

# MCCC News

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Day contract action is taking a more public direction. Pictured, Over 20 North Shore chapter members greeted Gov. Baker with signs outside a meeting of the Lynn Chamber of Commerce on Dec. 3. Members across the state have been sending letters to the editor and demonstrating at public events. Letters to various local newspapers have been written and published. All of this leading up to the Dec. 10 "Day of Action."

(Photo by Don Williams)

## Day Contract Activism Heats Up

**D**ay contract actions intensified as the semester ended. Members across the state joined in actions to demand a fair contract settlement from the state.

Actions included all chapters now being on work-to-rule, regular demonstrations at the colleges with signs and flyers to hand out to students and the public, and supportive letters to the press being sent and published.

On Dec. 8 MCCC members were joined by some Massachusetts State College Association (MSCA) members at Framingham State University to demonstrate at the Board of Higher Ed. meeting. MCCC President LeBlanc had scheduled an opportunity for the Union to address the Board with the Union's request for intervention in expediting the negotiations. The presentation was well received, but there were no specific comments from the Board members. That afternoon Mt. Wachusett chapter members joined Pres. LeBlanc in a demonstration at the Community College Trustees Association meeting being held there. The Union is also expanding into social media on Twitter: follow #Respect4MCCC.

A Day of Action was conducted on Dec. 10 with every chapter involved in some kind of activity. Preceding the last week of classes at most of the colleges, the actions show the membership's



NECCPA members picket at NECC/Haverhill on the last day of classes: Steve Proietti, Joe LeBlanc, Steve Russell, Peter Flynn, Gail Feigenbaum, Deidre Budzina, Jane Gagliardi. They pledge to start the spring semester with more picketing and initiatives if a tentative agreement is not reached in time for the holidays.

solidarity and intent to keep escalating the pressure on management to bring about a fair and equitable agreement.

Negotiations will continue after classes end. It is hoped that over the semester break significant progress will be made. But the membership is activated, and the Union will look to find more ways to press for an acceptable resolution. ■

## DCE Faculty Raises on Schedule

While the full-time faculty and staff fight for a new contract and raises, the adjunct faculty has at least six months left and may have two more raises yet to come. (More about the variability later.)

For the semester starting after Jan. 1, faculty teaching courses under the MCCC DCE contract will see an across the board 4 percent raise. This is in comparison to the 2 percent currently on the table for the full-time contract for this year or the 2.5 percent

offered for next year. And better even than the 3.5 percent received for this year by the UMass and state university faculties.

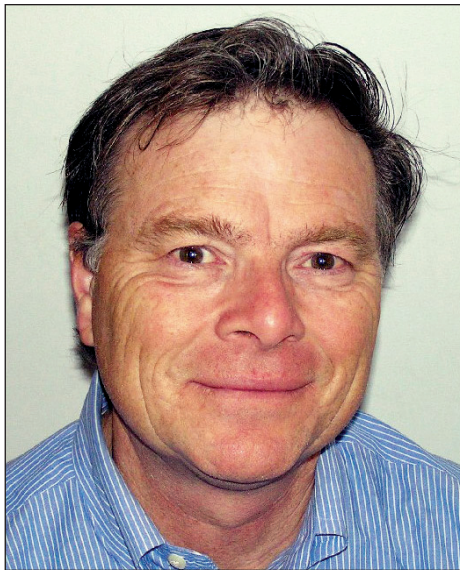
The contract variability comes in the form of a negotiated "outside year" that extends the contract for an additional year if a successor agreement is not negotiated before the expiration date

Outside year language has been in the last few DCE contracts. Continued on page 2

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Don Williams,  
MCCC Communications Coordinator

## Who Are Our MCCC Adjuncts?

It may seem like an easy to answer question in this era of big data, but the reality is that the Union has difficulty in knowing exactly the makeup of adjunct faculty. It is an extremely diverse group. And the diversity is one of the factors that makes it difficult for the MCCC to represent all viewpoints.

Approximately 5,000 people teach courses under the DCE contract with different constituencies, who have very different concerns.

The survey information the Union does have comes from the bargaining questionnaires mailed out to all DCE Unit members when negotiating teams begin their activities. Typically the response rate

is around 20 percent, which does give a bargaining team a sense of the members' priorities. But because these respondents self-select, the results do not fully represent the membership.

What we do know is that there are five distinct groups. About 1,000 full-time faculty, staff and even a few administrators teach DCE courses, and they have always been a significant percentage. Retirees from both the community college system and other employment make up another large percentage, but these numbers are difficult to determine. There are people who have other primary employment and teach a course or two: people like K-12 teachers, accountants, attorneys, psycholo-

gists, etc. Last, but certainly not least, are the people who are supporting themselves through adjunct teaching.

The first three groups usually have health insurance and pensions already. They are concerned about evaluations and course assignment procedures, but their issues are on a more individual basis. Pay is important to them, but even that is not a critical factor.

