

MCCC



News

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## MCCC Delegate Assembly Features Awards

The annual MCCC Delegate Assembly went very smoothly as the union passed its budget, considered bylaw changes and honored outstanding members.

With no increase in the dues, there was little to debate on the budget and it passed quickly. Total member dues assessment has three parts: the MCCC, the MTA and the NEA components. The MTA portion will increase by \$3 per year after a vote at its annual meeting, and the NEA portion will be determined at the Representative Assembly in July.

This year three members were presented with awards for strategic action and for leadership at the chapter level.

Roberta Albano from Springfield Technical Community College received the Donnie McGee Strategic Action Award for her many years of activism on the political front. In nominating

Albano for the award MCCC Vice President Donnie McGee noted her “enthusiasm, energy and grace” in working with members and legislators.

A special focus for praise were Albano’s efforts in advancing the “03 bill” that gave retirement credit for people who worked many years in part-time positions before being hired to full-time positions. McGee said she was persistent in the 15 year battle to pass this legislation. President LeBlanc pointed out that a legislator told Albano that the 03 bill “was never going to happen,” but that never stopped Albano from trying and ultimately succeeding in passing this significant legislation.

Two outgoing chapter presidents, Aaron Levin and Steve Russell, were recognized for their outstanding efforts by sharing in the Jon G. Butler Award.

Linda Giampa nominated Steve Russell, who teaches history at Northern Essex Community College, highlighting how he diversified the participation of members in union activities. She said, “Steve made the chapter stronger and more inclusive...His leadership is trusted, respected, and appreciated by the membership in our chapter.”

Aaron Levin who teaches mathematics at Holyoke Community College was



Roberta Albano, right, from Springfield Technical Community College was presented with the MCCC’s Strategic Action Award by its namesake Vice President Donnie McGee and President Joe LeBlanc at the MCCC Delegate Assembly on April 26.

(Photo by Don Williams)

nominated by chapter director Trudy Tynan and Nathan Mercer. They cited his strong leadership and his work in recruiting and developing new leaders. In accepting the award, Levin said that the first duty of a new chapter president is finding a replacement. He had four tenets for chapter leadership.

- 1) All voices must be heard
- 2) Collectivity results in shared power
- 3) Envision change together
- 4) Leadership is essential for success

Several bylaw proposals were considered and debated but most were not adopted. The meeting adjourned shortly after the buffet luncheon. ■

## Civic Engagement: Coming to a Campus Near You

The civic engagement of college students has become one of the important performance measures in the Department of Higher Education’s Vision Project. It is one of the funding formula assessment criteria, and it is an important part for college presidents’ performance evaluations. So community college faculty and staff will be hearing a lot about the topic in the next few years.

Driven by a 2010 study by the American Association of Colleges and Universities, commissioned by the U.S. Department of Education, titled “A Crucible Moment: College Learning and Democracy’s Future” there is federal money attached to states taking initiative on this related front.

A Massachusetts commission was set

*Continued on page 4*



The DCE contract was signed on May 13, 2014 at the MCCC Office in Worcester. Standing, from left: Dept. of Higher Education Director of Employee and Labor Relations Michael Murray, Mass Community College Assistant General Counsel Carol Wolff Fallon. Seated: Mt Wachusett CC President Daniel Asquino, MCCC President Joseph LeBlanc, and MCCC DCE Bargaining Team Chair Linda Grochowalski. Commissioner of Higher Education Richard Freeland and MTA Consultant Robert Whalen signed at a later date.

(Photo by Phil Mahler)

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## MTA Annual Meeting Surprise: Madeloni Defeats VP Sullivan

The MTA Annual Meeting of delegates is often predictable and focused on small points of budgeting and policy. Every other year there is an election for MTA president and vice president who serve for a maximum of two, 2-year terms.

Typically the president and vice-president are reelected for second terms. When the term limit is reached, the out-going president has traditionally been replaced by the vice president, who then serves as president for two terms.

This year with President Paul Toner finishing his last term, many people expected that Vice President Tim Sullivan from the Brockton Education Association would be elected to the presidency. He was challenged by Barbara Madeloni from the Massachusetts Society of Professors, the local association at UMass Amherst. When the delegate votes were counted, Madeloni had defeated Sullivan by a vote of 681 to 584.

Janet Anderson, a fifth grade teacher from Taunton, and president of that local

association, won the vice presidency with 717 votes defeating Bob Becker from the Wachusett Regional Association and Len Zaluskas from Worcester. All of the candidates for MTA president and vice president met with the MCCC Board of Directors during their campaigns. At its March 2014 meeting, the MCCC Board of Directors endorsed Sullivan for MTA president.

