

Contract Funding Process **Page 2**

Day TA Reached **Page 3**

At-Large Director Candidates **Page 4**

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MCCC News

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CANDIDATES FOR MCCC OFFICERS

For President *For Vice President*



Claudine Barnes

My name is Claudine Barnes and I ask for your vote for MCCC President. I am dedicated, experienced, hard-working, and proud to serve MCCC members.

Currently, I serve as the MCCC Secretary (2012-present), Chapter President at Cape Cod (2008-present), and as Chair of



Diana Yohe

My candidacy for MCCC President is about building a more democratic, transparent MCCC and increasing member engagement.

I am a full-time professor and coordinator of the Legal Studies program at Bristol Community College (BrCC). I



Rosemarie Freeland

I declare my candidacy for Vice President with confidence my 10 years of MCCC experience provides me with the collaborative skill-set necessary to help lead the MCCC within the context of dynamic state and national politics.

I coordinate the GCC Women's



Jeffrey Seideman

I'm asking for your vote to elect an adjunct as Vice President of MCCC.

With adjuncts representing 70 percent of our members and 40 percent of our revenue, it's time an adjunct participated in union affairs at the Executive Committee level.

For Secretary



DeAnna Putnam

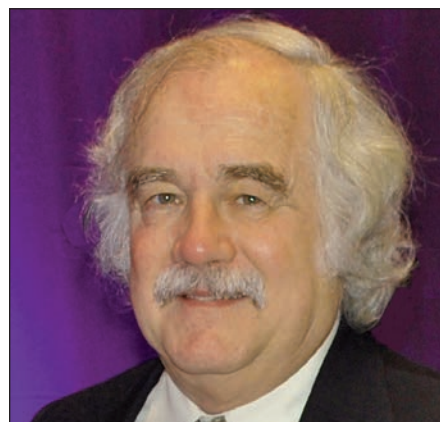
I am asking for your vote as the MCCC's new Secretary. As a former reporter who believes in the First Amendment, I believe in open and unbiased communication with union membership about what goes on at Board meetings and with other matters. As the official recorder of



Robert Tarutis

I am running for MCCC Secretary because I am concerned about the health of our union and the future of public higher education. We are in a difficult political climate, and I'm convinced that a good communicator and leader is required. I will advocate for full-timers, adjuncts and

For Treasurer



Philip Mahler

I have enjoyed serving as your MCCC Treasurer for the last thirteen and one-half years and, bottom line, I am asking for your vote to allow me to continue in this capacity for another two year term. When I first ran for treasurer I was sure it would be for two or three terms, at most. I didn't expect

Statements by Candidates for MCCC Officers continue on page 2.

**PART-TIME/
ADJUNCT
AT-LARGE
DIRECTOR
STATEMENTS
on page 4**

Day Contract Agreement Reached

After a year-long process of negotiating a new contract covering Day contract employees, the Union and management have reached a tentative agreement. This was just reached as this issue of the MCCC News was getting ready to print.

Now that the teams have signed off on the Tentative Agreement, then they need

to go back to their respective supervising authorities for approval.

For management that means approval by Commissioner of Higher Ed. Carlos Santiago and the Board of Higher Ed. as well as Secretary of Education James Peyser who represents the governor directly. Governor Baker will get “three bites of the

apple,” as the Union calls it, because after a contract is approved and ratified, he still has to file legislation to fund it, and if it gets passed by the legislature, he still can veto the contract funding.

Now that the MCCC bargaining team is satisfied that the TA is acceptable, then the MCCC Board of Directors needs to vote on

whether to take it to the membership for a ratification vote. If approved by the Board, then a ratification vote of all members of the Day Unit (both Union members and agency fee payers) is scheduled.

State law dictates specific timelines for notification of the voting to members. There

Continued on page 3

Candidates for MCCC Officers Statements ...

