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# MCCC News



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## DCE Bargaining Picks Up

Linda Grochowalski, DCE Negotiating chair, issued a bargaining update on progress through January, 2017. Prior to a break in December, the teams had put their proposals on the table and some counter proposals were made. Meetings resumed January 19. Discussions resumed on a few of the issues on the table.

Sick leave for part-time employees is now a matter of state law, and the union team is working on language that makes the provisions more in line with the Day contract. Management responded that

they would work on “costing out” the proposal, and they have agreed to offer more than the state minimum.

Student evaluations were a significant point of discussion. The Union wants to reduce the overreliance on this one instrument, which research has shown to have biases against women and minorities. Management has proposed that all student evaluations be done on line/electronically.

Management proposed reopening the Distance Ed. Agreement. Although it is printed in the back of the DCE contract



Linda Grochowalski chair of the DCE Bargaining Team.

for convenience, the Agreement covers both Day and DCE faculty. The Union insists that a separate committee must be the one to discuss this Agreement.

Retirement benefits were another subject. Currently the state contributes nothing to the OBRA retirement deduction that replaces Social Security for part-time state employees. Most employees in the country have some employer contribution, and if the Massachusetts had to participate in Social Security, it would have to pay 6.2 percent into that system. The Union team said it was an injustice for the state to provide nothing towards adjuncts’ retirement.

Management has offered no salary increase other than the previously negotiated 4 percent that came into effect this semester under an “outside year” provision from the old contract. Zero percent has been offered for the new contract period.

The teams have set a two-month schedule of meetings going forward: Feb. 7, Feb. 27, Mar. 6 and Mar. 29. ■

### MARK YOUR CALENDARS

**MCCC Delegate Assembly  
April 29, 2017**

Chapters must elect their delegates by April 14.

### MCCC Elections

Watch for ballot mailing in early March with candidate information and electronic voting procedures for At-Large Directors, NEA-RA and MTA Annual Meeting delegates.



MCCC Research Coordinator Hilaire Jean-Gilles made his Spring report focusing on membership trends to the Board of Directors at its January Meeting.

(Photo by Don Williams)

## Research Shows Trends

The MCCC’s grievance and research coordinators make semi-annual presentations at the Board of Directors to report on trends in the areas they cover. Research Coordinator Hilaire Jean-Gilles made his Spring semester report at the January board meeting.

In this report Jean-Gilles typically focuses on employment trends after looking over the Union’s own membership information and processing the hiring data the employer is required to supply in the Fall semester. Full-time and part-time faculty and staff numbers, Union member versus non-member status, as well as numbers of administrators were included in the report.

Overall the number of people working under the Day MCCC collective bargaining agreement are 1631 full-time faculty,

*Continued on page 2*

# Protest Makes a Difference at GIC



The GIC public hearing provided an opportunity for MCCC Pres. Diana Yohe to speak with Tim Sullivan, MTA's representative on the Commission.

(Photo by Don Williams)

The state's Group Insurance Commission (GIC) that provides health insurance for state employees, retirees and some municipal employees had proposed plan changes for the upcoming year that would raise costs for employees.

The proposal was to raise deductibles for active employees from \$300 individual/\$900 family to \$500 individual/\$1000 family (\$550/1,100 for Fallon). Retirees would have faced a co-pay increase of \$10. Also, two plans, Tufts and Fallon would be closed to new participants.

On Feb. 1 the GIC held a two-hour open public hearing and accepted public comment. In a packed auditorium at the Boston Public Library people lined up to speak against the changes. Among those who had the opportunity to speak were MTA President Barbara Madeloni and MCCC President Diana Yohe.

Despite the opposition of the labor appointees on the commission, when the vote took place on Feb. 14, they did not have the votes to completely defeat the changes. However, they did make two modifications to the plan:

1. Increased office visit co-pays for retirees were reduced from the original \$10 to \$5 per visit.

2. Two groups of municipal employees from Haverhill and Hingham, who had voted to join the GIC before the plan changes were announced, will have a one-time opportunity to join the frozen Fallon and Tufts plans.

Although the increased deductibles for active participants will be implemented, the actions of many advocates did make a significant difference for retirees and those employees from Haverhill and Hingham. ■

## Research Shows Trends... *Continued from front page*

749 full-time professional staff and 966 part-time professional staff. Faculty who only teach under the DCE collective bargaining agreement ("pure-adjuncts") number 4144. Combined from 14 colleges, there are 1133 non-unit professionals (administrators) and 83 of them teach classes under the DCE agreement. (STCC did not report.)

