

# MCCC News



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The Official Publication of the Massachusetts Community College Council / Volume 14, Issue 5 / February 2013

## MCCC Goes for Full Capacity

While January is semester break time, MCCC leaders used the time busily working for members and on strengthening the Union. Besides the DCE negotiating team training [see related article], over 30 members including chapter presidents, directors and executive committee members met for a two-day retreat at the Southbridge Conference Center on the MTA's Full Capacity Local Association Training (FCLAT) project.

The FCL project is about building "organizing local associations." The idea is that unions need to constantly work on reaching out to members, involving them and energizing them into action. The methods come out of the Wellstone Action group based on the work of the late Minnesota Senator Paul Wellstone—a former political science professor.

MTA facilitators Taylor Brennan and Edith Sargon said that before the Union can achieve the influence needed to advance its agenda, it must first build its internal organization. They explained that

there are three union/member models: 1) Service Provider; 2) Advocate; and 3) Organizer.

In the Service Provider model union members pay their dues and get service

from their union. It is a passive relationship that doesn't play on a union's strength: its human numbers.

The Advocate model has union leaders setting an agenda and then trying to get members to support that agenda through action, but it is a top-down endeavor that is highly reliant on a few leaders.

The Organizer model works on a ground up, grassroots basis. It concentrates on member-to-member interactions. Sargon and Brennan shared five organizing principles that guide the process:

- 1) Start with one person and build.
- 2) All organizing is building relationships.
- 3) Build on what already exists.
- 4) Use but do not depend upon existing leadership.
- 5) Full engagement comes when people feel their own power.

Given that all MCCC members are public employees, we must operate within a public and political environment to improve our working conditions and benefits. The MTA's goal is for locals to build member involvement early to help think through the challenges and problems they face, develop solutions that work, create creative plans of action, and mobilize their colleagues and communities effectively.

MTA defines a full capacity local as  
*Continued on page 2*



MTA Consultant Miles Stern (standing), who was formerly assigned to the MCCC DCE Unit, discussed experiences in the last DCE contract negotiations with the current team. Members of the 2013 team (going around the table from left) are MTA Consultant Bob Whalen (obscured by Stern), Betsy Smith, Harry Bowen, Linda Grochowalski, MCCC Vice President Donnie McGee, Mark Bashour, MCCC President Joe LeBlanc (obscured), DeAnna Putnam, and Carol Gray. (Photo by Don Williams)

## Building the MCCC DCE Negotiating Team

In preparation for starting negotiations for a successor DCE collective bargaining agreement, the MCCC negotiating Team participated in an intensive two-day training session. The sessions were held on Jan. 14 and 15 at the Colonial Inn in Concord.

The current agreement covering faculty teaching credit courses on individual semester-by-semester contracts technically expired on June 30, 2012. But the contract did include an "outside year" provision that provided a 3.5 percent increase beginning this semester.

The training began on Monday morning with team-building activities conducted by MTA training consultant George Luse, whose specialty is in organizing members. He led the group in a team-building exercise. At a working lunch the Team had an opportunity to reflect on the information covered.

Bob Whalen, the MTA consultant assigned to advise the DCE Team, did all the planning for the intensive two-day training. He gave an overview presentation titled "Bargaining 101."

Tim Fitzgerald gave a presentation on Interest-Based Bargaining. Fitzgerald was MCCC's first president, and he has spent

many years working both at MTA and NEA in a variety of roles. Most recently he served as interim Director of Higher Education at MTA.

Interest-based Bargaining, which is also called win-win bargaining, encourages the parties to look at their underlying needs and focus on problem-solving rather than the traditional method of hashing out competing demands. Ideally, the process assumes that mutual gains are possible and that because of the mutuality the solutions will be more lasting.

Tuesday's agenda was more intensive with a number of topics being covered by a variety of presenters. It began with MTA consultant Donna Sirutis who used to be assigned to the MCCC but who now works with the MSCA at the state colleges/universities. She discussed the challenges of bargaining for a state-wide unit.

