

# MCCC News

The Official Publication of the *Massachusetts Community College Council* / Volume 15, Issue 3 / December 2013

## DCE Bargaining Stalls

**T**he DCE Negotiating Team released the message below on Nov. 25 to all DCE/adjunct faculty:

Negotiations ended abruptly last Friday when management refused to discuss financial numbers with regard to a fair and justified salary increase for the DCE Unit, whose members are teaching a majority of courses at our community colleges.

As you probably know, our team started bargaining with management during the summer. Both sides agreed to allow new proposals to be presented up through the fourth bargaining meeting; after that only counter-proposals would be considered. The fourth meeting concluded in September.

The DCE Team prepared a demand package reflecting DCE priorities, according to responses submitted via the DCE Survey conducted earlier this year. For example, the team has demanded Pay

Equity and Just Cause protection. To give you an idea of what equity would look like, at Step 1 a new DCE instructor would receive \$3794 per three-credit course versus the current salary of \$2,760.

Another key component our team is fighting for is a comprehensive evaluation process that would uphold and foster quality education in our colleges. Currently evaluations are used sporadically and sometimes less than constructively. To date, management refuses to commit to an improved and professional evaluation process.

Management has offered a 1.5 percent

raise per year and hasn't budged over the last two months. Our team last countered with financial numbers submitted on Sept. 23. We have waited for management to counter. After striking several issues from our demand package last week, we again pushed management for a financial counter offer. They replied without specific numbers and with generalities that were not helpful to move this process towards a close. When management instead asked to discuss language issues, our team refused and ended negotiations for the day.

Bargaining meetings have been scheduled through December and January. We

### Nominations Open

Nominations for all MCCC officers, MTA Annual Meeting and NEA Representative Assembly Delegates opened Nov. 1. The form is printed in the Nov. and Dec. issues of the *MCCC News* as well as on line at the MCCC website [www.mccc-union.org](http://www.mccc-union.org).

**Nominations close on  
Jan. 30, 2014.**

**Election is online in March.**

will keep you informed of any progress. Your assistance and support will be critical as we move ahead. Please remember that solidarity is imperative during times like these and stay tuned for future updates and calls for action.

[**Note:** As of press time management has made a financial counter offer. It is inadequate, but it is a counter offer. The MCCC Board of Directors will be holding an emergency meeting this month to discuss local and statewide actions to support the bargaining team. Joint bargaining meetings are scheduled for Dec. 20, Jan. 6 and 13, followed by a Jan. 17 Board meeting.]

Joe LeBlanc, for the DCE Bargaining Team: Linda Grochowalski, chair, Mark Bashour, vice chair, DeAnna Putnam, secretary, Gail Guarino, Tom Kearns, Candace Shivers, Donnie McGee, ex officio, Bob Whalen and Joe Rizzo, MTA consultants. ■



*DCE Negotiating Chair Linda Grochowalski and Vice Chair Mark Bashour reported to the November MCCC Board of Directors meeting on the progress in contract negotiations.*

## Adjunct Faculty May Qualify for Health Insurance

As reported in the Sept. issue of the *MCCC News*, the colleges are now listing hours worked on adjunct faculty pay statements. The number of hours was initially calculated the same as course credit hours (3 or 4 per course section). An agreement has now been reached between the MCCC and the Department of Higher Education that will calculate to two and a half for one. So now a 3-credit course is counted as seven and a half hours worked per week.

Calculating hours is being driven by the Affordable Care Act (Obama Care), which calls for employers to provide health insurance for employees working 30 or more hours per week in 2014. While this is a provision that the federal government has deferred for a year, the state is looking into implementing the provision sooner.

According to MCCC DCE Grievance Coordinator Joe Rizzo, "A part time Community College instructor would reach the 30 hour ACA threshold with four 3-credit courses or three 4-credit courses. This is a system-wide calculation. Faculty being paid by the contact hour (mostly in the medical areas) would have the same prep time allocation as those faculty being paid by the credit hour. Independent of this agreement, other work one performs for the state would also be added to determine the total number of hours."

Secretary of Labor Joanne Goldstein had suggested the idea of establishing an employment category of Commonwealth Employees that would cover adjunct faculty who piece together course assignments at a variety of public col-

leges into the equivalent of a full-time position. Because public college adjuncts are being paid through the HRCMS payroll system, the state can see all of their hours despite separate contracts at the individual colleges.