Continued from front page

Claudine Barnes

the Day Negotiations Committee. Through this work, I have engaged in diplomacy and protests, strength and pragmatism, organization and outreach, and listening. For the MCCC to move forward, we need to focus on what unites us, our core values. This kind of focus requires leadership and experience. I have been actively involved in the union since 2004 as a Board and Executive Committee member, a SAC representative, chair of the Bylaws and Policies Committee, and a 2008 graduate of the NEA Emerging Leaders Academy. In 2009, I received the Jon Butler Award for outstanding chapter president. Being a Professor of American History and Government as well as a DCE faculty member my knowledge of history has made me both sentient and empathetic to those around me facing injustice; and that is what unions are facing. I will fight for you and with you in terms of equity, fairness and inclusivity as we preserve our professional rights and wages as union members.

I will be a leader who will reach out to all of our constituencies, faculty and professional staff, full-time and part-time to guide the union through the many challenges we face. I ask for and hope to receive your support to become the president of MCCC. ■

Diana Yohe

started my teaching career at Berkshire Community College (BeCC) in 1978 and transferred to Bristol in 1981. Since 1982 I have been actively engaged in local chapter leadership, starting as Secretary and currently serving as Chapter President. I have been actively engaged in MCCC, MTA, and NEA trainings and events.

Having served on negotiation teams for both contracts (Day and as DCE Chairperson) and having handled numerous local chapter grievances under both contracts, I understand the issues affecting all our members--adjunct faculty, full-time faculty, and part-time/full-time professional staff. My goals include:

Talking with members to determine YOUR goals.

Building local chapter leadership and member engagement. Our statewide MCCC is only as strong as each of our 15 individual community college chapters.

Increasing representation of professional staff and adjunct faculty at the

statewide level on the MCCC Board of Directors and Executive Committee.

Full transparency on all issues not legally mandating the use of executive session secrecy.

Broader member representation on MCCC committees and open access to meeting minutes.

Working for adjunct and part-time member equality in pay, benefits, and shared governance to strengthen our community colleges and our union.

Strategic organizing for delivering stronger and timelier contracts based on member input.

Contact me at diana.yohe@verizon.net for more information. I ask for your vote. ■

Rosemarie Freeland

Resource Center and have been actively involved in the MCCC since 2006, serving as Chapter President, Director, Day Grievance Officer, alternate DCE Grievance Officer, and SAC Committee rep. Since 2008, I've served on the MCCC Executive Committee. My involvement on the following committees enhances my knowledge of the MCCC: By-Laws and Rules, Personnel, and the Joint Management/Labor CAS Committee. Currently, I'm Vice Chair of the Day Negotiating Team. My participation alongside other union members inspires my commitment to and enthusiasm for the MCCC mission.

I've developed a union praxis recognizing the promotion and preservation of our working conditions is essential to our respective roles as public educators. As we collectively assert and promote our professional rights, we also promote our students' access to quality public education. Our interests are interdependent.

My eyes are wide open to the challenges and opportunities we face as a public-sector union in the context of *Friedrichs v. CTA*, higher ed funding mechanisms that fail to recognize our students' realities and the habitual reliance on contingent faculty and staff. I look forward to the opportunity to work with you as we strengthen our position as relevant participants in the development of public education policy.

I respectfully ask for your support and vote. Thank you. ■

Jeffrey Seideman

About a month ago I sent an email to everyone with a detailed explanation of the problems faced by adjuncts, along with a

number of general proposals to improve the union. They included the areas of finance, communications, contract negotiations, union management and many more. I hope you've had a chance to read it. If not, please email me at jeff@imagetechpr.com and I'll send it to you.

For the last 10 years I've taught a variety of communications courses at MassBay Community College.

At MassBay I've served on Macer and college committees, MCCC's Adjunct Committee, organized an ad hoc group of adjuncts to negotiate with the college president for better working conditions for all (including full pay for DCE courses with just seven students), and reported on the pitfalls of pension programs for all MCCC members – adjuncts and full timers alike

I was a member of the national board of the Public Relations Society of America, president of the Boston chapters of PRSA and the Society For Imaging Science and Technology and served as a judge in a number of public relations competitions.

I have an MBA from Boston University, the APR accreditation of PRSA, and have won awards for writing, photography and graphic design. ■

DeAnna Putnam

meetings, the Secretary should make this a priority.

I don't believe merely in *fair* contracts – I believe in GOOD contracts! I also believe that our union should reach across both aisles politically. Our membership includes folks of all political leanings, whether Democrat, Republican, or Independent. MCCC's goals are good for our students as well as for our membership, and thus good for Massachusetts. This can and should make sense to politicians no matter what their affiliation.

