

MCCC News



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MCCC Starts Contract Action

Exasperated with the slow progress in Day contract negotiations, the MCCC Board of Directors established a crisis action team after the MCCC Negotiating Team reported at the August meeting.

Team chair MCCC Secretary Claudine Barnes and MTA Consultant Courtney Derwinski said that after 13 team meetings and 11 sessions with management's representatives there had been only minor progress with tentative agreements on what they labeled "clerical" issues.

They then detailed a litany of negative proposals from management that would increase workload for faculty and staff, weaken some benefits, as well as take away job security provisions.

Most significantly, they reported

that management's proposals have included no financial parameters. Other higher unions at UMass and the state universities settled contracts last year that included 3.5 percent annual raises for three years. But their contracts were negotiated last year while Deval Patrick was governor.

Derwinski, who formerly worked for Wisconsin teachers' unions, commented that in her 20 years of work with unions this package contains some of the most negative proposals she has seen—particularly in such a mature contract. President LeBlanc, who has served on many MCCC negotiating teams, said, "These are the most horrific proposals since the 1999 contract."

In response to management's intransigence, the MCCC is organizing a

series of actions to be coordinated by a Crisis Action Team (CAT). Aaron Levin, Director from Holyoke CC and negotiating team member, had been appointed to serve as liaison between the bargaining and contract action teams.

The Board was presented with a number of themes and possible actions that have been suggested. Derwinski discussed a series of coordinated, escalating activities to support achieving a fair contract.

Chapters will be organizing local action teams to advance the planned MCCC contract actions. They may also include actions that exploit their unique situations such as demonstrations at local campus events.

In this issue's column, Pres. LeBlanc explains more of the specifics of both the status of negotiations and the first steps

Upcoming Events

MCCC Fall Conference

Thurs. Evening, Oct. 24
Marlborough, MA

Campus Equity Week

October 26–30

in an escalating set of actions. These are intended to bring management to the negotiating table with serious proposals in a manner that respects the collective bargaining process. ■

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Claudine Barnes, MCCC Day Bargaining Team Chairperson (right), MTA Consultant Courtney Derwinski and President Joe LeBlanc explained the difficulties in bargaining a new contract at the Aug. 19 MCCC Board of Directors' meeting.

(Photo by Don Williams)

MTA, MCCC Join in Organizing Campaign

MTA has been coordinating a joint action with the MCCC and the Massachusetts State College Association (MSCA). The program builds on work the MCCC has been doing to convert non-members to union membership. But this is a broader effort to also engage more existing members in union activities.

MTA Consultant Courtney Derwinski explained the plans that had been developed over the spring and summer to the MCCC Board. Meetings involved representatives from the NEA in Washington, MTA personnel including Pres. Barbara Madeloni, MSCA representatives, and MCCC members Pres. Joe LeBlanc, Vice

Pres. Donnie McGee, MTA and MCCC Director Candace Shivers, and Communications Coordinator Don Williams.

Four MCCC campuses were selected to roll out the activities: Bunker Hill, Holyoke, Greenfield, and Mt Wachusett. They were chosen for a variety of reasons including diversity of size and location along with locals with high numbers of both adjunct faculty and part-time professional staff who are agency payers. They will be developing outreach teams, and as the

program unfolds, they will be contacting individual members.

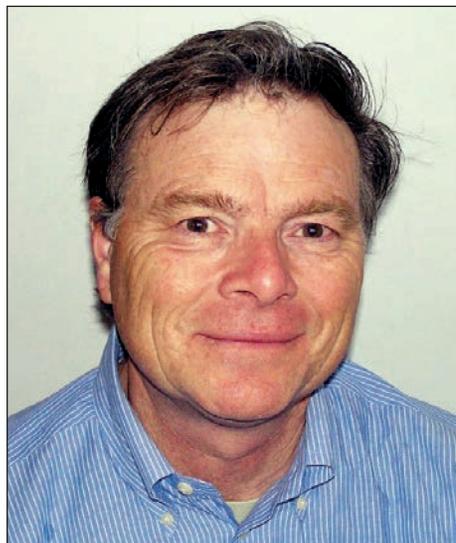
Derwinski brings extensive experience in union organizing. She was tested in the hot coals of Wisconsin Gov. Scott Walker's attack on unions and the subsequent recall election. Her experience is tempered by learning from both what worked and what didn't work. This plan builds on that experience.