She was followed by MTA consultant Beth Boyer, who discussed what topics under state law can and cannot be bargained at the negotiating table. She explained what are mandatory subjects of bargaining, such as wages and working conditions, and what topics are not nego-

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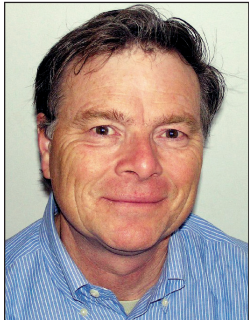
MCCC Secretary Claudine Barnes has a little fun as she explains the MCCC plan for Full Capacity Local activities developed by Executive Committee members including President Joe LeBlanc (left) and Treasurer Phil Mahler. (Photo by Don Williams)

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MCCC Newsletter  
27 Mechanic Street, Suite 104  
Worcester, MA 01608-2402

## We Should All be Winners

I've been reading the book *Winner-Take-All Politics* by Jacob S. Hacker and Paul Pierson and it presents the stark reality of why we in the middle



Don Williams, MCCC Communications Coordinator

class find ourselves left out in the cold. They trace the enormous shift in the economy since the late 1970's where the top 1 percent of earners have made incredible gains at the expense of the 99 percent. They show that from 1979 to 2006 people in the middle of the income spectrum (like MCCC members) averaged between a 21 and 32 percent rise in income while the top 1 percent saw a 256 percent gain.

They relate that the Nixon presidency represented the high point of progressivism with the establishment of the EPA, OSHA, the Consumer Product Safety Commission, the Employee Retirement Income Security Act, and many other provisions that protected the public from business excesses. Future Supreme Court Justice Louis Powell—who in 1971 was an attorney for the U. S. Chamber of Commerce told their members that the, “American economic system is under broad attack.”

Powell said, “Business must learn the lesson...that political power is necessary; it must be used aggressively, and with determination—without embarrassment and without the reluctance which has been so characteristic of American business.” The Chamber doubled its membership between 1974 and 1980. Many business

organizations sprang up during this period. And business “massively” increased political contributions—to both parties—at the same time as the cost of campaigns skyrocketed due to television advertising.

A 2009 study from Williams College broke down who make up the very elite 0.1 percent and found that over 40 percent were in executive, management and supervisory positions. Second to that were financial professionals at about 18 percent. No other category represented more than 6 percent.

It should be no surprise then that both political parties side with the wishes of the 1 percent, with Democrats being only slightly less obsequious than Republicans. One only needs to reflect on President Obama's summoning the captains of Wall Street into the White House after the election and instead of calling them on the carpet and pushing for prosecutions for their destruction of the economy, he let them off the hook. The recent PBS Frontline show “The Untouchables” clearly demonstrates the political deference that money buys.

The book points to 1978 as the beginning of the end of Labor's power through the campaign to pass a bill to streamline National Labor Relations Board (NLRB) decision-making process and increase the penalties for violations. Despite having a Democratic president, Jimmie Carter, and majorities in the House and Senate, business mobilized an intensive campaign against the bill. Filibusters by young senators Orrin Hatch and Richard Lugar blocked and ultimately killed the bill.

After the bill's defeat Douglas Frasier, President of the UAW, said this in his resignation letter:

*I believe leaders of the business community, with few exceptions, have chosen to wage a one-sided class*

*war...against working people...and even many in the middle class of our society. The leaders of industry, commerce and finance in the United States have broken the fragile, unwritten compact previously existing during a past period of growth and progress.*

And the attacks on labor continues to get worse. The current Senate has refused to approve Pres. Obama's appointments to the NLRB, and on Jan. 29 the conservative pro-business Supreme Court found that the use of Recess Appointments Obama employed to fill those empty slots is unconstitutional. So an already weak NLRB will be completely crippled as long as conservative senators are willing to block Obama appointees.