For those members who are trying to piece together a living from adjunct teaching, everything is critical. Many in this last group are hoping to find full-time positions, but the odds are stacked against them. Since 1990 the number of full-time faculty in Massachusetts' community colleges has remained stable at about 1,500 members while enrollments have increased by 30 percent. All the growth in faculty positions are for adjuncts.

There was already a high percentage of adjunct faculty in 1990, and to keep that same rate today there should be an additional 500 full-time faculty positions. The MCCC has been pushing a "Reversing the Course" project to try to correct this deficiency through legislation (H1055). Any change in this area will take years of effort by the Union and its members. The bill does bring the plight of adjunct faculty into the public discourse, but it has to pass to have a real effect.

Pay, of course, is primary to these committed adjunct members. But health insurance and a real pension are also vital concerns. And the assignment of courses is crucial as these members try to arrange schedules between multiple colleges from semester to semester.

The diversity of the adjunct faculty provides many challenges, but the MCCC is committed to improve working conditions, benefits and pay for all members. ■

## DCE Faculty Raises on Schedule...

*Continued from front page*

tracts, and they give both parties a little more time to negotiate. The current DCE contract expires in June 2016, and the outside year would extend the contract for another year, containing another 4 percent raise in January 2017.

But since unionizing community college DCE faculty in 1990, salaries have increased over 250 percent. Prior to unionizing, salaries remained flat for the entire 1980s. Over the past 15 years adjunct salaries have increased by greater percentages than for full-time.

MCCC DCE salaries are well above those in other community college systems. Some four year schools like Northeastern and Southern New Hampshire Universities

pay as little as \$2,500 for a three-credit course.

The union has been able to secure steady, moderate raises, and has made progress in areas of job security, evaluations, course assignments, and class sizes. But despite a variety of efforts from lobbying to lawsuits, the union has not been able to make major changes in benefits like pensions and health insurance.

The fact that the legislature does not fund the salaries for DCE faculty is the core problem in advancing the careers of adjunct faculty. Funding from the state is insufficient to run the colleges.

Adjunct salaries represent roughly 40 percent of tuition and fees for courses that they teach. There are other costs be-

side faculty pay, but the colleges make a profit from adjunct-taught classes, and that money is used to pay expenses not covered by legislative appropriations.

Although the DCE contract is negotiated with the college presidents, the state government is the real problem. The repeated underfunding of community colleges forces the colleges to seek every form of income they can—including exploiting adjuncts—to keep the doors open.

Making significant gains for adjunct faculty will require significant mass lobbying activities. Bringing salaries up, having access to affordable health insurance, and having a real pension will all require legislative action.

It will soon be time to begin the process for negotiating for a successor DCE Agreement. Day negotiations are sapping a lot of the union's energy at the moment, but the outside year does give the DCE membership some breathing room. ■

### Know Your Day Contract

#### December 2015

- Dec.** Last Day of classes Faculty submit college service and student advisement form p.51
- Dec. 25** Christmas p. 23
- 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

#### January 2016

- Jan. 15** Sabbatical recommendations from committee to president. (p. 25)
- Jan. 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. 51).

#### February 2016

- Feb. 1** Summary Evaluation returned (p.52)
- Feb. 1** First Year Professional staff evaluations completed (p. 53)
- Feb. 1** Sabbatical Recommendations forwarded to boards of trustees (p. 25)
- Feb. 10** Summary evaluation rebuttals due (p.51)
- Feb. 15** First year professional staff evaluation conference (p.52)
- Feb. 20** Course materials returned (p.51)
- Feb. 28** Preferred schedules and courses submitted (p.42 )
- Feb. 28** New full and part-time hire list due MCCC

**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.



Communications Coordinator Don Williams (center) delivered a prepared statement urging a fair and swift resolution of the Day contract. He was joined by Holyoke Chapter President Nathan Mercer (left) and MCCC Director from Holyoke and bargaining team member Aaron Levin.  
(Photo by Scott McLennan)



# WTR Hurts Everyone Yet State's Disrespectful Behavior Persists

"After months of bargaining our faculty and professional staff are still waiting for a fair deal that shows respect for our role in making our colleges work. It's time for the Board of Higher Education and college presidents to settle this contract and get back to focusing on our students."

So reads my comment on a flyer promoting our Day of Action to protest our seriously-delayed collective bargaining agreement. Dec. 8 was a busy day. I started with informational picketing at Northern Essex followed by a lecture/discussion on the Harlem Renaissance followed by picketing at MassBay followed by picketing and remarks at the Community College Trustees Association at Mount Wachusett.

What's the point in delaying our contract? The delay has forced our chapters to go on Work to Rule, an action that encourages our members to do only what our contract requires and nothing extra. WTR makes an impact slowly. Some committees adjourn; others do not. If bargaining drags out into the New Year, committees will adjourn and paralyze college governance.

Members become more aware of the

extra work they give to their colleges. They learn to say "no" to providing extra help to students outside of office hours and say "no" to checking emails in the evening and on weekends. They say "no" to volunteering to serve on extra committees. They say "no" to requests from their deans even when a new project pays a stipend.

