

MCCC News



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MCCC Election of Change

This year's MCCC election saw a large turnout of voters that made a significant change. For the first time there will be not only adjunct members on the Executive Committee, but as elected officers as well.

Diana Yohe, currently president and director the Bristol Chapter, won the MCCC presidency over with 55 percent of the vote. She is a full-time faculty member who brings many years of experience in the MCCC at both the chapter and state levels.

Vice President Elect Jeff Seideman and Secretary Elect DeAnna Putnam both won their offices by strong percentages as well. Both are adjunct faculty who have been active on their chapters

and on the state-wide MCCC Adjunct Issues Committee. They will bring a new perspective to the Executive Committee. Seideman has been teaching at Mass Bay Community College for over a decade, and Putnam has been at Bunker Hill Community College.

Phil Mahler was reelected in an uncontested race for Treasurer. His many years of experience as a former president and vice president as well as treasurer will provide strong continuity for the new leadership.

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The new MCCC leadership team from left Diana Yohe, President; Jeffrey Seideman, Vice President; DeAnna Putnam, Secretary; and Philip Mahler, Treasurer.

(Photo by Don Williams)

WANTED

DCE Bargaining Team

The MCCC is in the process of forming a team to negotiate a successor DCE Collective Bargaining Agreement. The team negotiates with the employer over wages, hours, and conditions of employment.

The team is made up of 5 DCE Union members plus the MCCC President and Vice President *ex officio*. Team members must be able to meet during the summer.

Applications will be due by Friday, May 27, 2016. Interviews will be conducted on Wed., June 1.

For information or to submit a letter of interest contact:

MCCC President Joe LeBlanc at President@mccc-union.org

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Hard Fought Day Contract Ratified

After over a year of tough negotiations, the MCCC conducted a ratification vote for the 2015-2018 collective bargaining agreement. The returned paper ballots were counted at the MCCC office on Wednesday March 23. The results were an overwhelming approval of 94 percent—965-91. With the ratification all provisions of the contract come into effect unless otherwise stipulated. For example

the changes to the syllabi checklist will apply to the Fall 2016.

Salaries are in effect, but they will not be paid until the funding process is complete. A 2 percent across-the-board increase for all members will be retroactive to July 1, 2015. Raises for 2016 including a 2.5 percent across-the-board increase for all members as well as the update of classification

system elements like promotions and post-tenure review will become effective July 1, 2016.

The MCCC does not anticipate problems with the funding appropriation, but the legislative process can be complex. President LeBlanc thinks that the best-case scenario would have members' raises in their pockets in August. But that is only speculation. ■



Members of the Day Contract Negotiating Team and volunteers counted the mailed in ratification ballots. Team members are identified by (T). Front row, from left, President Joe LeBlanc (T), Vice President Donnie McGee (T), Catherine Adamowicz (T), Diana Yohe. Standing, Rosemarie Freeland (Vice Chair), Aaron Levin (T), Secretary Claudine Barnes (Chair), Ellen Pratt (T), Swan Gates, Margaret Wong (T), Treasurer Phil Mahler, and Candace Shivers. ("T" indicates team members.) (Photo by Edy Stoddard)

MCCC Newsletter
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MCCC News

ELECTION OF PRESIDENT, VICE PRESIDENT, SECRETARY, TREASURER, AT-LARGE PART-TIME ADJUNCT DIRECTOR

OFFICE		PART-TIME	FULL-TIME	TOTAL		Votes Cast
PRESIDENT	CLAUDINE BARNES, CCCC	101	345	446		992
	DIANA YOHE, BRCC	348	198	546	X	
VICE PRESIDENT	ROSEMARIE FREELAND, GCC	93	350	443		944
	JEFFREY SEIDEMAN, MBCC	342	159	501	X	
TREASURER	PHILIP MAHLER, MICC	355	462	817	X	817
SECRETARY	DEANNA PUTNAM, BHCC	332	220	552	X	919
	ROBERT TARUTIS, MBCC	96	271	367		
AT-LARGE PART-TIME ADJUNCT DIRECTOR	CAROL GRAY, GCC	348		348	X	X Elected
	LINDA GROCHOWALSKI, QCC	347		347	X	

