

MCCC News



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MCCC Election

Election will be conducted online. Materials will be mailed out the first week of March with unique member IDs and PINs. The mailing will be the only place to find the ID and PIN.

**Voting will close
Friday, March 27
at 4:00 P. M.**

Candidates for Part-time/ Adjunct At-large Director



Carol Gray

What I believe:

Like many of you, I started off as an adjunct years ago thinking it would lead to a full-time position with health care & retirement benefits, a livable wage, and peace of mind knowing that I would have the same salary and courses from one year to the next. But this is not the norm for adjuncts. Though adjuncts teach 53%-76% of all community college courses, the norm is a precarious employment situation where money is tight, benefits are virtually nonexistent and one lives with the knowledge that comparable worth (i.e., equal pay for equal work) does not apply to adjuncts.

I am running for this position because I'm passionate about human rights and equality. I want to be part of a movement to rectify the injustice of this 2-tiered system.

Continued on page 4



Linda Grochowalski

I am seeking re-election to the MCCC Board of Directors as one of your two Adjunct Directors. As a union member since 2002, I have been a leader in my chapter as vice president, chapter DCE grievance coordinator, adjunct representative, and as a charter member of the Adjunct Committee. I was also the Chair of the most recent DCE Bargaining Team, helping to get members their largest salary increase in recent memory.

My focus is, and always has been, on adjuncts, and I am committed to fighting for adjunct rights and benefits, having developed relationships with Management, full-time faculty, professional staff, and the community. I promise to once again be a strong voice on the MCCC Board of Directors for ALL adjuncts and I welcome your vote.

Thank you! ■



Randi Zanca

I am a contingent faculty member who has taught English writing classes for six years at Quinsigamond Community College. I have been an active member and have experience representing contingent faculty and part-time employees at the QCCPA, MCCC, MTA, and NEA levels. I have two years on the MCCC Board and was recently reappointed to the MCCC Board.

Last year, I worked with Candace Shivers (Mt. Wachusett) and Trudy Tynan (Holyoke) on the Ad-Hoc Dues Restructuring Committee. We pitched a proposal to MTA and won some relief in union dues for contingent faculty and part-time staff who earn less than \$9,000 per year.

I am currently secretary to the NEA Contingent Faculty Caucus.

Outside of higher education, I have been a member of the Northbridge School Committee for four years, thereby having the privilege of working on issues in public education from pre-K through college.

Lastly, I am a Commissioner on the Worcester County Commission on the Status of Women.

I would appreciate your vote. ■

Chapter Elections

Chapters should be holding local elections to elect their delegates to the annual MCCC Delegate Assembly on Saturday, April 25 in Marlborough, MA.

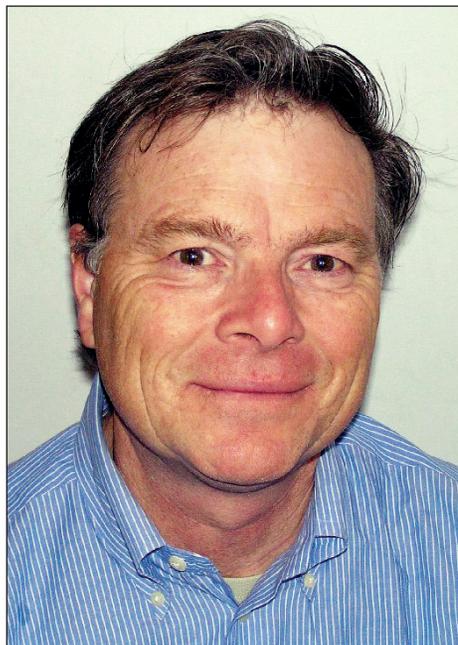
MCCC rules require that delegates be union members and elected by their chapters.

To get involved with critical contract issues facing part-time workers, see *Adjunct Corner*, on page 4.

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Study Our Students



Don Williams,
MCCC Communications Coordinator

Several foundations have been looking at how to improve higher education. One, Complete College America (CCA) is becoming very influential in Massachusetts. They have been involved with a \$643,000 grant from the Leona and Harry Helmsley Foundation (she of “the queen of mean”) to promote STEM education across the system. But CCA’s greatest influence is with their research driven proposals that Massachusetts has been considering.

As the name says, Complete College America is about increasing graduation rates. There has been much public discussion about the low rates at community colleges both nationally and locally, and it has become a prime focus of the Mass Department of Higher Education’s “Vision Plan.”

A major concern is the low number of credit hours the average community college student carries. For financial aid, 12 credits are considered full-time, and it doesn’t take a math major to figure out that you can’t get a 60 credit degree in four semesters that way. According to the American Association of Community Colleges, 56 percent of community college students in Mass are part-time, and that means less than 12 credits. I have heard the average may be as low as 8.2 credit hours. So it is not a surprise that it takes these students longer to graduate.

