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# MCCC News



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## Chapter Presidents Organize to Defeat Question 2



MCCC chapter presidents met with the leadership at the Union office in Worcester in early September to work on organizing at the chapter level. They were joined by MTA President Barbara Madeloni for a photo supporting the No on 2

campaign against the ballot initiative on Nov. 8. MTA is putting a major effort into defeating this Question. Members are urged to do everything they can in this campaign. (Photo by Don Williams)

## DCE Bargaining Team Gets Contract Talks Underway

**B**argaining for the DCE contract covering part-time teaching has begun. After several preparatory meetings, the MCCC team has started meeting with the management team to begin the process of negotiating a successor agreement for the 2013–2016 contract.

Although the current contract has expired, the provisions remain in effect until the successor agreement is completed. There is one more raise of 4 percent that was negotiated under the old contract in what is called an “outside year” that is due in January 2017.

The MCCC team consists of 3 adjunct members: Sandra Howland from North Shore, Linda Grochowalski from Quinsigamond, Patrick Lochelt from Northern Essex, and MCCC Secretary DeAnna Putnam from Bunker Hill. There are three full-time dual members who also teach DCE courses: Nina Keery from Mass Bay

and John McColgan from Roxbury. The MCCC President Diana Yohe and Vice President Jeff Seideman are ex officio members of the team, and Thom Simmons

from Greenfield. MTA Consultant Ted Lewis is the team spokesperson.

The management team is DCE Bargaining Team began meetings with

management in September. Members pictured here at the first meeting are DeAnna Putnam, MCCC Secretary; Linda Grochowalski, QCC; John McColgan, RCC; Jeff Seideman, MCCC VP; Ted Lewis, MTA; Diana Yohe, MCCC President; Sandra Howland, NSCC; Patrick Lochelt, NECC; and Nina Keery, MBCC.

The MCCC team has been evaluating the member survey that was done. Meetings with management have been preliminary, focusing on ground rules and procedures. Once these issues are settled, bargaining will begin to intensify. ■



The MCC DCE Bargaining Team began meetings with management in September. Members pictured here at the first meeting are DeAnna Putnam, MCCC Secretary; Linda Grochowalski, QCC; John McColgan, RCC; Jeff Seideman, MCCC VP; Ted Lewis, MTA; Diana Yohe, MCCC President; Sandra Howland, NSCC; Patrick Lochelt, NECC; and Nina Keery, MBCC. (Not pictured Thom Simmons, GCC)

(Photo by Scott McLennan)



## Fitzgerald Delivers Day Grievance Report

The MCCC's coordinators give regular reports to the MCCC Board of Directors every semester. At the September meeting, Day Grievance Coordinator Dennis Fitzgerald gave his report detailing the activities he has been involved with and the trends Day Unit members are experiencing since his Spring report.

Fitzgerald walked the Board through a Powerpoint review of cases, MOA's (memoranda of agreement), legal opinions and campus issues.

He put a special focus on two issues that could significantly affect members' retirements for faculty and professional staff members in particular circumstances.

One situation affects faculty who teach in programs that require work outside the academic year. These are primarily, but not exclusively, health related programs where outside accrediting agencies require additional instructional time. The "Academic Year" is stipulated in the Contract sections 1.02 and 12.03. It is different from a college's academic calendar. In basic terms the year cannot begin before Sept. 1 and ends May 31 (exclusive graduation). Faculty work a 9-month year.

Members at some colleges were not being paid appropriately for that additional work. At some colleges there existed a discrepancy between the academic calendar and the Academic Year where colleges claimed that faculty were required to work as part of their regular workload during intersession. Bunker Hill was a focus case for this situation where there was a "past practice" of working during Semester Break, Spring Recess, and a One-time After Semester.

Fitzgerald cited a 2013 grievance resolution that requires faculty to be compensated for work outside the Academic Year at the rate of 1/160<sup>th</sup> of their full-time salary per day.

At some colleges the additional pay was issued only for the work week where the additional work was performed. This results in one-time spikes of salary that the state retirement board may interpret as "bonus" rather than salary, and therefore may exclude those amounts from the member's highest-years salary calculation. Because the additional instructional time is a programmatic requirement, and performed as a regular part of the member's work, the additional pay should

be annualized. That way the additional pay will clearly be part of the member's retirement

Fitzgerald is monitoring compliance with both the Academic Year interpretation and the proper calculation of pay. If members have questions they should contact him or their chapter grievance officer.

A related retirement issue affects Professional Staff who take the 10/12<sup>th</sup> work option. Section 12.04 C 9 allows that, with the college's approval, a member may work a 10-month year at reduced pay and benefits. Members taking this option are advised to have their reduced pay annualized—rather than not be paid for the 2 months not worked (typically July and August).