Response Rates			
Ballot	Cast	Possible	
Part-Time	469	2669	18%
Full Time	561	2311	24%

ELECTION OF NEA-RA DELEGATES

33 DELEGATES

MTA Delegates to NEA	FT	PT	TOTAL	
Boudreau, Catherine	167	118	285	STATEWIDE
Izuchi, Ntohm	158	117	275	REGIONAL
Guarino, Gail	163	108	271	REGIONAL
Shivers, Candace	156	100	256	REGIONAL
Anania, Kenneth	151	104	255	REGIONAL

NEA DELEGATE CANDIDATE	FT	PT	TOTAL	RANK	STATUS	MCCC	MTA
Yohe, Diana	169	212	381	1	DELEGATE	\$800	\$400
Barnes, Claudine	222	132	354	2	DELEGATE	\$800	\$400
Wong, Margaret	197	138	335	3	DELEGATE	\$800	\$400
Weisberger, Ronald	156	153	309	4	DELEGATE	\$800	\$400
Levin, Aaron	173	122	295	5	DELEGATE	\$800	\$400
Hoeth, Christopher	152	141	293	6	DELEGATE	\$800	\$400
Tynan, Gertrude	162	122	284	7	DELEGATE	\$800	\$400
Labonte, Dale	158	125	283	8	DELEGATE	\$800	\$400
Flynn, Peter	158	116	274	9	DELEGATE	\$800	\$400
Salvo, Thomas	151	117	268	10	DELEGATE	\$800	\$400
Dorsey, Ely	131	129	260	11	DELEGATE	\$800	\$400
Cruz, Emilio	143	108	251	12	DELEGATE	\$800	\$400
Chisholm, Charles	129	115	244	13	DELEGATE	\$800	\$400
Sarpy, Latasha	139	105	244	14	DELEGATE	\$800	\$400
Thomas, Byron	140	104	244	15	DELEGATE	\$800	\$400
Pratt, Ellen	142	98	240	16	DELEGATE	\$400	
Frye, Jie	132	104	236	17	DELEGATE	\$400	
Pearson, Michael	121	93	214	18	DELEGATE	\$400	
McDonald, James	114	95	209	19	DELEGATE	\$400	
Curry, Gordon	115	93	208	20	DELEGATE	\$400	
Gunn, Sharmese	120	87	207	21	DELEGATE	\$400	
LeBlanc, Joseph	14	2	16	22	DELEGATE	\$400	
LePage, Gerald	9	4	13	23	DELEGATE	\$400	
Freeland, Rosemarie	2	1	3	24	DELEGATE	\$400	
Kiefson-Roberts, Ruth	1	1	2	25	DELEGATE	\$400	
Gray, Donna	2	0	2	26	DELEGATE	\$400	
Putnam, DeAnna	1	1	2	27	DELEGATE	\$400	
Solaperto, John	1	0	1	28	DELEGATE	\$400	
Reid, Kathleen	1	0	1	29	DELEGATE	\$400	
Espinosa, John	1	0	1	30	DELEGATE	\$400	
Baptista, Alfred	0	1	1	31	DELEGATE	\$400	
Berman, Constance	1	0	1	32	DELEGATE	\$400	
Eubanks-Archbold, Elmer	1	0	1	33	DELEGATE	\$400	