Hacker and Pierson note that while business and the wealthy have become highly organized on materialistic issues, the decline in union membership has left the middle class with no organization to speak on behalf of its financial welfare. Many of us belong to non-materialistic organizations from PETA to the Trout Unlimited, from National Organization for Women to the Sierra Club. But these don't advocate for our financial well-being. They don't work for retirement security or affordable health care. Only unions have done that.

Union membership has been declining over the last three decades, but more sharply over the past year with law changes in states like Wisconsin and Michigan. More than ever we need to support the MCCC, the MTA and the NEA. We need every member to contribute their efforts—in their own ways—to build the strength of the Union, We also need to support the ability of other workers to have strong, vibrant unions, so that we can all be winners and not just the 1 percent. ■

## Building the MCCC DCE Negotiating Team . . .

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tiable like retirement and health insurance. Boyer has worked for a number of higher ed. locals over her many years with MTA, including the UMass Boston adjunct faculty contract. She called this MCCC DCE event “an impressive training agenda.”

Joe Rizzo, MCCC's DCE Grievance Coordinator, gave a presentation on the history of the Union's DCE Unit from its initial certification in 1989 after a three-year effort by the MCCC. He explained that the campus-based funding source was the reason for why the DCE Unit is separate from the Day Unit. He also discussed the 1990 DCE strike that finally secured a contract giving DCE faculty raises of 60–80 percent. Prior to the contract faculty had been paid between \$780 and \$1080 for a three-credit course.

Rizzo also gave some statistics on the use of part-time faculty both nationally and in-state.

- From 1972 to 2002 part-time faculty increased 62 percent nationally, while there was no growth in full-time faculty.
- From 1993–2003 full-time executive administrative and managerial employees in higher ed. increased nationally by 48 percent.
- In Massachusetts community colleges the increasing use of part-time faculty is driven by the need to generate additional revenue to supplement the college budgets.
- In 2011, 66 percent of credit courses at Massachusetts community colleges were taught by part-time faculty.
- In 2008 the average seniority of Massachusetts community college part-time faculty (according to MCCC seniority lists) was 8.53 years, while nationally the average was 7.3 years.

Rizzo was joined by Miles Stern, MTA consultant

for the last DCE negotiations, and Don Williams, a member of the last two DCE teams, to discuss experiences and pitfalls in past negotiations. The general consensus was that the college presidents, who we negotiate with, prefer the contract as it is because it gives them a lot of flexibility and control.

Hilaire Jean-Gilles, MCCC Research Coordinator, finished the presentations by explaining the kinds of information he can provide for the Team as it proceeds through the bargaining process.

The Team wrapped up the two-day training by discussing topics for the questionnaire they will be sending out to members who teach courses under the DCE contract. ■



Chandra Panse and Judy Rolph explain their action plan for their Mass Bay Community College chapter's Full Capacity Local project. (Photo by Don Williams)

## MCCC Goes for Full Capacity . . .

*Continued from front page*

one that successfully engages large numbers of its members in an array of important activities—contracts and collective bargaining, grievance handling, professional development, and other critical issues that impact our schools and electoral politics.

The facilitators discussed various motivations that union members might have. Some are motivated by ideology, others by a desire for social interaction, others by loyalty, and some by the need to see success in their endeavors. The challenge for leaders is to match members with tasks that compliment their motivations.

Effective two-way communications are a key activity to make these matches happen. Brennan suggested the process a of “charting” a local where, in an ideal scenario, the chapter creates a spreadsheet of individual members' interests and concerns by using surveys and face-to-face interviews. He shared some examples of creative ways to get input, noting that contract negotiations are great events to build upon for this activity.

On the second day, the facilitators led the participants through a planning activity for their chapters over the next six months. They were asked to identify three activity categories: 1) advocating for our members, 2) chapter effectiveness, and 3) political organizing and effectiveness.

