

# MCCC News



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## Fall Conference Honors Legislators

The MCCC held another successful Fall Conference on Oct. 23, with 100 attendees learning about union issues, networking with each other, and honoring legislative friends.

The MCCC used the opportunity to recognize four legislators who are friends of the community colleges: Sen. Eileen Donoghue (Lowell), Sen. Dan Wolf (Harwich), Rep. Paul Mark (Peru), Rep. Denise Provost (Somerville). All but one of them (Wolf) are members of the Joint Committee of Higher Education and each was recognized for their individual efforts on specific issues. The Legislative Program is coordinated by the VP Donnie McGee/Strategic Action Committee Chair who mentioned that a key theme of the night was college affordability and

student debt along with the concern for the state's low investment in community college education.

Sen. Wolf was singled out by McGee for the work he's done to bring millions of dollars of state and federal aid to start an Aviation Airframe and Power Program at Cape Cod Community College that will serve 60 students. Wolf had previously been an adjunct faculty member at CCCC. In his remarks, he said, "In the most prosperous state in the most prosperous country on earth we should be able to adequately fund public education for all."

In presenting the award to Sen. Donoghue, Vice President McGee thanked her

for her leadership in the senate as Vice Chair of the Joint Committee for Higher Education and noted her efforts supporting MCCC's issues including legislation on reversing the course, increasing staffing levels in addition to her support for the ORP. Donoghue said, "I'm humbled in the face of the important work you do." Noting that she is a public higher ed. grad, she said, "We ask you to be all things to all people... and sometimes we don't give you enough money to do the job."

Rep. Mark was presented his award by Liz Recko-Morrison, Director from Berkshire Community College. She cited his strong union background saying, "He

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### MCCC Nominations Open Nov. 1

Nominations for MTA Annual Meeting and NEA Representative Assembly Delegates opens Nov. 1. The form will be printed in the November and December issues of the MCCC News as well as on line at the MCCC website:

[www.mccc-union.org](http://www.mccc-union.org)

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The MCCC legislative award recipients and the presenters posed – From left, Liz Recko-Morrison, BkCC; President Joe LeBlanc; Vice President Donnie McGee; Rep. Denise Provost; Sen. Dan Wolf; Sen. Eileen Donoghue; Brooks Smith, CCCC; Rep. Paul Mark; and Secretary Claudine Barnes.  
(Photo by Don Williams)

## DCE Course Assignment Limits Investigated

Adjunct faculty at several of the community colleges are finding changes in their course assignments. Many have been told that they are limited to only two courses, and the reasons given are varied. At some campuses they have been told that it's state policy, at others they've been told that it's union regulations. Rumors have been spreading as to the underlying cause.

The MCCC has no policy limiting the number of courses assigned to an adjunct faculty member. There are no legal or contractual restrictions on the number of

courses an adjunct faculty member may teach. In fact the new DCE Collective Bargaining Agreement does give some obligation for the colleges to offer multiple courses to some faculty.

Article 10.13 provides that faculty who have regularly taught more than one course over the past five years "may anticipate continuing to receive a tentative appointment and assignment of a second course for the next semester at that college." The provision cannot be grieved, but it does support multiple course assignments.

Administrators deny that there has been any discussion of limiting adjunct assignments. Some faculty have speculated that the limitations are to avoid making adjuncts eligible for health insurance under the Affordable Care Act (ACA).

But the state has not determined how it might work to provide health insurance for adjuncts who teach over the threshold for ACA coverage. At this point the college presidents have been given no guidelines for how to implement the ACA.

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## MCCC Fall Conference . . .

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is a union member's legislator. He's the real deal." As a graduate of Springfield Technical Community College and UMass, Mark said that his union helped him pay for his education, but not many students have that benefit, and we must help everyone afford college.