Fitzgerald discussed issues related to students having the right to audio tape classes under the Americans with Disabilities Act requirement for "reasonable accommodation." The colleges have a wide variation on how to implement audiotaping, and he said that unfettered taping can create problems for faculty members.

Quinsigamond Community College

has a stated policy on audiotaping that can be a model for other colleges. The provisions make these following limitations to taping lectures:

- May not be shared
- May not be used against faculty or students
- Protected under federal copyright laws
- May not be published
- Must be deleted when material is no longer needed
- Students must sign a release.

Fitzgerald suggested that the MCCC may want to bargain over this issue in the future.

His presentation concluded with an extensive list of 54 pending cases on the grievance docket. ■



Day Grievance Coordinator Dennis Fitzgerald gave a detailed presentation to the MCCC Board of Directors.

(Photo by Don Williams)

## Day Contract Funded

The supplemental budget (HB 4517) that includes the 2% retroactive funding for **year one** (July 1, 2015, - June 30, 2016) of the MCCC Day contract passed both the House and the Senate on Sept. 29. The Governor signed the bill on Oct. 6. The next step is for the funding to go through the Comptroller's office, which could take a few weeks. Once the Union has reliable information on when the money will appear in member paychecks, members will be notified.

On September 2, the MCCC and the Employer (college presidents) entered into an agreement for the payment of the classification money (\$500 - \$950) and the 2.5% pay raise for **year two** of the contract. This allowed members to receive their raises earlier than the legislative process could.

Payout to day contract members, according to that September agreement is as follows:

- 2% year one raise (as of 7/1/15) added to base (no payment of the money owed until the contract is funded; once funded it will be paid out in one lump sum) – new base #1.
- As of 6/30/16, the addition of classification money (ranging from \$500 to \$950 based on rank changes, grade changes, post-tenure review, etc.) – new base #2.
- 2.5% year two raise (as of 7/1/16) added to base – new base #3. This new amount will begin to be paid in the October 7 pay advice or no later than the October 21 pay advice.
- Retroactive pay from 7/1/16 to 9/17/16 will be paid in one lump sum in the October 21 pay advice.

The process for funding contracts is a drawn out one, and it leaves employees anxious that after protracted and tense negotiations something might jeopardize the funding. Members who have been around for a long time remember protracted funding processes under Governors Weld, Cellucci and Romney.

One solution that the Union has pushed is for the legislature to appropriate a contract reserve fund. A governor would propose such a reserve in the initial budget knowing that contracts were being negotiated. When the contracts are settled, the money would be there to pay the raises. Once the first year of a contract is funded, the subsequent years' funding is secure. ■

### 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.

## Free Life Insurance for Union Members

Members of the MCCC are also members of the National Education Association, and as an NEA member you are automatically covered by the NEA Complimentary Life Insurance (formerly known as NEADUES-TAB) term life insurance. It is a guaranteed benefit for Active and Life members. All you need to do is register your beneficiary.

The free program offers \$1,000 of term life insurance, up to \$5,000

(depending on years of membership) of accidental death and dismemberment coverage, and up to \$50,000 of AD&D insurance for any covered accident that occurs while on the job or serving as an association leader.

To register your beneficiary or to obtain more information call 1-800-637-4636,

or go to <http://www.neamb.com/insurance/nea-complimentary-life-insurance.htm> ■

# Two Visions of Our Union. One Choice.

Many of us may have a preconceived vision of what a union is or should be. Two different visions answer the questions: Is a Union service based? Is a Union member based?

In the first vision, the one that has been dominant in our union for many years, the MCCC is primarily a service organization to help members with problems. When you have a problem, you outreach to your local chapter president or grievance coordinator and ask for his/her help in addressing or resolving the problem.

Chapter grievance coordinators know the contract, know past practice, know players on campus, and can solve the problem or offer informed advice. Sometimes the message isn't what you want to hear – "Sorry; under the contract, they can do that, and there is nothing we can do to stop it" – but you know you are getting someone who will be on your side and can give you the authoritative word.

If you are a member with a problem, that's a tremendous asset. If you don't have a problem (right now), it's great to

know that someone has your back and will be there to help you out. The union is there to play defense, to help out those under attack.

In the second vision of a union, in the kind of union I hope we can build, the *members are the union*, understand that to be true, and want it to be true. Members don't call "the union" to ask what "it" is doing about a problem, but instead say: "We have a problem. We need to get together and figure out what we [as educators, working through our union] can do about it." And then, acting together, the members do address the problem.

