

# MCCC News



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## Williamstown Hosts MTA Summer Conference

**H**undreds of Mass Teachers Association members, including three dozen from the MCCC, gathered in the small village of Williamstown in the Berkshires for the annual MTA Summer Conference Aug. 4–7.

The conference presents a wide variety of activities for participants some pedagogical, some recreational taking advantage of the Berkshire setting, some personal development such as retirement planning, and many that focus on building union capacity. Many are focused on K–12 issues, but others share relevance with higher education, plus there is a dedicated program for higher ed members on Wednesday.

There are a number of multi-day training programs available for attendees, among them are ones for new local presidents, for experienced presidents, for



*The afternoon higher ed panel discussion at the MTA Summer Conference was chaired by MTA Director of Higher Education Joey Hansen and included participants from various segments of MTA higher education locals. From left, Hansen standing, Annetta Argyes from UMass Boston, MTA President Barbara Madeloni from UMass Amherst, Donna Johnson from UMass Amherst, Ruth Kiefson from Roxbury Community College, Michelle Corbin from Worcester State, Kimberly Stieglitz from Roxbury Community College and Tim Scott UMass Amherst.* (Photo by Don Williams)

negotiating team members, for grievance coordinators, and for emerging leaders. Each of these programs helps to make a stronger, more effective union.

Two MCCC members participated in the Emerging Leaders Program: Laurie Carlson from North Shore Community College, and N.T. Izuchi from Quinsigamond Community College. This year's program had participants assigned to groups, and each group developed a union-related public relations campaign

that they worked on promoting through the four days of the conference. The campaigns culminated with group presentations at a reception Wednesday evening where the audience voted to select the most effective group.

Traditionally, the dedicated higher ed program had been an 11 A.M. open meeting on Wednesday of the Higher Education Leadership Council (HELIC), which is made up of the presidents of the several higher ed unions. MCCC president

Joe LeBlanc has chaired this group for the past four years. Participants would discuss the issues being faced by their local associations including such things as changing personnel policies and contract negotiations.

After that meeting, there had typically been a luncheon featuring a special guest that in the past included chairs of the Board of Higher Education, Commissioners of Higher Education or other political figures involved in higher ed issues.

This year the original program prospectus had the higher ed program slated for 1:45 P.M. listed as "Higher Education Issues Workshop" with no specific agenda listed other than discussion.

On Tuesday evening the MCCC held a reception at the Red Herring Pub for its own members, and there were rumors that another higher ed meeting was scheduled the next morning, but there was conflicting information about the time. A meeting did occur at 10:45 conducted by MTA Director of Higher Ed, Joey Hansen, but given the late notice the attendance was light. The meeting focused on issues related the ORP/Section 60 legislation, orientation of new hires to their retirement options, and benefits for adjunct faculty.

The scheduled afternoon "Higher Education Issues Workshop" was moder-

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## ORP Participants: Section 60 News and Notes from Donnie McGee

All active ORP participants who were on the State's payroll as of 10/5/13 should have received an eligibility package from the Department of Higher Education (DHE) regarding the Section 60 Pension Reform legislation. This statute provides participants with the opportunity to transfer to the state pension system (MSERS). Anyone who did not receive this notification should contact the DHE at [ORP@bhe.mass.edu](mailto:ORP@bhe.mass.edu)

### Notice of Interest Form Deadline:

The deadline for returning the Notice of Interest Form included in the state's mailing is 10/27/14. Returning this form is not a commitment to change plans; it is simply a statement of interest. However, any ORP participant who fails to return this form by this date will not be able to take advantage of this transfer opportunity. In early September, the DHE will be sending out a reminder to all eligible participants from whom they have not received an NOI form.

### ORP Participants Close to Retirement:

Substantive data problems at the DHE and a backlog of buyback requests competing for the attention of the State Retirement Board staff have delayed the processing of cost statements for those ORP participants who indicated they expected to retire within the next 12 months. However, the State is clearly focused right now on processing the ORP to MSERS transfer applications for "early retirees". The DHE and SRB are expected to clarify the timelines for the completion of this work in the next few weeks via their related Section 60 web updates and individual letters to each of these participants.