Rep. Provost was recognized for her four years on the joint higher ed. committee and her continuous advocacy for public higher ed. Vice President McGee noted her support for the Act to Invest in Our Communities, which would increase revenues in a more progressive fashion. Rep. Provost remarked, "Access to higher education is transformative, and community colleges are the most accessible." Adding, "We can't just pretend to support higher ed., but we have to come through with the funding."

There were a half dozen breakout sessions, split before and after the dinner buffet. They covered a variety of union-

related issues that reflect the different constituencies in the MCCC.

MCCC Grievance Coordinators gave presentations with question and answer sessions relating to their specific areas. Dennis Fitzgerald's presentation, "From Classification to Tenure," covered topics most applicable to recently hired full-time faculty and staff. Joe Rizzo went over the changes in the new DCE collective bargaining agreement for adjuncts.

Laura Houle, an attorney for MTA, gave an informative presentation titled "The Sticky Wicket of Social Media in Higher Ed." where she discussed some of the things to avoid and some best practices in using these tools as part of course work and advising.

A group of past and present chapter presidents led by Aaron Levin from Holyoke Community College conducted a workshop titled "Union Representation 101: What Works When Representing Your Members." Levin pointed out that



*Changing of the guard: Former MCCC President, and immediate past president of the Middlesex chapter, Rick Doud passes on some wisdom to his MxCC successor, Reggie Nichols at the MCCC Fall Conference.*  
(Photo by Don Williams)

people who are active in the union find themselves representing members at times, even if they are not in official union roles. The panel suggested ways to successfully represent members who have issues with management.

Unit Professionals had a dedicated session led by Karen Carreras-Hubbard from Berkshire Community College discussed issues around reclassifications of jobs as skill requirements change. She was joined by MaryLou Nesson, MCC; Trudy Tynan, QCC; Laura Horgan and Dale Labonte, QCC as they also presented results of the gathering of E-7 forms from across the state.

With the deadline for the return of Section 60 Interest forms only four days away, Donnie McGee and Richard Nunes, from the Department of Higher Ed., held a question and answer session for those people considering transfer to the state pension system.

While the issues were serious, the tone of the evening was friendly and lively. The buffet dinner had something for everyone, and a few people who stayed until the end

went home with valuable door prizes.

In his closing remarks, President LeBlanc thanked everyone for making it a great conference and gave special recognition to Liz Recko-Morrison and her committee members Gail Guarino, Trudy Tynan and Randi Zanca for organizing such a successful event. ■



*A well attended panel discussion titled "Union Representation 101: What Works When Representing Your Members" was led by Aaron Levin (right), past president of the Holyoke chapter, and was joined by past and present chapter presidents including Claudine Barnes (pictured), Rosemarie Freeland and Candace Shivers.*  
(Photo by Don Williams)



*Door prize winners were glad they stayed until the end of the Fall Conference. Posing with Pres. LeBlanc and their "Benjamins" are (from left) Hilaire Jean-Gilles, BHCC; Peter Flynn, NECC; Karen Cox, QCC; John Daly, NECC; and Rafael Cabanas, BHCC.*  
(Photo by Don Williams)

### CORRECTION

The NEA DUES-TAB free insurance link printed last month has changed. The new link to sign up beneficiaries is: <http://www.neamb.com/insurance/nea-complimentary-life-insurance.htm>

### 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.

# Pre-election Musings About Vision Project, Higher Education Finance Commission Reports

*Degrees of Urgency*, a Vision Project annual report, presents a compelling case for increased investment in public higher education.



Joe LeBlanc,  
MCCC President

Commissioner Richard M. Freeland is leaving state service soon. His tenure has been marked by a tremendous and personal effort to raise the profile of our neglected system, increase institutional performance and boost funding.

The legislature has responded favorably to his pitch. Recent funding increases have helped to boost college completion rates, better align academic programs with workforce needs and begin to close the achievement gap.

