

# MCCC News



The Official Publication of the Massachusetts Community College Council / Volume 15, Issue 5 / February 2014

## Candidates for MCCC Offices

### Joseph LeBlanc

#### Candidate for MCCC President

I am running to serve another two-year term as your president. My record is one of hard work, experience and results. Together we have fought to consistently enforce the terms of our collective bargaining agreements, battle for our interests on Beacon Hill and negotiate salary increases that at least equal those earned by other state employees.

On Jan. 7, our DCE bargaining team hammered out a Tentative Agreement that will provide 15 percent in salary increases over the next four years and language gains that include pay for required meetings, pay for a late-canceled course, increased lab ratio salaries and system-wide salary steps.

Our union also negotiated a Day Unit contract in 2012 with salary increases that match those bargained by other state employee unions. Faculty and profes-

*Continued on page 2*



### Donnie McGee

#### Candidate for MCCC Vice President

I am seeking re-election as your MCCC Vice President. My goals are three-fold: to promote professionalism and respect for the teaching and support services our MCCC members provide; to be sure that faculty and professional staff have a voice in policy and funding decisions that affect our practice and our students; and to work with the Board to prepare the next generation of MCCC leaders.

I believe my experienced leadership will serve this union well. Over the past 8 years, I have chaired MCCC's Strategic Action and ORP Committees and served on 4 bargaining teams (Day and DCE). I serve on the MTA and NEA Boards, the Higher Education Leadership Council, and MTA's Government Relations Committee. I have testi-

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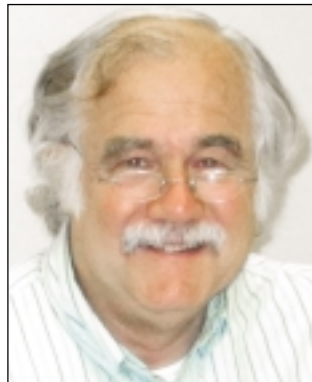


### Phil Mahler

#### Candidate for MCCC Treasurer

I have enjoyed serving as your MCCC Treasurer for the last eleven and one-half years and, bottom line, I am asking for your vote to allow me to continue in this capacity for another two year term. When I first ran for treasurer I was sure it would be for two or three terms, at most. I didn't expect to enjoy it too much, but in fact I do. And I have learned a lot in this more than a decade.

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### Claudine Barnes

#### Candidate for MCCC Secretary

My name is Claudine Barnes and I ask for your vote to become MCCC Secretary. I am organized, enthusiastic, and not afraid to speak my mind. I believe in a strong union that supports all of its members, a union that will need to be strong given the current fiscal crisis, growing anti-union sentiment, and state and federal efforts to change the functions of community colleges. We need to work as one, across the lines of faculty and profes-

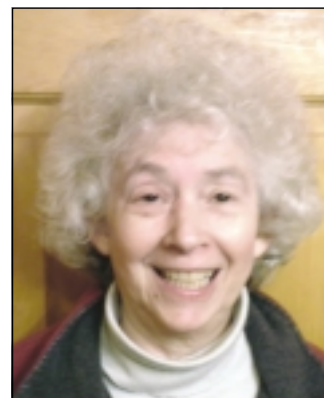
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## Candidates for Part-time/Adjunct Directors



**Linda Grochowalski**  
Quinsigamond



**Betsy Smith**  
Cape Cod



**Randi Zanca**  
Quinsigamond

*See page 4 for Part-Time/Adjunct Directors candidate statements.*

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## Where Goeth Higher Ed?

This column is a cap to my previous two. One looked at the influences affecting higher ed. today and the last looked at the changes I've seen over my career. This time I consider the future.



Don Williams, MCCC  
Communications  
Coordinator

The system of higher education in the U.S. has been seen as one of the nation's greatest achievements. People from all over the world aspire to study here. And it's not just the elite institutions like Harvard and MIT, but our public system from flagship universities down to our often denigrated community colleges, have been admired for their access and affordability.

But we have been under increasing criticism from a variety of directions. Conflicting crosscurrents of culture and commercialism have pulled and pushed col-

leges and universities with no clear, unifying philosophy or purpose. Costs have gone up at all colleges and universities and parents and students are howling. State support for public institutions has shriveled, intensifying the cost pressures.