Faculty numbers have gone in different directions with an uptick in full-time positions after the enrollment peak in 2012, and while DCE employment also increased at that time, the numbers of DCE faculty has declined in the last three years. Professional staff have become a more significant portion of the full-time unit, increasing to 32 percent of that unit.

The percentage of adjunct to full-time faculty has not changed significantly overall, residing at 69 percent system-wide. But the ratios have changed at the individual chapters with the following three chapters at the highest: Bunker Hill 79 percent, Bristol at 78 percent, and North Shore at 76 percent.

Part-time staff under the Day contract are difficult to track for a number of reasons. The first is that some colleges under report them, so that the MCCC doesn't know who they are. Of the 966 reported, 92 percent work less than the 18.5 hours (on average) that qualify them for health benefits. And 416 of the part-time staff positions are grant funded. There are also 89 part-time faculty who work under the Day contract provisions, almost all in medical fields.

With a new provision that was pushed by the employer allowing some full-time faculty to teach under the day contract after 4:00 P.M., Jean-Gilles has been monitoring the how often this occurs. Roxbury led the way with the most courses with Quinsigamond and Mt Wachusett at

about half RCC's rate. The overwhelming number of these courses were in the medical fields. The majority of colleges reported none of these after 4:00 P.M. sections.

Union membership was another statistic that was presented. There is a distinction between being employed in one of the two "MCCC collective bargaining units" and being a member of the MCCC Union. All "unit members" are served by the MCCC in its capacity as the sole bargaining agent to negotiate terms and conditions of employment as well as to enforce the contracts through grievances. And all unit members are obliged to pay the Union an "agency fee" for these services.

Union membership costs a little more in dues, but it entitles members to more services and connects them to the Union through the opportunity of serving in appointed and elected positions. Over 95 percent of the full-time faculty and staff belong to the Union, but only about 60 percent of adjuncts belong. If you want a voice in the MCCC's agenda, you need to be a member. ■

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CEMTRAD

Organizing to achieve a fair DCE contract is beginning. Regional coordinators will be working with chapters to develop actions. Materials like the poster above are being distributed at the chapters.

## Visit The MCCC Online! [www.mccc-union.org](http://www.mccc-union.org)

The MCCC website is the best and most up-to-date source for late breaking developments important to Day and DCE Unit members in addition to being a valuable resource for MCCC contact information, bargaining and legislative updates, contracts, committee assignments, bylaws, local chapter leadership, calendar of meetings and events, and the MCCC News newsletters (current and past).

Find links to NEA, MTA and MCCC on Twitter and Facebook.

Bookmark the site for frequent referral.

**NOTE:** A new format for the MCCC webpage is currently under construction and should be launched soon.

## A Message to Members: KNOW YOUR UNION

It has been almost seven months since I began my two-year term as your elected statewide MCCC President. During these seven months, I have learned a great deal about our statewide union that I didn't know or appreciate as a member.

**YOU** are the union. If the Union is to work for YOU, you must know how the union works so you can be a knowledgeable voter and participant.

**Directors** are the most important positions in our Union. The management of the MCCC union is the responsibility of the **Board of Directors**, which consists of **21 voting members** and four (4) non-voting members as follows:

Chapter Directors (15); one from each local chapter elected by all members.

Part-Time/Adjunct at-large Directors (2); elected statewide by all part-time professional staff and adjunct faculty.

Statewide MCCC President, Vice President, Secretary, and Treasurer (4).

Non-voting members include MCCC MTA Board of Director Members (3) and an NEA Director who is an MCCC member but whose duty is to represent the entire body of MTA members and not just the MCCC.

The Board decides by majority vote, with each voting member casting one vote.

### How The Board Works:

The Board meets the **third Friday** of most months; there are no meetings in July, December, or May.

Elected Directors may receive scheduling accommodations in order to attend these meetings.

