

# MCCC News



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## Legislators Recognized at Fall Conference

The MCCC conducted a very successful annual Fall Conference on Oct. 24. Approximately 85 members attended to hear presentations and attend a variety of workshops. The conference combined professional development workshops with ones on union organizing and accessing benefits to provide something for every member's interests.

The event was also an opportunity to recognize legislators who had been friends of the MCCC.

State Sen. Marc Pacheco (Taunton) and Rep. Ellen Story (Amherst) were presented awards for their long-standing support of community college faculty and staff, but especially for their significant efforts in passing the Optional Retirement Plan (ORP) bill.

After opening remarks by MCCC President Joe LeBlanc, MTA Executive

Director Ann Clark spoke to the gathered members about the organizing MTA has been doing in conjunction with the election. She urged members to get involved now.

Clark was followed by Angelique Pirozzi, the recently appointed MTA Political Action Team Coordinator. She recounted her background working in the Clinton White House and as Iowa campaign coordinator for both the Gore and Kerry presidential campaigns. And she went on to explain the member-to-member activities MTA has been doing to activate the 110,000 members who vote in Massachusetts.

She said her job is not just organizing for the current election, but a "continued effort to keep [MTA members] in the political process." Beyond the present election, she asked members to stay involved with their elected officials—regardless of whether they supported the official or not—and to make their voices heard when issues come up that affect community colleges and educators. Pirozzi said, "It's not just about electing these people, but it's also about building our political power."

### Legislative Awards

MCCC Vice President Donnie McGee presented the "Friend of the MCCC" awards in the form of inscribed crystal bowls to Sen. Pacheco and Rep. Story. In her opening remarks she noted the legislators' efforts in passing legislation that will allow ORP-enrolled-employees to transfer from the ORP to the State Employee Retirement System (SERS).

In presenting the award to Sen.

Pacheco, McGee cited his four years of exceptional support for the Optional Retirement Plan bill. She said, "Senator Pacheco worked closely with the MCCC and the MTA to make this legislation a reality. It was enacted last fall as part of the state's Pension Reform Law. This would not have been possible without his leadership."

In his remarks, Sen. Pacheco praised McGee for her efforts and persistence. He went on to say, "There is an increasing disconnect in the state legislature between the elected officials and their constituents." He encouraged members to contact their legislators frequently about issues that concern them.

McGee thanked Rep. Story for her outstanding leadership in passing the ORP provisions, "Her sponsorship of an

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### Proposed Bylaw Changes Due by Feb. 1, 2013

Contact Bylaws and Rules Committee Chair Claudine Barnes at [Secretary@mccc-union.org](mailto:Secretary@mccc-union.org) for forms and submission rules.

### MCCC Election Nominations

Open Nominations  
Due by Feb. 1, 2013

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Donnie McGee and Joe LeBlanc presented "Friend of the MCCC" awards to Sen. Marc Pacheco of Taunton (right) and Rep. Ellen Story (left) of Amherst. They have been long-time friends of the MCCC, but in making the presentation McGee especially praised them for their work on the ORP Bill. (Photo by Don Williams)



Members of the recently appointed MCCC DCE Negotiating Team held a forum at the Fall Conference to introduce themselves and receive input from faculty. Members of the team are (from left) Carol Gray, Greenfield; Bob Whalen, MTA Consultant; Linda Grochowalski, Quinsigamond; Mark Bashour, Quinsigamond; Harry Bowen, North Shore; and DeAnna Putnam, Bunker Hill. Betsy Smith of Cape Cod is also a team member but was unable to attend. (Photo by Don Williams)

## MCCC Celebrates Election Successes

The Nov. 6 election was a great success for the MTA and the MCCC not just in candidates being elected, but also in the two organizations' political action operations.

MTA has been building its political capacity through its Legislative Political Action Teams (LPATs), which put a coordinator in each state senatorial district to coordinate activities between locals within that district. MTA provided staff support to coordinate these activities state wide. MTA President Paul Toner asked every member to give

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# Why Roxbury and Trustees Matter

Last month's article on the problems at Roxbury Community College publicized in the *Boston Globe* may have



Don Williams, MCCC Communications Coordinator

seemed like piling on to an already distressed campus. The problems were all with management at the college, and the dedicated and hard working faculty and staff are understandably trying to move on.

But with the changes coming to community college oversight, it was important for MCCC members across the state, who don't regularly see the *Globe*, to understand the

climate that Massachusetts community colleges are now facing.