So a wide range of cost-saving ideas have arisen, from online courses and MOOCs, to competencies, to experiential credit and accelerated degree programs. Public colleges like ours are being driven to compete on these terms with the for-profit sector that nips at our heels. Have you seen the Massachusetts community college ads on TV? The colleges got a \$20 million federal grant for workforce development, and they felt the need to spend some of the money on ads to compete with those of The University of Phoenix, DeVry Institute and their ilk.

Public colleges are being pressed to focus on training students for jobs. Of course, career preparation has always been an important part of what we do. But today it is much more narrowly focused on very specific jobs. The for-profits really specialize in offering these kinds of programs. Public colleges are often left on their own

to figure out what programs to offer and how to fund them.

But the real question should be "What does a college degree represent?" And no one in authority seems to be asking that. To many of us traditionalists, it represents that someone has a rounded education with not just technical skills, but the ability to think critically from exposure to a range of disciplines. They should be able to evaluate information and make rational decisions based on logic. And they should be able to communicate effectively. These are social values, and democracy requires a critical mass of citizens with these skills.

This is what the elite private universities continue to offer. And it is what, in the abstract, most people would say that a degree should represent. But with soaring costs, lower- and middle-class people become concerned that a degree obtained with a large ongoing debt must pay off with significant post graduation employment. And the public, funding public colleges, wants to see the students that they help get gainful employment

*Continued on page 3*

## MCCC Candidates' Statements . . . *Continued from front page*

### Joseph LeBlanc

sional staff will receive 1.75 percent increases on July 1 and again on Jan. 1, 2015 before bargaining begins again.

Much work remains. Some adjunct faculty will qualify for health insurance under the Affordable Care Act. We recently negotiated a Memorandum of Agreement that will provide 2.5 hours for each credit hour for ACA implementation purposes. The Higher Education Commission will recommend adequate funding levels and chart our system's future course. Our Professional Staff Committee is educating their colleagues about their contractual rights. Our Full Capacity Local program is working to empower our union more effectively reach out to members. Our Salary Structure Committee will be researching alternatives to the classification system.

I've worked hard and respectfully request your vote. Thank you. ■

### Donnie McGee

fied at legislative hearings to strengthen benefits, written op-ed pieces to fund campuses, gone to Washington to support the repeal of the Social Security offsets, and partnered with MTA and State House leaders to promote our legislative agenda.

Though progress has been made, much work remains. Issues related to the implementation of the ORP legislation must be resolved. Current college hiring trends must be reversed. Campuses need more full-time educators to serve students effectively. Part-time faculty and professional staff deserve pro-rated benefits and a professional path forward. Community colleges need adequate state funding to support their mission, especially in light of performance-based funding and completion rate benchmarks that do not account for the developmental nature of our students and the related support services they require.

My SAC leadership has resulted in increased statewide activism that has brought about positive results. I wish to continue this work. I believe my commitment, enthusiasm, and experience will help keep this union strong and relevant. Please support me for Vice President when you cast your ballot in March. ■

### Phil Mahler

The treasurer's duties have grown to include supervising the MCCC office, and the scope of this has grown every year. Our staff of two full-time employees is busy year around processing our 2,000 full-time and 5,000 part-time unit members. I enjoy working with our current staff, and they do a wonderful job.

I have served the MCCC since 1984, from Chapter President for seven years, to MCCC Director, MCCC Vice President, and MCCC President. I served on four day bargaining teams and one DCE team. I served on the MTA Board of Directors for six years, and have served on its employee Pension Committee for the last seven years.

My goal remains to support your elected leaders, negotiations teams, coordinators, committees and your chapter, in their efforts to serve you.

I work hard for the MCCC, and have your best interests at heart. I enjoy this challenging job and I would like to continue for another term. I would greatly appreciate your support. ■

### Claudine Barnes

sional staff, and the lines between full and part time members.