Our perennially underfunded system was whacked by double digit budget cuts during the Great Recession. The Commissioner persisted in selling his Vision Project to most of the stakeholders - the legislature, business community, college administrators and faculty and staff, but not so much to students, parents and the public. He made a case while not quite sealing the deal for greater investment in public higher education in a state that has never shown much interest in having great public universities and community colleges.

I've read the arguments and agree with them and the sense of urgency. Our system's future is tied to the

Commonwealth's. The report highlights the system's "heightened importance" to provide an educated workforce to address workforce shortages. Some progress has been made. Funding has increased, though it still hasn't reached the still inadequate levels of a decade ago. Graduation numbers and course completion rates are up, but we aren't likely to achieve excellence when adjunct/contingent/non-benefitted faculty teach more than two-thirds of our courses.

Meanwhile, the Higher Education Finance Commission calls for greatness. "Massachusetts must build one of the top ten public higher education systems," writes Matt Malone, Education Secretary and Commission chair.

Greatness is presently quite a stretch with FY'13 state support of \$5,672 per full-time equivalent student. Top 10 states like Illinois (\$9,439), North Carolina (\$8,687), New York (\$7,843) and Texas (\$7,259) are pummeling the Commonwealth. We are losing the financial battle for our future.

A review of the Commission Report, obtained just before press time, shows, recent increases notwithstanding, a pattern of "historic underinvestment in higher education." It shows 50 percent and unsustainable fee increases. It shows worse than U.S. average system funding cuts from FY'08 to FY'13. It shows a decimated MassGrant program with a typical grant now covering only 9 percent of a student's share of tuition and fees. It shows institutions and students and their families inadequately trying to make up the difference.

The situation is dire. It will be challenging to reverse course after a

generation of neglect. But there's hope. Incoming Senate President Stan Rosenberg, D-Amherst, is an advocate. House leadership has also pushed to invest in the system. The report recommends an additional \$475 million in new funding over the next five years, \$210 million in new financial aid and an estimated

\$4.2 billion bond for capital funding and deferred maintenance.

The report is silent on earmarking new funds for additional full-time faculty and professional staff positions, but this is but the first step in the legislative process. Stay tuned for a fuller analysis in our next issue. ■

## DCE Course Assignment Limits . . .

*Continued from front page*

Under the ACA, employees who work 30 hours per week become eligible for employer health insurance. The MCCC has negotiated with the Department of Higher Ed. a ratio of contact hours to preparation that works out to 7.5 hours per week for a 3-credit course. So an adjunct teaching four 3-credit or three 4-credit courses would meet the 30-hour threshold.

With the new contract provision, colleges may be holding off on multiple course assignments to ensure that everyone entitled to two courses get their assignments first. And it may be that mid-level managers are giving disparate rationale for limiting course assignments. Whatever the cause, the practices continue across the campuses, and rumors persist.

The MCCC has requested the lists that the colleges are supposed to generate to track the number of adjunct faculty who have met the criteria to be eligible for two courses. To date only four of the 15 colleges have provided the lists. Some claim that they do not have the records.

DCE Grievance Coordinator Joe Rizzo is gathering the lists and is preparing a grievance case if any college does not live up to the contract provisions.

In an effort to get to the bottom of the rumors, the MCCC Board of Directors authorized Coordinator Rizzo to file a Massachusetts Public Records Request—a freedom of information request under MGL, Chapter 66, Section 10—for all internal communications at all 15 colleges that refer to the ACA or that discuss limiting adjunct course assignments.

Under the public records law, Rizzo explained to the Board, the colleges are under stricter rules for compliance than under grievance rules. And this situation requires a more decisive approach. The union will be responsible for any reasonable costs in producing the documents.