At this point, by accounting for hours, the state is assessing the number of adjunct faculty who would have 30 hours and thereby qualify for health insurance under the Affordable Care Act. The state will also have to assess the cost.

Gov. Patrick, as a political supporter, wants to help advance Pres. Obama's health program, and denying health insurance to people working for the commonwealth would be a strong talking point for opponents of the ACA. Although the mandate for employers to provide health in-

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## Pernicious Philanthropy Sets Troubling Academic Agenda

As the old saying goes, “it’s hard to look a gift horse in the mouth.” And with the severe cuts in state support for higher education over the past decade, education



Don Williams, MCCC  
Communications  
Coordinator

leaders have welcomed the infusion of hundreds of millions of dollars from private philanthropies like the Bill and Melinda Gates and Lumina Foundations. But the money comes at a cost.

The Gates Foundation has done tremendous good by funding research into curing AIDS and developing vaccines for diseases like malaria in developing countries. But their involvement in education has a distinct agenda. And while their

intentions are well meaning, the agenda is one that many professional educators bristle at.

This past July *The Chronicle of Higher Education* ran a special edition with several articles about the influence of the Gates and other foundations that detailed the extraordinary influence these groups have on public higher education. Combining the charitable funds of the two richest

Americans, Gates and Warren Buffett, the Gates Foundation sponsors research and supports grantees such as Complete College America and Jobs for the Future.

The amount of money these foundations award in grants is significant. Between 2006 and 2011 the top 10 grantees received \$126,605,845 from Gates and \$61,294,850 from the Lumina Foundation. Jobs for the Future was the top recipient at \$58,522,458 and Complete College America was seventh at \$10,442,319.

The research that Gates funds is often in areas that are already on the foundation’s agenda such as ways to speed up college completion. Critics have complained that Gates isn’t interested in supporting higher education for its own sake, and that it treats grantees “like contractors.” *The Chronicle* noted that the Gates website tells postsecondary-education grant seekers not to submit unsolicited research proposals. And it has an unusual philanthropic model in that it funds for profit companies as well as non-profits.

One critic said that Gates approaches solving issues in higher education “like an engineering problem.” The Gates approach has a decided corporate structure. Ira Fuchs, who headed a Gates founded group called Next Generation Learning Challenges, was quoted by *The Chronicle* saying, “Almost to a person, they have Harvard M.B.A.’s, so they think in terms of business.” One has to wonder if they reflect the corporate culture of Microsoft, the source of Bill Gates’ wealth, that was famous for cut-throat, monopolistic business practices.

The foundations rarely engage professors from academia because they are too independent. Stanley Katz of Princeton University’s Center for Arts and Cultural Policy Studies said the foundations’ attitude is, “the hell

with that, we can find people who will do what we pay them to do, when we pay them to do it.” This calls into question the independence of researchers under those conditions.

While as charities, the foundations cannot engage in political advocacy, they walk a very fine line because their grantees can and do engage in advocacy for education reform. Gates grantees like Complete College America and Jobs for the Future sponsor seminars or “institutes” for state legislators and education leaders to present their research results. And then they urge these leaders to adopt their recommendations.

Complete College America has established a group called the Alliance of States that advocates tying college funding to performance. Twenty-six states belong to the Alliance including Massachusetts, and it is one of the 13 states that has enacted performance-based funding measures—the only New England state to do so. We are among

ers and advisors to the College Board, the Mathematica Policy Research, the Department of Education, the National Governors Association, the U. S. Congress, and even the White House.

The legislative changes we have faced in Massachusetts community colleges during the last two years have been principally driven by a local philanthropy, The Boston Foundation (TBF). TBF does not receive Gates funds, but it has close relationships with Gates grantees, especially Jobs for the Future who authored TBF’s recent whitepaper on improving community colleges.

TBF doesn’t need Gates money. Last January the Boston Globe reported that in 2012 when President Obama was proposing limits on tax deductions for charitable gifts, donations to TBF tripled to \$93 million. Paul Grogan, the foundation president called it a “river of money.” If you listen to WBUR or read the Boston Globe you see the influence that money can have. TBF is regularly thanked for their generous support of the public radio news station. And every week TBF has one or two quarter-page ads on the Globe’s editorial page. They may get a discount for helping to fill the page, but the MCCC has purchased two such ads in the past and they cost \$10,000 each.

