

MCCC News



The Official Publication of the *Massachusetts Community College Council* / Volume 16, Issue 4 / December 2014

NSCC Programs Saved

A year ago the prospects looked dire for six full-time faculty members at North Shore Community College in two career programs when the deal with a private entity for new facilities to replace their condemned buildings fell through.

But as of Oct. 24, the Cosmetology and Culinary Arts Programs began a delayed semester in fresh new facilities. With strong support from the MCCC and some very deft actions by the new college administration, these programs are now located in a facility renovated specifically for them in Middleton.

There is a long story to get to this result. These programs were incorporated into NSCC when the state closed the Essex County Agricultural and Technical Institute's (EATI) college division in 2000.

That voc. school is a half-mile west of NSCC's Danvers campus. But there was no space available for these two space-intensive programs. So these programs stayed in the run-down EATI buildings rented to NSCC.

But EATI was also closing and merging with the North Shore Vocational Technical School, whose aging campus was located a half-mile west of EATI in Middleton. These merged schools have built new buildings on the old EATI site, and the two buildings housing the now NSCC programs were slated for demolition for the summer 2014.

NSCC had negotiated a deal with a group called Higher Education Partners for them to acquire and rehab a building in downtown Lynn, near NSCC's Lynn campus, to house these two programs. Occupancy was slated for Fall 2013. Progress was slow, but assurances were made that it would be ready. Then the opening date was moved back to Spring 2014. Then in Dec. 2013, Higher Ed. Partners cancelled the deal leaving the college, the programs, the faculty and the students hanging.

NSCC's President had retired and the new president, Dr. Patricia Gentile was

Day Bargaining Process Begins

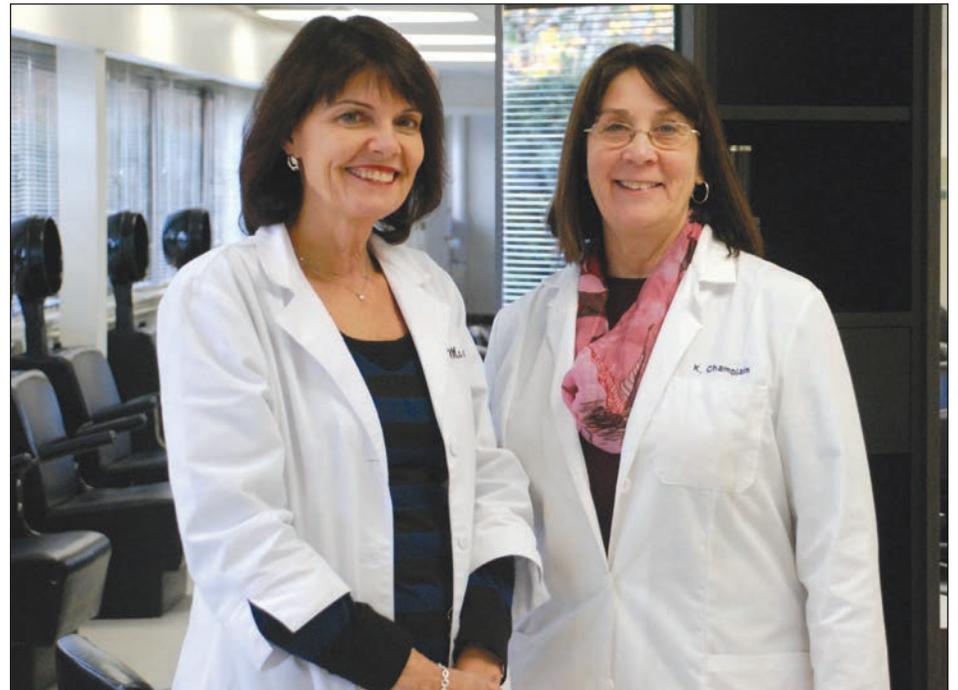
The last raise in the 2012-2015 Day Collective Bargaining Agreement, an across-the-board 1.75 percent for all full- and part-time faculty and staff under this contract, will be effective the first payroll period of 2015.

This contract expires June 30, 2015, and the MCCC is already preparing the groundwork for negotiations.