Faculty and staff should be aware that their workplace communications and records are also subject to the same public records rules, and that any member of the public could also request their communications. ■

## Know Your Day Contract

### November 2014

- Nov. 11* Veterans Day holiday.
- Nov. 21* Unit Personnel Practices Committee established. (p. 39)
- Nov. 27-28* Thanksgiving Holiday.
- Nov. 28* Professional Staff must use one of the three off campus days. (p. 48)

### December 2014

- Dec. 1* Applications due for Sabbatical Leave beginning July 1 for professional staff or Fall semester for faculty. (p. 25)
- Dec. 22* Last day fall semester can end. (p. 46)
- Dec.* **Last Day of classes.** Faculty submit college service and student advisement form. (p. 51)
- Dec. 25* Christmas. (p. 23)
- Dec. 30* Professional staff submit documentation of performance of duties and responsibilities including, but not limited to a log student advisement, if appropriate, and college service activities. (p. 53)

*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. ■*



Laurie Houle, an attorney from MTA Legal Services, gave an enlightening presentation on things to be careful about when using social media like Facebook, Twitter, etc. with students. (Photo by Don Williams)

## WOJTKOWSKI IN MEMORIAM

Ann Wojtkowski died Oct. at 79. She retired from Berkshire Community College in 2004 after a 35-year career as a professor of mathematics and engineering. Her activism and advocacy for MCCC members led to significant improvements for all faculty and staff across the state. Besides her teaching, she was the first woman to serve as mayor of Pittsfield (from 1988-92).

In 1983, she and another female professor initiated a lawsuit against BCC over an alleged lack of promotional and pay equity. The MCCC and MTA joined in the legal action and expanded it to include female educators and professionals at all fifteen community colleges. Nine years later, the suit was settled for \$10.6 million, considered the largest of its kind in Massachusetts and a model for other equal pay campaigns.

The pay inequities revealed by that lawsuit fueled a greater effort by the MCCC to push for a rational salary system, which culminated in the Classification Study of the late 1990s. The provisions of that study continue to benefit new hires today in receiving equitable pay. ■



## Massachusetts Community College Council Nomination Form – 2015

A candidate must file this form (or a copy) with the MCCC Elections Committee to arrive by Thursday, February 5, 2015, 4 p.m. **Nomination papers that arrive late will not be accepted.** Check all that apply.

MTA Annual Meeting Delegate  
Boston, May 8–9, 2015

NEA Representative Assembly Delegate \*  
Orlando, FL, July 1–6, 2015

### MCCC AT-LARGE DIRECTOR\*\*

Part-time/Adjunct Director (2 positions)

\*Candidates for NEA/RA may submit biographical statements.  
\*\*Nomination requires signatures of at least 10 MCCC members.  
(Download signature forms at <http://mccc-union.org>)

Name \_\_\_\_\_

Full Home Address \_\_\_\_\_

Tel # \_\_\_\_\_

College \_\_\_\_\_

Tel # \_\_\_\_\_

MCCC Membership:  Full Time Day  Part Time Day  DCE

For ALL Candidates: Gender  Female  Male  
 Black  Caucasian  Asian Pacific Islander  
 Hispanic-Chicano  Native American

**On Web**  
[http://mccc-union.org/Nominations\\_2015](http://mccc-union.org/Nominations_2015)  
Download signature forms at –  
<http://mccc-union.org>

**OR By Mail** Elections Chairperson  
MCCC  
27 Mechanic Street, Suite 104  
Worcester, MA 01608-2402

Signature \_\_\_\_\_ Date \_\_\_\_\_  
(Signature may be typed)

Email \_\_\_\_\_  
(mandatory-all communications will be through email)

**Deadline: MUST BE RECEIVED by Thursday, February 5, 2015, 4 p.m.**

\*\*Bio or Statement for NEA-RA Candidates only (Optional) - 50 word limit (1 word per box)

#### Instructions

1. Type or print clearly using both upper and lower case letters as you expect the final statement to appear.
2. Insert no more than one word per box except when combining letters (ex. MCCC) or hyphenated words.
3. Insert punctuation in the same box immediately after the word you want it to follow.




## 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)



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