CCA’s recommendations set up various “pathways to degrees” that include reducing remedial courses, defaulting students into highly structured degree plans, scheduling program requirements in blocks, and requiring 15 credits for full-time status. CCA is big on performance funding, and despite studies that show performance funding to be ineffective, Massachusetts has started on that path. You can expect to see the word “pathway” in your college’s planning documents soon.

While there is merit to many of their recommendations, what’s missing is any research on community college students and the milieu they inhabit. We know they’re a diverse group, with very different situations and needs than previous generations and their 4-year college peers. As faculty and staff we don’t have the forest of metadata these research organizations have, all we see are the trees of our individual student’s issues. We need large data sets to know why they don’t take more credits and to tailor changes in higher ed. to address those issues.

Certainly we know they work too much. Whether by necessity or choice the demands of their jobs often pull them away from their studies. Today, the hourly wage jobs students typically fill pay far lower relative to the cost of living than they did 30 years ago, and college tuition is far higher relative to the cost of living.

Scheduling of hours by large retail and fast food outlets is being done on a data-driven “just-in-time” basis where workers are expected to be available far more than they actually work with schedules changing in real time. It is so bad in California that a San Francisco state rep has sponsored a bill requiring employers to post schedules two weeks in advance—and it reportedly has a good chance of passing.

Some of our students just can’t handle 15 credits. With all of the distractions of this electronic age, they have difficulty focusing. As open admissions institutions, we take in many students who were not strong in high school where they attended five days a week from 8:00 to 3:00. Attending college at that level of workload may not be a formula for their success. And of course there are the students, parents and caregivers who have commitments.

But all of this is speculation. Statistics are only as good as the data being entered, and if important pieces of data are left out, the recommendations made from incomplete data will be ineffective at best and at worst could cause harm. Much of CCA’s data comes from federal reporting requirements that are made public. The kind of broader social research that we really need is much harder to get, and there doesn’t seem to be any foundation to fund it. ■

Day Negotiations Team Update

February 21, 2015

On behalf of the members of the Day Negotiations Team, I am happy to report that our team is off to a great start. I want to thank you for your great response to the bargaining survey. The feedback you’ve provided about different provisions of our contract and your priorities for the upcoming negotiations will be important as we develop our proposals.

Our negotiating team is comprised of diverse members from across the state. Serving along with me as team officers are Vice Chair Rosemarie Free-land (GCC) and Secretary Margaret Wong (QCC). Our new MTA Consultant Courtney Derwinski will serve as team spokesperson. Also serving on the team are MCCC President Joe LeBlanc (ex officio), MCCC Vice President Donnie

McGee (ex officio), Catherine Adamowicz (BrCC), Tom Kearns (MaCC), Jim Korman (MWCC), Aaron Levin (HCC), and Ellen Pratt (MWCC). We don’t know the complete composition of management’s team yet but we have been informed that they will be ready to begin bargaining in early April.

Our team has met three times thus far. We have adopted our internal ground rules, reviewed previous MCCC contracts and asking packages, examined recent Massachusetts public higher education settlements, and discussed the research needed to support our proposals at the table. At our most recent meeting on February 28, we began reviewing the results of the Day Bargaining Survey and discussing the key issues that we need to address at the bargaining table. Dennis Fitzgerald, our statewide Grievance Coordinator, has also been of great assistance, reviewing contractual issues that have been highlighted in recent grievances and answering many questions. As we continue to review the survey results and develop our asking package, his knowledge will be very valuable.

We believe we will be bargaining in a tough environment fiscally and politically. It is likely that a time will come when we will need you to show your support for a fair agreement. For now, we will keep you updated on the progress of the negotiations and look forward to working on your behalf.

In solidarity,
Claudine Barnes (CCCC)
Day Negotiations Team Chair
MCCC Secretary ■



MCCC Secretary Claudine Barnes is chairperson of the 2015 Day Contract Bargaining Team. (Photo by Don Williams)

Know Your Day Contract

March 2015

- 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, fulltime schedules to chapter (p.42)

April 2015

- 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. ■

Correction

In the February issue introduction of MTA Consultant Courtney Derwinski it mistakenly said that Wisconsin Gov. Paul Ryan eliminated public unions. He actually eliminated many collective bargaining rights for public unions, severely weakening them.

Every Single Budget Cut Hurts

Spring is coming. It really is. The snow will melt. The MBTA will operate again at full if wobbly capacity. We will make up for lost class time and celebrate with our graduates at commencement.

The Governor's budget will be released by the time this column hits the streets followed by the House's budget in April, the Senate's budget in May, conference committee negotiations and legislative budget enactment in June and gubernatorial vetoes and overrides in July.