### Retirement Date Decisions:

ORP participants interested in changing plans and retiring under the MSERS should consider waiting until May 31, 2015 to separate from service or until the transfer process from the ORP to the state pension plan is complete. ORP

participants who leave employment prior to becoming members of the MSERS are considered "Deferred Retirees" and cannot draw a retirement income from the State until the transfer is implemented. During this time a Deferred Retiree must pay the full cost of his/her GIC health insurance premium. However, MCCC contractual retirement benefits will be in effect as of the date of separation from service. And once the transfer is complete, MSERS retirement payments will be retroactive to this date as well.

### Note the following ORP/

#### Section 60 resources:

- PowerPoint presentation of ORP/Section 60 Workshop: [www.mccc-union.org/ppt.html](http://www.mccc-union.org/ppt.html)
- ORP updates on Section 60 transfer legislation: [www.mass.edu/foremployees/orp/section60.asp](http://www.mass.edu/foremployees/orp/section60.asp)
- DHE's Comprehensive FAQ document on Section 60: [www.mass.edu/foremployees/orp/section60faq.asp](http://www.mass.edu/foremployees/orp/section60faq.asp) ■

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## Guest Column

# United Action at RCC Yields Results

By Roxbury Community College Chapter Members:  
Ruth Kiefson,  
*Chapter Co-President*  
Danielle Tabela, *Chapter Secretary*  
Totsaporn Intarabumrung,  
*Chapter Treasurer*  
Susan Kalt, *MCCC activist*  
Many at Roxbury Community College feel that our new President was brought here from Chicago to do a total make-over of the school. This past Spring, in the midst of this sea change, the faculty, staff, and students were aroused to take action against one egregious “reform”.

In March, students and faculty were suddenly faced with one-way glass on the Security Office windows in the Academic Building, where they had formerly been able to see and greet security staff. A new security job description was posted with a firearms requirement. These changes were met with an outcry from students, staff, and faculty. A petition was immediately circulated.

The interim VP of Operations, Finance, and Security, John McLaughlin announced that these changes were part of his plans to upgrade security. At an all-union meeting of AFSCME and MCCC, faculty and

staff passed a resolution opposing armed police and one-way glass for our security department. General consensus was that surveillance by armed police would make the campus feel less safe, and that our campus’ excellent security record stems from the sense of community in which people know and care about one another.

Students, faculty and staff requested an all-college meeting with President Valerie Roberson. Prior to the meeting, she emailed the entire college community indicating that the intention to hire armed personnel was merely a rumor. The student club, Pizza and Politics, held

a Public Forum on the issue at which an administration member, HR director Paul Alexander, defended the idea of armed guards on college campuses. The next day, President Roberson met with the whole college community to dispel the “rumor”. However, led by organized students and faculty who clearly stated that they did not want a militarized surveillance atmosphere on campus, the President promised to reconsider the one way glass and pledged that regardless of qualifications to bear arms, no security staff would be allowed to bear arms on campus.

Most people left the meeting feeling energized and encouraged that we could unite and advocate for ourselves. At community colleges all over the state, administrations are trying to bring in armed police as part of a nation-wide initiative in response to the Virginia Tech shootings of 2006. Experience teaches us that armed police on campus does not improve security, but rather leads to more bad arrests and a heightened level of fear-mongering. As we did at RCC, faculty, staff, and students around the state should oppose this development and organize for more student services to improve student quality of life. ■

## MTA Summer Conference . . .

*Continued from front page*  
ated by Hansen and consisted of a panel of members from different higher ed locals put together by Tim Scott, an employee assistance counselor from UMass Amherst. Besides Scott, the panel included

recently elected MTA President Barbara Madeloni, Annetta Argyes from the UMass Boston Labor Studies Program, Donna Johnson from USA UMass Amherst, Michelle Corbin from Worcester State, and two MCCC members from Roxbury Community College: Ruth Kiefson and Kimberly Stieglitz.

The discussion focused on the attacks on public higher education by outside sources like corporations, philanthropies and governmental entities. Participants decried the “corporatization” and “vocationalization” that has been the trend over the past three decades.

As an example Argyes focused on the situation at City College of San Francisco that has been threatened with closure for this September by its accrediting agency, the Western Association of Schools and Colleges (WASC). Argyes said that among issues cited to justify WASC’s recommendation were the faculty’s over representation in college governance and that the college accepted too many students with its open admissions policy.