Hired as an adjunct professor of philosophy in early 2010, I serve as BHCC's Chair of DCE-MACER and DCE Grievance Representative. I also served as Secretary for the bargaining team for DCE's most recent contract.

I am not remotely afraid of confrontation nor am I easily intimidated. As union members, we should not be in constant retreat, accepting hits and losses as inevitable. I aggressively and repeatedly have stood up in the face of Management for the rights of our members working under both the DCE and Day contract. I will be empowered to do so for all of the colleges and not just at Bunker Hill, if you elect me as Secretary. ■

Robert Tarutis

professional staff. At the chapter level I'm concerned about attacks against our members: student complaints, contract violations, and academic freedom. At the state level I want to build trust and unity.

For the last year and a half, I've been chapter president at MassBay and day grievance officer. Our chapter has seen its share of challenges over the last decade. My main task has been to repair and rebuild. I'm also an MCCC director. And with Work to Rule (my second time around), I've coordinated our chapter's activities.

I'm a full-time professor of humanities (a philosopher and historian). I've been a member of the MCCC for 15 years. Seven years ago, I was chapter secretary during a trying time at MassBay; at one point I was the only officer left. My union involvement is not new. Years ago, as a young reporter on a small daily newspaper, I helped organize a union, negotiated our first contract, and became chapter president.

Besides journalism, I've worked as an executive in public relations, specializing in employee communications and media relations. College presidents and bureaucrats do not intimidate me.

I'm prepared to work hard for the MCCC. I respectfully ask for your vote. ■

Philip Mahler

to enjoy it too much, but in fact I do. And I have gained a lot of valuable experience in this time.

The treasurer's duties have grown greatly, to include supervising the MCCC office, and the scope of this job has grown every year, most recently serving as a trustee of our office building. Our excellent staff of two full-time employees is busy year around processing our 2,000 full-time and 5,000 part-time unit members.

I have served the MCCC since 1984, from Chapter President for seven years, to MCCC Director, MCCC Vice President, and MCCC President. I served on four day bargaining teams and one DCE team. I served on the MTA Board of Directors for six years, and have served on its employee Pension Committee for the last nine years.

My goal remains to support your elected leaders, negotiations teams, coordinators, committees and your chapter, in their efforts to serve you.

I work hard for the MCCC, and have your best interests at heart. I enjoy this challenging job and I would like to continue for another term. I would greatly appreciate your support. ■

Team Hammers Out Tentative Agreement

Breaking news. We've just signed a Tentative Agreement. Management has been very tough over the last few days. Here are a couple of examples..

On Feb. 11 they tried to prevent recent retirees from receiving the 2 percent raise promised for the first year. This would be retroactive to July 1, 2015. We've researched contracts from the last 20 years. The MCCC has never agreed to hurt members in this way. It would be an odd way to reward a lifetime of service. Management added to this nonsense by pushing to exclude some faculty with the rank of associate professor from receiving a \$550 salary increase for a successful post-tenure review evaluation. Our team refused both requests. We told them there would be no TA that would carve out, divide and hurt our members.

Our day bargaining team has worked for more than a year to hammer out a new contract. We've met more than 50 times. Progress has been slow, very slow, but our team is tough, smart, persistent and resilient.

Their efforts are heroic. Members include Chair Claudine Barnes, Cape Cod history faculty; Vice Chair Rosemarie Freeland, Greenfield professional staff; Secretary Margaret Wong, Quinsigamond English faculty; Catherine Adamowicz, Bristol English faculty; Tom Kearns, Massasoit diesel mechanics faculty; Jim Korman, Esq., Mt. Wachusett paralegal faculty, Aaron Levin, Holyoke math faculty; Ellen Pratt, Mt. Wachusett librarian; MCCC Vice President Donnie McGee and me.

Our team drafted a demand package that reflects the needs of every day unit member. We've pushed hard and demanded respect. We've achieved decent gains in a hostile bargaining environment.