It's anyone's guess how our colleges will fare in FY '16, but the recent 1.5 percent midyear cut isn't a good sign. If this cut is carried over to the next fiscal year, positions opened up due to retirements won't be filled. Fees will spike. Trustees may create new parking and other fees. Hundreds of new adjuncts will be hired. We'll pretend everything is all right, of course. We can manage. Don't worry about us. Cut us again if you like. Our students will never suffer.

My American Literature class tells a different story. It's nearly Spring Break and I'm still copying reading assignments for some students. They don't have the money to buy the book. Others don't have the money to buy an ink jet tank or toner cartridge. I'll be printing their essays. They're dealing with family illnesses. They're balancing college with multiple jobs, family responsibilities and health crises and other major distractions. Every single budget cut hurts.

College budgets may be cut, but the happy talk will continue. Community colleges are critical to the economy. Workers must be trained. Happy talk quotes endlessly from corporate think tanks and local companies that haven't managed to deliver the support promised several years ago with community college reform. No new revenues are required in a system supported by happy talk. We'll just measure more outcomes, become more accountable and will ourselves to excellence.

Budget cuts hurt our members. The recent GIC capitulation will be taking more money out of our pockets beginning July 1. Deductibles will increase by \$150 a year for family plans. Co-pays for visits specialists will increase by as much as \$45 a visit. Outpatient surgery co-pays will increase to \$250 per occurrence. Inpatient hospital admissions will double at the highest tier to \$1,500. Prescription co-pays will increase across the board for Medicare-eligible subscribers.

More take backs may be coming. Premium splits haven't been increased in several years. We'll be watching the Governor's budget and asking for targeted member action.

Note: the MTA may have miscalculated in asking for member action against a faux target (the GIC) instead of the real targets (House and Senate leadership) in the recent Friday the 13th health care debacle. MTA members sent almost 80,000 emails to Commissioners. That's a great effort, but I

wonder what a similar number of calls and letters to the Speaker and Senate President might have done.

We can't afford another cut to our benefits this year. We can't afford another round of college budget cuts. We can't afford increasing the number of courses taught by adjunct faculty. We can't afford another year of inaction on adjunct benefits. We can't afford to allow our Day Collective Bargaining Agreement to lapse without a new one in place by the time classes begin next semester.

Stay tuned for updates. Act on requests for member action. Our futures depend on your grassroots participation. Together we will make a difference. ■



Joe LeBlanc, MCCC President

MCCC Delegate Assembly April 26, 2015 9:00 A.M. Courtyard by Marriot Hotel Marlborough, MA

The annual MCCC Delegate Assembly is the highest governance component of the union. It has the specific responsibility of approving the annual budget that includes dues levels for the upcoming year. It also approves bylaws changes that affect the entire operation of the union.

Chapters are allotted delegates based on the numbers of union members, and they are supposed to elect their delegates. Agency fee payers are not eligible to be delegates. It is imperative that chapters send at least their target numbers to ensure that the meeting quorum is met. If there is no quorum, the meeting would have to be convened again, adding to the expense.

Besides the official business of the meeting, it is a great opportunity to meet and socialize with colleagues from across the state. A continental breakfast and buffet lunch are provided.

GIC Health Insurance Increases Coming in July

At its Feb. 13 meeting the Group Insurance Commission approved increases in plan deductibles, copays, and changes in some plan structures despite thousands of emails sent by MTA members. The Commission's funding from the legislature has a shortfall in meeting coverage obligations, and so the Commission has taken this action effective beginning July 1, 2015.

While there are variations between plans, essentially deductibles for individuals will increase from \$250 to \$300 and for families from \$750 to \$900. Copays, depending on tiers, will go from \$25/\$30/\$45 to \$30/\$60/\$90.

Two Preferred Provider Option plans (PPO), Tufts Navigator and Harvard Pilgrim Independence, will switch to POS (Point of Service) plans which require a primary care physician and referrals for specialists. The POS plans do have an out-of-network provision similar to the PPOs.

The GIC will be conducting health fairs across the state where members can look over the plans and ask questions. Participants should consider their own

health needs and look over the various plan changes during the open enrollment period to be sure to align insurance plan with their own health care needs.

The GIC is an independent agency, and although it gets its funding from the legislature, it is not easily influenced by participant protests. Where member activism can be effective in influencing health insurance costs is by lobbying the legislature to increase its funding to the GIC.

The union anticipates that Gov. Baker's budget proposal for FY2016 will call for increasing participants' premium contributions. Most members are currently paying 20 percent, but those hired after 2008 are paying 25 percent. The contribution rate is set by the legislature and would be part of the budget deliberations.