One of TBF’s Globe ads titled “A case for being both a philanthropist and a tough pragmatist” says: *From a growing number of philanthropists, there are two parts to their giving. An openhearted, generous part. And a hardheaded, demanding part. They want their gifts to put a real dent in a big problem... We’re helping them drive the change they demand.*

Their donors have a lot of money, and they don’t give it all to charity. They also have plenty for campaign donations, and they can back up their philanthropic agenda with hardball political influence.

Is it any wonder that the Globe and WBUR were very supportive of the community college legislation sponsored by TBF? And it shouldn’t be surprising that critical voices were barely heard in the public debate. ■

***The influence of these philanthropies is insidious in the way that staff members migrate between the foundations, their grantees, educational institutions, and government.***

very conservative states like Florida, Idaho, Kentucky, Utah, West Virginia and Wyoming.

This is also where the push to reduce or eliminate remedial education at community colleges is coming from. Certainly if students have to take fewer courses to graduate, they can achieve that goal sooner. But critics fear that this will leave underprepared students to flounder in college credit courses, and will put additional strain on professors trying to deal with increasing disparity in student levels in their courses. Ultimately, disadvantaged students in classes will be more likely to fail, or the course content will be dumbed down and disadvantage the stronger students.

As an interesting aside, The Lumina Foundation was established by the USA Group when it sold 5.3 million government guaranteed student loans it held to Sallie Mae for \$1 billion. Its leader, Jamie Merisotis, has said, “The movement from philanthropy to state policy—more hands on than the federal—is a useful role for the foundation.” To that end Lumina has donated to, and sponsored a 2011 conference for the American Legislative Exchange Council (ALEC). This is a Republican dominated group made up of business people and state legislators that develops model legislation that is offered to states for adoption. One of ALEC’s model legislations was the “Stand your ground” laws that Florida adopted that lead to the shooting death of Travon Martin.

The influence of these philanthropies is insidious in the way that staff members migrate between the foundations, their grantees, educational institutions, and government. The *Chronicle* presented a complex graphic web of personnel who have gone from Gates into the grantees already mentioned, but also have become lead-

## Health Insurance . . . *continued from front page*

insurance for employees has been deferred until 2015, it is believed that Gov. Patrick would like to implement it in Massachusetts on the original date of Jan. 1, 2014. Despite the deferment for employers, citizens are still expected to secure health insurance by next March.

As glitches in the ACA enrollment process continue,

much is still up in the air. Whether the commonwealth will be able to resolve the needs of dedicated adjunct faculty for health insurance in time is still in question. The MCCC continues to monitor the process. There is still much work to do, too, but at last health insurance will be available for at least some adjunct faculty. ■

One card, endless savings



Take a look at what just 10 MTAB programs can save you this year!

Program	Savings
Car Rentals	\$90
Discounts through Access	\$1,802
Home Mortgage	\$850*
Hotel Discounts	\$180
Magazine Subscriptions	\$217
MTA Discount Directory	\$600
MTA Vacation Center	\$420
Propane	\$400
Purchasing Program	\$90
Wireless Services	\$127
<b>Total</b>	<b>\$4,776</b>

\*Based on a transaction of \$285,000.



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www.mtabenefits.com



## All Workers Deserve A Fair Deal, Living Wage

On a good day, our do nothing U.S. Congress dithers. In such an environment, legislation to increase the national minimum wage is doomed.



Joe LeBlanc,  
MCCC President

Millions of working class Americans work too many hours at multiple jobs and struggle to pay their bills and care for their families. President John F. Kennedy would have been disappointed. In signing legislation to increase the minimum wage to \$1.25 an hour in 1961, he said, "I don't believe that there's any American who believes that any man or woman should have to work ... for less than \$1.25 an hour or \$50 a week. That itself is a very minimum wage."

The President thanked organized labor for supporting the bill. While unionized workers earned more than \$50 a week, "... they have been concerned about unorganized workers who have been at the bottom of the economic ladder who have not benefitted from our growing prosperity...."

