

# MCCC News

208

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## MCCC Delegates Pass Budget at Annual Assembly

The annual MCCC Delegate Assembly brought a strong 110 members to Marlborough, on Saturday Apr. 25 to conduct the major business of the union. The chief responsibility of the meeting is to consider bylaw changes and to approve the budget for the next fiscal year. But it is also an opportunity to recognize and honor members' contributions to the union's work.

### Awards

Paul Weeden of Massasoit Community College was presented with the Jonathan Butler Award for outstanding chapter president. In introducing the award to Weeden, who teaches Culinary Arts, Kenn Anania, using some clever

word play described him as "aromatic, spicy, subtle, bold, but always sweet."

Anania pointed out that his chapter limits presidents to two terms, so it is challenged to develop new leaders. He "piqued" Weeden's interest in running

for the presidency, and after elected, "Paul steeped himself in our day and DCE contracts, our chapter bylaws and policies, and he kept learning and expanding his repertoire. His running of meetings folded and blended numer-

ous opinions, and he managed to bake a consensus."

The Butler award was the only award that President Joe LeBlanc had on the agenda, but in a surprise move to him, Vice President Donnie McGee rose and announced that there was another award to be presented. She then called LeBlanc to the podium and presented him with the Donnie McGee Strategic Action Award. She noted that LeBlanc began his state wide union activities as Strategic Action Coordinator and cited his deep involvement in campaign and legislative activities, helping to make the MCCC a significant voice for public higher education in the State House.



Massasoit Chapter President Paul Weeden (center) was presented with the Jonathan Butler Award for outstanding chapter president by President Joe LeBlanc. He was nominated by Kenn Anania (left). (Photo by Don Williams)

### Budget and Dues

Treasurer Phil Mahler presented a synopsis of the 2015-2016 budget, explaining significant aspects of expenses and income. The Finance Committee and later the Board of Directors had pored over the plan to compensate for decreasing dues revenues resulting from reductions in membership by cutbacks at the colleges.

Mahler explained that MCCC's portion of members' dues had not gone up in the last three years as the union had spent down excess reserves. And despite several cost-cutting measures by the Fin Com and Board, the budget called for a \$20 per year increase in the MCCC dues. The MTA and NEA portion of members' dues are assessed at their annual meetings.

The members passed the budget after a discussion with little contention. President LeBlanc thanked the Treasurer and Finance Committee for their careful work in coping with a number of challenges.

### Bylaws

There were no proposed Bylaw changes this year.

Despite no bylaws or budget controversy, there was some heated discussion over the Board of Directors' action in April to re-do the election for the Part-time/Adjunct At-large Director positions. The Board had determined that irregularities occurred in the conduct of the original

*Continued on page 2*

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## Last Issue for Agency Fee Payers

This will be the last issue of the MCCC News that will be mailed to community college faculty and staff who choose to pay the agency fee and not to join the union.

The MCCC is not required to provide the newsletter to non-members, but we have felt that it was a good policy to keep agency fee payers informed about what the union does on their behalf.

But the MCCC is facing declining membership and revenue as community colleges see declining enrollments. As a cost-cutting measure, the MCCC Board of Directors decided to save money on printing and postage by no longer sending the newsletter to people who choose to not join the union.

Over 99 percent of full-time faculty and staff belong to the union, but a significant number of part-time faculty and staff do not belong. Many may mistakenly think that they are union members because they have been receiving the newsletter.

Belonging to the union has many significant benefits beyond the newsletter, but that is one that everyone can use. The union hopes that agency fee payers will decide to join the union and enjoy the full benefits of belonging. For those who don't, the newsletter will continue to be available on the MCCC website: [mccc-union.org](http://mccc-union.org). ■



## Day Negotiations Update

As chair of the Day Negotiations Team, I would first like to introduce our team members: Courtney Derwinski (MTA), Spokesperson, Rosemarie Freeland (GCC), Vice Chairperson, Margaret Wong (QCC), Secretary, Catherine Adamowicz (BrCC), Tom Kearns (MaCC), Jim Korman (MWCC), Aaron Levin (HCC), Ellen Pratt (MWCC), Joe LeBlanc (MCCC President), Donnie McGee (MCCC Vice President), and Dennis Fitzgerald (Grievance Coordinator), consultant.