In this model of a union, the members and union are pro-active. The union's approach is: *We need to be setting the agenda* and letting our opponents worry about how they can stop us; we need to be pushing forward on so many different fronts that our opponents despair about how they can hold back our energy and enthusiasm, especially when our suggestions are so sensible and we've built such widespread public support.

Generally speaking, we all want the

union to be both things; it's "just" a question of how much emphasis to give to Vision One (servicing) as opposed to Vision Two (organizing).

It's useful to always keep those two visions in mind. To what extent are we being defensive and reactive, servicing members when the attack hits them? To what extent are we organizing and being pro-active, getting together to decide what matters to us and determining how to realize our vision? Those two approaches apply to everything we do, from defending the contract to bargaining a new contract to promoting legislative and political change.

Look at your local chapter leadership. How many *different* people are engaged in the various chapter leadership roles; i.e. Director, President, Vice President, Secretary, Treasurer, Day Grievance Coordinator, DCE Grievance Coordinator, SAC Representative, Professional Staff Representative, Adjunct Representative, Day MACER, DCE MACER, etc.?

Our strength in reaching any goal is through the engagement of all our members. The Day contract bargaining



Diana Yohe, MCCC President

team was unable to move negotiations at the table until the members joined a "work-to-rule" action. The Day contract funding finally was finally passed by the legislature and signed by the Governor on October 6 through the collective action of all MTA members in contacting local representatives and senators.

Two visions, but only one real choice. #Respect4MCCC. ■

## New MCCC Web Site to Launch Soon

Technology changes rapidly, and it is challenging to keep up with the myriad changes. The MCCC has been increasing its social networking presence. With a new Facebook page along with more active Twitter accounts, the MCCC website was falling behind the technology curve.

MCCC Webmaster Tom Powers gave a preview of the new MCCC website he has been working on to the MCCC Board of Directors at its September meeting. Discussion has been going on for a while about updating the website. It is one of the first things the new MCCC leadership has focused on. Powers has been busy over the summer doing a complete redesign of the site.

The MCCC website contains a wealth of information, resources, and services like address changes and paying dues. It has extensive archives of forms, records and contracts, but with all that content, navigation has gotten complicated.

Because the existing site was created in older technology, it was impossible to make it compatible with the increasing use of devices other than computers such as tablets and smart phones of varying sizes. So the site had to be completely recreated to reflect the needed functionality of today's devices.

Powers uses a program called WordPress for the new site, which has the ability to sense the type of device accessing the site and to configure the display to be compatible with the device. The example he used was a page that

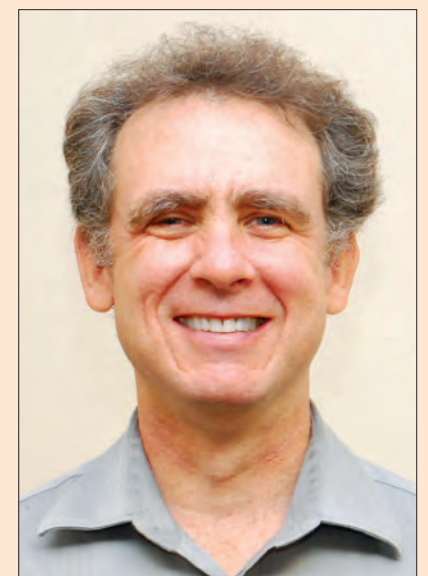


MCCC Webmaster Tom Powers gave a preview of the redesigned website to the Board of Directors in September. The site is still in development, but the Directors were given access to beta test the site before it goes public. (Photo by Don Williams)

would be displayed in two columns on a computer screen, would reconfigure to be one column on a smart phone. MTA is hosting the site and has been providing technical assistance.

The site is not yet ready to go public, but the Board of Directors did get the offer

to preview it and to beta-test the site to test for any problems. Powers said it can take a while to find all of the possible glitches, and that even after the site goes public, there will probably be things to adjust. It is hoped the site will be available to everyone in the next couple of months. ■



## Lewis Named New MTA Consultant for MCCC DCE

Ted Lewis moved into the role of MTA consultant to the MCCC DCE Unit. He replaces Bob Whalen who moved into a different position within MTA. As with his predecessor, Lewis will also work with the State University DCE Unit representing their adjunct faculty.

Lewis began his career as a classroom teacher in Brooklyn, NY. But he later moved into working for educators' unions. Before coming to Massachusetts, he was working for

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# ADJUNCT CORNER

## — OPINION —

### Adjuncts and Student Loan Debt

By DeAnna Putnam,  
MCCC Secretary and adjunct at  
Bunker Hill Community College

The burden of student loan debt held by college students or recent graduates has caught national attention, but the real story is that the crisis already is a generation old.