It is clear that in the Boston business community there was an agenda for changing community colleges, and the *Boston Globe* supported that agenda. They praised the Boston Foundation's initial proposal, and they praised Gov. Patrick's legislative proposal to make changes. It is also pretty clear that the things they presented about Roxbury played into, and gave support to, that agenda.

Although the initial proposal got a lot of attention over its pushing for more vocational educational programs at community colleges, what has primarily come to pass is the more direct influence by the governor over boards of trustees. The governor has made a wave of new trustee appointments, and made significant changes by directly appointing trustee chairs. The chairs have great influence

over the agendas and actions of their boards.

One of the principle responsibilities of the boards of trustees is choosing college presidents, and Roxbury will be the first college to search for a president under the new policies. These policies put someone from the Department of Higher Education on the presidential search committees. With trustees under tighter gubernatorial control and a DHE representative on the search committees, the new searches will have an entirely different character. Will they be looking for someone with academic interests, or someone who falls in line as a manager?

We will all be watching to see how the Roxbury search progresses because it matters. Bunker Hill Community College President Mary Fifield has announced her retirement, so another presidential search at the other Boston community college

will be coming along soon. There are a few other college presidents who are at or near retirement age, and with a few more departures we could see a massive change in the system in the next few years.

More than ever, it is important for each MCCC chapter to have a member regularly attend their college's Board of Trustees meetings. These meetings are subject to open meeting laws, and you should have no trouble finding out when and where they meet. Having a union member there makes sure that our perspectives are considered. A guest doesn't have the right to speak, but they can request to be put on the agenda (subject to the chair).

Whether a union representative is able to speak or not, just attending the meeting says you are concerned and involved. It will serve as a reminder that at the core of a college is its faculty and staff. ■

## Fall Conference . . .

*Continued from front page*

amendment at the 11th hour to keep this bill alive during the pension reform debates on the House floor last fall ensured that the bill would be included in the final Pension Reform Act of 2011." McGee also noted Rep. Story's sponsorship of another amendment last fall that passed as part of the Massachusetts casinos' bill. As a result, the final casino legislation was approved with the mandate to set aside a portion of the economic development monies for public higher education.

In her remarks, Rep. Story followed

up on Sen. Pacheco's comment and encouraged people to contact their representatives to help to advance their issues. She said, "Getting 20 constituents at a meeting with a legislator is extraordinary." A group that size can really get attention.

### Workshop Sessions

The professional development workshops included one conducted by MTA Consultant Bob Whalen on mandatory reporting of abuse. Community colleges are seeing increasing numbers of students who are under 18 years old, and this brings community college faculty and staff un-

der state laws about reporting suspected abuse. Whalen explained the applicable laws, but he also recommended how colleges should be establishing policies and designating administrators to receive reports. He is willing to repeat the presentation at individual campuses.

Laurie Houle from MTA's legal department conducted a workshop on the use of social media. Colleges are promoting the use of Facebook, Twitter and other social media to connect with students. Houle discussed some of the pitfalls that faculty and staff may confront and their legal and contractual responsibilities.

Member benefits workshops included MCCC Day Grievance Coordinator Dennis Fitzgerald's presentation on essential aspects of the Day contract. Candace Shivers and Trudy Tynan facilitated a discussion on the MCCC dues structure and the work of their committee in examining how the dues could provide a better balance between full- and part-time members' dues.

Retirement benefits are always popular session topic at the Fall Conference, and this year Marianne Gebert, Deputy Director of the State Board of Retirement was there along with Ed McCourt who does retirement counseling for MTA. One new twist that Gebert brought up was the inclusion of DCE teaching prior to being hired full-time. This is a result of the "03

Buy Back" law that was enacted in 2006. A member must be vested in the state pension system (10 years), and their DCE teaching must immediately precede their being hired full-time. If members have further questions, they should contact Ed McCourt at MTA.

Member organizing was another broad topic for workshops. MTA Higher Ed. Director Joey Hansen gave a presentation titled "It Pays to be a Member". He discussed the MCCC project to convert more agency fee members to full union membership. But he also looked at the long-term goal of getting members involved more in the union as well. There was another session, facilitated by Dale LaBonte of Quinsigamond and Mary Lou Nesson of Massasoit, specifically focused on Professional Staff organizing themselves within the MCCC.