At the end participants discussed their priorities and their approaches to engage members. Now the task is to expand these activities to all chapters and continue to build upon this workshop. It will take dedicated effort, and it won't happen over night, but if MTA locals like the MCCC and its 15 chapters want to improve public education and the conditions of employees, it is vital to fully tap the human potential of its members. ■

# Governor's Budget Starts Lively Sausage-making Season

It's hard to argue with his priorities. Gov. Deval Patrick's budget would boost spending for all levels of public education, transportation, health care and local aid. His ambitious budget and its dizzying array of proposals and TAXES offer something for everyone.'



Joe LeBlanc,  
MCCC President

Legislators will find it difficult to kill this budget outright.

The governor proposes \$34 million to fund the health care cost containment bill—spending that might save billions in the long-term. MassHealth would receive a major increase in spending—enough to enroll 325,000 new residents—with reimbursement from the federal Affordable Care Act.

It will be hard to dismiss increases for transportation. New funding would close the MBTA's funding gap. Employee salaries would no longer be funded from the capital budget, allowing the system to address commuter rail delays and embarrassing breakdowns in the nation's oldest subway system.

New spending on roads and bridges would provide thousands of construction jobs. Future projects are everywhere. Walk out your front door. Check out the broken sidewalks, crumbling roads and rusting bridges. It's time to pay the bill for a generation of neglect.

The budget would invest in education, providing "universal access to high quality early education...from birth to age 5; fully funding K-12 education and allowing for extended school days in high-need schools; making college more affordable and accessible for high school graduates; and allowing community colleges to expand their efforts to provide students with the knowledge and skill training needed to succeed in the workplace" (my emphasis).

The Governor's budget would continue community college reform. It would expand our role in workforce development, reduce unemployment and close the achievement gap. The budget would increase funding by \$2.3 million for scholarships for in-demand careers, Rapid Response Grants and the Community College Workforce Grant Advisory Committee.

The budget also proposes an additional \$20 million in community college funding, a 9 percent performance-based increase driven by these criteria:

- Address the inequities in per student funding that have shifted due to

explosive growth at institutions like Quinsigamond Community College.

- Link appropriations to Vision Project Priorities to improve graduation and student success rates, close the achievement gap and advance workforce development goals.

An outside budget section would set-up a Commission to Study Higher Education Efficiencies and Finance. Chaired by the Secretary of Education, members would be drawn from the legislature, department of higher education, chairs of the UMass trustees and board of higher education, state universities and community colleges councils of presidents, the Association of Independent Colleges and Universities of Massachusetts, the Massachusetts Competitive Partnership, the Secretary of Housing and Economic Development, the Secretary of Labor and Workforce Development, two student representatives and one lonely member from organized labor.

Membership issues aside, the Commission would be given with an ambitious and relevant agenda:

- "The Commission shall seek to define a sustainable model of financing for public higher education and the appropriate relative contributions of: students and families; the Commonwealth; and all other sources, including federal grants."

- The Commission would examine

other financial issues, including implementing cost efficiencies, defining tuition and fees in a "manner that is transparent and consumer friendly," and reviewing finance policies for tuition retention, divisions of continuing education, and tuition and fee waivers.

- The Commission would look at the number of developmental students being served and assess the adequacy of academic support systems.

- The commission would evaluate "the appropriate adjunct faculty to full-time faculty ratio with a review of: (i) the use of adjunct or part-time faculty, as well as the pay, benefits, responsibilities of, and support services provided to, adjunct faculty under the current system; (ii) the number and use of full-time and tenure-track faculty across the system; and (iii) the ability of the current system to attract and retain highly qualified faculty and staff."

Higher taxes—\$1.9 billion—would be needed to fund the Governor's budget. The revenue package includes proposals to increase the income tax to 6.25 percent while doubling the personal exemption; reduce the sales tax to 4.5 percent; hike the cigarette tax by \$1 a pack; and cap the film company tax breaks. The mildly progressive tax plan would hit higher income earners the hardest in what promises to be a lively sausage-making season. ■

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Toll Free Phone:  
877-442-MCCC

The MCCC website is the best and most up-to-date source for late breaking developments. Additional documents of interest and import to Day and DCE unit members have been added.

