

MCCC News

MCCC

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DCE Contract: Chapters Turning Up The Heat

With the semester underway, MCCC chapters have begun actions to move DCE contract negotiations to a satisfactory conclusion.

The Mass Bay and Roxbury chapters have taken the lead by organizing activities at college events to call attention to the lack of progress from the management side.

On Sept. 22 the Mass Bay chapter used the occasion of the college professional day to set up a table with materials to engage both adjunct and full-time members in the Union's activities.

Mass Bay chapter President Bob Tarutis, full-time faculty member Nina Keery, and adjunct member Susan Copen coordinated the event. They put a special

focus on getting members to join in DCE contract activities.

The Roxbury chapter capitalized on a ribbon cutting celebration the college held on Oct. 5 to demonstrate for a fair DCE contract. The college event was to recognize the first major construction since the campus was built in 1985. Many dignitaries, including Gov. Baker, attended the celebration, expanding the exposure of the Union's complaints.

Wearing red MCCC t-shirts, members from Roxbury and other chapters joined a sign stand out in front of the building where the presentations were being given. They held signs with messages like "Equal Pay for Equal Work," and "Pay Equity for Adjuncts."

The demonstrators also handed out flyers supporting House Bill 639 titled "An Act Investing in Higher Education," which would put into law a number of provisions to provide equity in pay and benefits for adjunct faculty as well as increase the number of full-time, tenured faculty. The bill would also create a Fin-

ish Line Grant program to make college more affordable for students.

As speeches were about to begin, and after a minor problem over bringing signs into the hall, the MCCC group made its way into the auditorium. Holding signs at the back of the hall, the MCCC group listened as the governor and others spoke.

But when the chair of the college board of trustees, Gerald Chertavian, began speaking about the new buildings, MCCC chapter director Ruth Kiefson shouted, "What about investing in adjunct faculty and paying them what they deserve!" Campus police then escorted her out of the hall.

After a year of bargaining a successor DCE agreement, with several major issues like pay still unresolved, the MCCC is gearing up public activities to bring to light the outstanding issues and the unfairness of management's behavior.

Chapters should be the source of contract actions because the college presidents control the DCE negotia-

tions, unlike with the Day contract. The money for DCE salaries comes from the colleges, not the state treasurer. The colleges have a much more significant role in this process, and action on campuses will directly engage the powers behind the management team.

Full-time faculty and staff have a significant interest in resolving this contract, as about half of them teach additional courses under the DCE contract. The chapter organizational structure should be used to organize activities that take advantage of the unique situations of the individual campuses. Piggybacking on local events the way MassBay and Roxbury did, is a great way to call attention to the negotiations and get the college president's attention.

Adjunct faculty members also need to get involved more. Contact your chapter's president to ask what the chapter is doing, and make it known that you want to be involved. If your chapter isn't doing anything, urge the leadership to start planning something. ■

MCCC Nominations Open Nov. 2

Nominations will be accepted for the following positions:

- MCCC officers: President, Vice President, Treasurer and Secretary
- Adjunct/Part-time At-large MCCC Directors (2)
- MTA Annual Meeting Delegates, Boston May 4 – 5, 2018
- NEA Representative Assembly Delegates, Minneapolis June 30 – July 5, 2018

Nominations Close Thursday, February 1, 2018 at 4 P. M.

Election will be conducted on-line. Materials will be mailed out the first week of March with unique member IDs and PINs.

Voting will close Friday, March 24, 2018 at 4:00 P. M.

Signature collection forms for state-wide office nominations are available at the MCCC website: www.mccc-union.org ■



Members from several chapters joined the Roxbury Community College chapter in an informational picket during the college's ribbon-cutting event on Oct. 5. Gov. Baker was among the dignitaries attending the event. (Photo by Don Williams)

Radical Thoughts from An Old Guard

By Rosemarie Freeland, Coordinator
GCC Women's Resource Center

When I was a single mother on welfare in the 1990s, I resisted the pejorative connotations of "Welfare Queen" by reclaiming it proudly for myself, deflecting the hate beset upon me by welfare policy reformers and cashiers judging me as I paid for my groceries with Food Stamps. "If you insist on calling me Queen, treat me as such, with dignity and respect."

In several recent issues of the *MCCC News*, there's been an attempt to discredit and dismiss the experience, commitment and service of MCCC unionists with the contemptuous phrase "Old Guard." My union siblings of the old guard variety: let's boldly reclaim the title, wipe the mud from our eyes and continue to show up to do the work of our union, in solidarity with "new" union siblings who see through false narratives.

