC website:

[www.mccc-union.org](http://www.mccc-union.org).

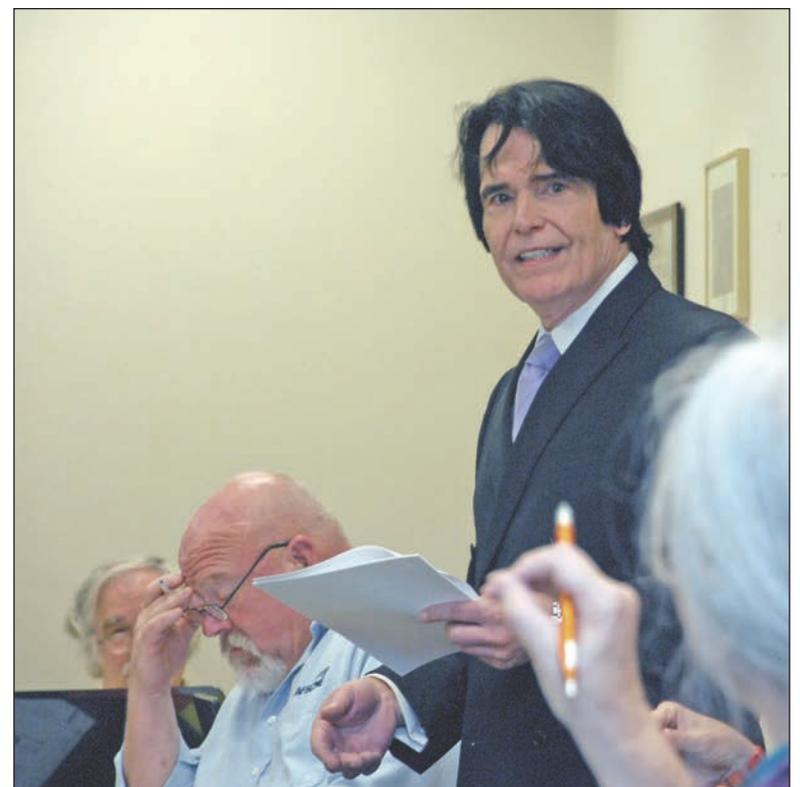
## Rizzo Addresses Adjunct Faculty Concerns

MCCC DCE Grievance Coordinator Joe Rizzo made his Fall semester presentation to the Board of Directors at its October meeting. He went over some of the recent trends affecting adjunct faculty.

One concern is difficulty of holding colleges to the 10.03 rules regarding reappointment of faculty. Another concern is adjunct faculty who are members of the Mass State Retirement System being forced into OBRA contributions—often these are people who have already retired from state service, or who were hired for a full-time position after being an adjunct for a while. Another area of concern is changes in how the state department of Unemployment Assistance is processing the claims of adjunct faculty who are unemployed between semesters; they are requiring more evidence that there is not reasonable assurance of being employed in the next semester.

A major concern regards Concurrent/Dual Enrollment where high school students are taught community college credit-bearing courses in their high schools by high school faculty. The colleges say that this is a national trend, but a number of Massachusetts community colleges have been discovered to be doing this without raising it with the Union.

The MCCC believes that this is our DCE unit work being taken away, and Rizzo has taken the issue to the state's Department of Labor Relations. ■



*MCCC DCE Grievance Coordinator Joe Rizzo addresses the Board of Directors at its October meeting. (Photo by Don Williams)*