The Day Negotiations Team has been meeting regularly since our appointment. The team has thoroughly reviewed the member survey and is working diligently to research and complete our asking proposals.

The first meeting with management was held on April 8. At the meeting we did introductions of the members of both teams and adopted ground rules for negotiations. Representing management are the following: Steve Fabrucci (NECC), Greg Sethares (BrCC), Susan Miller (CCCC), Bill Daring (QCC), Carol Wolff-Fallon (President's counsel), John Casey (President's counsel), Peter Sennett (GCC), Melissa Fama (MWCC), and Mike Murray (DHE).

The ground rules that were adopted include several very important provisions; most notably, communication lines will remain open during bargaining. Although the negotiations will be conducted in closed session, "The parties reserve the right to communicate with their respective constituencies concerning the negotiations

and to communicate with others concerning the negotiations consistent with the requirements and limitations of law." Other ground rules address typical issues such as rights to caucus, meeting cancellation notification, and note taking.

The second meeting with management was held on April 29. As management has not yet received fiscal parameters from the state, by mutual agreement we began discussion of three key state and federal law changes that require negotiation. These three laws relate to maternity/family leave, domestic violence leave, and the new sick leave law for part-timers (regarding this particular law, we are still awaiting the state regulations).

The team has been meeting to continue work on our asking proposals in advance of our next scheduled meetings with management (May 20 and May 28).

We look forward to working on your behalf and will keep you updated on our progress via email, the MCCC Executive Committee and Board of Directors as well



MCCC Secretary Claudine Barnes (right) who chairs the Day Bargaining Team along with vice chair Rosemarie Freeland, reported on the status of bargaining at the Delegate Assembly. (Photo by Don Williams)

as the MCCC News. While we realize that summer quickly approaches and many of you will less frequently check email, we urge you to continue paying attention to our various lines of communication. Given the current state administration and

fiscal situation, negotiations may require the assistance and action of members. We will diligently keep you posted with updates.

On behalf of the team,  
Claudine Barnes (CCCC), Chair ■

## Roxbury Members Vote "No-confidence"

Members of the Roxbury Community College chapter took the significant action of taking a no confidence vote of college President Valerie Roberson on April 2nd. The vote passed by almost a two-thirds majority of the 130 faculty and staff members.

After the vote the chapter held a rally on campus, led by chapter co-president Ruth Kiefson, that was joined by RCC students and supporters from other MCCC chapters. There were a number of issues that drove the chapter to take the action, but the central complaint was severe budget cutting measures that the faculty and staff see as compromising

the college's core mission.

There have been cuts in staffing, class sections have been reduced and class sizes increased. The union also made allegations of unsafe science labs and no-bid contracts being awarded. Chapter leaders also said that the college president has not been responsive to their requests for information and has created a culture of fear and intimidation.

President Roberson was appointed in May of 2013 after former president Terrence Gomes stepped down. Roberson admitted to the Boston Globe that her administration has made some mistakes but said, "There's no ill intent,

we certainly intend to fix every problem." Gerald Chertavian, chair of the college's trustees, expressed confidence in Roberson.

But taking a vote of no confidence is a serious move, and one that is not taken lightly. In an April 16 letter published in the Globe, RCC staff member Tom MacDonald said, "If our education leaders cannot protect the primacy of a healthy learning environment, it falls to faculty and students to raise their voices." ■

## MCCC Delegates Pass Budget . . .

*Continued from front page*  
campaigns/election that invalidated the one portion of the election.

A number of delegates, primarily adjunct faculty, many of whom were first time delegates, rose to appeal the Board's decision to re-do the election. Parliamentarian Patti Legault-Frank explained the violations of MCCC election policies that prompted the decision to invalidate the original election for At-large Directors. Although the explanation did not satisfy all of the dissenters, the Assembly did not change the Board's decision and the election continued with a May 22 closing date.