ELECTION OF MTA DELEGATES

MTA DELEGATE CANDIDATE	FT	PT	TOTAL	RANK
Yohe, Diana	156	188	344	1
Barnes, Claudine	207	117	324	2
Wong, Margaret	188	123	311	3
Mahler, Philip	187	117	304	4
Rizzo, Joseph	166	124	290	5
Freeland, Rosemarie	195	85	280	6
Grochowalski, Linda	133	136	269	7
Weisberger, Ronald	122	128	250	8
Avedikian, Colleen	128	121	249	9
Seideman, Jeffrey	104	145	249	10
Alden, Autumn	124	123	247	11
Howarth, Paulette	122	125	247	12
Labonte, Dale	142	105	247	13
Gray, Carol	112	132	244	14
Condon, Patricia	122	118	240	15
Avedikian, Daniel	128	111	239	16
Dole, Susan	131	108	239	17
Tynan, Gertrude	145	94	239	18
Gran-Palumbo, Deborah	118	119	237	19
McCourt, Susan	121	115	236	20
Guarino, Gail	143	92	235	21
Levin, Aaron	146	89	235	22
Martin, Carol	116	117	233	23
Adamowicz, Catherine	121	111	232	24
LePage, Gerald	116	115	231	25
Hoeth, Christopher	111	119	230	26
Schnapp, Karl	118	112	230	27
Delano-Botelho, Lisa	114	112	226	28
Flynn, Peter	127	96	223	29
Forman, Susan	110	113	223	30
Harrington, Margaret	109	113	222	31
Griffith, Kimberly	116	105	221	32
Pacheco-Ivanson, Brittany	113	108	221	33
Perryman, Dorris	113	108	221	34
Tarutis, Robert	138	82	220	35
Amarasingham, Ravitha	111	108	219	36
Paranzino, Melane	109	110	219	37
Rapien, Mary	114	105	219	38
Breault, JoAnne	111	107	218	39
Corven, James	105	113	218	40
Cook, Lisa	125	91	216	41
Fullerton, Melynda	124	91	215	42
Robillard, Paul	106	109	215	43
Bourgeois, Eric	114	99	213	44
Lynch, April	107	106	213	45
Gaiamo, Genie	108	104	212	46
Holmes, Kathleen	122	89	211	47
Clinton, Mark	131	79	210	48
Herideen, Penelope	129	81	210	49

Zanca, Randeem	116	92	208	50
McPherson, Susan	121	85	206	51
Sullivan, Gail	122	84	206	52
Donahue, Pamela	127	78	205	53
Connor, Erin	111	93	204	54
Izuchi, Ntohm	119	85	204	55
Smith Ash, Darlene	127	77	204	56
Van Wert-Branscomb, Suzanne	117	87	204	57
Glover, Kristy	116	87	203	58
Norman, James	101	102	203	59
Abbot, Sixten	109	93	202	60
Salvo, Thomas	115	87	202	61
Pratt, Ellen	120	81	201	62
Cruz, Emilio	112	87	199	63
Colson, Judy	108	90	198	64
Bashour, Mark	112	84	196	65
Williams, Donald	118	78	196	66
Gillies, Sharron	111	84	195	67
Nolan, Scott	100	95	195	68
Thomas, Byron	109	85	194	69
Swan, Tiger	110	83	193	70
Trobaugh, Elizabeth	114	77	191	71
Benway, Gaelan	107	83	190	72
Schwarzwalder, Caroline	108	82	190	73
Coogan, Jacqueline	100	86	186	74
Dorsey, Ely	85	101	186	75
Frye, Jie	103	83	186	76
Lewis, Alida	106	79	185	77
Parinussa Flynn, Martha	106	78	184	78
Palermo, Mark	102	81	183	79
Caswell, Gregory	100	81	181	80
Takvorian, Kenneth	113	68	181	81
Anania, Kenneth	106	74	180	82
Malone, Mary	102	78	180	83
Nardon, Joseph	110	70	180	84
Recko-Morrison, Elizabeth	107	70	177	85
Daly, John	99	77	176	86
Rowse, Christopher	104	72	176	87
Sarpy, Latasha	89	83	172	88
Muller, Sheila	96	74	170	89
Parsons, Ellen	97	73	170	90
Kearns, Thomas	99	69	168	91
Gunn, Sharmese	95	67	162	92
Weeden, Paul	95	67	162	93
Kubacki, Krzysztof	95	65	160	94
Pearson, Michael	78	79	157	95
Zenack, Leslie	88	69	157	96
Tenczar, Julian	95	58	153	97
Mooney, Nicole	90	63	153	98
McDonald, James	85	68	153	99



Carol Gray (top) and Linda Grochowalski were re-elected as the Part-time/Adjunct At-large Directors.