I am a professor of American History and Government at Cape Cod Community College and have been actively involved in the union since 2004. I have served on the Board of Directors for 7 years, the Executive Committee for 4 years, and also chair the Bylaws and Rules Committee. Currently, I am a member of the Day Bargaining Team.

Through my statewide work with MCCC, I was fortunate to have the opportunity to apply and graduate from the NEA Emerging Leaders Academy in 2008. I have also attended the MTA Annual Meeting since 2005 and NEA Representative Assembly.

I am currently Chapter President at CCCC where we have made substantive efforts in contract enforcement, grievance resolution, and member outreach. I actively participate in MACER, both Day and DCE, and have previously been the Strategic Action representative from my campus.

I am dedicated to this union and hope to be able to serve as MCCC Secretary. Thank you for your support. ■

## MCCC Elections

The election for MCCC Officers, Part-time/Adjunct At-large Directors, along with NEA R-A and MTA Annual Meeting delegates will again be conducted via Internet electronic voting. Voting is limited to MCCC Union members only. Agency fee payers are not eligible to run for or vote in union office elections.

Materials will be mailed out March 1 that will contain instructions for voting including the voting member's unique user name and PIN number. **That mailing will be the only notification of your user name and PIN, so be sure to save the letter until you have completed voting.** ■

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.



# New DCE Contract Brings Gains, 4 Years of Labor Peace

Persistence, preparation and grit pay off. Our DCE bargaining team hammered out a Tentative Agreement with



Joe LeBlanc,  
MCCC President

management just in time for the start of the spring semester.

Our team worked hard. Our demand package represented the interests of our diverse DCE unit, part-time faculty who teach more than two-thirds of community college courses. We fought for salary and other forms of equity with tenure track faculty. This included a proposal that would have provided adjunct faculty with regular comprehensive and professional evaluations.

Presently, faculty have only student

evaluations, and they may never be evaluated by their dean. We demanded a constructive process, one that would foster professional development and encourage faculty to develop into better teachers. Management's response is tepid, but it does call for a comprehensive evaluation before faculty earn reappointment rights.

The TA gives DCE faculty a 15 percent increase in salary over the next four years. The 3.5, 3.5, 4 and 4 percent increases compare favorably to recent increases and will likely beat agreements negotiated by state workers in the next round of bargaining.

We began bargaining last summer with demands that would have classified adjunct faculty and set salaries using a tool similar to the day unit contract's grid. We persisted. Management refused to budge. In the end after plenty of give and take we agreed to a compromise that represents a step towards equity.

DCE faculty will achieve additional financial gains in this contract. They will

receive pay for some required meetings and trainings. This is a first for DCE faculty. Many adjuncts want to play a more significant role in our college communities. The money – \$40 to \$75 – is symbolic. Encouraging adjunct faculty to participate at meetings benefits everyone including our students.

DCE faculty will now receive a stipend for a late-canceled course. Classes take time to prepare and this prep work should be compensated. Lab compensation will increase from a .66 to .74 ratio, significant progress towards the day contract's .83 rate.

Adjuncts will be paid at the same step for teaching at multiple community colleges. In this age of Freeway Flyers, our DCE colleagues teach wherever and whenever possible. Part-time faculty at Northern Essex, Middlesex, North Shore and elsewhere bring the same credentials and experience to their courses. This long overdue change is a win for fairness and equity. ■

Our team negotiated language around the right to be offered a second course. It doesn't yet give part-time faculty a guarantee, but it represents a shift in management's fierce opposition to this union priority. If courses are likely to run and veteran faculty are available to teach them, these courses should be offered to our members first. Our system is flooded with more than 5,000 DCE instructors. Hiring additional adjuncts makes little sense and creates ill will.

Bargaining is a tough process. Our team did its best to negotiate the strongest TA possible on time. This contract deserves a "yes" vote. Our bargaining team deserves a big thank you. They also deserve our thanks for negotiating an Agreement that will bring us four years of peace. In an ever-changing environment for public higher education, this new contract is good news for our members, our students, our colleges and the Commonwealth. ■

## MCCC, Chapter Work to Save NSCC Jobs

The Union has been stepping into the situation of career program closings at North Shore Community College trying to save the jobs of three full-time members and four part-time members.