Converting agency fee payers to full

Continued on page 3



Everyone Needs to Be Involved in Bargaining



Don Williams
MCCC Communications Coordinator

I had the opportunity to travel in France this summer, and to complete my vacation I experienced that very common European event, a strike.

As we exited the Autoroute for the

road to visit friends in a beach town in Brittany, we saw traffic backed-up. As an American, my first assumption was construction. But as I noticed no cars coming from the opposite direction, things seemed odd. Detours took us far out of the way—places the GPS didn't recognize as public roads.

After what must have been an additional hour of travel, we finally reached our destination, and we found out the reasons for the delay.

French farmers and fishermen upset with foreign imports and low wholesale prices for their products had dumped piles of milk, fish and manure all over the highway. I later found out that they had also coordinated blockades at the German and Spanish borders, lighting bonfires to stop trucks carrying food products. Television reports also showed them releasing pigs in supermarkets.

Give them credit for creativity and careful coordination to make their grievances known to the public. What was

French President Francois Holland's response? He supported their actions! There is a long tradition of labor action in Western Europe, and while frustrating to experience, these actions have helped to even out the economic system for average workers.

As MCCC members face difficult contract negotiations and declining rights and pay, what can we learn from European workers?

For one, everyone needs to be involved in whatever actions are planned. If only a minority of member-activists participate, the action has limited effect. These are every member's contracts, and it is the responsibility of every member to work for best contract we can possibly get. Don't ever think that management will look out for you.

Secondly, we need to be creative. Milk, fish and manure may not be appropriate for college faculty and staff, but they did get attention focused on the grievance at hand. The MCCC is working on action

plans, and each chapter may have unique approaches as well. But to be successful any action requires united strength.

Solidarity is a union watch word, but it is often taken for granted and seen as a relic of the past. But a lack of member solidarity is part of the reason unions are in such bad shape today. Union members who disagree with some part of a union's agenda and don't support the larger cause undermine the union's effectiveness.

At the birth of our nation, with 13 colonies having very different cultures and conflicting attitudes on various issues, Ben Franklin put it succinctly, "We must indeed all hang together, or, most assuredly, we shall all hang separately." And the colonies did indeed put aside their differences and commit to the revolution. MCCC members may find themselves called to action soon. Will you hang together?

United we bargain; divided we beg!—SEIU Health Care Workers Union Local 250 button. ■

Guest Column

Deflategate, Goodell, and You: Why Union Activism Is Everything

By Joe Nardoni

Middlesex Community College Director

In the Deflategate debacle the NFL's Chief executive, in attempting to use contractual power to conduct investigations and preside over hearings on behalf of the "integrity of the game," demonstrates both that unionism is not only necessary, but is also hamstrung by contractual language giving employers the right to make decisions that maybe they ought not have.

The idea behind this kind of language, such as "other duties as required," is that

the person in charge needs the autonomy to make decisions without restraint in novel situations. This is such a commonplace that hardly anyone questions it, but that's the problem. This is nothing less than absolute power.

The NFL's arguments make it clear that for them Brady's suspension must be upheld in order to preserve the Commissioner's power. The NFL claims that Goodell can perform a biased investigation of an employee, make a determination based on that report that goes far beyond what

the investigator concluded, then hear the understandable appeal to his decision under the guise that since he has the power by contract to do so, he is the best person to do so. This sounds uncomfortably like our grievance process through Step One.

The message for us in all of this is quite troubling. Every one of us is subject to the whims of our employer in the same way. It doesn't matter how great a professor or financial aid counselor you are. It doesn't matter that you have been a model of academic probity. Our rights are circumscribed by the power of the employer. Even binding arbitration isn't binding, as

our college presidents have successfully asserted on multiple occasions.

We don't even have the right, as our adjunct colleagues have learned, to assert our individual personhood as we teach our students at multiple colleges. Because it is incredibly hard to get the necessary language changes into our contract that would prevent a College President from despoiling the reputation of one or all of us the way Goodell is abusing Brady, we have to remember that we cannot trust any member of management beyond what we can verify, and we cannot allow any one of us to stand alone in trouble. ■

Arbitrator Overturns Board's Election Decertification

As you may know there has been an internal dispute over the March election of DCE/Part-time At-large Directors. On the day the election concluded the Board was also having its March monthly meeting. The Nominations & Elections Committee brought what it perceived as significant election irregularities to the Board's attention, around the inappropriate use of MCCC resources in elections. The Board voted to decertify that election and conduct a second one, in May. An appeal of these actions and decisions was rejected by the Board.

