

Tested Educators

Page 2

MTA Matters

Page 3

NEA-RA Candidates

Page 4

MCCC Newsletter
27 Mechanic Street, Suite 104
Worcester, MA 01608-2402

NON-PROFIT ORG.
U.S. POSTAGE
PAID
Permit No. 59949
Boston, MA

MCCC News

The Official Publication of the Massachusetts Community College Council / Volume 18, Issue 6 / March 2017

MCCC Election

The 2017 election will be conducted online. Materials will be mailed out the first week of March with unique Voter IDs and Passwords. The mailing will be the only place to find the ID and Passwords.

**Voting will close
Friday, March 24
at 4:00 P. M.**

Chapter Elections

Chapters should be holding local elections to elect their delegates to the annual MCCC Delegate Assembly on Saturday, April 29 in Westborough, MA.

MCCC rules require that delegates be union members and elected at their chapters by April 14.

**NEA-RA Candidates
listed on page 4.**

Candidates for Part-time/Adjunct At-large Director

There are five candidates. Three submitted statements and photos.

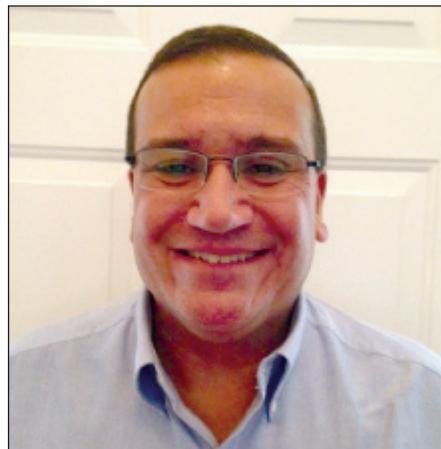


Carol Gray

Thanks to all who voted in the 2016 election; more adjuncts voted than ever before, 3/4 of you voting for new reform-minded leadership. It worked. For the first time ever, we elected two adjunct officers and a president who makes adjunct equality a top priority. But we are still far from equality in salaries, benefits and in our union. I've seen adjunct issues opposed repeatedly by our union's Board, still dominated by the prior leadership. When I asked the Board to remove sections of proposed legislation that could, if passed, result in many adjuncts losing their jobs, the Board opposed this.

Though adjuncts are almost 2/3 of union members, we are less than 1/4 of the Board/Directors. Please consider running for Director at your college and for April's Delegate Assembly. Ask your current Director how they vote on adjunct issues. We need more transparency, term-limits for Board members/officers (like MTA) and a bargaining team that pushes hard for pay equity. **At the first bargain-**

Continued on page 2



David A. Lanoie, J.D.

I am an adjunct faculty/union member teaching Criminal Justice at Greenfield Community College since 2003. I began teaching at Quinsigamond in 1988 and taught for a brief period at Middlesex in 1995-1996. I have extensive experience in Labor Relations and Collective Bargaining, appreciating the value of constructive dialogue between labor and management. I seek your support for at-large adjunct Director because it is important that all voices be heard at the bargaining table. I believe progress is made with reasonable arguments, that success is measured by achieving small victories, one at a time, as we move forward together. The Labor Movement is a history of persistence: long term objectives, with short term, 'achievements that are achievable'. If you give me your vote – and confidence – I promise to do two things: First, give expression to the goals of our membership which deserve good faith consideration and review. Second, to argue passionately for incremental progress, from contract to

Continued on page 2



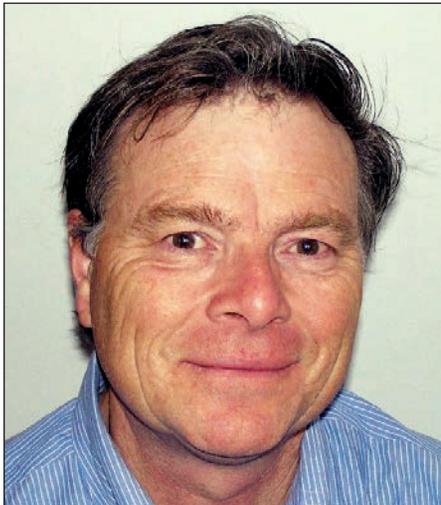
Michael Pearson

I have been a union member since 2001 but never felt personally connected to "my union." I reached out to the union for help in 2015 when my college denied me reappointment rights after successfully teaching seven courses over four semesters. Initially, our union did not want to help me at all. Ultimately, I did find someone who tried to help me. However, my experience only deepened my frustration with the union.