Signed language agreements to date include improvements to sick leave benefits for part-time members, bereavement leave, issues around scheduling when holidays fall on weekends, domestic violence leave, family leave, time off granted to part-time members due to inclement weather, parental

and child care leave, workload calculations for laboratory-like and clinical courses, workload credit for online teaching, some online office hours, issues around E-7 forms and evaluation processes for professional staff, use of email for written notices and class cancellations, and expanding time allowed to appeal one's initial classification placement. We've also bargained a student learning outcomes principles statement and changes to the course materials check list.

Baker administration-approved salary increases will be limited to across the board raises of 2, 2.5 and 2.5 percent for all day unit members. If the parties are able to agree to an acceptable framework in the second year of this Agreement, increases in the third year may be implemented using a new salary grid that would replace our present byzantine classification points system. This system would include a traditional system of columns and intervals/steps with criteria to be developed by a joint committee. This grid would need

approval in an additional ratification vote to be held before July 1, 2017.

The college presidents have also agreed to fund basic and limited classification adjustments that include points/salary increases for new academic credentials, changes in faculty rank, tenure for professional staff and post-tenure review salary adjustments for some faculty.

It's now up to you. Please review the ratification materials carefully, ask questions and vote. After more than a year of battling for results and respect, we hope this agreement meets with your approval and we ask you to vote "yes". Thank you. ■



Joe LeBlanc,
MCCC President

Paid Sick Time for Part-time Employees

A change in state labor laws enacted last year provides paid sick time for adjunct faculty and part-time professional staff.

Under the law employees can accrue earned sick time at the rate of one hour of sick time for every 30 hours worked. This is relatively clear to calculate for part-time staff. The law provides that, "Adjunct faculty compensated on a fee-for-service or 'per course' basis be deemed to work 3 hours for each 'classroom hour' worked."

These are the minimum requirements of the law. However, our union can bargain the impact of the law's implementation and improvement upon the law's terms. Under the tentative agreement for the Day Contract negotiations, the accrual rates were improved so the part-time professional staff and faculty earn sick rate in direct proportion to what full-time professional

staff and faculty earn. In addition, the Day Contract tentative agreement allows sick leave to begin accruing upon the date of hire, as opposed to the 90 day vesting period in the law. Our union will work to bargain similar improvements to the law under the DCE Contract.

Additional provisions of the MCCC DCE contract are affected by the law. Article 13.04 says that if an instructor misses class "the unit member will be responsible for completing the obligations of the employment contract and subject matter content." It goes on to list ways an instructor might go about making up the time. Many times adjunct faculty drag themselves into class when ill under fear of disciplinary action.

The law states, "An employer shall not require an employee to make up time off from work as a condition of using earned

sick time." It goes on to say, "An employer and employee may, however, by mutual agreement arrange for the employee to work additional hours during the same or next pay period to avoid the use of, and payment for, earned sick time." When there is conflict between state law and contract language, the state law prevails. Remediating this provision will also be bargained for the DCE contract.

Additional details of the implementation of the provisions, under both Day and DCE contract, are still being discussed with

management by both MCCC and MTA representatives, and additional information will be provided when these issues are brought to conclusion

With the increasing use of part-time/contingent labor, not just in higher ed., but across all sectors of the economy, legislation like this is essential to protect workers from exploitation. The economy always moves ahead of legislation, and many reforms in the same vein as sick time such as health coverage and pensions are long overdue for legislative action. ■

Day Contract Agreement . . .

Continued from page 2


will continue to be Bargaining Updates as the process unfolds, and representatives of the MCCC team may be available for campus visits to answer questions. Voting will take place on line, and materials including a summary of the contract provisions will be mailed to every Day Unit member with the voting instructions.

As mentioned above, even when the contract is ratified, the process is not over. There is still the legislative process. With

the contract still incomplete, funding will have to be added to the main state budget legislation or in a supplemental budget bill. This being an election year, the legislature goes out of formal session in July. The process gets more difficult after that, so we want the whole process completed as soon as possible. The legislature can pass some things in informal sessions if no legislator has objections, or they can come in for a rare special formal session.

The governor still gets the final say and can veto the funding. Some governors have caused problems with state union contracts in the past either by refusing to submit funding or by refusing to sign funding bills.

MCCC members can hope for a trouble-free contract implementation and funding, but they must be prepared to act if the process gets short-circuited. As Yogi Berra said, "It ain't over 'til it's over." ■



Are you or a family member experiencing hearing loss?