Delegates enjoyed a buffet luncheon at the Courtyard by Marriott facility, and the meeting adjourned shortly after the meal. ■

### Write Us

#### Letters to the Editor

Only submissions by MCCC unit members will be accepted. Letters should be no more than 200 words in length. The author must include name and chapter affiliation, which will be published with the letter. Authors must provide the editor with contact information in the form of either email address, mailing address or telephone number. Letters will be published on a space available basis and may be edited for length and appropriateness. Not all submissions can be published.

#### Guest Columns

Guest Columns should be no more than 400 words in length. Columns by authors who are not MCCC members may be accepted. The author's name and affiliation will be published with the column.

#### Mail to:

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

#### Or email:

Communications@mccc-union.org



Roxbury Community College faculty and staff were joined by MCCC Executive Committee members Joe LeBlanc and Liz Recko-Morrison as the chapter protested actions by college president Valerie Roberson. (Photo by Scott McLennan)



# Searching for Meaning in a Challenging Year

It has been a helluva year. Some of the reasons are normal and expected: day bargaining, union/management committee, MCCC Board, chapter, Commissioner of Higher Education Search, MTA and legislative meetings. On April 2, I met with state reps. and senators to push back against the Governor's plan to increase our health insurance costs and ended my day with informational picketing at Roxbury Community College. This was a normal day in my spring semester.

Other reasons are not. Administrators and members make demands. These demands are sometimes made by email in the early hours of the morning. I read the message over after breakfast and think, "Sure. No problem. Let me drop everything and work on your problem. The other 3,221 members will just have to wait." This is ridiculous, of course. I finish my second cup of coffee and realize that most emails and problems sent to me at 3 a.m. should wait their turn.

Your union leaders have busy lives and our jobs aren't getting any easier. The MCCC's organizational structure is largely unchanged from an earlier era when we were about half our present size and when it was possible (though not easy) to run our big, complicated union with a dedicated core of chapter volunteers. We've postponed changing our organizational structure. We've postponed adding additional officers, coordinators, etc. and have assigned the work to four statewide officers and a handful of coordinators. Chapter presidents and local grievance and other officers are increasingly overburdened.

When I was first elected to statewide

office, I knew the work would be difficult. Our union has enormous responsibilities to negotiate and enforce two contracts affecting the salary, benefits and working conditions of thousands of members. We've suffered zero years and at times the Commonwealth seemed to give us no respect.

In recent years, we've bargained and won every increase granted to other unions. Our political/strategic action work is the best in the public higher education system. Our faculty and professional staff are paid salaries that compare favorably to peer institutions. DCE faculty work under a contract and earn salaries that shine compared to most other community colleges in the nation.

But, it's never enough. Problems arise. Questions are asked. Grievances are filed. Impact bargaining is scheduled. Another hundred emails have popped into the in-box. By now, you might sense it has been a tough year. April and May have been hectic. June will be no better and the summer will be filled with day bargaining, communicating with chapters, reviewing local bylaws and policy, and planning member recruitment campaigns as new hires arrive in late summer.

A boost to my tired soul arrived just in time on May 16. Our commencement speaker, Helen Ubinas dropped out of UConn. She failed at telemarketing and was looking for direction and meaning. She enrolled in my Journalism class where she learned to report and write and also met her future husband. Helen worked her way up to editor at the NECC Observer, and helped our student newspaper win a couple of national awards, transferred

to BU, worked for the Hartford Courant, earned a team Pulitzer Prize for breaking news, earned her master's degree and became the first Latina columnist in the paper's history. She now writes a column for the Philadelphia Daily News.

Helen connected and found meaning at Northern Essex. She discovered how she wanted to spend the rest of her life. "It has been a really crazy, meaningful ride to do something I love, which believe it or not isn't so much about writing – although of course I love that – as much as it is telling stories about marginalized people," she writes an email to me. "Somewhere along the way I found a way to use my voice to give others one. It hasn't been a bad gig. I know you're not at the NECC Observer any more, but I want you to know that those remain the days I found myself and my future."