One of the first steps was to advertise for interested members and to appoint a Bargaining Team. This was done at the September meeting of the MCCC Board of Directors. The team members are:

Catherine Adamowicz, BrCC; Claudine Barnes, CCCC; Rosemarie Freeland, GCC; Tom Kearns, MaCC; Aaron Levin, HCC; Jim Korman, MtWCC; Margaret Wong, QCC. President Joe LeBlanc and Vice President Donnie McGee are members of the team *ex officio*. Den-

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North Shore Community College Cosmetology faculty Ella Gannon (left) and Kathy Champlain in their new facilities after a year-long struggle to save the program and jobs. "We're so grateful that we had a union during this stressful time."

(Photo by Don Williams)

just assuming the position in January. The union immediately jumped in to support the faculty members. While the union worked with the affected members on strategies to preserve their jobs, the college administration got active searching for a solution to save these two solid, workforce development programs.

Ironically, the resolution was the abandoned North Shore Voc. facility

in Middleton. A private developer had taken over the building and was looking for tenants for his new North Shore Business Center. Because the voc. school had site licenses for both cosmetology and culinary arts classes, the transition of the NSCC programs was much easier. But much of the equipment has gone to the new merged voc. school.

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MCCC Nominations Now Open

Nominations now being accepted for the following positions:

- Adjunct/Part-time At-large MCCC Directors (2)
- MTA Annual Meeting Delegates
Boston, May 8-9, 2015
- NEA Representative Assembly Delegates
Orlando, FL, July 1-6, 2015

Nominations Close Thurs. Feb 5 at 4 P. M.

Election will be conducted online. Materials will be mailed out the first week of March with unique member IDs and PINs. Voting will close Friday, March 27 at 4:00 P. M.

Note: Members must be elected in order to attend the MTA Annual Meeting. The top 15 vote recipients for the NEA-RA will receive financial support from the MCCC to attend the meeting in Orlando.

Submit your nomination on line at the MCCC website:

www.mccc-union.org

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MCCC Newsletter
27 Mechanic Street, Suite 104
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Betsy Smith, an ardent activist for contingent faculty, has announced her retirement from teaching and from the MCCC Board of Directors. She has taught ESL at Cape Cod Community College and has served in a number of MCCC roles including DCE Negotiating Teams and as an elected Adjunct/Part-time At-large Director, representing members from across the state.

(Photo by Don Williams)

Conversations from the Contingent Faculty Corner

By Betsey Smith
Cape Cod Community College

Welcome to the first of what I hope will be a series of Conversations from the Contingent Faculty Corner. At the end of every semester, I send out reminders to my Adjunct colleagues at 4Cs about applying for Unemployment Insurance and taking their money out of their OBRA account.* I'm sending fuller directions to your chapter president, but here are the basics.

To apply for UI, start at <http://www.mass.gov/lwd/unemployment-insur/claimants/> and follow the instructions. When you call, make sure that you've got something to read since you can be on hold for a while. Also, since we've only got five weeks between semesters, apply as soon as you're done. It often takes weeks for them to process applications.

IF YOUR CLAIM IS DENIED, AND YOU'RE A UNION MEMBER (not an agency fee payer), THE MCCC WILL HELP YOU WITH YOUR CLAIM, so consider becoming a unit member before January 1.**

If you want to get back your OBRA ("retirement") money, you need to contact the appropriate person in your school's payroll office and say that you want to take out the money. Then s/he calls the company and they either send you a slew of forms to fill out and send back or give you a link where you can download the forms. You can't do it before the semester is over, and you need to do it before you start teaching again, but I think that after you've given your last final, or maybe after you've turned in your grades, you can request a refund.

Since I'm retiring at the end of the semester, this is my first and last column. I hope that you and other contingent colleagues will continue sharing information and ideas.

* Taking money out of the OBRA account is a personal decision; the MCCC recommends consultation with a financial advisor.

** MTA policy offers legal assistance to MCCC members who became members at the earliest opportunity after July 1 and whose dues are paid. ■

Day Bargaining Process Begins...

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nis Fitzgerald has been serving as MTA consultant.

Another step was to convene a Negotiating Committee with representatives from every chapter to discuss what they would like to see in a new contract and to discuss what to ask on the survey of unit members. This was held on Nov. 17.

The survey is being prepared and members will receive a mailing soon with their codes and the URL for accessing the online survey. The Bargaining Team will use the survey results to inform them of members' priorities.