Two primary powers and duties of the Board per the MCCC Bylaws are:

Recommend policies or changes to policies to the Delegate Assembly (*which generally meets each year on the third Saturday in April*). During the time between each yearly MCCC Delegate Assembly, *the Board creates new policies and makes changes to existing policies. These policies should be reviewed by the members before being voted on by the Board, but sometimes the Board votes to override that notification requirement.*

Adopt procedures and rules for

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*If the Union is to work for YOU, you must know how the union works so you can be a knowledgeable voter and participant.*

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conducting the business of the Council (the MCCC union). *These are created internally within the Board and may or may not be communicated to the members.*

Bylaws are available on the MCCC website ([www.mccc-union.org](http://www.mccc-union.org)) for members to view; policies are currently not available to members.

**Chapters.** There are 15 College Chapters with locally elected leaders who are the first line of contact with members at that college. Chapter elections typically follow the same timeline as the statewide officer elections; i.e. every two years. Each Chapter should hold an open and fully accessible election in March or April for the chapter positions of President, Vice President, Secretary, and Treasurer. Many chapters elect a statewide Professional Staff representative by a vote of only the professional staff members and elect a statewide Adjunct (DCE) representative by a vote of only the adjunct (non-full-time) faculty members.

### How Chapters Work:

According to the Day Collective Bargaining Agreement, "The Employer shall provide each Chapter President with a workload reduction of one (1) course section per semester without cost to the Association."

The MCCC pays \$500 for each Chapter Strategic Action Committee (SAC) representative and \$500 for each Chapter Webmaster or Newsletter editor.

The MCCC offers a yearly Chapter Reassigned Time/Stipend "to broaden leadership and to develop new union talent."

Chapters should hold monthly chapter meetings to which all members are invited.

Two primary powers and duties of Chapters are:

Assist the Council (statewide MCCC) in the administration of the collective bargaining agreements on their campuses.

Secure the advice and recommenda-

tions of their members when such is sought by the Council, the Board of Directors, or committees of the Council.

Members belong to the MCCC; chapters cannot charge dues. Chapter President should forward all messages sent by the MCCC President and should invite the MCCC President to attend chapter meetings or events.

If you want a democratic union, you must engage at whatever level you are able. Consider serving on a local or statewide



Diana Yohe, MCCC President

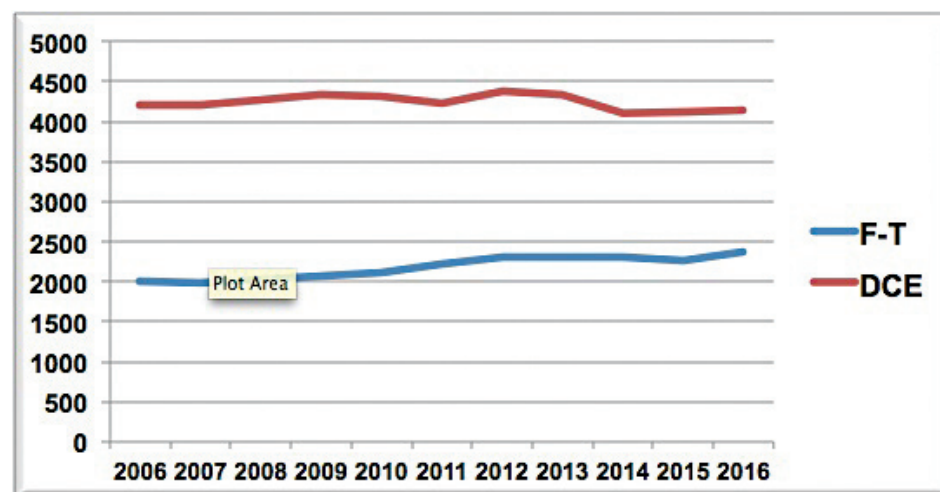
member engagement in leadership positions, attending meetings, and voting.

I ran for MCCC President to work **with you** to build your individual power and to build our collective power so we can improve our working conditions and improve the learning conditions of our students. If you are interested in receiving leadership training or would like to learn more about union opportunities, please contact me at [president@mccc-union.org](mailto:president@mccc-union.org) or by phone at 508-947-5822.