Last January, inspired by national and local grassroots movements, I decided to channel my frustration constructively. I began by using our union website and reading union emails and the MCCC newsletter more carefully. In April, I completed a MTA Next Generation Leadership Program. In May, I represented adjunct issues at the MTA Annual Assembly. Then I spent my July 4th weekend representing adjunct issues at the NEA Annual Assembly in Washington D.C. This past September I was appointed to the DCE Contract Bargaining Support

Continued on page 2

Alt Facts Test Us as Educators



by Don Williams,
MCCC Communications Coordinator

I used to teach a course called Television Studies that looked at the medium's influence on our culture. A huge change in TV history happened with the rise of

cable outlets (and further with internet TV) into what has been called the "post network" era. The three major networks may not have given us all the information, and maybe they didn't investigate government pronouncements enough, but at least there was a consensus on facts. We now have so many media options that people can pick their "truths."

The complaint of press bias is hardly a new one, and politicians of all stripes have complained about coverage forever. But with the candidacy of Donald Trump "alternative facts" have become so rampant that many social critics are calling this a "post-truth era." The hordes of media outlets that have grown up in this internet age are competing for readership, and being different or first with a scoop has led to a rash of inaccurate pieces of information at best, and totally false ones at worst.

Websites like Breitbart News pump

out skewed information to a readership convinced that the "main stream media" is hiding information. Claims like Kellianne Conway's fictitious "Bowling Green Massacre" and Pres. Trump's own citing an immigrant crime wave in Sweden feed those supporter perceptions and take on an air of accuracy because of who is saying them. It's a sad situation for Democracy.

In this post-truth era, the role of liberal arts education, and the focus on critical thinking, is more vital than ever. Yet the focus in colleges has been steadily on STEM subjects. Three years ago we saw Gov. Patrick join with the Boston Foundation to push for more career education at community colleges. Studies have shown that students are being guided to science and technology courses in response to what they expect are more promising employment opportunities.

Continued on page 4

Candidates...

Continued from front page

Carol Gray

ing session, in response to a bargaining demand for pay equity, management countered with 0% salary increases. This is outrageous!

Some say we need our own union. The MCCC and MTA should fight hard now for pay equity!

MTA led an excellent \$9 million campaign against charter schools expansion.

How about such a campaign to end adjunct exploitation?

I hope you'll use one of your 2 votes for me.

- Carol Gray Adjunct (GCC); Part-time professional staff (HCC)
- Bylaws Committee (MCCC)
- Former public defender
- Former Fulbright Scholar
- Married/parent of a 12-year-old
- Carolgray_2000@yahoo.com; 413-256-0433 Carol Gray ■

David A. Lanoie, J.D.

contract. I will not settle for 'nothing'. My guiding spirit is expressed in my favorite book on the American Labor Movement: *Senator Robert F. Wagner and the Rise of Urban Liberalism*.

Background: Bachelor's in Political Science, concentration in American History, Holy Cross College; Attorney – Juris Doctorate, Suffolk University Law School; Member/Speaker, LAW ENFORCEMENT ACTION PARTNERSHIP – national organization dedicated to social justice/public safety solutions. **Formerly held positions:** Town Councilor, Selectman, School Committee Chairman. Please consider supporting me as your at-large adjunct representative! ■

Michael Pearson

Team and as an alternate for the Statewide Adjuncts Committee. Since then, I have helped create the grassroots campaign, Equal Pay for Equal Work for Adjuncts. Now that the campaign is underway, I have met some of you on my campus visits to bring you information about the contract and to talk with you about ways you can support the bargaining team. Together, I believe that we can win a better contract, and I ask for your vote today. ■

Salary Grid Process Moving

The work of the Day contract salary grid committee had slowed over the last month due to personnel changes at the Department of Higher Ed. But they have a schedule of meetings in early March that they expect will finalize details for the new system.

The intent of the committee is to bring a proposed plan to the March 24 meeting of the MCCC Board of Directors for approval. If the Board approves, then the plan will be brought to the membership of the Day Unit for ratification.

The contract provides a pool of 2.5 percent of the total MCCC Day payroll to be distributed through the new grid. Every member should expect some kind of raise, but some will receive more than 2.5 percent and others less, depending on grid placement.