In his role of MTA Consultant, Dennis Fitzgerald prepared the Demand to Bargain paperwork for the Department of Higher Education to get the process officially started. This will prompt management to designate their team and prepare their objectives. The process is often drawn out, and it has been rare for a contract to be reached before the previous one expires.

As chair of the previous bargaining team, Rick Doud will continue to handle impact bargaining until the current contract expires at the end of June.

Some higher ed. local unions have settled their contracts that expired last year, but there have been some struggles at UMass. The MCCC will be negotiating with a new, Republican administration and a lame duck commissioner. At this point it is unclear what to expect. ■

Agency Fee Payers—Join Us

The MCCC has been reaching out to community college professional employees who have chosen "agency fee" over Union membership. For part-time members the difference for Union membership is about the price of a cup of coffee per week. Belonging offers many times that in benefits to faculty and professional staff.

Belonging Has Value.

There are pragmatic values to union membership

- You get a \$1million NEA Professional Liability Insurance policy.
- You get MTA Legal Assistance if needed for employment related incidents.
- You get discounts on insurance, financial services, travel, and wellness through MTA.
- You get discounts on recreational activities like museums, theater, sports, and lodging throughout Massachusetts and New England using your MTA membership card.

But there's a value in just belonging.

Over 99% of the full-time faculty and staff belong to the union. About 3,000 adjunct faculty and part-time staff belong. They've recognized the importance of a unified voice in preserving the rights of community college faculty and staff. They've recognized the vital need for advocacy on a state-wide level.

If you're agency fee, please join us.

Know Your Day Contract

December 2014

- Dec. 22** Last day fall semester can end. (p. 46)
- Dec.** **Last Day of classes.** Faculty submit college service and student advisement form. (p. 51)
- Dec. 25** Christmas. (p. 23)
- Dec. 30** Professional staff submit documentation of performance of duties and responsibilities including, but not limited to a log student advisement, if appropriate, and college service activities. (p. 53)

January 2015

- Jan. 15** Sabbatical recommendations from committee to president. (p. 25)
- Jan. 29** Course materials (Form XIII-E2) for Spring semester must be distributed to students and submitted to supervisor before end of drop/add period (p. 51).

February 2015

- Feb. 1** Summary Evaluation returned (p. 52)
- Feb. 1** First Year Professional staff evaluations completed (p. 53)
- Feb. 1** Sabbatical Recommendations forwarded to boards of trustees (p. 25)
- Feb. 10** Summary evaluation rebuttals due (p. 51)

NOTE: *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. Page numbers refer to the printed 2012-2015 contract. ■*

Higher Ed. Finance Commission Report: It's Mostly about the Money

The 2014 Higher Education Finance Commission's Report isn't a mystery and it's certainly not a page turner. Its prose is mostly dull, its message is predictable and its data is a rehash from past efforts to boost state investment in public higher education.

Do we need to be reminded again that we're at a crossroads? Students and their parents rely on public higher education at record levels; 67 percent of our high school graduates attend a public college or university. Do we need to be lectured on the importance of producing a "highly educated citizenry" or about those 60,000 or 80,000 jobs the employers can't fill or about addressing the achievement gap? There's one surprise, however: an easy-to-miss reference to the biggest problem of all - overreliance on adjunct faculty.

In the high stakes contest to produce more college graduates, we are producing average results. In FY '13, Massachusetts "ranked 26th in the nation as measured by state support per student" and 28th in financial aid funding. We're no better than average with a list of challenges that includes uneven, nonsensical funding that allocates community colleges much less funding per student than the state university system and UMass. Artificially low tuition rates frozen since the 1990's combined with ever increasing fees make up the difference in cuts to state funding. We have a \$4.2 billion bill coming due for capital projects and maintenance. We have businesses demanding workforce development partnerships. We have a never-ending efficiency push.

The report's action items promise much and demand results. Performance funding is recommended for the other sectors. Policymakers push to achieve Top

Ten status in performance and new and significant state investment. The report also touts the Vision Project, though this vision will eventually become delusional without sustained investment.

Then there's the money. The report recommends \$475 million (plus collective bargaining costs) in new state support over the next five years. That's real money. It recommends \$210 million in increased MassGrant spending reflecting the "funding required to increase the percentage of current college costs covered by MassGrant from 8 to 50 percent." Note: Some of this funding would go to private colleges and universities; that, too, is real money. It recommends \$4.2 billion in capital and maintenance spending. That's real money.