He called the law a "step forward" pledging more help for low wage workers: "They are one group of our citizens who deserve our assistance more, and I think we can move from this improvement into greater gains in the months and years to come."

State Senate President Therese Murray and most of her colleagues agree. The Senate recently voted 32-7 to increase the Commonwealth's minimum wage to \$11 an hour by 2016 and to tie future increases to the cost of living index. Sen. Murray points to a \$12,000 gap between what a minimum wage job pays and what it costs to survive and be economically independent.

"By identifying what a living wage is in Massachusetts, we can have a positive impact on families, and especially single parents who are trying to improve the lives of their children," Sen. Murray told a Greater Boston Chamber of Commerce breakfast audience. Note: Workers who earn little more than the minimum wage likely prepared their meal.

The Mass. Budget and Policy Center shines a light on the ground lost since the 1960's. "A full-time minimum wage worker in Massachusetts makes about \$16,000 year, about \$5,000 less (when adjusted for inflation) than he or she would earn if the minimum wage had maintained its value since 1968," they write. Increasing the minimum wage to \$10.50 an hour would directly affect 443,700 workers and help another 124,000 indirectly.

Urban workers would benefit from a minimum wage increase. By hiking the wage to \$10.50 an hour, 9,200 workers would receive a pay increase in Lowell, 9,500 in Greater Lawrence, 8,200 in Greater Lynn, 45,500 in Boston, 9,400 in Greater Brockton, 15,500 in Greater New Bedford, 12,800 in Worcester,

14,600 in Springfield, 10,000 in Greater Pittsfield and 9,300 in Chicopee/Holyoke.

In the North Central Essex region (Haverhill, N. Andover and Boxford), 7,300 would earn a little more money to pay the heating bill. In the Central Cape Cod region, 9,700 might be able to work fewer hours at a local restaurant and spend more time with their children. Even the in the affluent suburbs west of Boston, 3,400 workers would benefit in Needham, Wellesley and elsewhere. Source: Mass. Budget and Policy Center

Meanwhile, minimum- and low-wage workers are walking, riding the more expensive bus or train or driving their beat up cars to jobs that don't pay a living wage. House action isn't expected in time for the holidays, in time to pay the heating bill, in time to buy a holiday turkey or in time to buy winter clothing for their children.

Low-wage workers are waiting for relief. Citizens are waiting for action. It's unfortunate that a referendum question may be necessary to spur action on this human rights issue. ■

### Adjunct Unemployment Benefits

Many adjunct faculty qualify for unemployment benefits over semester breaks. You cannot have other employment, and you must meet other criteria. Applications are done on line at the DUA website—the site has had problems, but is improving.

The union does not assist members with the applications themselves, but the MCCC and MTA do help and provide legal services at appeals, but only to MCCC Union members.

The service is excellent, as the email to DCE Grievance Coordinator Joe Rizzo says, thanking him for securing an MTA attorney:

Joe,

*I just wanted to let you know that [MTA attorney] Will Evans represented me at my hearing yesterday. What a great guy! He was excellent. I would recommend him to any of the adjuncts that are going through this process.*

*Everything went well at the hearing and I will hear the results in about 2 weeks.*

*Thanks for setting me up with legal representation for my hearing. Now I know why I pay union dues to MCCC and MTA.*

*What do we get from NEA? Just kidding.*

*Thanks again,*

*Name and Campus withheld by request.*

If you are denied benefits, contact MCCC DCE Grievance Coordinator Joe Rizzo at [DCE\\_Grievance@mccc-union.org](mailto:DCE_Grievance@mccc-union.org). ■



This panorama shot shows the full size of the expanded Curley Meeting room at the MCCC offices in Worcester. Taken at the Sept. 20 Board of Directors meeting as MTA Board Member Cathy Boudreau (standing) reported to the MCCC Board, the members pictured (clockwise from Boudreau) are: Susan McPhearson, QCC; Liz Recko-Morrison, BkCC; Joe Nardoni, MxCC; Candace Shivers, MWCC; Betsy Smith, Adjunct; Donnie McGee, Vice President; Joe LeBlanc, President; Claudine Barnes, Secretary; Phil Mahler, Treasurer (partially ob-

scured); Tom Kearns, MaCC; Chandra Panse, MBCC (obscured); Suzanne Van Wert, NECC (obscured); Roberta Albano, STCC; Clark Grain, RCC; Dennis Fitzgerald, Grievance Coordinator. Paulette Howarth, BrCC and Sara Satham, BHCC are blocked by Boudreau. The door at the back goes to a smaller meeting room that is part of the newly acquired space. The union also owns another unit across the hall that houses the office staff and Treasurer's office.