The team is assessing the credentials of every member to calculate how to equitably distribute the pool of money. The accuracy of the system depends on everyone submitting their information. Some are still missing, and if a member's

information is missing they may not be placed on the grid.

At the point of ratification, members will be given information as to where individually they will be placed on the grid, so they know what they are voting for.

It is hoped that the approval will be completed before the end of the Spring Semester.

Regardless of when the ratification occurs, the raises are due on July 1, 2017. ■



The Day Contract Salary Grid Committee presented the results of negotiations on implementation of a new system to the MCCC Board of Directors. Committee members are standing, from left, MTA Consultant Courtney Derwinski, Rosemarie Freeland (GCC), Margaret Wong (QCC), Joe LeBlanc (NECC), and Claudine Barnes (CCCC). Seated from left are Board members David Houle (NSCC), Carlos Brocatto (MxCC), and Bob Tarutis (MBCC). (Photo by Don Williams)

MOVING?

Please make sure the MCCC has your correct mailing address.

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



Call the office at
1-877-442-MCCC toll free
or go online at
<http://mccc-union.org/ChangeMyAddress/>

Why MTA Matters

For many MCCC members, “the union” means the local MCCC chapter (15 community colleges) and maybe even the statewide MCCC Board of Directors (21 voting members). The MCCC has over 7,000 members that include full-time, part-time, and adjunct faculty and professional staff.

But “the union” is also the state organization, the 116,000 member Massachusetts Teachers Association (MTA) and the 50-state National Education Association (NEA). **“The union” is us, the members.** The members have a voice once each year at the MCCC Delegate Assembly, at the MTA Annual Meeting, and at the NEA Representative Assembly to shape our unions’ direction. We are the ones who decide what “the union” will and won’t do if we step up to exercise our rights.

Specifically, a ballot and online voting instructions (user name and user ID) will be going out by March 1 to all MCCC members and the election will close on March 24....a very short window. Be alert! The ballot will include five (5) candidates for two at-large Director seats on the MCCC Board of Directors, candidate delegates to the MTA Annual meeting on May 19-20 in Boston, and candidate delegates to the NEA RA in Boston on June 30-July 5.

When the ballot goes out to elect MCCC delegates to Annual Meeting, those 61 members who submitted nominations by 4 p.m. February 9 will be automatically elected, but there will be another potential 38 seats that will go to the candidates who get the most write-in votes since MCCC is entitled to approximately 99 delegates to the MTA Annual Meeting. I encourage you to run and write your name in on the ballot to be a delegate.

MTA’s Annual Meeting is a wonderful event, the most democratic part of the MTA, and the one involving the most members. Last year about 1,500 delegates attended the MTA Annual Meeting, including almost 100 from MCCC. It’s the largest gathering of educators in the state and provides the opportunity to shape our union’s (and our state’s) policies.

If you are elected as an MCCC delegate to MTA’s Annual Meeting, your (double occupancy) hotel room will be paid for if you live more than 25 miles from Boston; and wherever you live, you will receive a \$50 per day stipend

Annual Meeting considers all sorts of issues and is an amazingly democratic process. Any member may speak to the

- 11 a.m. elections for open MTA Board and MTA Executive Committee seats will take place. The MTA Board of Directors (like the MCCC Board of Directors) govern the union between annual meetings of delegates, so these positions are extremely important.

There is also a Higher Education Caucus group that meets on Saturday from about 7 a.m. - 9 a.m. to discuss issues of importance to higher education members.

In the next month, not only will we be voting on which of us will represent MCCC at the state level, we will also be voting who will represent us at the national level. The National Education Association (NEA) has an almost week-

We are the ones who decide what “the union” will and won’t do if we step up to exercise our rights.

issues presented (for three minutes) and even propose new business items (NBIs). It’s too early to know what issues will come up this year, but it’s likely there will be NBIs about a range of issues, from supporting immigrant, Muslim, GLBT and other targeted groups of students, to opposing efforts to privatize education, to protecting funding for domestic spending, to divest from fossil fuels, etc.

Members will also adopt a budget for the MTA, which determines the dues level for the coming year. That often leads to sharp debates with motions made to add expenditures for one or another cause or to cut one or another expenditure in order to avoid a dues increase.