Madeloni has had a career across a range of educational sectors from K-12 to higher ed. In the spring of 2012, as director of the secondary-teacher education program at the University of Massachusetts in Amherst for nine years, she spoke out in the New York Times against a new teacher licensing process that put the for-profit Pearson Education company in control of the process. She then found herself non-renewed for the 2013 academic year.

An internal MTA faction called Educators for a Democratic Union (EDU) was a principal supporter of Madeloni's candidacy, with a base of support at UMass.

It developed a well-organized campaign on her behalf. EDU believes that the MTA should be more progressive and activist in its approach to issues. And it opposes compromising on national trends towards high-stakes testing, performance-based funding, and reduction in educators' benefits and authority.

Madeloni, herself, estimated that a third of the delegates at this year's meeting had not attended previous MTA annual meetings. As a representative assembly, there was a total allotment of 2829 delegates, but only 1359 actually attended.

The MTA Board of Directors has largely been unchanged by the EDU election campaign. The traditional pattern of the MTA vice president succeeding the president provides a 4-year training period for the next president. Without this background, Madeloni will



Newly elected MTA President Barbara Madeloni pictured here when she came to the MCCC Board of Directors seeking endorsement. (Photo by Don Williams)

have a steep learning curve to master the intricacies of leading a 100,000 plus member organization. But she will be the public face of the organization for at least the next two years. ■

### *The Vision Project's Twisted Logic*

By Donnie McGee

*The winter's onslaught has not ceased.  
Still plagued by polar vortices  
That harm students, staff and faculty,  
Educators voice a persistent plea:  
Preserve access and opportunity!*

*The State still touts its Vision Project:  
It doth embrace such twisted logic.  
The mantra? College excellence!  
But funding's linked to timed performance.  
Our mission makes no difference.*

*Chronic underfunding's done great harm.  
Do more with less: That's been the norm.  
Contingent faculty need more backing.  
Advisors? Counselors? - sorely lacking!  
Reverse the course of college staffing.*

*Converging forces shape students' fate.  
Mounting debt makes all irate.  
Student demographics challenge all:  
The working poor do grace our halls.  
Yet hope must live within these walls.*

*In this great state, the vision's blurred.  
Our outrage surely must be heard.  
The answer's clearly here before us.  
Raise your voice and join the chorus:  
To preserve our crucial college mission,  
Just fund this student-centered vision.*



MCCC President Joe LeBlanc, left, was joined at the MTA Annual Meeting with former MCCC President Jim Rice from Quinsigamond Community College and Roberta Albano from Springfield Technical Community College. (Photo by Don Williams)

### **Know Your Day Contract**

Professional staff work beyond the Academic Year. The dates below do not affect faculty.

#### **July 2014**

**July 1** Notification of work assignment due from supervisor (p. 48)

**July 1** Off-Campus Days—3 days off campus for activities outside of those assigned (conferences, catching up on literature in the field, etc.). They may be taken in increments of a half-day or more. The 3 off campus days begin with fiscal year (p. 48).

# It's Time to Come Out of The Shadows



Joe LeBlanc,  
MCCC President

increases and language changes that will make this contract one of the best in the business.

But it isn't enough. The Commonwealth is dithering over whether or not to fully participate in the Affordable Care Act. As a large employer, the state must offer affordable health insurance to at least 95 percent of its full-time employees. [Note: ACA defines full-time as 30 hours or more a week.] If Massachusetts doesn't meet this threshold, it will incur penalties in excess of \$150 million a year.

We've negotiated an agreement to convert teaching credits to hours worked. One credit will convert to 2.5 hours for ACA purposes. Teach four 3-credit courses or three courses with labs, and you should qualify for health insurance. Hundreds of our adjunct faculty meet this standard. Large employers must offer coverage to full-time employees or share in paying the cost of that coverage through a health insurance exchange or pay a penalty. To date, the state is tracking the data. The law allows employers to postpone action for two more years. Dithering saves the

Our new DCE contract is a good one. It was ratified by secret ballot by an overwhelming margin (2001-92). Adjunct/part-time faculty and day unit members who teach an overload will receive better than average salary

Commonwealth at least \$57 million a year in health insurance costs.

State statute provides GIC health and retirement benefits for workers with a regular, established, work schedule of 18.75 hours or more. "Federal law does not preempt state law where the two are not in conflict," said Catherine M. Hornby, GIC Deputy Director at the MTA's recent Higher Education Conference. "The state as an employer could choose to pay a penalty rather than alter its definition of a GIC eligible employee."