The newly empaneled DCE Negotiating team held an open listening session where members could bring their concerns and aspirations for the next collective bargaining agreement. This was the first time the members had met together, so it was also a chance to introduce themselves to each other and to the membership.

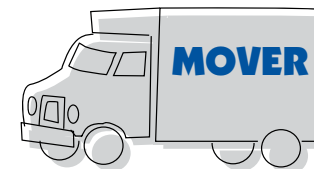
The Conference concluded with a brief summation of the events. There was a door prize raffle of five \$100 bills for those members who stayed until the end. ■



Marianne Gebert, Deputy Director of the State Board of Retirement, (standing) and Ed McCourt from MTA (seated) gave a well attended workshop on retirement planning at the Fall Conference. (Photo by Don Williams)

## MOVING?

Please make sure the MCCC has your correct mailing address. This affects receiving the newsletter, elections, important mailings and notices.



Call the office at 1-877-442-MCCC toll free  
or go online at  
<http://mccc-union.org/ChangeMyAddress/>

# Meeting Our Post-election Challenges

The campaigns are over. Many union-endorsed candidates won, meaning men and women supportive of public higher education will represent us in Boston and Washington.



Joe LeBlanc,  
MCCC President

In the short-term, good news may be elusive. State and federal aid to our colleges won't increase beyond new collective bargaining costs, so don't expect new full-time faculty and professional staff positions. We're still looking for a champion for adjunct health insurance and pension rights from the legislature, the Department of Higher Education, the Governor's office or even the press. We're living in an ever challenging fiscal environment where 9C cuts seem likely as the fall semester winds down.

Funding woes pervade our professional lives, but it's not the only issue facing our

union. Here's a sample from our post-election "to do" list:

- **DCE bargaining** – Our present agreement pays out a 3.5 percent salary increase in January, but this contract ends next June. In recent years, we managed to win comparable or better salary increases as the day unit along with some language improvements. Management rejected our demand for a boost to seniority rights that would include a right to be offered a second course, an issue that will likely be a priority for this year's bargaining.

It will be a busy December and January for our new bargaining team. Adjunct faculty Mark Bashour (QCC), Harry Bowen (NSCC), Carol Gray (GCC), Linda Grochowalski (QCC), DeAnna Putnam (BHCC), Betsy Smith (CCCC), MCCC Vice President Donnie and I are working with MTA consultant Bob Whalen to draft our member survey and demand package. Bargaining will begin early in the spring semester. Watch for news about a team listening tour, bargaining updates and calls for action in support of our team.

- **Impact bargaining** – Mid-contract bargaining requests from management arrive weekly. Issues are sometimes rou-

tine. We seek information, ask questions and push for the best interests of our members in a process that results in a memorandum of agreement that will clarify and protect our rights. Holyoke CC plans a new parking policy or a no smoking policy. Such matters are usually handled expeditiously.

Other issues take more time. At NECC, a joint program with area high schools is fully investigated with input from the MCCC's grievance coordinators, our local chapter and team chairs. Holyoke proposes changes to its ESL program. Changes are requested at Bristol's online allied health program. Massasoit plans a privately funded online allied health program.

The DHE, colleges and our union request impact bargaining. The colleges offer to bargain over changes in the student grievance policy; we see issues and a possible escalation of student grade appeals, so agree to informally discuss before formal bargaining commences. The union demands bargaining over electronic communications and online social media; we want a statewide policy while the colleges would rather act independently.

Bargaining over any of these issues may take a day, weeks or months. Language is proposed; counter offers are sent back and forth. Eventually, we sign off or not. Things can get tense. A cooling off period may help avoid impasse. While management can impose its last, best offer after impasse has been reached, this is rarely done.

- **Legislative agenda** – Our political action issues are simple for the next two years. First, we'd like to reverse course in the proliferation of part-time workers. We'll be lobbying to enact a bill that would gradually increase the full-time/part-time faculty ratio to 75/25 percent. This would require new and dedicated state support for public higher education with much of the new aid going to our community colleges.

Second, we've sued the Commonwealth over adjunct faculty health insurance. A lower court ruling about this basic human right is expected early in 2013 with an appeal sure to follow. In the meantime, we will be re-filing the adjunct health and pension insurance bills. Perhaps justice will soon prevail in the courts or even the legislature. ■

## MCCC Celebrates Election Successes . . .

*Continued from front page*  
three hours to some campaign activity. It didn't matter which party.