The report does not break out the data for the \$4.2 billion in new capital funding and deferred maintenance. It would be unfair if community colleges lose out to the rest of this system in this bill. Our students deserve new and well-maintained classrooms and labs, too.

The report recommends a review of per student funding within and across the sectors. It's a big issue for community colleges. In FY'14 the state funded \$3,800 per full-time equivalent student in the community colleges compared to \$5,100 in the state universities and \$7,500 in UMass (not including Medical School. Source: DHE). To paraphrase Yeats, things will eventually fall apart and the center won't hold in a system built on such an inequitable and unfair foundation.

It's now up to the legislative leadership and the new governor. The report points out the risk of inaction. All criticism of its predictable message and plodding style aside, the report's message is urgent.

Questions remain. Have we already missed the crossroads? Is a coalition building to support legislative action? Will this report be filed away for study and join others in the trash bin of lost opportunity?

Levels of state support are too low. The UMass system's recent trumpeting of its achievements notwithstanding, our system is average. Massachusetts is known for Top Ten wages and an excellent quality of life, but economic decline looms if inaction wins the battle on Beacon Hill in 2015. In the next decade, will we look back at what might have been and face a future of regrets and broken promises? ■



Joe LeBlanc,
MCCC President

NSCC Programs Saved . . .

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NSCC was able to dig up the necessary equipment, especially for culinary arts, and the rooms had to be brought up to new codes. Pastry instructor Chuck Naffah said, "This landlord has been great! Look at this floor, it cost a lot of money, but he didn't flinch at paying it." Besides the kitchen, there is a restaurant space that is open to the public on a limited schedule.

The high school left most of its cosmetology equipment and the dedicated rooms required by regulations. Unfortunately, the new site's license was for only 20 students, and the NSCC program had slots for 40. This caused the loss of one faculty member. That person had less than four years seniority, and had no reappointment rights, so there was little the union could do to save that position.

The MCCC rallied around the affected members and organized a legislative meeting to try and get funding. Working closely with the college administration, the union negotiated work rules that altered the semester schedule and re-signed work schedules for faculty while construction was going on.

Cosmetology faculty Ella Gannon said, "We're so grateful that we had a union during this stressful time." While the credit goes to the college administration for finding the facility and finding the money to pay for it, the Union played an important role. The loss of a job was disappointing for the member and the chapter, but the members who remain are very happy with the outcome. And the enrollments are strong despite the delayed opening. ■



North Shore's Culinary Arts faculty members in their newly renovated facilities in the former vocational school now called The North Shore Business Center. From right, Charles Naffah, Loreen Tirrell and Ryan Bodgett with a student.

(Photo by Don Williams)

DCE Raises

Salaries for DCE faculty will increase 3.5 percent for the spring semester 2015 as provided by the collective bargaining agreement. These rates will be applicable to courses offered January 15, 2015 through the fall 2015. The new rates are as follows:

- Step 1 \$ 986 per credit
- Step 2 \$ 1,055 per credit
- Step 3 \$ 1,134 per credit
- Step 4 \$ 1,191 per credit
- .74 Lab ratio

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.

This contract expires in June of 2016, and it contains one more 3.5 percent raise in Jan. 2016. The contract also has an "outside year" provision for a raise in 2017 if a successor agreement is not resolved by that time. ■

MTA Announces Two Consultant Changes

For over a year the two MTA consultants assigned to the MCCC have been our own Day Grievance Coordinator Dennis Fitzgerald and DCE Grievance Coordinator Joe Rizzo. The two have been doing double-duty, and as the undeniable experts on the two MCCC collective bargaining agreements, they were well prepared to step into these roles temporarily.

MTA's higher ed. division had seen a number of retirements. While MTA management was working on reorganizing the division, they sought to fill some positions with temporary appointments, and Fitzgerald and Rizzo were available. They were ready to hit the ground running for the MCCC.

The replacement for Rizzo, who concentrates on the DCE contract and Distance Learning Agreement, will be Bob Whalen who had previously been

in that position before the reassigning that brought Rizzo in. Whalen has been working with the DCGE adjunct contract at the state universities.