(Photo by Don Williams)

## Write Us

### The MCCC News Welcomes Contributions.

#### Letters to the Editor

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

#### Guest Columns

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

#### Mail to:

Donald Williams  
North Shore Community College  
One Ferncroft Road  
Danvers, MA 01923

#### Or email:

Communications@mccc-union.org



## MCCC News

<http://mccc-union.org>

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The MCCC News is a publication of the Massachusetts Community College Council. The Newsletter is intended to be an information source for the members of the MCCC and for other interested parties. Members' letters up to 200 words and guest columns up to 400 words will be accepted and published on a space-available basis. The material in this publication may be reprinted with the acknowledgment of its source. For further information on issues discussed in this publication, contact Donald Williams, North Shore Community College, One Ferncroft Road, Danvers, MA 01923. e-mail: [Communications@mccc-union.org](mailto:Communications@mccc-union.org)

## Know Your Day Contract

### December 2013

Dec. 22 Last day fall semester can end p. 44 (45)

Dec. **Last Day of classes** Faculty submit college service and student advisement form p.49 (51)

Dec. 25 Christmas p. 23 (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. 51 (53)

### January 2014

Jan. 15 Sabbatical recommendations from committee to president. p. 24 (25)

Jan. 29 Course materials (Form XIII-E2) for Fall semester must be distributed to students and submitted to supervisor before end of drop/add period p.49 (51).

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. First cited page numbers are from the 2009-2013 Agreement (blue cover), numbers in parentheses are from the new 2012-2015 Agreement (red cover).

## Massachusetts Community College Council Nomination Form - 2014

A candidate must file this form (or a copy) with the MCCC Elections Committee to arrive by Thursday, January 30, 2014, 4 p.m. **Nomination papers that arrive late will not be accepted.**

Check all that apply.

#### MCCC OFFICER \*

- ☐ President  
☐ Vice President  
☐ Treasurer  
☐ Secretary

#### MCCC DELEGATE

- ☐ MTA Annual Meeting Delegate  
Boston, May 9 - 10, 2014  
☐ NEA Representative Assembly Delegate \*\*  
Denver, Colorado, July 1 - July 6, 2014

#### MCCC AT-LARGE DIRECTOR\*\*\*

- ☐ Part-time/Adjunct Director (2 positions)

\*Nomination requires signatures of at least 50 MCCC members. \*\*Candidates for NEA/RA may submit biographical statements.

\*\*\*Nomination requires signatures of at least 10 MCCC members.

Name \_\_\_\_\_

Full Home Address \_\_\_\_\_

Tel # \_\_\_\_\_

College \_\_\_\_\_

Tel # \_\_\_\_\_

MCCC Membership: ☐ Full Time Day ☐ Part Time Day ☐ DCE

For ALL Candidates: Gender ☐ Female ☐ Male

☐ Black

☐ Caucasian

☐ Asian Pacific Islander

☐ Hispanic-Chicano

☐ Native American

#### On Web

[http://mccc-union.org/Nominations\\_2014](http://mccc-union.org/Nominations_2014)

#### OR

#### By Mail

Elections Chairperson

MCCC

27 Mechanic Street, Suite 104

Worcester, MA 01608-2402

Download signature forms -<http://mccc-union.org>

Signature \_\_\_\_\_ Date \_\_\_\_\_

(Signature may be typed)

**Deadline: MUST BE RECEIVED by Thursday, January 30, 2014, 4 p.m.**

\*\*Bio or Statement for NEA-RA Candidates only (Optional) - 50 word limit (1 word per box)

#### Instructions

1. Type or print clearly using both upper and lower case letters as you expect the final statement to appear.
2. Insert no more than one word per box except when combining letters (ex. MCCC) or hyphenated words.
3. Insert punctuation in the same box immediately after the word you want it to follow.