She also noted that the California Federation of Teachers, which represents the CCSF faculty has filed complaints about WASC’s procedures that include charges of conflict-of-interest because of members’ connection with private

colleges in the area and that its procedures violated state and federal laws. WASC has also been cited by other colleges for being overly antagonistic in its evaluations.

Kimberly Stieglitz, who teaches biochemistry at Roxbury Community College and has conducted research with her students, that was published in the professional journal *Chemical Biology and Drug Design*, pointed out the lack of state funds to support the labs she needs. She could get ample financial support and state-of-the-art equipment for research directed by corporate entities for their purposes, but these would not be the kind of topics that she thinks would be instructive for her students.

The panel did not develop any actionable activities, and it left the audience wondering what specifically they could do to address the issues discussed.

Although the conference always ends on Thursday morning, the social highlights culminate on Wednesday evening with the cocktail reception sponsored by all the higher ed. locals, which gives members an opportunity to network not only with their higher ed. peers but also with K-12 members who attend. The evening ends with “The Bash”—a live-band dance party— that runs to the small hours of



North Shore member Laurie Carlson (center) participated in the MTA Emerging Leaders Program at the Summer Conference with her group’s K-12 educators, pictured here at the end of group presentations. (Photo by Don Williams)



Massasoit chapter president Paul Weeden (left) networked with Holyoke chapter director Aaron Levin at the higher ed reception at the MTA Summer Conference. (Photo by Don Williams)



Mount Wachusett member Ken Takvorkian (left) chatted with Quinsigamond’s Margaret Wong and Mount Wachusett chapter director Candace Shivers at the higher ed reception at the MTA Summer Conference. (Photo by Don Williams)

## Wanted Day Bargaining Team Members

The MCCC is in the process of forming a team to negotiate a successor Day Collective Bargaining Agreement. The team negotiates with the employer over wages, hours, and conditions of employment. The current contract expires June 30, 2015.

This is an opportunity to shape the working conditions affecting over 2200 members for the next three years and beyond. The union seeks the input of every constituency of the collective bargaining unit that includes full-time faculty, and all professional staff—both full- and part-time.

The team is made up of 5 Day Contract members plus the MCCC President and Vice President ex officio. Members have traditionally been compensated with reassigned time to allow them to meet. And as a joint labor/management committee it is also counted as college service time.

Applications are due by Friday, September 26, 2014.

For information or to submit a letter of interest contact:

MCCC President Joe LeBlanc  
President @mccc-union.org ■

## Calling for Volunteers

# Connect, Make Friends, Help Our Cause



Joe LeBlanc,  
MCCC President

I'd like to welcome (or welcome back) full-and part-time faculty and professional staff. The MCCC is the largest higher education labor union in the Commonwealth. We're tenacious about advocating for

member rights and committed to making a difference.

We're also committed to our union's mission: "We, the faculty and professional staff at the 15 community colleges of the Commonwealth of Massachusetts, have organized into a politically-active union to protect the professional rights and advance the economic well being and working conditions of our members, as well as maintain and improve the quality of education in our community colleges."

Our mission is further explained in the Objectives section of our bylaws. We negotiate contracts for our Day and DCE unit members. We fight for increased salary and benefits. We promote "livable, equitable and competitive wages" as well as "professional working conditions, including professional development opportunities, adequate resources and safe working environments."

We bargain for "reasonable workloads and work schedules." We advocate for

academic freedom. We favor full-time employment whenever possible and believe in equity for our part-time brothers and sisters. We trust that our members make the best decisions about curriculum when they work in an environment where college governance is respected.

We fight for job security. We organize endlessly. We encourage college administrators to respect our collective bargaining agreements. When we can't find common ground informally with local administrators, we file grievances and use other channels to fight for our members in the mediation and arbitration processes.

We lobby for legislation. Recent State House wins include the 03 buyback and ORP/SERS laws. Both movements began with a few voices calling for change. Both movements used grassroots organizing and harnessed our collective strength to influence Beacon Hill. Both laws will allow hundreds of our members to retire with dignity.

We don't win every battle for sound public policy and good legislation. State support for public higher education is inadequate; a 24.3 percent increase would be needed to reach the modest levels of FY '01. Knuckleheaded ideas from outside academe sometimes gain traction and become law. The Boston Foundation's lobbying for a community college focus on workforce development was enacted into law over our objections. We're still waiting for additional funds to support this expanded mission.