One member just informed his students that he will not be available to advise his students about courses and career plans unless they are his advisees. He will not volunteer for extra college activities. He adds, "The MCCC does not want to be on WTR, but we cannot stand by idly while currently working without a contract and no increases in salary."

Another member just wrote to an administrator to tell her that he will not be able to participate in a grant project. He writes, "Until we have a fair contract, I will have to decline these positions." He

apologizes for the difficulty this action might cause, but says he will persist until WTR ends.

Several members have written to area newspapers to protest the delay in negotiating a fair deal. More letters will follow. Our colleges have grown tremendously since the late 1990's on the backs of part-time contingent labor. A stagnant number of full-time faculty and professional staff have taken on more. Extra work has become the norm. Faculty and professional staff are serving on more committees, working on more grants, teaching course overloads, meeting increasing demands for work in Student Learning Outcomes and otherwise struggling to serve their students, and keep their programs and colleges vibrant.

But the state persists in offering us less than workers in the state university and UMass systems. We're asking for nothing



*Joe LeBlanc, MCCC President*

less than a fair deal. We're demanding justice and recognition for the role we play in our students' lives. We're making a difference every day. Meanwhile, the state dithers, delays and makes excuses.

As the holiday season approaches our members are losing patience. ■

## MCCC Nominations Now Open

Nominations are being accepted for the following positions:

- MCCC Officers: President, Vice President, Treasurer and Secretary
- Part-time/ Adjunct At-large MCCC Directors (2)
- MTA Annual Meeting Delegates Boston, May 13-14, 2016
- NEA Representative Assembly Delegates Washington D.C., July 2-7, 2016

**Nominations**  
Close Thurs., Feb. 4,  
at 3:00 P. M.

**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 25 at 4:00 P. M.**

Submit your nomination on line at the MCCC website:

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

## Members Join to Demand A Fair Contract



*Members from the Bristol chapter conducted a large standout the day before the Day of Action.*



*Cape Cod chapter members demonstrated in support of a fair contract resolution.*



## 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.

# CALL FOR AWARD NOMINATIONS

The MCCC has four awards to honor members who have extraordinarily on behalf of the membership and the Union in specific areas of endeavor. Each award has specific eligibility and nominator requirements. Nominations are due to the MCCC President by March 1. Nomination forms and criteria for eligibility are available on the MCCC Website. The awards are presented at the annual MCCC Delegate Assembly.

### Raymond C. Lemieux Memorial Award

#### *Purpose*

The purpose of the award is to recognize an individual whose service, leadership, and dedication have contributed significantly to the Massachusetts Community College Council or support have made a significant impact on MCCC unit members.

### John A. Palmer III Memorial Award

#### *Purpose*

The purpose of the award is to recognize an 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.

### Jon G. Butler Memorial Award

#### *Purpose*

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.

### The Donnie McGee Strategic Action Award

#### *Purpose*

The purpose of this award is to 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.



## MCCC News

<http://mccc-union.org>

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**Donald R. Williams, Jr.**

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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](mailto:Communications@mccc-union.org)*

## ORP Conversion Process Slowed

MTA Vice President Janet Anderson, left, and consultant Donna Sirutis came to the MCCC Board at its November meeting to report on the slow progress of the ORP pension conversion for members. With many participants in other MTA higher ed. locals, MTA has selected Anderson and Sirutis to take the lead on this issue after MCCC Vice President Donnie McGee and the ORP Ad Hoc Committee had taken the issue through the legislative process and into the implementation phase.

The conversion process has run into many difficulties due in part to inadequate staffing both at the Department of Higher Ed. and the State Retirement Board. Sirutis said that at the current pace it will take seven years to complete the retirement transfer process. MTA has brought the issue to the attention of State Treasurer Deborah Goldberg and has a meeting scheduled with her staff to discuss how staffing can be increased at the both state departments.

Participants in the ORP who have elected to transfer retirement coverage to the MSERS should have received notice of the delays. Anyone with questions should visit the MTA website, using the related links at the end of this article.

Errors have been made by the state in calculating the cost of purchasing ORP service for the years of ORP participation, one error came to \$17,000 over the actual cost. Participants are urged to use the MTA Estimator on the website to check the cost provided on the Section 60 Statement of Qualifying Service. The Estimator can be found at [www.massteacher.org/issues\\_and\\_action/ongoing\\_issues/orp/Section\\_60\\_purchase\\_of\\_service\\_estimator.aspx](http://www.massteacher.org/issues_and_action/ongoing_issues/orp/Section_60_purchase_of_service_estimator.aspx).



More information is available on the MTA website in the S-60 Toolkit at [www.massteacher.org/issues\\_and\\_action/ongoing\\_issues/orp.aspx](http://www.massteacher.org/issues_and_action/ongoing_issues/orp.aspx).

Questions, concerns, complaints about the move from the ORP to the MSERS?

Write to [orp@massteacher.org](mailto:orp@massteacher.org) ■



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