When I was a Welfare Queen in the age of welfare reform, the political mantra, informed by the intersections of white supremacy and misogyny, included "get a job." Critics of welfare droned on about dependency and self-sufficiency. The bi-partisan *Personal Responsibility and Work Opportunity Reconciliation Act of 1996* was praised by the Chamber of Commerce as a "reassertion of the American Work ethic." Of course, the lie about the American work ethic is that all work pays a living wage. The truth is told by data that shows median household income barely budging since 1979.

I did get a job post 1996 PRWORA, as a social justice organizer at an anti-poverty organization. I remained eligible for food stamps and a housing subsidy. Three years later, I was hired for a part-time, grant-funded professional staff position at GCC, which supplemented

my full time wages and propelled me further away from the insecurity of poverty. By 2001, I was in a full-time, state funded, benefitted position. The college had made a funding commitment for a full time professional staff position. This, my union siblings, might be considered radical action in 2017.

A public service Union lobbying for full time employment is a radical idea. Jeff Seideman's rhetoric would have full-time members, and those members aspiring to full time employment, bow our heads in shame for harboring this thought. I'm baffled when Seideman praises the erasure of proposed legislation that intended to reverse a hiring trend exploiting contingent, part-time educators, yet simultaneously praises its replacement, which also seeks to fix a problem created and perpetuated by the disinvestment in public higher ed. It's

true that passage of H639 sets the stage for renewed commitment to full time positions and that some full time positions would be filled by part-time faculty and staff. An additional truth is that some unit members would be out of work. Last year, GCC lost 8 full time unit positions due to retirement and the death of a beloved faculty member. This Fall, GCC welcomes one full time faculty, four part-time-unbenefitted PSM and fourteen new DCE faculty. Seideman's logic would have us exalt the creation of more part-time, unbenefitted positions, while my critique of this flawed new-normal compels me to mourn the loss of full time positions. Neither response, however, secure us the resources our community college system needs in this public service profession of teaching and learning.

Surviving poverty and the policy decisions perpetuating injustice shapes my perspective that full-time, life sustaining, dignified and secure employment is necessary and worth advocating for. My work with low and no income single mother students underscores this radical idea every day. It is possible for us to simultaneously resist further erosion of full time jobs while promoting and securing equitable wages, working condition and benefits for our part time members. I've experienced productive dialogue with all type of union siblings and barring any more unnecessary distractions, we will get it done. Don't discount the dedication, experience and skill of an old guard wearing an imaginary welfare queen crown. ■

Democracy or Tyranny? The DA Voted for Democracy

By Joe Nardoni
Middlesex Community College

I found myself bemused by President Yohe's recent column in which she claimed that the reasons the Delegate Assembly voted no confidence in her and VP Seideman were "based on false, unsubstantiated allegations."

Yohe claims that the votes of no confidence are designed to get around our union bylaws, and avoid a "transparent, open" vote of the membership. That vote happened at the DA. The no confidence votes are based on the best case scenario for our union. Yohe's and Seideman's actions weaken us. While I would support a recall, the time and energy spent on that recall would be better spent on working to organize around RUM, HB 639, and converting adjunct faculty into FT faculty. I raise this issue because Yohe is more concerned with maintaining her position than she is with the issues facing the MCCC. This is how a tyrant acts.

There is great hypocrisy in Yohe's claim "that some MCCC chapter presi-

dents have acted as gatekeepers," either delaying or preventing her from communicating with the union membership. While she bemoans that this is bad practice, she doesn't tell you she did the same thing while she was Chapter President of our Bristol chapter. Again, it seems to me that this is how a tyrant acts; trying to obfuscate the issues caused by her own actions by claiming that others are guilty of what she herself did.

President Yohe claims that the motion of no confidence is based on a past election result. This is not true. The charges raised against her in the motion have nothing to do with her election, and everything to do with her behavior as MCCC President. For instance, when she was questioned at the April Board meeting about her role in the removal of Ted Lewis, our MTA consultant from the DCE Bargaining Team, she refused to answer the question. I have to wonder about what acting in secrecy actually means when our President refuses to give the Board the information needed to

assess the validity of an act; if there were good reasons for removing Ted Lewis, why didn't she share them? Neither Yohe nor Seideman believe that they are answerable to the Board, just like any self-respecting tyrant would believe. Their actions are destroying solidarity within our union. They must go, and the sooner the better. ■



