

MCCC News

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Day Contract Bargaining Update

The Day Negotiations Team would like to share with our members the principles and priorities that are guiding us as we bargain a new contract, as well as the challenges we are facing to reach a fair agreement.

Background

Our team has spent a significant amount of time, including eleven (11) team meetings, preparing for these negotiations. Our preparations have included member meetings, reports from chapters about bargaining priorities, attendance at national higher education conferences, and analysis of our member bargaining survey, other higher education settlements in the state, and comparable Community College contracts. From all of these sources, we have developed proposals that reflect our concerns and priorities that are

supported by research, and incorporate the best practices in higher education.

What We're Fighting For

The proposals we're presenting in these negotiations underscore the importance of hiring and retaining quality educators to support the comprehensive and important mission of our Community Colleges. Detail regarding our proposals will be shared via our email bargaining updates. Generally, our proposals seek to do the following:

Honor the professionalism that faculty and professional staff bring to their work;

Provide increased flexibility to professional staff and faculty so we can best determine how to meet students' needs;

Promote equity between faculty and professional staff, part-time and full-time unit members, Community College educators and other Massachusetts higher education employees as well as comparable Community College systems in other states;

Respect the value that MCCC faculty and professional staff bring to the Community Colleges, their students, and the Commonwealth through fair salaries and other compensation.

The Challenges We Face

As of the end of June, our team has held six (6) full-day meetings with management. We have additional dates scheduled throughout the summer, sometimes twice a week, until the end of August. So far, we have seen little movement on many of the proposals we've presented—even



Claudine Barnes, MCCC Secretary and Day Bargaining Team Chairperson.

on minor administrative changes to the agreement. We are also concerned about the nature of proposals we are seeing from management—proposals that impact academic freedom rights, limit MCCC members' job security and voice in our work, and decrease benefits. Further complicating matters, we have not yet received financial parameters from the state, which has limited our bargaining discussions. We will provide more details regarding management's proposals and the status of state parameters in the bargaining updates you will receive via email.

How You Can Help Achieve a Fair Contract

Our power and ability to achieve a contract that values our professionalism and work depends upon the strength and unity of our members. Given the delays



Courtney Derwinski, MTA Consultant and Day Bargaining Team Spokesperson.

and challenges we are facing at the table, we believe obtaining a fair contract will require your assistance and action. We will keep you updated on our negotiation's progress via email, the MCCC Executive Committee and Board of Directors, as well as the MCCC News. We need you to do the following:

- Continue paying attention to our various lines of communication and stay updated on the progress of negotiations;
- Be prepared to join your colleagues in a robust range of actions—from unity demonstrations to higher impact actions—as needed. We have started recruiting a team to plan for actions as the fall semester approaches.

The MCCC Day Bargaining Team is working hard on your behalf, but we'll all need to work together to achieve the best contract possible. Stay tuned. ■

Adjunct Loan Forgiveness Bill

U.S. Sen. Dick Durbin of Illinois has sponsored a bill in Congress that is titled the *Adjunct Faculty Loan Fairness Act of 2015* that would include adjunct faculty in the definition of "public service jobs" that are eligible for college loan forgiveness. The bill has been co-sponsored by Sen. Al Franken of Minnesota and has strong support from the National Education Association (NEA) and other unions.

The Public Service Loan Program was designed to encourage college graduates to pursue public service jobs that traditionally have low pay, by relieving them of the

debt they incurred as students. The current wording of the law requires a person to work in a full-time position for ten years at a government or non-profit employer in order to qualify.

Full-time employment is defined as at least 30 hours per week. Given the nature of their employment, even working at multiple colleges, few adjuncts are able to meet these requirements, especially in community colleges. Yet they are vital to the colleges' missions. And their work definitely is public service.

About 70 percent of faculty are

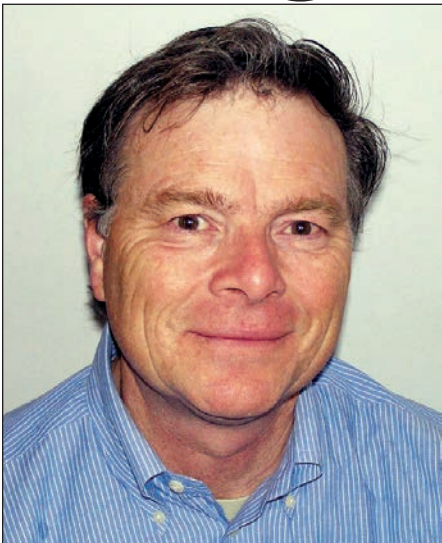
adjuncts, and nearly all have graduate degrees. It is estimated that of the 75 percent that have student loans, they average \$61,000 in student debt. Nationally, adjuncts average between \$2,000 and \$3,000 per course. At this level of pay many can barely pay living expenses, and paying off student debt is a huge burden.