On Saturday, May 20, from 8 a.m.

long meeting (called the Representative Assembly, or NEA-RA) where 8,000 members from around the country assemble for almost a week. The process and the issues are similar to the MTA’s Annual Meeting, except on a larger scale. This year’s NEA RA is June 30 – July 5 and will be held in Boston! The same ballot you use to elect MCCC delegates to MTA’s Annual Meeting will enable you



Diana Yohe, MCCC President

to vote on delegates to represent you at the NEA-RA. MCCC’s delegate entitlement to NEA RA is about 33 members. At the close of nominations on February 9, 31 MCCC members had submitted their names as candidate delegates. The top 20 vote getters will receive a stipend from MCCC of \$400 in addition to the stipend of \$400 given by MTA to offset expenses for travel, hotel, meals, etc.

The state and national levels of our union may seem remote; but if you become a delegate to these meetings, you will meet fellow-educators from around the state and the nation, will see that the issues in your chapter are similar to the issues educators face elsewhere, and will be able to shape our response to compelling state and national events. I urge you to run, to become a delegate, to represent your fellow members, and to make connections with other educators. It’s energizing and uplifting! ■



MCCC held a chapter president’s training session at the Educational Association of Worcester. From left, seated, are Meghan Callaghan, BHCC; Claudine Barnes, CCCC; Carlos Brocatto, MxCC; MTA DCE consultant Ted Lewis; and MTA consultant Donna Sirutis standing. (Photo by Don Williams)

Know Your Day Contract

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

April 2017

April 6 Dean’s leave of absence recommendations due (p. 30).

April 15 Dean’s tenure recommendations due (p. 44).

April 15 Title changes announced (p. 65).

April 17 Patriots Day holiday (p. 23).

April 25 Professional Staff unused vacation days in excess of 480 hours (64 days) converted to sick leave at end of last pay period in April. (p. 22).

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.

Candidate Statements for NEA-RA

Kenneth Anania **Massasoit**
Past Chapter President and long term NEA delegate. Active member of NEA National Council of Higher Education. Please allow me to continue to represent higher education at the NEA-RA. I ask for your vote!

Colleen Avedikian **Bristol**
I believe that now, more than ever, it is crucial for all educators and educational professionals to work together toward the common goal of promoting a quality public education system, accessible to all. I am committed to this objective, not just for Massachusetts, but nationally as well.

Claudine Barnes **Cape Cod**
I respectfully ask for your vote to serve as a delegate to the NEA-RA. As a chapter president, MCCC Board and Executive Committee member, former officer, and graduate of the NEA Emerging Leaders Academy, I will continue to work diligently on behalf of all MCCC members. Thank you.

Meghan Callaghan **Bunker Hill**
As a new Chapter President, I want to learn more about the NEA. How its organized, how it works for us, how we as MCCC members can make more use of being NEA members. I also live in Boston and feel like I should take advantage of this opportunity!

Margaret Crowe **MassBay**
Fair and equitable treatment is my priority. No one should be denied equal pay for equal work. Adjuncts are compensated at only 40 the rate of Full Time professors for instructional time. If students get anything less from adjuncts, it is only due to the challenges adjuncts face in subsisting.

John Fisk **Bunker Hill**
As a delegate I will bring my experience (seven years) as an adjunct professor to the NEA. I will seek to improve working conditions, increase salaries, and obtain employee benefits for adjuncts here in Massachusetts, and across the country.

Peter Flynn **Northern Essex**
Served as a representative at 8 NEA-RAs. Regardless of location, despite the discomforts of long days in the assembly, found each to be edifying and enriching. Meeting professionals and colleagues in the MCCC and from across the country, sharing experiences and perspectives makes each RA unique/positive.

Rosemarie Freeland **Greenfield**
The NEA is coming to Massachusetts! For 11 years, I've demonstrated commitment to the diverse contributions of GCCPA/MCCC educators through contract negotiation/enforcement and MCCC governance. The Senate confirmations of anti-union/anti-public education cabinet demands our collective vigilance, scrutiny and action. Enthusiastically I ask for your vote to help SAVE Public Education!

Christopher Hoeth **Bristol**
Please exercise YOUR vote and Vote for me. I have been elected in the past and served as YOUR representative to NEA. I was able to interact, and gain perspectives and share views, interests, needs, wants of YOURS for better Higher Education opportunity for ALL we contact. YOUR vote, PLEASE!