Full election results with alternates listed are available on the MCCC website: mccc-union.org

Membership Comes with Rights, Responsibilities

Before I earned my first change of rank and long before I was awarded tenure, I walked the DCE picket line at Northern Essex Community College. It was probably a stupid move for a junior, tenure track faculty member. I wasn't even teaching a DCE extra course, but I was a big union supporter. It was the right thing to do. I worked at a college with a long history of tolerance for free speech and differences of opinion. These differences sometimes included labor-management conflicts.

My college's tradition of tolerance helped in other ways. I advised the student newspaper. I taught my student reporters to give comfort to the afflicted and to afflict the comfortable. The comfortable were sometimes college administrators. Most of them admired my students' efforts. I don't know how my dean viewed my union activism.

Our chapter targeted NECC President John Dimitry in the DCE Strike. Full- and part-time faculty teaching in the Division of Continuing Education were asked to walk off the job. Salaries hadn't increased in years. State employees had collective bargaining rights, but bargaining the first DCE contract was tough. Two years of bargaining produced nothing. After mediation and fact finding, impasse was declared. NECC's Faculty Association voted to strike and asked its members to picket the college starting in April, 1990.

The atmosphere was electric at our first demonstration in front of the main classroom building. Members were energized. They waved and chanted to protest shameful treatment by manage-

ment. Students were encouraged to go home and respect the picket line. As the start of classes approached at 6:30 p.m., protestors watched adjuncts cross the picket line. Our picketers grumbled. It was clear we weren't going to win this battle with the help of adjunct faculty.

We persisted. Our efforts helped to force management to return to the bargaining table. Both sides hammered out our first DCE Collective Bargaining Agreement on July 24, 1990. Compared to today's DCE Agreement, our contract wasn't much, but every single line of it required sacrifice and guts. The contract provided a salary increases of 35, 10 and 20 percent over three years. By the last year, DCE faculty would earn \$570 to \$640 per credit hour. It granted appointment/reappointment rights. It defined faculty seniority rights, and evaluation and grievance and arbitration processes. It set-up language for tentative assignment notice, textbook selection, and class size limits. Management ceded some of its power. Our union was victorious.

Full-timers teaching in the Divisions of Continuing Education served on our first bargaining team. In recent years, the balance has shifted to a more equal distribution to better reflect DCE membership: Full-time faculty and professional staff teaching in the DCE (known as dual unit members), part-time professional staff who also teach in the DCE, retired full-time members now teaching as adjunct faculty, adjunct faculty who hold another full-time job elsewhere and those who primarily teach as adjuncts.

Higher education's workforce has changed drastically since I began my

career. We now have more than 5,000 DCE faculty in the unit, though at least one-third opt to not join the union, an unfortunate choice.

In bargaining the 2013-2016 DCE Agreement, management snapped defeat out of the jaws of victory over a technical issue in our Tentative Agreement. We asked our members to picket at a meeting of the Community College Presidents Council at Quinsigamond. Our QCC chapter responded brilliantly with more than two dozen picketers. Only one was an adjunct. This grassroots member action and lobbying by local chapter presidents made a big difference. Management agreed to our interpretation of the newly negotiated lab ratio.

Adjunct activists recently won victories in the MCCC statewide election. I wish them well when they begin to govern on June 1. They ran an effective Get Out the Vote effort and a negative and incendiary campaign. Our new officers face big challenges in the months ahead. Healing will be difficult, but there are bigger issues to address.