Helen impressed everyone at our commencement. I'll be thinking about her speech, titled "Your voices matter" the next time an administrator or even one



*Joe LeBlanc, MCCC President*

of our members is trying my renowned patience. I can always do better in my often crazy but meaningful job as MCCC President. ■

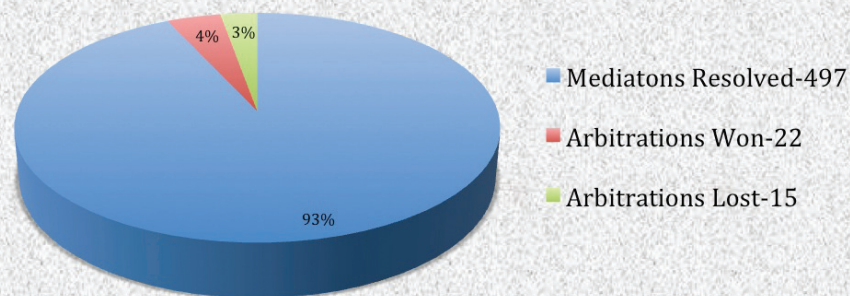
## Mediation Is Preferred Course of Action

MCCC Day Grievance Coordinator Dennis Fitzgerald presented to the Board of Directors a pie chart of MCCC Day Contract Mediation and Arbitration history since 1996 when mediation was first introduced.

At Mediation the union and management work with a neutral third party to reach settlements to grievances. An issue is "resolved" in Mediation when both

sides reach a satisfactory result. These results are on an individual basis, and do not set precedent. When a resolution cannot be reached at Mediation, the union then often goes to the more formal process of Arbitration where a third party arbitrator renders a decision that both sides are obliged to accept, and these decisions do set precedent for the community college system. ■

**Mediations Resolved vs. Arbitrations Prosecuted  
Since Mediation Process Was Implemented On  
February 29, 1996**



## MOVING?



Please make sure the MCCC has your correct mailing address. This affects receiving the newsletter, elections, important mailings and notices. Call the office at **1-877-442-MCCC** toll free or go online at <http://mccc-union.org/ChangeMyAddress/>



*Retired member Frank Leary, who now co-chairs the MCCC Political Action Committee, solicited contributions from members Henry Camillo (left) and Tom Kearns both from Massasoit Community College at the Delegate Assembly. The PAC raised over \$1500 at the event.*

(Photo by Don Williams)



# NSCC Hosts Spring Legislative Breakfast



The North Shore Community College chapter was one of several that held legislative breakfasts during the spring budget process. Pictured here at the Lynn Campus meeting are, from left, Senate Majority Leader Thomas McGee (Lynn), Rep. Brendan Crighton (Lynn), Mary Jules, aide to Rep. Robert Fennell (Lynn), and Rep. Donald Wong (Saugus). (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](mailto:Communications@mccc-union.org)

## Know Your Day Contract

### June 2015

**June 1** Applications due for Sabbatical Leave beginning January 1 for professional staff or Spring semester for faculty. (p. 24)

Professional staff work beyond the Academic Year. The dates below do not affect faculty.

**June 1** E8-Summary Evaluation by supervisor due (p.51).

**June 1** Letter stating preferred work assignment submitted each year to supervisor (p.46).

**June 1** Develop E-7 Form with supervisor. E-7 Form serves as basis of evaluation for the year. E-7 includes job description items (goals), objectives (if mutually agreed), and activities/methods (p.107).

### July 2015

**July 1** Notification of work assignment due from supervisor (p.51)

**July 1** Off-Campus Days-3 days off campus for activities outside of those assigned (conferences, catching up on literature in the field, etc.). They may be taken in increments of a half-day or more. The 3 off campus days begin with fiscal year (p.46) ■



## MCCC Members Can Save with MTAB

As an MCCC member (not agency fee) here are just a few of the possible savings available to you through the MTA Benefits program.

Program/Vendor	Savings
Car Rentals	\$50
Home Mortgage	\$850
Wireless Service	\$75
New England Aquarium	\$24.95
Peabody Essex Museum	\$20
Berkshire Museum	\$13
Worcester Art Museum	\$14
<b>Total</b>	<b>\$1,046.95</b>

Check out the over 300,000 discounts available to you nation wide by searching online at [mtabenefits.com](http://mtabenefits.com). Or call with questions at 800.336.0990.

## 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.