As reported in the last issue of the MCCC News, two NSCC programs that were inherited when the Essex Agricultural and Technical Institute (EATI) merged with NSCC have been housed in EATI buildings that are now slated for demolition.

The programs, Culinary Arts and Cosmetology have extensive equipment and facility needs that NSCC has never received funding to bring on campus.

The Cosmetology program is immediately threatened with closing, and the three members have been notified that they will not have jobs in September. This unique program is the only post-secondary, public Cosmetology program in the state. In existence since 1956, the program fills its 40 seats every semester with long waiting lists. Students regularly pass the certification exam at a rate of 99 percent, and virtually all of them find employment in the field after graduation.

The MCCC leadership, from both the local chapter and state, has been working to support the affected members. Because the program was slated to be relocated to Lynn, a meeting was arranged with representatives for the Lynn area legislative delegation.

The members of the department, lead by program coordinator Kathy Champlain put together an impressive folder of materials supporting the program from student testimonials, enrollment and graduation records, to letters of support from many local salons. They were joined by chapter officers and MCCC President Joe LeBlanc.

Unfortunately, the meeting was

scheduled before Gov. Patrick rescheduled his state of the state address for the same day, so Sen. Thomas McGee, Rep. Robert Fennell and Rep. Steven Walsh were unable to attend. But their aides were impressed with the presentation and would share it with their bosses.

Legislation would be a long-shot, but there are things that legislators could do to help. Executive action from the Dept. of Higher Ed. is another possibility to be explored. Publicity might bring a private-sector white knight to rescue the program. The union is doing what it can to support any solution that would save the program and members' jobs. ■

## Higher Ed . . .

*Continued from page 2*

and pay back the commonwealth with increased taxable income.

The costs are important. But we know that the cost increases are not caused by faculty pay. Full-time salaries have barely kept up with inflation, and with the increasing use of underpaid, un-benefitted adjuncts, instructional labor costs have probably gone down in adjusted dollars. Increasing numbers of highly paid administrators and the costs of updating rapidly changing technology are the real cost drivers.

The public needs to be led into a discussion of what a degree should represent. Too much of the discussion has occurred around the edges—foundations pushing narrow solutions, lobbyists talking with legislators—but with no one looking at the big picture. Too often the views of those deeply involved in the activity—faculty, professional staff, and students—are left out of the discussion. We need to lead in this discussion, and bring it to the forefront. If we don't, other interests will drive the change. ■



MCCC and NSCC chapter officers joined the three faculty members of the threatened Cosmetology Program to speak with aides for the Lynn area legislators to find support to keep the program open. From right to left, Rick Ponticelli, NSCC chapter director; President Joe LeBlanc; Caroline Schwarzwalder, NSCC chapter SAC coordinator; Kathy Champlain, NSCC cosmetology program coordinator; Norene Gachignard, NSCC chapter president; Patty Pappas, cosmetology faculty; Ella Gannon, cosmetology faculty; Cinda Dahn, aide to Rep. Walsh; Steven Smalley, aide to Sen. McGee; and Mary Jules, aide to Rep. Fennell.  
(Photo by Don Williams)

## Write Us



The MCCC News  
Welcomes Contributions.

### 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

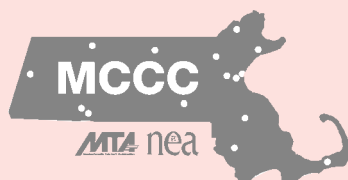
Guest Columns should be no more than 400 words in length. Columns by authors who are not MCCC members may be accepted. The author's name and affiliation will be published with the column.