College students don't realize that their faculty cannot afford their own student loans. After all, we were once students, too.

Initial research indicates that 20% of MCCC adjunct faculty cannot afford their student loan payments and individually owe between \$50,000-\$100,000.

You may or may not be aware that all community college employees are – in theory – eligible for student loan debt forgiveness, whether working full- or part-time. If you pay your monthly payment without fail for 10 years (no deferment or forbearance allowed) then

your remaining debt can be forgiven.

Here's the catch: I don't know any adjunct who hasn't needed to defer student loans at some point.

Our community college presidents have deliberately underemployed and underpaid its faculty while at the same time expecting them to have expensive advanced degrees. They sell higher education to the masses as a path toward gainful employment while showing that as employers they themselves do not really value a college education.

Furthermore, while ensuring that college faculty cannot repay the federal government for loans, the community colleges still benefit from federal aid granted to students to pay tuition and fees. Thus I believe it is accurate to say that both the Commonwealth of Massachusetts and our college presidents are, in this way, stealing from the federal government.

Our Day Unit faculty members and professional staff are getting screwed over as well by a booby-trapped system. One of our full-time faculty members was penalized for OVERPAYING with regard to her monthly student loan payment rather than paying the exact amount due. You read that right: She is being punished for good stewardship.

By the way, other educators working in urban environments and with certain demographics might be eligible for student loan forgiveness in as few as three years. Why not us?

We cannot accept the current system, which ensures as few community college employees as possible qualify for debt forgiveness even though if anyone deserves debt forgiveness, we do.

The wildest route to overturn this injustice would be a full-on debt strike undertaken by community college faculty and professional staff in the spirit of the Corinthian College debt strike. It's been said that if you owe the bank \$100,000 the bank owns you, but if you owe the bank \$100 million, then you own the bank.

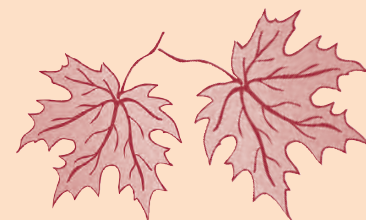
Collectively, adding up all our student loan debt, Massachusetts community college employees might just "own the bank." MCCC and MTA must take our student loans as seriously as it takes the issue of health insurance and retirement. A vast number of its members are drowning in this debt.

Before we could ever advocate for our students regarding student loans, we first must save ourselves.

DeAnna Putnam may be reached at [Secretary@mccc-union.org](mailto:Secretary@mccc-union.org). ■

*The opinions expressed in the column are the author's and do not represent views of the MCCC.*

## Know Your Day Contract



### October 2016

**Oct. 24** Accrued professional staff vacation time in excess of 64 days (480 hours) converts to sick time. This occurs twice per year, falling on the end of the last pay period of April and October (p. 22/44).

**Oct. 30** Last day to opt out of sick bank (p. 19/21).  
(Note: membership in sick leave bank is automatic upon first October of a member's employment.)

### November 2016

**Nov. 11** Veterans Day holiday.

**Nov. 21** Unit Personnel Practices Committee established p. 39/44.

**Nov. 24** Thanksgiving Holiday.

**Nov. 25** Professional Staff must use one of the three off campus days p. 48/54.

*N.B.* 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. Cited page numbers at left are from the 2012-2015 Agreement. Cited page numbers at right are from the 2015-2018 Agreement. ■

## Lewis...

*Continued from page 3*

unions in Wisconsin during Gov. Scott Walker's assault on public unions.

MTA consultants provide expertise and advice on processing grievances, negotiating contract language and helping to organize local members. Lewis is a key member of the MCCC DCE Bargaining Team as it moves forward towards a new contract for adjunct members.

Given its size, the MCCC is assigned two MTA consultants. Besides a shared consultant for the DCE Unit, a full-time consultant is assigned to the Day Unit.

Donna Sirutis is temporarily assigned to that Unit while MTA searches for a full-time replacement for Courtney Derwinski, who has moved to a different MTA position. Sirutis was the consultant to the MCCC over a decade ago, and knows the issues and the contract well. ■



### 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)*

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

## MCCC Nominations Open Oct. 31

Nominations will be accepted for the following positions:

- Adjunct/Part-time At-large MCCC Directors (2)
- MTA Annual Meeting Delegates Boston, May 12-13, 2017
- NEA Representative Assembly Delegates Boston, June 30-July 5, 2017

## Nominations Close Thurs., Feb. 9 at 4 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 24 at 4:00 P.M.

Forms will be available on line at the MCCC website: [www.mccc-union.org](http://www.mccc-union.org).



#Respect  
4MCCC.