Given the cost shifting already implemented by the GIC, MCCC members should be ready to lobby against any other insurance increases when the legislature deliberates over the FY16 budget. The MCCC will be organizing strategic actions and asking for members to call their legislators when the time comes. ■

Chapter	Allotment	Target	Total Membership
Berkshire	7	3	148
Bristol	26	10	523
Bunker Hill	27	11	553
Cape Cod	11	4	225
Greenfield	8	3	169
Holyoke	18	7	369
Massasoit	20	8	399
Mass Bay	11	4	225
Middlesex	22	9	451
Mt Wachusett	15	6	306
North Shore	21	8	425
Northern Essex	17	7	345
Quinsigamond	25	10	500
Roxbury	6	4	132
Springfield Tech	16	6	318
TOTAL	250	100	5088

— ADJUNCT/PART-TIME CORNER —

The MCCC welcomes adjunct faculty and part-time staff to contribute their perspectives to a regular guest column in this space. Submissions should be no longer than 400 words and sent to MCCC Communications Coordinator Don Williams at Communications@mccc-union.org

Part-time Workers & Full-time Snow Days

By Trudy Tynan
*Part-time Professional Writing Tutor
Holyoke CC
Past MCCC Director*

SNOW! I won't even try to be polite. We're a &*!% of blizzards beyond that.

You see part-time professionals don't get paid unless we work. And we don't work when the college is shut for snow or other emergencies.

Yes, everyone else—full-time staff, faculty, deans, adjuncts—gets paid when

ordered to stay home. And part-time professionals don't think their treatment is fair or right. At least, that was the loud and clear message from your comments on the Day Bargaining Committee's recent survey.

So, maybe the time has come for us to work for ourselves through our union to fix this. And we don't need to wait for a new contract to be negotiated.

For starters, under the current contract, part-time unit pros can—and should—ask to make up the missed hours. The make-up hours must be worked before the close of the next pay period. Here is the relevant language from the contract:

"Whenever a College is closed due to inclement weather or other emergency situations, a part-time professional staff member who is paid on an hourly basis may, with the supervisor's approval, re-schedule and work the hours missed not later than the end of the subsequent payroll period, provided that in rescheduling such missed hours the professional staff member not work more than 37.5 hours in any week. Such requests shall not be unreasonably denied."

So, what happens if the president looks out of the window and decides to send

everyone home an hour into your six-hour shift? The state says the college must pay you for at least three hours.

"When an employee, who is scheduled to work three or more hours, reports for duty at the time set by the employer, and that employee is not provided with the expected hours of work, the employee shall be paid for at least three hours on such day at no less than the basic minimum wage, " Labor and Workforce Development Minimum Wage Regulations 455 CMR 2.00

It is only a start, and we all know some unreasonable supervisors. Still, you have no way of knowing if they are going to be unreasonable about this until you ask. It's the asking that is important, and the follow-up if a supervisor balks. Contact the chapter leadership at your college and our Day Grievance Coordinator Dennis Fitzgerald if need be.

You have to do this for yourself, but you are not alone. The Professional Staff Committee is putting together a sub-committee of part-time unit pros to work on issues such as this. If you are interested, please get in touch with your campus representative or email me at ttynan@sprynet.com. ■



Trudy Tynan from Holyoke Community College pictured here speaking before the MTA Annual Meeting.

(Photo by Don Williams)



MCCC News

<http://mccc-union.org>

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The MCCC News is a publication of the Massachusetts Community College Council. The Newsletter is intended to be an information source for the members of the MCCC and for other interested parties. Members' letters up to 200 words and guest columns up to 400 words will be accepted and published on a space-available basis. The material in this publication may be reprinted with the acknowledgment of its source. For further information on issues discussed in this publication, contact Donald Williams, North Shore Community College, One Ferncroft Road, Danvers, MA 01923. email: Communications@mccc-union.org

Carol Gray Statement . . . Continued from front page

My background:

- GCC Adjunct, criminal justice & political science, since 2007
- J.D. (Northeastern)
- Masters in Advocacy (Georgetown University Law Center)
- International Human Rights Law diploma (American University in Cairo)
- Fulbright Scholar, Concordia University, Montreal
- Public Defender, Springfield, MA 2001-2004
- Married with a 10 year old son

My union work:

- Co-chair, MCCC's statewide Adjunct

Committee 2012-2013

- Attended MTA's Collective Bargaining School, Aug. 2012
- Chair, DCE Bargaining Team Feb.-June 2013
- Presenter, international adjunct conference, Mexico (Coalition of Contingent Academic Labor)
- GCC's Adjunct representative 2012-2013
- Received MCCC's adjunct award (John A. Palmer III Award for leadership & dedication to adjunct faculty)

I hope you'll use one of your two DCE director votes to vote for me. ■

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.

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.

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