### Mail to:

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North Shore Community College  
One Ferncroft Road  
Danvers, MA 01923

### Or email:

Communications@mccc-union.org



**MCCC News**  
<http://mccc-union.org>

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### Vice President:

Donnie McGee

### Secretary:

Claudine Barnes

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

# Know Your Day Contract

## February 2014

- Feb. 1** Sabbatical Recommendations forwarded to boards of trustees (p. 25)
- Feb. 10** Summary evaluation rebuttals due (p. 51)
- Feb. 15** First year professional staff evaluation conference (p. 52)
- Feb. 20** Course materials returned (p. 51)
- Feb. 28** Faculty submit referred schedules (p. 42)
- Feb. 28** New full and part-time hire list due MCCC

## March 2014

- March 1** Notice of non-reappointment (first through fourth year) (p. 38)
- March 15** Dean's recommendations for Title change due (p. 60)
- March 15'** Unit Personnel Practices recommendations for tenure due (p. 40)
- March 30** Department Chair evaluations (p. 67)
- March 30** Preferred schedules and course submitted (p.40 )
- March 31** Department chair vacancies announced (p. 67)
- March 31** Fall assignments to faculty, fulltime schedules to chapter (p. 42)
- 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. ■*

## Part-Time/Adjunct Directors Candidate Statements

### Linda Grochowalski

I am seeking election to the MCCC Board of Directors as one of your two Part-time Directors. I have been a union member for nearly 12 years, having served 2 terms as my chapter's vice president, chapter DCE grievance coordinator for nearly 8 years, adjunct representative for several years, and as a charter member of the Adjunct Committee. Currently I am the chair of the DCE Bargaining Committee.

My focus is on adjuncts and am committed to fighting for adjunct rights, having rallied faculty and staff at my campus to support the full vote for adjuncts and serving as chair of the first DCE MACER on my campus, the first to be formed state-wide once management agreed to the committee. I promise to be a strong voice on the Board for ALL adjuncts and welcome your vote.

Thank you! ■

### Randi Zanca

Hi everyone. My name is Randi Zanca, and I am running for my third term as At-Large Director to the MCCC Board representing DCE members and part-timers. Besides attending monthly meetings, in this last year, I have worked on the MCCC Dues Structure Subcommittee, and with two of my colleagues, have been examining the adjuncts' and part-timers' dues structure. Our committee most recently (Feb. 1st) presented bylaw changes to the MTA By-laws and Rules Committee in hopes that we can make the payment amount more equitable for adjuncts and part-timers. You do not have to be a part-timer to feel the pinch of paying dues—I get that—but part-timers and adjuncts feel the pain of the payment just a bit more.

In this day and age, no one wants to be without their union. The benefits of union membership cannot be undersold. With lower union fees for adjuncts and part-timers, maybe more people will quit the agency fee payer system and be more willing to join the union.

Lastly, the bylaws surrounding dues structure have not been looked at since the 1990's (or before that!). Certainly, it is high time for adjuncts who currently make up around 70% of the community college workforce and part-timers be given a break on their dues.

I hope you will cast your vote for me as MCCC DCE/Part-Time At-Large Director. I look forward to continuing the work we are doing. Thank you. ■

### Betsy Smith

Dear Friends and Colleagues,

Please consider voting for me so that I can continue to represent you on the MCCC Board of Directors.

For those who don't know me, I've been an MCCC member since Spring 2000, and it didn't take me long to become a union activist, initially in the ongoing struggle to make health insurance available to contingent faculty. I was a plaintiff in our lawsuit and have testified before the legislature, both in person and in writing to include us in the GIC plan.

My union activities include being a DCE representative to the MCCC Board of Directors, being a member of the 4Cs ExCom, attending the NEA-RA, NEA/AFT Higher Ed Conferences and COCAL. I was also on the 2008 DCE bargaining team.

My proudest moment in the union occurred at our 2011 Delegate Assembly when our proposed by-laws change to give contingent faculty a full vote in MCCC elections finally passed.

I have enjoyed being your voice in the union as one of the Part-time/Adjunct Directors and would be honored to have your vote in this election. I thank you for your confidence in my ability to represent you on our Board. ■

## BYLAW PROPOSALS

Bylaw change proposals are due by  
**March 1, 2014.**

Send proposals to  
Bylaw Committee chair  
Claudine Barnes at  
[Secretary@  
MCCC-union.org](mailto:Secretary@mccc-union.org)

## DCE RATIFICATION EXTENDED TO FRIDAY, MARCH 21

To ensure that all members of the DCE Unit have an opportunity to vote on the contract, a second mailing of ballots will go out to new members for the Winter/Spring semester. All previously mailed ballots may be returned by the new date.