The Hear In America plan offers MTA members savings of up to **70%** on the purchase of hearing aids, plus:



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- Lifetime clean-and-check office service
- Three-year loss and damage coverage
- Three years' worth of batteries

Call 800.286.6149 for more information or to register for the program.

Be sure to mention you're an MTA member.

Don't risk permanent damage by putting off a hearing screening. Encourage your family members to take advantage of this new program!



www.mtabenefits.com

MCCC Delegate Assembly Saturday, April 23

Delegates need to be elected by chapters.

Chapters should be holding local elections for officers in April.

CANDIDATES FOR PART-TIME/ADJUNCT AT-LARGE DIRECTORS



Carol Gray

Thanks to all who voted for me last spring. As you may have heard, the Union board 'decertified' the first election and a group of us appealed and won. The arbitrator said the Board had acted in an "arbitrary and capricious" way. Since that time, I have tried to be a zealous advocate for adjuncts on the union board.

In our next contract, I think pay equity (adjuncts getting the salary of full-time faculty, pro-rated) should be the number one goal and the union should push as hard for that as they have for our full-time colleagues who deserve a strong contract just like we do. Pay equity is not pie-in-the-sky. Vancouver Community College has had pay equity for years. With some

advocating for free community college, we should urge this include funding to cover pay equity for adjuncts. It's time to make this a top priority for our union!

My background:

GCC Adjunct, criminal justice & political science, since 2007.
HCC Professional Writing Tutor, since 2015
J.D. (Northeastern)
Masters in Advocacy (Georgetown)
International Human Rights Law diploma (American University in Cairo)

Fulbright Scholar, Montreal
Public Defender, 2001-2004
Married with a 10 year old son
My union work:

Adjunct/Part-Time Board rep, 2015-2016

Co-chair, MCCC's statewide Adjunct Committee 2012-2013
Chair, DCE Bargaining Team Feb.-June 2013

Presenter, international adjunct conference, Mexico

Received MCCC's John A. Palmer III Award for Outstanding Service by an Adjunct/Part-time Member

I hope you'll use one of your two Adjunct/part-time director votes for me.

Carolgray_2000@yahoo.com, Phone 413-256-043. ■



Linda Grochowalski

I am seeking reelection to the MCCC Board of Directors as one of your two Part-time/Adjunct Directors. I have been a union member for 14 years, having served 2 terms as my chapter's vice president, chapter DCE grievance coordinator for nearly 10 years, state-wide and chapter adjunct representative for several years, and as a charter member of the Adjunct Committee. I also chaired the most recent DCE Bargaining Committee, helping to fight for the largest raise in recent memory as well as opening the door to changing the number of courses management must give to members from 1 to 2. My focus is on adjuncts and other part-time union members and I am committed to fighting

for contingent faculty and professional staff's rights, having rallied faculty and staff at my campus to support the full vote for part-timers and serving as chair of the first DCE MACER on my campus, the first chapter to form one state-wide.

I have been recognized for my activism as the second person to be awarded the John Palmer Award. I would like to continue my work on the Board to be sure those who work so hard for inequitable pay and benefits are able to move forward, with the help and cooperation of our Union, toward fairness and equality, and I promise to continue to be a strong and thoughtful voice on the Board for ALL adjuncts and part-time unit members.

I welcome your vote. Thank you! ■

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 Rd., Danvers, MA
01923

Or email:

Communications@mccc-union.org

Know Your Day Contract

March 2016

- March 1** Notice of non-reappointment (first through fourth year) (p.38)
- March 5** Proposals due for unpaid leave of absence for fall semester (p.27)
- March 15** Dean's recommendations for Title change due (p.59)
- March 15** Unit Personnel Practices recommendations for tenure due (p.40)
- March 30** Department Chair evaluations (p.67)
- March 31** Fall assignments to faculty, full-time schedules to chapter (p.42)

April 2016

- April 6** Dean's leave of absence recommendations due (p.27)
- April 15** Dean's tenure recommendations due (p.40)
- April 15** Title changes announced (p.60)
- April 16** Patriots Day holiday (p.23)
- 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)

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. ■

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.



MCCC News

<http://mccc-union.org>

Editor:

Donald R. Williams, Jr.

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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