Expanding the definition of a "public service job" to include teaching at least one college course at a qualifying institution at the time of a loan payment would give adjunct faculty a little more financial security. ■

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Set Higher Ed. Free



Don Williams
MCCC Communications Coordinator

It is gratifying to hear politicians call for free public higher education. Whether it's just community colleges as President Obama called for, or a broader spectrum of higher ed. as Sen. Bernie Sanders has proposed, we would join at least ten other advanced countries in Europe and South America in treating higher education as a right.

A study done by Bob Samuels, President of the University of California-AFT affiliate, looked at all the ways higher ed. is funded in the U.S. and calculated that we are almost spending enough on public higher ed. now to make it free to students if the allocation of resources were realigned.

He calculated that the price for 10.7 million public college students at the average public tuition room and board paid in 2009-10 was \$95 billion by university students and \$35 billion by community college students, making a total student cost of \$127 billion.

Although that seems like a lot of money, Samuels points out that the federal government provides \$35 billion on Pell grants and \$104 billion on student loans—loans that are serviced by private entities. And states spend \$10 billion on financial aid and \$80 billion in direct support of public colleges. Naturally not all of this would affect the \$127 billion. In the case of Pell grants at community colleges, tuition and fees for the neediest students are covered. But the cost of processing all the forms for grants adds expenses that could go towards tuition for more students.

Samuels also looked at the various tax breaks directed at higher ed., many of which advantage students attending private colleges. Research has shown that the federal government loses close to \$40 billion in tax revenues to these various subsidies, credits and exemptions.

State sponsored 529 College Savings Plans are one of the dirty little secrets of higher ed. funding. These plans allow parents to shelter money intended for college

education. Each state has a limit of over \$200,000 per individual, but an individual could have one in each of the 43 states that allow citizens from other states to invest in their plans. In the end the money could be used for purposes other than education with only a minimal tax penalty.

Growth in these plans has been astounding: from \$2.6 billion invested in 2000 to \$92 billion in 2006. Total investment was estimated to reach as much as \$250 billion in 2010. While the top 5 percent of earners had an average of \$106,250 in their accounts, people earning under \$100,000 had less than \$3,000 in theirs. The plans clearly benefit the wealthiest Americans since most lower income people don't pay enough in taxes to use these plans.

Samuels said, "529 Plans have become an effective way to subsidize wealthy people while states are forced to cut their higher education budgets due to their lack of tax revenue." His figures are a rough look at the way public higher education is funded and in no way precise, but he makes a strong case that the money is there to fund tuition-free public higher education if the nation had the will.

There was a time, not all that long ago, when it was almost free. Full-time tuition in the 1960's and early 70's at Massachusetts' community colleges was \$100 per semester and \$200 at state colleges. In California it was free. But in the late 1970's politicians like Ronald Reagan saw that college graduates earned more money than those without degrees and decided that it was a personal advantage the state shouldn't subsidize. And that led to huge cuts in higher ed. and the ever-rising tuition many students must fund with crippling loans.

Free higher education is a laudable goal, and it is great to hear it discussed in the political sphere. But let's face it, it took 35 years to get into the mess we're in now, and there are many powerful forces with a reason to keep things as they are. We who support the concept need to make the contrary argument to Ronald Reagan's. It's not just the individual who gets a degree who benefits from the education. Their families benefit, their communities benefit, and we all benefit when an educated workforce produces a safer, healthier and economically vibrant nation. ■

April's harkening: Our budget dream

by Donnie McGee (MCCC VP)

*As April sun peeks through the clouds
In hopes she'll unveil winter's shrouds,
We must awaken to her harkening:
Our state budget needs undarkening.*

*Band-Aid fixes will not serve us.
Student debt simply unnerves us.
Part-time benefits? Not a chance.
April's budget holds no romance.*

*Such plans we'd have were this our budget.
No excuses. Do not fudge it.
Increase revenue! End tax havens!
And don't leave schools with just the shavings.*

*The time is right. The economy's rising!
Those budget makers need advising.
More efficiency is not the answer.
Austerity plagues us like a cancer.*

*More funding is the last best hope:
Our gateway cities cannot cope.
Early education needs more dollars.
How can colleges increase scholars?*

*Alas, it's time to stop this dreaming.
Instead, 'tis true, we should be screaming.
The reality is, I must confess:
Educators can't do more with less.*

*Access alone won't make its mark
If academic services lack support.
Fund our colleges! Grant more grants!
Our students need a fighting chance.*

*Bring this message to all you know:
State House coffers need to grow.
But don't stop there. Be sure to say:
Quality education must pave the way;
Please put our April dreams in play.*

[The poem was presented at the April 25 Delegate Assembly.
The state budget is still being debated.]