Ntohm Izuchi **Quinsigamond**
We're in turbulent and challenging times especially with the incoming secretary of Education that hasn't shown much regard for public schools. I am getting involved to be part of a powerful union response to the many issues and looming threats to our union. Please vote for me. Thanks. NT Izuchi

Gerald LePage **Bristol**
I have represented the union at numerous NEA, MTA and MCCC gatherings for many years and am currently serving on the MCCC Finance Committee. I believe in a strong union that represents ALL its members.

Susan McCourt **Bristol**
Susan McCourt is dedicated, organized and an involved MCCC member since adjunct faculty 1997. FT in Developmental Math in 2000, admin in 2003 but preferred "educator" to "administrator" including the protection of the MCCC. Grateful to be back in the MCCC in 2007. Now chapter president with an active membership.

Michael Pearson **Mt Wachusett**
I attended the NEA RA in Washington, D.C. last year and I would like to represent the MCCC again this year!

DeAnna Putnam **Bunker Hill**
As the Secretary of MCCC and a first-time candidate, I am thankful for your vote and the opportunity to represent MCCC at this event.

Thomas Salvo **Northern Essex**
Attendee at numerous Summer Leadership Conferences. Local, Regional or Statewide Massachusetts Representative at numerous NEA-RAs. MCCC Representative at numerous MTA Annual Meetings. PLEASE ALLOW ME TO CONTINUE TO REPRESENT YOU!

Jeffrey Seideman **MassBay**
I'm running for NEA delegate to expand my involvement in union matters. I'm currently the Vice President of MCCC, teach a variety of communication courses at MassBay Community College and have spent 35 years in journalism and public relations.

Candace Shivers **Mt Wachusett**
My name is Candace Shivers, Every year that I go to the NEA RA I am reminded of why I do the work. I am asking for your vote to represent the MTA when the RA comes to Boston, I thank you for consideration.

Darlene Smith-Ash **Holyoke**
I believe now, more than ever before, every member who can become involved, even in the most humble way, needs to step forward and be active in the educational opportunities of the nation's learners.

Margaret Wong **Quinsigamond**
I have represented the MCCC at the NEA RA for over a decade. I know well the critical issues of the MCCC and will represent the diversity of our interests to the best of my ability. I ask for your vote. Thank you.

Diana Yohe **Bristol**
As your MCCC President I wish to represent YOU and all members of our Massachusetts community colleges at the national level and to work with others to build union strength through member engagement and solidarity of action. I respectfully ask for your vote.

Randeen Zanca **Quinsigamond**
I have been an NEA-RA participant for many years. I hope to be able to participate in the 2017 NEA-RA. I will represent you all in the best way I know how. I would appreciate your support and vote. ■

Alt Facts Test Us...

Continued from page 2

STEM subjects are important, and they do develop thinking skills through the scientific method. But science works within rational systems, whereas politics and public opinion don't. Imagine if chemists found that uranium lied about its properties?

Being able to discern bias and inaccuracies in human communications, and knowing where and how to find and evaluate evidence is a hallmark of courses like literature and history. These are vital skills for citizens in a functional democracy. But we see changes pushed by the Department of Higher Education that reduce the requirements for these courses.

This is not in isolation. *Inside Higher Ed.* had a recent article on the decline of liberal Arts at traditional liberal arts colleges. A *US News & World Report* cited declining numbers of humanities majors, noting that in 1995 English was the most popular major at 9 of the top-20 liberal arts colleges compared to one in 2013. Wellesley College reported a 14 percent decline in humanities majors over the last eight years. Yet in a survey of recent graduates, the college found that about half said, "the most wish I'd taken more" comments related to the arts, languages and non-Western cultures.

We want our students to have successful careers, and in an increasingly technological world they need an array of technical skills. But to be responsible citizens they also need to be sophisticated consumers of journalism and be able to evaluate what are alternate and what are actual facts. As educators, we have an increased responsibility to help our students learn the critical thinking skills to make rational decisions about political issues and candidates. Let's all champion the arts and humanities. ■



MCCC News

<http://mccc-union.org>

Editor:

Donald R. Williams, Jr.

President:

Diana Yohe

Vice President:

Jeff Seideman

Secretary:

DeAnna Putnam

Treasurer:

Phil Mahler

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. 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



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