Candace Shivers from Mt Wachusett Community College, who has been on the MTA Board of Directors, was elected as an NEA Director at July's NEA Representative Assembly. MCCC Delegates posed with her at the RA, from left, Trudy Tynan, HCC; Kenn Anania, MaCC; Ellen Pratt, MtWCC; Shivers; Elmer Eubanks, MWCC; Rosemarie Freeland, GCC; Ntohm Izuchi, QCC; Cathy Boudreau, MaCC; and Randi Zanca; QCC. An election was conducted to replace Shivers on the MTA Board. Joe Nardoni was elected to replace her by ballots sent to MCCC members who attended the MTA Annual Meeting in May. (courtesy photo)

Visit The MCCC Online!
www.mccc-union.org

The MCCC website is the best and most up-to-date source for late breaking developments important to Day and DCE Unit members in addition to being a valuable resource for MCCC contact information, bargaining and legislative updates, contracts, committee assignments, bylaws, local chapter leadership, calendar of meetings and events, and the MCCC News newsletters (current and past).

Find links to NEA, MTA and MCCC on Twitter and Facebook.

Bookmark the site for frequent referral.

Stipend Committee Reports/Recommends

Margaret Wong from Quinsigamond CC, as chair of the Blue Ribbon Ad Hoc Committee on Reassigned Time Stipends, reported on the committee's findings and recommendations to the Board of Directors at their Sept. 29 meeting.

Charged with investigating how to reduce expenses in this significant cost item, the committee conducted a survey of members who have been involved with activities that carried reassigned time or an equivalent stipend.

Historically, the MCCC had offered reassigned time (also called course-release) to provide time for members who volunteer for duties such as serving on special committees. The Day contract has a negotiated provision that gives

chapter presidents the equivalent of one course of reassigned time in order to do their Union work. The MCCC pays the colleges for other reassigned time for Union members at the Step 2 rate of a 3-credit DCE course (currently \$3,423).

With more professional staff and adjunct faculty involved in Union work, the MCCC has been paying stipends directly to the members because a course-reassigned time is not relevant to them.

Stating that, "There is no question all work contributed by union members, that benefits and strengthens the union, deserves full pay," the report went on to note that the union can't afford to pay for the service of every, or even any, of its active members.

The survey showed that strong majorities (75 percent) of those surveyed would serve in the positions they held without being paid. But the committee also recognized that members who take on extensive Union responsibilities should be compensated.

The Committee recommended that the Board implement a set of policies that included paying stipends at one-third of a 3-credit DCE course (\$1,200) to be introduced gradually so that people currently engaged in a reassigned-time compensated activity are held harmless so they continue to receive the agreed compensation as long as they serve in the position. This change would not affect the elected, statewide officers' reassigned time.

The committee also made an additional proposal to replace the elected Treasurer position with a part-time paid position of Office Director/Manager. This issue was postponed from the Delegate Assembly last May and is an issue that has been discussed for a few years as the responsibilities of managing the MCCC Office have grown.

The committee closed its report stating, "Increased confidence and trust in the union and union leadership (in fiscal matters) will lead to increased member engagement without needing to resort to relying solely on monetary forms of encouragement." It will be up to the Board of Directors to decide on implementing the committee's recommendations. ■

Research Reveals Important Trends

MCCC Research Coordinator Hilaire Jean-Gilles made his regular Fall report to the Board of Directors, covering a number of regular issues of importance to Union members.

A regular aspect of this report is where Massachusetts full-time community college faculty salaries rank relative to the benchmark 75th percentile of the "10 similarly situated states" called for in the 2000 Classification Study. In a graph showing the trend since 2004, MCCC salaries have not reached parity, but the difference did close somewhat between 2015 and 2016 (the latest data).

By Jean-Gilles' calculations, using national IPEDS data, the national 75th

percentile average for the ten states was \$74,319, while the Massachusetts' average salary was \$66,665—a \$7,654 difference. This 11.48 percent difference was an improvement over the previous year's 17.14 difference.

Enrollment is a significant figure that Jean-Gilles tracks. He presented a graph of 10 year statistics reached a high plateau of around 62,000 full-time equivalent students between 2010 and 2012. Since then there has been a significant decline to the point where the Fall, 2016 figure was 52,947 FTEs.

Community college tuition and fees are another important statistic to members. The tuition portion is relatively low

ranging between \$720 and \$781 for a 15-credit course load. These are set by the state and have not changed for years. This money reverts to the state when courses are taught by full-time faculty.