The challenges never end, but our

chapters and statewide union will be stronger with your participation. In coming weeks, attend chapter meetings. Volunteer to serve on a chapter committee. If the spirit to serve moves you, volunteer to run for chapter office next spring.

We also have many opportunities to serve and be served by the MCCC in coming months. Save the date: attend our Fall Conference on Oct. 23 in Marlborough. Volunteer to serve on a committee. We're looking for members to serve on the MCCC's Adjuncts, Bylaws and Rules, Day and DCE Grievance, Day Negotiations, Finance, Joint Study, Personnel,

Professional Staff, Distance Education and Strategic Action Committees.

Follow the link below for more information about the committees' composition, responsibilities and appointment processes. Send me an email preferably by Friday, Sept. 26 to apply for the underlined committees. Contact your chapter president to apply for the others.

Give us an hour or two a week. I promise you'll make friends, connect with members and make us a stronger union. Happy Labor Day!

[http://mccc-union.org/committees\\_policies.html](http://mccc-union.org/committees_policies.html) ■

## In Memoriam



Pennie Marcus, who had been a counselor and union activist at Holyoke Community College, passed away July 27, 2014.

A native of Philadelphia, Pennie came to Massachusetts in the late 1980s and began her involvement with the MCCC by teaching DCE courses at Greenfield, Holyoke and Berkshire Community Colleges.

After a stint at Loyola University in Chicago, she returned to Massachusetts in 2000 to work in the Office for Students with Disabilities/Deaf Services at Holyoke

Community College.

Pennie was a dedicated MCCC member, first as a leader among professional staff on campus, and then as the MCCC Director for her campus on the state level for several years. Although she retired in 2012, she continued to be an active retired member of the Massachusetts Teachers Association.

## Know Your Day Contract

### September 2014

**Sept. 9** Course materials (Form XIII-E2) for Fall 2014 must be distributed to students and submitted to supervisor before end of drop/add period (p.51).

**Sept. 15** Unit members receive notice of accumulated sick days

### October 2014

**Oct. 1** Tenure eligibility list distributed (p.38)

**Oct. 1** Sick leave bank open (p.19)

**Oct. 2** Furnish employer with dues to be deducted per employee (p.16)

**Oct. 6** Supervisor shall return Course Materials to faculty members by end of fifth week of semester. Members have 14 calendar days to respond to supervisor's concerns (p.49).

**Oct. 13** Columbus Day holiday observed.

**Oct. 15** Notice of termination at end of fifth year or later (p.37)

**Oct. 24** Accrued professional staff vacation time in excess of 64 days (480 hours) converts to sick time. This now occurs twice per year, falling on the end of the last pay period of April and October

**Oct. 30** Last day to opt out of sick bank p.19.

(Note: membership in sick leave bank is automatic upon first October of a member's employment.)

*N.B. Dates may vary depending on the first day of classes. Most of these dates are "last date" standards. In many instances the action can be accomplished before the date indicated. All cited page numbers are from the 2006-2009 Agreement.*



## MCCC Members Can Save with MTAB

As an MCCC member (not agency fee) here are just a few of the possible savings available to you through the MTA Benefits program.

Program/Vendor	Savings
Car Rentals	\$50
Home Mortgage	\$850
Wireless Service	\$75
New England Aquarium	\$24.95
Peabody Essex Museum	\$20
Berkshire Museum	\$13
Worcester Art Museum	\$14
<b>Total</b>	<b>\$1,046.95</b>

Check out the over 300,000 discounts available to you nationwide by searching online at [www.mtabenefits.com](http://www.mtabenefits.com). Or call with questions at 800.336.0990.

# KNOW YOUR DCE CONTRACT Fall 2014

## Salary as of January 2014.

Step 1	\$952	per credit
Step 2	\$1,019	per credit
Step 3	\$1,096	per credit
Step 4	\$1,151	per credit

DCE faculty will move from salary Step 1 to salary Step 2 upon teaching the sixth class and move to Step 3 upon teaching the eleventh class. Step 4 is effective upon attaining 8 years of seniority at the college. New faculty at the college would normally start at Step 1, but may start at Step 2 or 3 of the salary schedule based on degrees, qualifications, and experience.