The MCCC did its own organizing, and members were very active all over the state. From Berkshire to Cape Cod, and Northern Essex to Bristol, members participated in a host of ways. From canvassing, to phone banking, to participating in rallies and visibilities, to the all-important member-to-member discussions, many MCCC members gave far more than their three hours.

Some of the important races had very close margins, and the candidates needed every effort to help push them to victory. The kind of support an organized, and

recognizable, group can provide could make a significant difference.

MTA recommended candidates were overwhelming successful with only a very few exceptions. President Obama was a sure thing in Mass., but Elizabeth Warren was neck and neck with Sen. Scott Brown until the end. And while most of the state's congressional delegation was relatively safe, Rep. John Tierney who has been a strong supporter of higher ed., barely survived a very serious challenge.

In the state legislature MTA's candidates also did very well. There was a small overall gain in numbers for Democrats who are more likely to support public sector

employees. But there were also some more pro-education Democrats like Kathleen Ives, who replaced an outgoing member in the 1st Essex Senate District.

Although the election is over, the union doesn't want members to disengage from the political process. Electing candidates is in some ways just the start of political engagement. The next phase is to make sure

that they know what issues and policies are important to the people who elected them.

There will be challenges facing the MCCC in the next legislative session, and it will be important for members to keep open lines of communication with their legislators. Whether you supported a candidate or not, as a constituent you should let them know your views on issues. ■



The Fall Conference included five \$100.00 door prizes for participants who stay until the end. This year's recipients are (from left) Joe Nardoni, Middlesex; Paul Swerzenski, Mt. Wachusett; Susan Dole, Bunker Hill; Joe LeBlanc (not a winner); Sandra Howland, North Shore; and Richard Spool, Mass Bay.

(Photo by Don Williams)



MCCC members from all over the state participated in the election from Greenfield, to Fall River, to Lowell and Newburyport in support of pro-education candidates.

(Photo by Don Williams)

**MCCC Election Nominations**  
**Open Nominations**  
**Due by**  
**Feb. 1, 2013**



*MCCC Day Grievance Coordinator Dennis Fitzgerald gave his always popular workshop on contract provisions. At this year's MCCC Fall Conference he focused on Weingarten Rights.* (Photo by Don Williams)



**MCCC News**  
<http://mccc-union.org>

*Editor:*  
 Donald R. Williams, Jr.

*President:*  
 Joseph LeBlanc

*Vice President:*  
 Donnie McGee

*Secretary:*  
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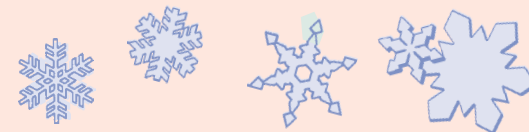
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**Know Your Day Contract**

**December 2012**

- Dec. 1* Applications due for Sabbatical Leave beginning July 1 for professional staff or Fall semester for faculty. (p. 23)
  - Dec. 22* Last day fall semester can end (p. 45)
  - Dec. 25* Christmas (p. 21)
  - 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)
- 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.



**Massachusetts Community College Council**  
**Nomination Form - 2013**

A candidate must file this form (or a copy) with the MCCC Elections Committee to arrive by Friday, February 1, 2013, 4 p.m. **Nomination papers that arrive late will not be accepted.**  
 Check all that apply.

- MTA Annual Meeting Delegate  
 Boston, May 10–11, 2013
- NEA Representative Assembly Delegate \*  
 Atlanta, GA, July 1–6, 2013

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

- Part-time/Adjunct Director (2 positions)

\*Candidates for NEA/RA may submit biographical statements.  
 \*\*Nomination requires signatures of at least 10 MCCC members.  
 (Download signature forms at <http://mccc-union.org>)

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

<b>On Web</b> <a href="http://mccc-union.org/Nominations_2013">http://mccc-union.org/Nominations_2013</a> Download signature forms at – <a href="http://mccc-union.org/documents.htm">http://mccc-union.org/documents.htm</a>	<b>OR</b>	<b>By Mail</b> Elections Chairperson MCCC 27 Mechanic Street, Suite 104 Worcester, MA 01608-2402
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Signature \_\_\_\_\_ Date \_\_\_\_\_  
 (Signature may be typed)

Email \_\_\_\_\_  
 (mandatory-all communications will be through email)

**Deadline: MUST BE RECEIVED by Friday, February 1, 2013, 4 p.m.**

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

Instructions

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