Courtney Derwinski will become the consultant for the Day contract. She has been a K-12 Field Rep in MTA's Raynham Service Center.

Courtney joined MTA from Education Minnesota, where she served as a Negotiations Specialist in the collective bargaining division. Prior to her time there, she was a Senior Researcher with the Wisconsin Education Association Council. Courtney also has higher education Union experience during her time as a graduate student at Rutgers University.

Both Derwinski and Whalen will be stepping into their MCCC assignments in January. ■



MTA Vice President Janet Anderson met with the MCCC Board of Directors at their Nov. 21 meeting. VP Anderson, a 5th grade teacher from Taunton, talked about the things she'd like to accomplish and the directors shared their issues of importance. (Photo by Don Williams)

DIRECTORS NOTES

At the Oct. 20 meeting of the MCCC Board of Directors the following actions were taken:

1) The Board approved a change in the election policies that would remove the requirement of write-in candidates to fill out a nomination form.

2) The Board adopted new policies regarding the use of the MCCC letterhead in communications.

3) The Board of Directors endorsed the re-filing of the following bills for the 2015-2016 Legislative Session: H1086 An Act Maintaining Faculty and College Excellence, S1233 An Act Relative to Part-time Higher Education Faculty Eligibility in the State Retirement System, and S1257 An Act Relative to State Group Health Insurance for part-time employees.

4) The Board discussed a provision in the recently negotiated state university MSCA contract for a health care trust fund to cover adjunct faculty.

The board passed a motion asking MTA to delay in lobbying for the creation of any such trust fund until an analysis can be made of the impact of the Affordable Care Act on the 5000 contingent faculty and staff in the MCCC. It also demanded that the MCCC have input into any legislation that impacts our members.

5) Board passed a resolution stating that it is unable to support a free community colleges initiative without the simultaneous enactment of the Reversing Course legislation that mandates that 75% of courses are taught by full-time faculty and legislation that would increase support services at community colleges. In addition, the MCCC cannot support a free community colleges

initiative without a guaranteed increase in state aid to fully fund community colleges.

6) The Board voted to send a letter to the MTA Board of Directors requesting the reinstatement of Donnie McGee to the MTA Government Relations Committee.

7) The Board appointed Catherine Adamowicz (BrCC), Claudine Barnes (CC), Rosemarie Freeland (GCC), Tom Kearns (MaCC), Jim Korman (MWCC), Aaron Levin (HCC), and Margaret Wong (QCC) to the Day Negotiations Team.

8) The Board approved a \$3,500 donation to the MCCC PAC.

9) The Board voted to endorse the DCE course cap information request prepared by Consultant and Grievance Coordinator Joe Rizzo.

10) The Board discussed MTA's PR Committee's donation of \$50,000 to the PHENOM organization that would allow PHENOM-paid members to work as organizers on community college and other public higher ed. campuses without any connection to the MCCC chapter structures.

A motion was passed to direct MCCC members of the MTA Board of Directors to object to this action, and to request that the PR Committee reconsider the donation.

Another motion was passed that MCCC chapters not assist with any PHENOM efforts to hire representatives on their campus.

11) The Board created a committee to investigate allegations that an MCCC chapter officer has violated MCCC/MTA/NEA codes of ethics and other applicable laws and policies. ■

LeBlanc to Join Commissioner Search

With Commissioner Richard Freeland stepping down at the end of this academic year, the Department of Higher Education has formed an 18 member committee to search for a replacement that includes MCCC President Joe LeBlanc.

The committee has diverse representation from across the state's public higher ed. community along with representation from the business, private college and philanthropic sectors.

Besides LeBlanc, community colleges are represented by Pam Richardson, Mass Bay trustee chair, and Springfield Technical Community College President Ira Rubenzahl, who was MCCC president in the early 1980s.

LeBlanc said, "I look forward to participating in a robust search for the best possible candidate for this position. This person must have a deep knowledge of the Commonwealth's higher education strengths, weakness and challenges, an ability to work comfortably in a unionized environment and the communications skills to sell a world class vision to the legislature, all the stakeholders and the public. I'll be representing our faculty and professional staff to the best of my ability."

The committee will be chaired by Board of Higher Education member Dani Monroe, a management consultant who is Founder and President of Center Focus International, Inc. ■



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<http://mccc-union.org>

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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