Will adjuncts begin to do their fair share of the work? Will they serve as grievance officers? Will they do the tough, sometimes confrontational work of enforcing the contract? Will they visit the State House to advocate for legislation that would help all our members? Will they knock on thousands of doors in

coming months to elect union friendly state senators and representatives? Will they volunteer to canvass in this fall's charter school referendum campaign? Will they volunteer to serve on union committees? Will they run for positions in chapter leadership?

Twenty-six years after the DCE Strike, adjunct and part-time activists are still rare. Full-time faculty and professional staff have bargained and enforced the contracts. They've done most of the work. This sometimes leads to resentment. A longtime union activist recently wrote to me: "As adjuncts have the exact same voting rights and right to hold office as full-time members and outnumber the full-timers, I'm questioning why they should have any special seats on the Board of Directors. They have equal opportunity - it's enough."

I invite our adjunct and part-time brothers and sisters to volunteer to share in the work. Our union is big and diverse. We have much to do. In this hostile era for organized labor, crossing picket lines and passivity are unacceptable. ■



Joe LeBlanc,
MCCC President

Retiring College Presidents Will Change The Landscape

Significant change is coming to the top leadership of the community colleges as one third of the presidents have announced their retirements.

Mass Bay President John O'Donnell has already retired, and the search process is well underway at that campus. The interim President Yves Salomon Fernandez is not a candidate. Massachusetts Department of Higher Education policy does not permit interim presidents to be candidates for the permanent position.

The most senior president, and arguably the most influential, Mt Wachusett's Daniel Asquino announced his retirement in February effective January 2017. He has served in that role since 1987, and prior to that had been a dean at both Bristol and Cape Cod Community Colleges. As chair of the college presidents' Labor Relations Committee, his influence on contract bargaining has been significant. The search process is just starting and a screening committee is being selected. Chapter President Candace Shivers has been working to ensure that faculty and professional staff have a voice in the search.

Springfield Technical Community College President Ira Rubenzahl announced his retirement last fall. Rubenzahl was president of the MCCC in 1980, and he went on to a career in management, first at Greenfield Community College and then as president of Capital Community College in Connecticut before he moved to STCC a dozen years ago. Rubenzahl was also a member of college presidents' Labor Relations Committee.

Another 12 year presidential veteran, Holyoke Community College's President William Messner announced in February that he will retire effective July 31. He came to Massachusetts from Wisconsin where he was chancellor of the University of Wisconsin Colleges system, and prior to that, he was president of Orange County Community College in New York. HCC's Vice President of Administration and Finance, William Fogarty, will serve as interim president.

In March, the second longest serving community college president, John "Jack" Sbraga announced that he will retire in August of 2017. A decorated Air Force

Continued on page 4

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— In Memoriam —



Long time MCCC activist Robert Gillies, passed away peacefully at home on April 1 after a long illness. He was 79 years old. A

faculty member at Quinsigamond Community College for 49 years, he had retired a number of years ago, but continued to teach part-time.

He had also been very active in MCCC union activities both before and after his retirement. He served on the MCCC Board of Directors and the NEA Board of Directors. He was especially committed to NEA's congressional endeavors. In his NEA activities he had the privilege of meeting Rev. Desmond Tutu.

He is survived by three children and by his wife Sharron Gillies, who is also a Quinsigamond faculty member and MCCC union activist. Memorial contributions may be made in his memory to the Quinsigamond Community College Scholarship Fund, 670 West Boylston Street, Worcester, MA 01606. ■

Adjunct Benefit Bills On the Move!

At the March Board of Directors' meeting VP Donnie McGee reported on two pieces of MCCC priority legislation moving through the State House Committee process that could dramatically improve employment conditions for adjunct faculty. These bills would explicitly make faculty teaching half-time or more eligible for inclusion in the state pension system and GIC health insurance.