Write Us

Letters to the Editor: Only submissions by MCCC 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

This Year The Dead Are Taking Their Medicine

Bargaining is challenging and often irrational. Even in robust economic times, management is inclined to just say “no”.

I know. You’ve heard all the happy talk about community colleges. We do such good work. We work wonders in training and retraining workers. Our students transfer to UMass, state universities and private colleges. In the Merrimack Valley, it’s impossible to go anywhere without running into someone with a connection to Northern Essex Community College.

My wife and I recently encountered one of NECC’s alumni superstars working at a local Apple Store. Emily Ramirez is a math major at UMass-Lowell. She served on NECC’s Student Senate and as a college trustee. While staying after hours to help my wife upgrade software on her iPhone, Emily raved about NECC. She originally pursued a career in business, but teaching is now her calling. She loves math and was inspired by NECC math faculty member Liliana Brand.

Success stories like Emily’s mean little in negotiations. Our students succeed, but their professors may or may not be able to hammer out a fair deal at the bargaining table. Bargaining isn’t rational. Our team prepares. We research other contracts. We draft language. We crunch numbers to show how much ground we have lost to the ten original states used in the Classification Study.

If we allow it to happen, management would say “no” to every issue we raise. Even clerical changes cause consternation or produce nonsensical counteroffers. Salary increases recently negotiated for other comparable state workers would bankrupt the Commonwealth. Improvement to part-time day unit faculty and professional staff working conditions and salary would undermine the future of public higher education.

This is nonsense, of course. We present our

demand package in easy-to-understand terms. Changes to present contract language are explained clearly. We push. We persist. We debate. We caucus. We wait. We meet again and again. We present new language, new analyses rationally, but nothing in this process is easy.

Bargaining isn’t rational. An unproductive day at the bargaining table reminds me of Thomas Paine’s quote from the Enlightenment Era: “To argue with a person who has renounced the use of reasoning is like administering medicine to the dead.”

Indeed. This year the dead are taking their medicine. Our team has met dozens of times this spring with summer sessions scheduled for June, July and August. We hope to bring our Board of Directors news of a tentative agreement in August, but reasoning and bargaining skills won’t suffice.

This is where you come in. We must organize action teams to prepare for the worst. Our request is simple: two volunteers per chapter to participate in the MTA’s Organizing Institute August 3-6 in Springfield. Workshop facilitators promise the following:

- Opportunities for greater and deeper member involvement at the grassroots level. This means engaging members who typically sit at the sidelines and wait for their union leaders to produce results.
- Strategies to widen the scope of our power by engaging our students and their families, our college

trustees, local elected officials and community leaders.

- Discussions, speakers and time for reflection that will empower our union and our bargaining team.

Please consider enrolling in this Institute. A bargaining team succeeds when management’s team feels our pain and shares our goal of bringing a fair contract to our members. Our team will succeed when Work to Rule and other ideas to promote labor unrest sit in the room like an extra bargaining team member.

Together we will succeed. Divided, we will be negotiating without end and effectively be giving medicine to the dead.

Note: For additional information about the Institute, contact the MTA’s Meg Secatore at msecatore@massteacher.org ■



Joe LeBlanc, MCCC President

MCCC Meetings Calendar 2014-2015

YEAR	MONTH	EXECUTIVE COMMITTEE	OTHER EVENTS	BOARD OF DIRECTORS
2015	AUGUST	12 (Wed)		19 (Wed)
2015	SEPTEMBER	18		25
2015	OCTOBER	2-3 Retreat	MCCC Fall Conference 22 (eve)	16
2015	NOVEMBER	6		20
2015	DECEMBER	4		–
2016	JANUARY	13 (Wed)		22
2016	FEBRUARY	5		19
2016	MARCH	4	Bylaws Proposals Due 1	25
2016	APRIL	8	NEA Higher Ed Conf. 1-3 MCCC Delegate Assembly 23	15
2016	MAY	6 (Wed)	MTA Annual Meeting 13-14	–
2015	JUNE	1 (Wed)		15 (Wed)
2016	JULY	–	NEA-RA 3-8	–



Dale LaBonte from Quinsigamond Community College spoke against a motion that would have negatively impacted community colleges at the May 9, MTA Annual Meeting. (Photo by Don Williams)

DCE CONTRACT TIP

System-wide DCE Salary

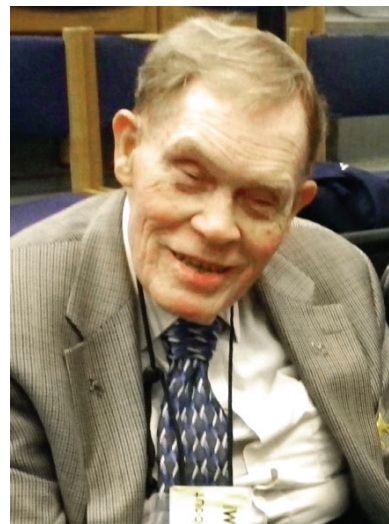
A new salary provision of the DCE collective bargaining agreement will take effect this fall. Until now, DCE salary step determination was based on the DCE work history at each community college where a unit member teaches. Beginning with the courses assigned for next semester, salary will be determined based on the DCE courses and years taught at other community colleges in our system. The unit member must initiate this process by asking the College to include the work history at the other institution(s) and to authorize the other College(s) to disclose this information. Unit members with a two-year break in service in the system are not eligible. This contract provision pertains only to the calculation of salary. Unit members who wish to exercise this contractual right should contact the Human Resources office at their College. The DCE contract article is included below.