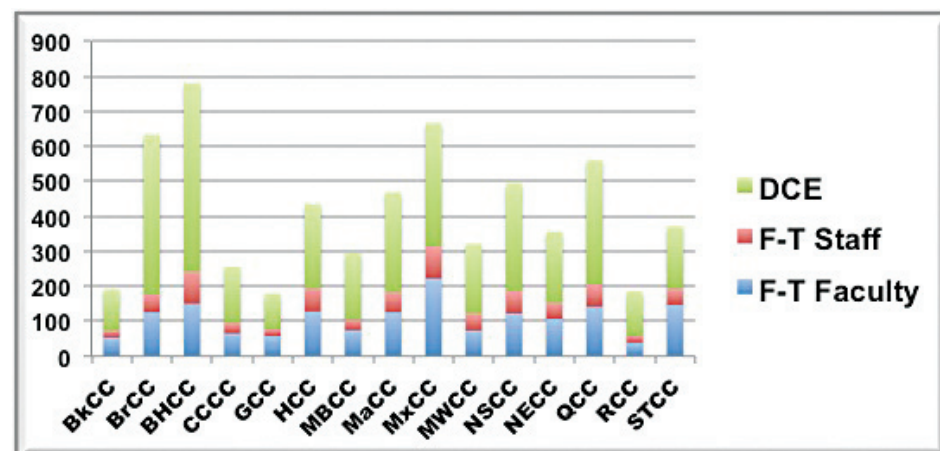
In solidarity,

Diana Yohe, MCCC President ■

## Tracking DCE Faculty and Full-time Faculty and Staff



Ten-year employment trends in DCE faculty and full-time faculty and staff. Not counted in the DCE employee numbers are the 925 full-time faculty and staff who also teach additional courses under the DCE contract.



Breakdown of the Fall 2016 Day faculty, full-time staff, and DCE faculty by chapter.

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

# Know Your Day Contract

## February 2017

- Feb. 15** First year professional staff evaluation conference (p. 59).  
**Feb. 20** Course materials returned (p. 57).  
**Feb. 28** Preferred schedules and courses submitted (p. 44).  
**Feb. 28** New full and part-time hire list due MCCC.

## March 2017

- March 1** Notice of non-reappointment (first through fourth year) (p. 43).  
**March 5** Proposals due for unpaid leave of absence for fall semester (p. 30).  
**March 15** Dean's recommendations for Title change due (p. 66).  
**March 15** Unit Personnel Practices recommendations for tenure due (p. 44).  
**March 30** Department Chair evaluations (p. 76).  
**March 31** Fall assignments to faculty, full-time schedules to chapter (p. 47).

*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 right are from the 2015-2018 Agreement. ■*

# Know Your DCE Contract

## Spring 2017 Salary:

### Step 1 - \$1,066

(1-5 courses taught at the college)

Three credit course = \$3,198

### Step 2 - \$1,141

(6-10 courses taught at the college)

Three credit course = \$3,523

### Step 3 - \$1,227

(11 or more courses taught at the college)

Three credit course = \$3,681

### Step 4 - \$1,288

(8 years seniority or more at the college)

Three credit course = \$3,864

### Lab Steps

(per lab hour .74=credit hour)

**System wide salary:** The contract allows salary to 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. Unit members who wish to exercise this contractual right should contact the Human Resources office at their College.

**DCE Seniority list:** The Seniority list is published by the college every August 15th and reflects the seniority accrued for those with reappointment rights through the previous June 30th.

**Course Syllabus:** Faculty must submit the course syllabus within one week of the beginning of classes. This should include the items appearing on the course material checklist contained in the collective bargaining agreement Form DE-1 for online courses and Form DCE-EI for all other courses).

**Classroom Observation:** A classroom observation must be conducted prior to the unit member attaining reappointment rights. Classroom observations can only be conducted after that point for stated written reasons.

**Missed classes:** Missed classes must be made-up by four possible means with the approval of the college. One must either schedule a make-up class; add time to the remaining class meetings; assign a paper, project, or a self-directed learning experience; or by another method that is proposed by the unit member and approved by the college.

The state now has a sick time law which is applicable to DCE faculty and allows for the accrual and the use of sick time. When using sick time, the college cannot require make-up work. The class can be voluntarily made-up without loss of accrued sick time.

**Maximum Class Size:** The class size maximum for traditional courses is 32 students. The maximum class size of 22 students will be utilized for English Composition, English as a Second Language, Introductory Foreign Languages, and remedial/developmental courses. ■



#Respect4MCCC.

## President Yohe Addresses GIC Public Hearing



*Pres. Diana Yohe spoke against health care cost increases at the GIC public hearing on Feb. 1. (Photo by Don Williams)*



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