Senate bill S. 1376, sponsored by Sen. Patricia Jehlen (Somerville), and co-sponsored by Sens. O'Connor-Ives (Newburyport) and Rep. Denise Provost (Somerville), would allow faculty teaching a minimum of four, 3-credit courses in a calendar year to participate in the state employee health insurance plan.

House bill H. 2206 was introduced by Sen. Michael Brady (Brockton) and co-sponsored by Reps. Michelle DuBois (Brockton), Tricia Farley-Bouvier (Pittsfield), Carmine Gentile (Sudbury), and

Denise Provost (Somerville). This bill would make part-time faculty teaching half-time or more eligible to participate in the Massachusetts State Employees' Retirement System.

Both bills were reported out favorably by the Public Service Committee to the Senate Ways and Means Committee in March. Additionally, Rep. Tom Sannicandro, House Chair of the Higher Education Committee, has filed an amendment to H. 1055 that incorporates the language of both the adjunct benefit bills. The redraft is numbered H. 4127 and has been referred to the House Ways and Means Committee.

Thanks to MCCC's SAC lobbyist, Brooks Smith, these bills were introduced last year as part of this 2-year legislative session. Thanks also to Public Service Committee Chairs, Sen. James Timilty and Rep. James Murphy, for their leadership and support. VP McGee and President LeBlanc met with legislators and testified on both bills. In an election year like this, the legislature ends formal sessions in July. Any bill not enacted this year will have to be re-filed next year. So there is a unique opportunity to achieve significant benefits for adjuncts in the next few months.

The MCCC is watching the progress of these bills and will keep members informed as to when they should lobby legislators to support passage. A postcard mailing to members will also provide further details. In the mean time, members should call to thank the legislators named here who have partnered with the MCCC. ■

Retiring Presidents . . .

Continued from page 3
veteran and Fulbright scholar, Sbrega took the helm of BCC in 2000, after working in community college administration in Maryland.

Sbrega presided over significant growth at Bristol expanding the number of satellite campuses and growing the college from the seventh largest in the system to the second largest. MCCC members point out that the expansion was done largely through increasing the use of adjunct faculty. Trustee chair Joseph Marshall said that Sbrega "transformed" the college and announced that the selection process will start soon.

Contract negotiation is one area where the presidents have a direct impact on union members. Although the Day contract negotiations are controlled by the Department of Higher Education, the presidents have a significant role in that process. But the college presidents do have significant control in the negotiations for the DCE contract covering adjunct faculty. That contract expires in July. ■

Know Your Day Contract

April 2016

April 25 Professional Staff unused vacation days in excess of 480 hours (64 days) converted to sick leave at end of last pay period in April. (p. 22)

May 2016

May 1 President's tenure recommendations and sabbatical notification due (pp. 38 & 25)

May Last Day of classes Faculty submit college service and student advisement form (p. 49)

May 21 Tenure decisions due (p. 40)

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

May 30 Memorial Day observed

NOTE: *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. Page numbers refer to the printed 2012-2015 contract. ■*

Large Election Turnout . . .

Continued from front page

Member participation in recent years had averaged around 400. This year, with 1030 responses, was the second highest in the last 15 years. In both instances there were contests for the presidency. Previous low-turnout years may be attributable to a lack of contested offices in the elections.

The elected leaders take office on June 1. And at its June meeting the new Board of Directors will elect the three at-large members of the Execu-

tive Committee from the ranks of the Directors.

As in every spring, delegates for the MTA and NEA annual meetings were also selected. For the first time in many years the number of nominees for the MTA Annual Meeting exceeded the number of positions, which was 99.

A summary of the election results can be found on page 2 of this issue. The complete Nominations and Election Committee report is available on the MCCC website: mccc-union.org. ■



MCCC News

<http://mccc-union.org>

Editor:

Donald R. Williams, Jr.

President:

Joseph LeBlanc

Vice President:

Donnie McGee

Secretary:

Claudine Barnes

Treasurer:

Phil Mahler

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