DCE Article 14.05

F. Effective commencing with Fall 2015 semester course assignments, a unit member teaching at more than one Community College may, for salary purposes only, request that his or her salary step include courses and years taught at such other community colleges; any such request provides authorization for such community colleges to disclose all College records pertaining to such unit member. Upon confirmation of the courses and years previously taught, the member's salary shall be calculated accordingly. Except for salary purposes, this article shall not alter individual college's seniority lists and seniority is not transferred from one community college to another. This provision does not apply to a DCE faculty member with more than a two (2) year break in service in the Community College system.

Feel free to contact Joe Rizzo, MCCC DCE Grievance Coordinator with any questions at grievance-dce@mccc-union.org ■

In Memoriam



Rev. George McDermott passed away peacefully on June 6. After a long career in ministry he had been an adjunct professor of social sciences at Quinsigamond Community College.

He was an active member of the

MCCC and along with his service dog, Kernel, was a familiar presence in a wide range of union activities from the chapter level through MCCC Delegate Assemblies, MTA Annual Meetings and NEA Representative Assemblies.

He was the beloved father of Carol Hart, grandfather of Landon Cayce Hartley, great-grandfather of Jackson and Norah Hartley, all of Indianapolis. Brother to Clyde "Mike" of New York, Beverly of Arkansas, Patricia Dakin of Florida and Louise "Sharon" Robbins of New York. He is also survived by his beloved guide dog Kernel and several nieces and nephews.

Donations in his memory may be made to First Baptist Church, 111 Park Avenue, Worcester, MA 01609 or the American Federation for the Blind, 2 Penn Plaza, Suite 1102, New York, NY 10121. ■



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

MCCC & MTA Special Election Results

Two special elections were held recently for union positions:

1) The MCCC Nominations and Elections Committee certified the results of the election conducted in May for Part-time/Adjunct At-large Director. The top two finishers are elected.

Carol Gray	263
Linda Grochowalski	119
Randi Zanca	101

Total Number of Members Voting: 300

Remember that members could vote for 0, 1, or 2 candidates so the numbers above do not add up to 300.

2) Due to an increase in membership, the MTA allotted an additional Board of Directors' seat for the MCCC. The election was conducted by mail to all MCCC Delegates to the MTA Annual Meeting and voting closed on June 24.

The candidates for election were: Joseph LeBlanc, MCCC-Northern Essex Community College and Colleen Avedikian, MCCC-Bristol Community College.

MTA's Credentials & Ballot Committee members tabulated the ballots and the successful candidate for the Board of Directors 44H seat was Joseph LeBlanc, MCCC-Northern Essex Community College. ■

Research Report Highlights

MCCC Research Coordinator Hilaire Jean-Gilles made his spring report to the Board of Directors at their June meeting. The following are some highlights of his report:

- Full-time equivalent enrollments (FTEs) peaked in the Fall of 2012 at 100,798 and have dropped to 96,888 in the Fall of 2014. Only one community college, Bunker Hill, saw an increase in enrollments (1.64 percent), while the other 14 colleges saw decreases from as little as 0.15 percent at Mass Bay to 8.41 percent at Mt. Wachusett.
- The number of full-time faculty increased slightly from 1570 in the Fall of 2013 to 1593 in the Fall of 2014.
- The number of "pure" DCE adjunct faculty declined from 4333 in the

Fall of 2013 to 4106 in the Fall of 2014.

- Salaries for full-time faculty made some gains over the last three years relative to the 75th percentile benchmark with the 10th "similarly situated states" from the 2001 Classification Study. MCCC members' salaries were at the 75th percentile in 2001 but have remained below that ever since. Salaries were 19.54 percent below that level in 2010, and the last contract reduced the deficit to 10.08 percent in 2014. Still the average faculty salary in Massachusetts is \$64,205 while the 75th percentile level is \$70,674.

- Adjunct faculty salaries fared better against national averages with the national median salary being \$2,700 per 3-credit course compared to the MCCC median salary of \$3,300. ■

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<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.

MOVING?

Please make sure the MCCC has your correct mailing address.

This affects receiving the newsletter, elections, important mailings and notices.



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or go online at
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