The MCCC webpage is a valuable resource for MCCC updates, job opportunities and linkage to the NEA and MTA resources available to MCCC unit members.

Calendars of MCCC meetings, and committee assignments may be found there.

Additionally, MCCC events and news are available, as well as "old news" in the form of archived newsletters. Bookmark the site for frequent referral.



Members from three chapters work on their Full Capacity Locals plan for their individual chapters. From left Dale LaBonte, Susan McPherson and Randi Zanca from Quinsigamond; Susan Dole, Hilaire Jean-Gilles and Sara Satham from Bunker Hill; and Liz Recko-Morrison and Karen Carreras-Hubbard (facing away) from Berkshire.

(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

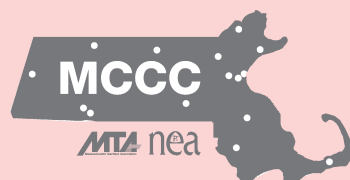
Guest Columns should be no more than 400 words in length. Columns by authors who are not MCCC members may be accepted. The author's name and affiliation will be published with the column.

### Mail to:

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**MCCC News**  
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# Candidates for Part-Time Adjunct At-Large Director

## Betsy Smith Cape Cod

Once again, I am asking for your vote so that I can continue to represent you on the MCCC Board of Directors, but before I remind you about my wonderful years of service to our union, I want to ask you to do a small but important service yourself: Please take the time to read and answer the questions on the survey that the DCE bargaining team has put together. The only way we can represent you at the bargaining table is if you share with us your goals for the next contract.

For those who don't know me, I've been an MCCC member since Spring 2000, and it didn't take me long to be-

come a union activist, initially in the ongoing struggle to open health insurance to contingent faculty. My union activities include being a DCE representative to the MCCC Board of Directors, being a member of the 4Cs ExCom, attending the NEA-RA, NEA/AFT Higher Ed Conferences and COCAL. I was on the last DCE bargaining team and am a member of the current team. My proudest moment occurred at our 2011 Delegate Assembly, when our proposed by-laws change to give contingent faculty a full vote in union elections finally passed. I have enjoyed being one of the Part-time/Adjunct Directors and would be honored to have your vote in this election. I thank you for your confidence in my ability to represent you on our Board. ■



## Randeem "Randi" Zanca Quinsigamond

Dear Friends,

I am running for a second term as one of two DCE/Part-Time Directors to the MCCC Board of Directors. My first year was super. What a great group of people and what a wonderful collaborative working experience. I thank you for voting for me last year. Please vote for me again. I will represent you in the best way possible.

Sincerely,  
Randi Zanca ■

## Know Your Day Contract

### February 2013

- Feb. 10** Summary evaluation rebuttals due (p.51)
- Feb. 15** First year professional staff evaluation conference (p.52)
- Feb. 20** Course materials returned (p.50)
- Feb. 28** New full and part-time hire list due MCCC

### March 2013

- March 1** Notice of non-reappointment (first through fourth year) (p. 37)
- March 15** Dean's recommendations for Title change due (p.59)
- March 15'** Unit Personnel Practices recommendations for tenure due (p.38)
- March 30** Department Chair evaluations (p.68)
- March 30** Preferred schedules and course submitted (p.40 )
- March 31** Department chair vacancies announced (p.67)
- March 31** Fall assignments to faculty, fulltime schedules to chapter (p.41)

*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. ■*

## MOVING?

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**1-877-442-MCCC** toll free  
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[http://mccc-union.org/  
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DCE Grievance Coordinator Joe Rizzo gave a presentation to the DCE negotiating team on the history of MCCC DCE contract bargaining. (Photo by Don Williams)