This rejection was appealed to the MTA, which led to mediation and arbitration with an MTA-supplied mediator/arbitrator. The arbitration result supports the Board's power and right to have made these decisions, and to decertify an election. However, the arbitrator said that the Board acted in an "arbitrary and capricious" manner in making its decision to decertify. Of course this can be debated, but the MCCC has honored the arbitrator's decision directing that the results of the March election be released, and that these results be certified by the MCCC. This has been done.

The elected candidates remain unchanged. Carol Gray GCC and Linda Grochowolski QCC will continue to represent part-time and adjunct members through their terms concluding in June, 2016.

This has been a trying time for the appellants and the MCCC leadership. It is hoped that we can now move forward and work on benefits for our part-time colleagues, legislatively, and on a new day contract respectful of those faculty and professional staff that President Obama and Governor Baker praise so much. ■



Aaron Levin, Director from Holyoke CC and member of the Day Bargaining Team explained the purpose and planned activities of the Crisis Action Team to the MCCC Board of Directors. Directors pictured are, at right, Joe Nardoni, Middlesex, and Tom Kearns, Massasoit also a member of the Day Bargaining Team.
(Photo by Don Williams)

Now It's Your Turn

Our day bargaining team has done its best to hammer out a tentative agreement in time for the start of the fall semester. Instead of bringing you a fair deal with a decent salary increase and language gains, we're asking you to engage in an escalating series of actions with two goals: labor unrest followed by a new 3-year collective bargaining agreement.

I'd rather be preparing new materials for my American Literature class or fighting for bills in the State House or working with our union's standing committees or serving on a Task Force for Transforming Developmental Education for the new Commissioner or reading a long-neglected collection of Billy Collins' poetry and the latest Department Q mystery. But with no opening financial offer and the beginning of September approaching, we've reached the time to collectively say, "Enough is enough."

We've tried to avoid this crisis. Our team has met 22 times and has drafted a package that reflects the interest of the hundreds of full- and part-time faculty

and professional staff who completed the day bargaining survey. The package includes the nearly impossible – four course load for faculty – to simpler matters like giving faculty workload credit for the ever increasing numbers of hours spent answering emails or giving new members more time to file classification appeals for salary adjustments that date from their time of hire.

The teams have bargained successfully over some issues. We've agreed to new language for Domestic Violence Leave and Child and Parental Leave. We've failed to reach agreement over bullying language. Management is refusing to even include the term "bullying" in the contract.

Management has presented us with the most hostile asking package since the 1999-2002 Agreement. To date, the Baker administration has not offered financial parameters. Language take backs include attacks on faculty and professional staff. Professional staff would lose off campus days. Faculty would face significant

new requirements on their course syllabi checklist. Management would gain new powers to set the academic calendar and unilaterally extend the semester due to inclement weather cancellations.

We're walking to the edge of the cliff. With no money on the table, we are unwilling to respond much further to management's package. Our Crisis Action Team, volunteers who participated in the MTA's Organizing Institute earlier this summer, has developed a plan to take our case to the public. The plan will begin with a simple ask of you. Wear a button. Wear it everyday until this action is called off or further escalation is necessary.

The button's theme for the first phase of this campaign is simple and supportive of our community colleges' mission: **MCCC Educators: We Change Communities.** Future buttons will be more pointed. Future actions will engage management's stakeholders, including college presidents and their trustees, the board of Higher Education, legislators, our students and the public. Our cause is just.



Joe LeBlanc, MCCC President

We will be impossible to ignore.

We hope to bring you a fair deal, a tentative agreement that reflects the critical importance our members play in supporting the most dynamic and transformative element of our public higher education system. The stakes are high, but we can do this together and get back to the business of making a difference in our students' lives. I appreciate your attention and support in coming weeks. I invite you to join me in wearing a button. ■

Management Negotiating Team

- Michael Murray Team Spokesperson
DHE Director of Employee and Labor Relations
- John Casey Assistant Community College General Counsel
- Deb Cote Berkshire CC Human Resources
- William Daring Quinsigamond CC Human Resources
- Steve Fabrucci Northern Essex CC Human Resources
- Melissa Fama Mt Wachusett CC Academic VP
- Susan Miller Cape Cod CC Academic VP
- Peter Sennett Greenfield CC Human Resources
- Greg Sethares Bristol CC Academic VP
- Carol Wolff-Fallon Assistant Community College General Counsel

College Presidents' Joint Study/ Labor Relations Committee

- Daniel Asquino Mt Wachusett CC
- Lane Glenn Northern Essex CC
- Ira Rubenzahl Springfield Tech CC

Joint Organizing Campaign...