The state estimates that 3,100 to 4,100 contract employees work full-time for the purposes of the ACA, but are presently ineligible for GIC coverage.

Hornby explained the situation well and pointed out the most obvious benefit of offering GIC coverage to adjuncts: excellent faculty will be easier to recruit and retain.

There's also the fairness question. Adjuncts teach at least two-thirds of the courses in our system. Hundreds have worked at least eight years and are paid at Step 4. Their work is significant. Our colleges couldn't survive without them, but health insurance will cost \$10,718 annually per active enrollee in the Group Insurance Commission.

The state is also ignoring its moral obligation to provide long-term contract employees with a pension plan or Social Security coverage. Adjuncts – even those with twenty years in the system – are not yet covered by state statute. Adjuncts are forced to enroll in OBRA, a forced savings plan with no match from the state. Adjuncts with decades of service will never be able to retire on their OBRA account savings alone.

Such benefits are vital to all citizens,

but they don't come easily. In a recent demonstration at Quinsigamond Community College a couple of adjuncts picketed with 20 of their full-time colleagues to support our DCE contract. We'll have to do better than that to win the fight for health insurance and retirement benefits. We'll have to do better than that to fight attempts to cap courses or confront the next assault on our professions.

My adjunct, contingent, part-time brothers and sisters, it's time to come out of the shadows. Start by writing a letter to the editor to your local newspaper. We'll help you to draft it. Without such public acts of courage, the public will remain in the dark about your plight. We will fail.

Contact your legislators. We need your support for State House priorities that

include part-time pension and health insurance benefits. Without your personal lobbying of your representatives and senators, we will fail.

Identify yourself as adjunct/contingent/part-time faculty member (and union member) in your course syllabi. Without such a public statement, students will assume you are full-time and tenured. They will assume you earn a living wage and benefits.

Stay in the shadows and we will fail. Come out of the shadows and work with us to advocate for our interests and we'll succeed. We've come a long way since the early '90s, but we will never reach our full potential without your public efforts in support of our agenda and our professions. ■

## Butler Award Co-recipients at Delegate Assembly



Aaron Levin from Holyoke Community College, center, was co-recipient of the Butler Award for outstanding chapter president at the MCCC Delegate Assembly. He was nominated by Trudy Tynan, left, and Nathan Mercer, right, and presented the award by President Joe LeBlanc. (Photo by Don Williams)



Steve Russell from Northern Essex Community College, right, was co-recipient of the Butler Award for outstanding chapter president at the MCCC Delegate Assembly. He was nominated by his successor Linda Giampa and presented the award by President Joe LeBlanc. (Photo by Don Williams)



Retired member Mike Nutter, who co-chairs the MCCC Political Action Committee, collected donations for the PAC at the MCCC Delegate Assembly. They raised a record \$1,500 from members to support the union's legislative agenda. Chapters are also allowed to donate \$500 annually. (Photo by Don Williams)

# DIRECTORS NOTES

The March 28 meeting of the MCCC Board of Directors addressed the following issues:

- **MTA Annual Meeting Stipends**

The Board of Directors approved an increase in the stipend for MCCC Delegates to the MTA Annual Meeting from \$50 per day to \$75 per day effective with the May 2014 MTA Annual Meeting.

- **Elections Policy**

The Board of Directors approved the following policy changes.

Elections

Part I – Policies Related to Statewide and Chapter Officer Elections

II. Conduct of Elections

A. 4. The Committee will certify and place in nomination *in accordance with the Board approved MCCC Nominations and Elections Timeline outlined in the election year and the submission of the MCCC Nomination Form*: (1) the names of all officer candidates who have secured at least fifty signatures of active members in support of their can-

didacy, (2) and the names of all candidates for Adjunct/Part-time Board member who have secured at least ten signatures of active members in support of their candidacy, (3) the names of candidates for the MTA Annual Meeting, and (4) the names of candidates for the NEA-RA Delegate Assembly.

- **Colorado Adjunct Bill**

The Board of Directors voted to support efforts to improve faculty working conditions and promote equitable salary and benefits for adjunct faculty as reflected in some aspects of Colorado House Bill 1154.

- **McGee Awards Policy Change**

The Board approved a new policy that any MCCC Member may nominate a candidate for the McGee Award by completing a nomination form, which can be obtained from the MCCC web site. The deadline for submitting nomi-

nations is February 15. Nominations should be sent to the MCCC President.

- **MCCC Awards Policy Change**

The Board approved election policy changes and instructed the chair of the Bylaws and Policy Committee to amend the nomination forms for MCCC awards accordingly. These changes include the alteration of the date of nomination submission to March 1 at noon and to reflect modern communication methods.