Fees are the major cost to students, and these are set by the colleges, who keep all of the fees charged. As the state has continued to underfund community colleges, Jean-Gilles noted that fees have increased dramatically. The average fee increase across the 15 community colleges for 2017 was 3 percent. But there was a wide range between the campuses with Roxbury holding fees stable while Bunker Hill and North Shore increasing them by 10 percent.

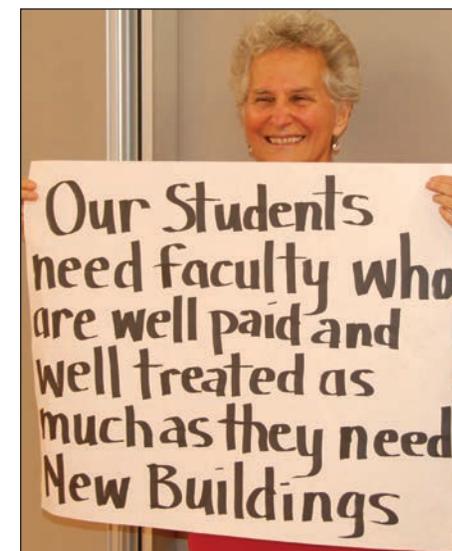
Averaging across the system, the combined tuition and fees for a student taking 15 credits is \$5,890. But, again, there are variances between the campuses.

Jean-Gilles will report on different research statistics during the Spring semester. ■



The Mass Bay Community College chapter held an organizing event before the college professional day on Sept. 22. The purpose was to engage both full-time and part-time members with a focus on supporting the DCE contract negotiations.

(Photo by Don Williams)



Roxbury Community College faculty member Ruth Kiefson made her presence known as the chapter demonstrated during the Oct. 5 college ribbon-cutting event. (Photo by Don Williams)

MOVING?

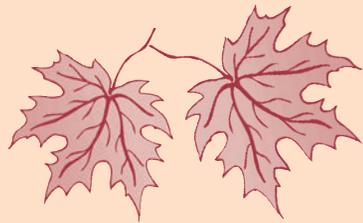
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1-877-442-MCCC toll free
or go online at
[http://mccc-union.org/
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Know Your Day Contract



November 2017

- Nov. 10** Veterans Day (observed).
- Nov. 21** Unit Personnel Practices Committee established p. 44.
- Nov. 23-24** Thanksgiving Holiday.
- Nov. 25** Professional Staff must use one of the three off campus days p. 54.

December 2017

- Dec. 1** Applications due for Sabbatical Leave beginning July 1 for professional staff or Fall semester for faculty. p. 27
- Dec. 22** Last day fall semester can end p. 52
- Dec. 25** Christmas p. 24
- 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. 59

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. ■

MCCC Meetings Calendar 2017-2018

YEAR	MONTH	EXECUTIVE COMMITTEE	BOARD OF DIRECTORS	OTHER EVENTS
2017	SEPTEMBER	15	29	
2017	OCTOBER	6	20	Fall Conference 10/26
2017	NOVEMBER	3	17	
2017	DECEMBER	1	*	
2018	JANUARY	5	19	
2018	FEBRUARY	2	16	Nominations Due Feb. 1
2018	MARCH	2	23	3/1 Bylaw Proposals Due
2018	APRIL	6	20	MCCC Delegate Assembly 4/28
2018	MAY	11	*	MTA Annual Meeting-Boston May 4-5
2018	JUNE	6 (Wed)	20 (Wed)	
2018	JULY	*	*	NEA-RA 6/30-7/5 Minneapolis

* Traditionally does not meet
**Date to be determined.



MCCC News

<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



MCCC Research Coordinator Hilaire Jean-Gilles reported to the Board of Directors on enrollment, employment and salary data at the September Board meeting. (Photo by Don Williams)



Write Us

Letters to the Editor

Only submissions by MCCC unit members will be accepted. Letters should be no more than 200 words in length. The author must include name and chapter affiliation, which will be published with the letter. Authors must provide the editor with contact information in the form of either email address, mailing address or telephone number. Letters will be published on a space available basis and may be edited for length and appropriateness. Not all submissions can be published.

Guest Columns

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

Mail to:

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Or email:

Communications@mccc-union.org



Roxbury Community College chapter president John McColgan discussed the effects of the demonstration at the college ribbon-cutting event with chapter Adjunct (DCE) Representative Rasheed Khalid. (Photo by Don Williams)



Gov. Baker and college officials cut the symbolic ribbon for new construction at Roxbury Community College. MCCC members made their dissatisfaction over stalled DCE negotiations known at the event. (Photo by Don Williams)



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