Continued from front page

union membership is one focus. Over 99 percent of full-time MCCC faculty and staff belong to the union, but the numbers are much lower for part-time membership. The MCCC has been sending out mailings to agency fee payers over the past four years, and has some success.

Bob Whalen, MTA consultant for MCCC's DCE Unit has also been significantly involved in the planning. He provides a strong connection to the MSCA because he was formerly assigned to

them. The MSCA have prepared their own materials to convert agency to union membership. But there has been a lot of sharing between the two unions.

Pres. LeBlanc reminded the Directors that the MCCC has an Early Contact Program that provides \$150.00 support for chapters to hold events, such as informal off campus meetings, to meet and engage new members. There is an application process which is available in the chapter Treasurer area on the MCCC website. ■



MCCC members participated in MTA's organizing training during the summer. From left, seated, Rosemarie Freeland GCC, and Keli Gates CCCC, standing, Margaret Wong QCC, Darlene Smith HCC, Tom Kearns MaCC, Candace Shivers MtWCC, and Aaron Levin HCC.

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.

MEMBERS IN THE NEWS

Recko-Morrison Honored by Labor

MCCC Executive Committee member Liz Recko-Morrison from Berkshire Community College has been named Labor Person of the Year by the Berkshire Central Labor Council of the AFL/CIO.

Recko-Morrison is a long-time MCCC activist on both the local and state wide levels. She is currently the Director from Berkshire Community College and serves on the MCCC Executive Committee. She is Coordinator of Assessment and Testing at BCC and an adjunct faculty member. ■



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 NEA DUES-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 www.neamb.com/insurance/nea-complimentary-life-insurance.htm ■

Know Your Day Contract

September 2015

- Sept. 8** Earliest classes may begin (p. 46).
- Sept. 12** Faculty office hours must be posted (p. 46).
- Sept. 16** Course materials (Form XIII-E2) for Fall semester must be distributed to students and submitted to supervisor before end of drop/add period (p. 51).

October 2015

- Oct. 1** Tenure eligibility list distributed (p. 39)
- Oct. 1** Sick leave bank open (p. 19)
- Oct. 2** Furnish employer with dues to be deducted per employee (p. 16)
- Oct. 6** Supervisor shall return Course Materials to faculty members by end of fifth week of semester. Members have 14 calendar days to respond to supervisor's concerns (p. 55).
- Oct. 12** Columbus Day holiday observed.
- Oct. 15** Notice of termination at end of fifth year or later (p. 39)
- Oct. 24** Accrued professional staff vacation time in excess of 64 days (480 hours) converts to sick time. This now occurs twice per year, falling on the end of the last pay period of April and October (p. 22).
- Oct. 30** **Last day to opt out of sick bank** (p. 19).
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. All cited page numbers are from the 2012-2015 Agreement* ■



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

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The Savings Really Add Up!

Purchases	How Often?	Typical Savings Per Purchase	Yearly Savings
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Dining – Lunch	1 meal/week	\$3	\$156
Dining – Dinner	2 meals/month	\$5	\$120
Pizza Delivery	2 purchases/month	\$8	\$192
Entertainment			
DVD Rentals	2 purchases/month	\$4	\$96
Movie Passes	4 tickets/month	\$2	\$96
Everyday Needs & Services			
Apparel	4 outfits/year	\$25	\$100
Dry Cleaning	2 trips/month	\$2	\$48
Auto Service (2 cars)	6 oil changes/year	\$5	\$30
Beauty Supplies	4 purchases/year	\$5	\$20
Travel & Leisure			
Hotel Stays	7 nights/year	\$25	\$175
Theme Parks	4 passes/year	\$10	\$40
		Total Savings:	\$1,385

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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:

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Danvers, MA 01923

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Communications@mccc-union.org

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