The laboratory component of a course will no longer be paid for the lab component of a course using a ratio of 1.5:1 (1.5 contact hours per week during a regular semester = 1 credit salary/.67 credit pay for each lab hour). The new lab rate of pay is expressed as a percentage and is .74. The lab lab rates of pay per credit is:

Step 1 \$705	Step 2 \$ 754
Step 3 \$811	Step 4 \$ 852

DCE faculty are paid through the state HRCMS biweekly payroll system. Salary payments should begin approximately four weeks into the semester and

then every two weeks thereafter through the end of the semester.

A unit member will receive \$225 in the event that a course is cancelled within seven days of the start of the class. This is not applicable to redundant sections.

## Reappointment Rights and Seniority

Seniority is recorded on the DCE seniority list after one reaches the threshold for reappointment rights. Seniority is then determined from one's start date by the means provided by the contract. Reappointment rights are effective after teaching five courses over three consecutive fiscal years at the college. These courses do not have to be in the same department but at least one course must be in one of the three consecutive fiscal years. Teaching two or more courses per year in a work area at the college earns one-year seniority. One course in one area and one course in another area in a year provide one-year seniority in each work area.

Most people first appear on the DCE list with 2 or 3 years seniority depending on their work history. Loss of accrued seniority results after a two-year break in service at the college. Canceled courses do not count toward a break in service.

## Appointment

Faculty with reappointment rights will be provided a Teaching Availability Form. This is to solicit teaching preferences and time availability for an upcoming semester. The form is usually sent and/or submitted electronically and is often well in advance of the relevant semester. It is important to check your college email and become familiar with the system used at your college. The college will assume that you are not interested in teaching if the form is not returned in a timely manner.

A tentative appointment for one course shall be assigned first to those unit members with the longest seniority. You should, under normal circumstances, be notified of your assignment five weeks prior to the beginning of classes. You should be given a contract indicating the course(s) and salary to which you have been assigned. Your course must run in

the event that an administrator who hires, fires, or evaluates DCE faculty is teaching a course in DCE.

Faculty members with reappointment rights who have taught two or more courses for five or more years should anticipate receiving a second course assignment in the future. This is dependent on the availability of such work or other valid reasons. The college will provide advance notice as may be practical in the event that a second course is not assigned. The determination to assign only one course is not subject to the grievance procedure.

## Course Material

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. Please note that DCE faculty enjoy academic freedom which provides for professional latitude in fulfilling one's contractual obligations in this regard. An Interaction Plan must also be submitted for distance education courses.

Instructors have the right to choose their text books). The exception to this is when there is a practice of a departmental selection and DCE faculty are given an opportunity to participate in the decision making process, or when the appointment is made as the semester is to begin.

## Evaluation

Student evaluations are conducted each semester and are conducted during the second or third to the last week of the course. 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. The evaluator must use the classroom observation form found in the DCE contract.

A Comprehensive evaluation may be conducted at any time but should occur prior to an instructor reaches the threshold for reappointment rights (within the first three years at the college)

Student evaluations results may be sent electronically provided that it is through a secure platform other than email. Oth-

erwise, the results are sent by US mail or in person.

## 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 which will require a time span equivalent to one class period; or by another method that is proposed by the unit member.

## Maximum Class Size

Maximum class size was reduced from that of the previous DCE contract. 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.

## Faculty Meetings

DCE faculty may be required to attend one faculty meeting per semester. Addition required meeting or training are paid at \$40 for a meeting lasting up to two hours and \$75 for meeting that are two to four hours in duration. This would be applicable to online meetings and training.

## Mandatory Reporting

DCE faculty are considered mandatory reporters under the law. This requires the reporting to the college, and/or other appropriate authorities, the abuse or the reasonably suspected abuse of minors, the elderly, and the disabled. DCE faculty also have the obligation to report to the college any allegation that they receive of discrimination and sexual harassment. DCE faculty have no duty to investigate these matters.

The DCE Collective bargaining agreement is available on the MCCC website <http://www.mccc-union.org/> or a copy can be obtained from your local MCCC chapter.

If you have any questions on the DCE contract, call DCE Grievance Coordinator Joe Rizzo at 603-898-6309 / [Grievance-DCE@mccc-union.org](mailto:Grievance-DCE@mccc-union.org) ■



## MCCC News

<http://mccc-union.org>

### Editor:

Donald R. Williams, Jr.

### President:

Joseph LeBlanc

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



*Many of the MCCC participants at the MTA Summer Conference met on Tuesday evening for their own social event at a local Williamstown pub.*