- **Membership Coordinator Position**

President LeBlanc distributed and reviewed copies of the draft of the membership coordinator position that has been discussed and revised by the Executive Committee. He hoped that this position will be approved soon, a posting and interviews to follow, and a person hired at the August Board meeting. Some members of the Board suggested that multiple people engage in this work and that it be divided regionally.

- **Board voted to endorse Tim Sullivan for MTA president.** ■

## Corrections to the April 2014 issue:

- The “Opting out of the ORP” presentation at the MTA Higher Ed. Conference emphasized that October 27, 2014 is the date that Notification of Interest forms are due to the Department of Higher Education from eligible ORP participants. That date is not the end of the Section 60 implementation process.
- Attorney Sandra Quinn’s name was omitted from the list of MTA staff who were publicly thanked for their support with the ORP Section 60 legislation.
- The State Retirement Board (not Richard Nunes) will be responsible for calculating the cost for ORP participants to transfer coverage to the SERS. ■



## MCCC News

<http://mccc-union.org>

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## Civic Engagement Coming . . .

*Continued from front page*

up, chaired by President Dan Asquino of Mt. Wachusett Community College, and its report issued in March set out this state’s goals and objectives on civic engagement. It states, “The ultimate goal of the civic learning and civic engagement key outcome of the Vision Project is to prepare individuals for effective democratic participation, which in turn promotes growth of healthy communities, global economic vitality, social and political well-being and democratic human interactions.”

Here is the wording that the DHE is using for definitions:

### **Civic learning**

“Engendering knowledge, skills, values and competencies that citizens in a democracy need to carry out their civic responsibility—through participation in civic engagement, academic coursework, co-curricular activities, and off-campus programming. Students should have an understanding of the United States, other world societies, and the relationship between these constituencies.”

### **Civic engagement**

“Involves the participation of faculty, staff and students in the civic life and institutions of the community (local, regional, statewide, national and global) through reciprocal partnerships with public, private and non-profit organizations, to address critical social issues and align curriculum, scholarship, research and creative activity with the public good.”

“Institutional Criterion 1: Institutional capacity for civic learning and engagement, divided by subcategories: practices, structures, and priorities.”

“Institutional Criterion 2: Faculty capacity for civic learning and engagement.”

Faculty will be under pressure to incorporate civic engagement into their courses and programs because both community college funding and college presidential evaluations will be affected by compliance with this initiative. MCCC Grievance Coordinator Dennis Fitzgerald reminds faculty that they have academic freedom as to the content of their courses as long as they comply with the published course descriptions.

Colleges will be addressing this initiative in a variety of ways. For example, Northern Essex has created a group of curricular objectives—among them civic engagement—which students must complete by taking courses which have been designated as having one of those required objectives. Faculty have been incentivized—with stipends to develop modules within their courses that comply with these objectives. And this may make their courses more attractive to students seeking to complete the civic engagement graduation requirement.

While incorporating such a module is voluntary, changing a course description through a curriculum committee would take away the academic freedom of faculty members who do not feel that civic engagement is appropriate for their particular courses. Fitzgerald advises that faculty and staff avoid the adoption of course descriptions that take away other members’ academic freedom.

Creating college graduates who are civically engaged is a laudable objective and educators widely support it. But mandating it, and other objectives, by government does take away the authority of educators to control course content. If civic engagement has declined, as put forward by “A Crucible Moment,” it doesn’t necessarily mean that education is responsible for the problem. A number

of studies connect lower civic participation with rising income inequality.

Civic engagement is just one of several curricular initiatives being connected to performance funding. As a blogger to *Inside Higher Ed* said: “Liberal-technocratic reforms like performance funding won’t work because the problems they try to solve are not caused by institutional fecklessness, inefficiency, unaccountability, or whatever other imagined culprit is driving the latest higher-ed management fad. The problems are caused rather by cultural and socioeconomic forces beyond the institution’s control.”

## DHE Civic Engagement Student Learning Rubric Categories

### *Objective 1*

#### *Civic and Democratic Knowledge:*

Foster the knowledge students need to assume the roles and responsibilities of citizenship through formal curricula, co-curricular activity, and community engagement.

### *Objective 2*

#### *Civic and Democratic Skills:*

Foster the development of the personal and life skills students need to become responsible citizens and active participants in democratic life.

### *Objective 3*

#### *Civic and Democratic Values:*

Engage students in opportunities to clarify and further develop personal civic and democratic values.

### *Objective 4*

#### *Civic and Democratic Action:*

Involve students with experiences in civic action to foster engagement in the practice of democracy. ■