

MCCC



News

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# PHENOM-ental Rally For A Better State of Mind

**O**n a glorious early March day nearly 400 public college students, faculty, and staff met at the Boston Common to demonstrate the woeful levels of funding Massachusetts provides for higher education.

The March 8 rally was sponsored by the Public Higher Education Network of Massachusetts (PHENOM). Overall PHENOM's campaign is titled "For a Better State of Mind," but this rally was intended to dramatize how poorly the Commonwealth compares to other states in funding higher education. Currently Massachusetts is 46<sup>th</sup> in the nation.

In a take off on the federal "Race to the Top" education initiative, the rally held a "Race to the Median" where participants, all wearing number 46, ran up the hill towards the State House passing students holding signs representing all 50 states in descending order of support for higher education.

A number of speakers addressed the gathered group from the Common's State House steps from MTA Vice President Paul Toner to faculty members and students. Community colleges were well represented as North Shore student Jose Palma urged support for in-state tuition



Michael D'Entremont, Bunker Hill Community College Chapter Vice President, Spoke to the PHENOM Rally at the Boston Common's State House entrance. photo by Don Williams)

for undocumented alien students who graduated from Massachusetts high schools. And Bunker Hill Chapter Vice President Michael D'Entremont decried the increasing use of underpaid and under supported adjunct faculty. He ended with a cleverly worded plea to "stop the cuts" as arborists pruned trees nearby on the Common.

Attendees then marched on the State House in an orderly procession circling the building three times carrying signs and chanting "We want dollars for education, not for banks and corporations." They then entered the building for boxed lunches and more speeches at the Grand Stairway.

The first speaker was a Elizabeth Babcock of the Crittenton Women's Union who had just been making the rounds of offices discussing their recent release of a study that said that a single parent family with two school-age children requires \$61,618 to just get by in Massachusetts. And virtually all of the available jobs that pay such levels and have 100 or more openings in the state require at least some college education.

President Ira Rubenzahl of Spring-

field Technical Community College spoke from the perspective of the college administrations and for the 7,000 students at STCC. He pointed to the Great Seal of the Commonwealth on the podium and noted that the Latin word *Reipublicae* means "for the public," and that the government exists for the benefit of the public. Education for the citizens is one of the most important benefits for the public at large."

The most notable portion of the inside rally events was the presentation by several legislators who are members of a newly formed Higher Education Caucus. Lead by Rep. Sean Garballey, D-Arlington, the bi-partisan caucus is made up of legislators with a special interest in public higher education. Many of them are themselves or have family members who are graduates of the Massachusetts' system, and they recognize the important role the colleges play and the need for advocacy to maintain and strengthen the system.

Rep. Peter Kocot, D-Florence, the father of a UMass Dartmouth freshman said, "our colleges are the launching pad for success." Rep. James Fagan, D-



PHENOM Rally participants marched in front of the State House. (photo by Don Williams)

## Mark Your Calendar Annual MCCC Delegate Assembly April 24, 2010

Registration 8:30-9:30 AM  
Call to Order 9:30

**Crowne Plaza Worcester**  
10 Lincoln Square  
Worcester, MA 01608  
Phone: (508) 791-1600

Delegates will also receive a Delegate Packet, with reports and the proposed budget at least one week before the meeting.

Chapters are allotted one delegate for every 10 members. The MCCC Bylaws state that "each chapter shall elect its own delegates."

Chapters should begin recruiting members to ensure full representation of the membership.

### DIRECTIONS

From Mass Pike take Exit 10 to Route 290E, take Exit 17 - Rte. 9. Take a left at top of exit. At 2nd set of lights at bottom of the hill, go left onto Worcester Center Blvd. Hotel is on the right.

From Route 495 take Exit 25B, Route 290W. Take Exit 18 - Rte. 9. Turn right at Lincoln Square/Worcester Center Blvd. Hotel is on the right. ■



UMass student Chris Merry displaying the PHENOM Rally's modest demand for Massachusetts to just reach the national average in funding higher ed.

(photo by Don Williams)

Taunton, said "public colleges are the best investment anyone can make." And Rep. James Arciero, D-Westford, a former student trustee at UMass Dartmouth, pointed out that over two-thirds of Massachusetts residents attend our public

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# Mass Defect: Higher Ed. Funding



Don Williams, MCCC  
Communications  
Coordinator

By now we've all heard the statistics about how poorly Massachusetts funds public higher education. PHENOM has been using the figure 46<sup>th</sup> in the nation, and that's a pretty accurate single number. But the picture is much more complicated, and in some ways Massachusetts is even worse.

There are many sources of data, and as rational, thinking people—educators—MCCC members may want to know some of them. This column is based largely on the report "State Higher Education Finance FY 2009" (SHEF) produced by the staff of the State Higher Education Executive Officers (SHEEO). It is available at <http://www.sheeo.org>.

The study makes adjustments for the mix of institutional types (research/4-year/2-year) and their relative enrollment mix along with state cost of living differences. According to the calculation used, Massachusetts has the highest cost of living in the contiguous 48 states. While not a focus of this column, keep this statistic in mind when Massachusetts' community college salaries are compared with other states where the COLA is not factored in.

One key statistic in the study is the appropriations per Full Time Equivalent (FTE) student. In 2004 Mass. Appropriated \$6,447 which was 24<sup>th</sup> in the nation, but in 2009 it was down to \$5,591 which dropped to 32<sup>nd</sup>. The five-year drop was 13.3 percent. But the one-year drop was 23.7 percent, second highest drop in the nation. Six of the 10 similarly situated states used for the Community College Classification Study increased appropriations over five years. The national average over five years was an increase of 4 percent.

But there are other related statistics on a state's funding efforts. Massachusetts spends \$204 *per capita* (i.e. of the total state population), which is 44<sup>th</sup> in the nation. We provide \$2.04 per \$1,000 of personal income, which is 47<sup>th</sup> in the nation. The national average is \$7.28.

Tuition rates are another measure of a state's commitment to higher education, and here Massachusetts fares a little better. We are 21<sup>st</sup> highest in the percentage of total educational revenues derived from net tuition (fees included). The national average is

37.3 percent and we are 43 percent. This was up 17.9 percent over five years. Still, SHEEO gives the state an "F" for affordability.

*Grapevine* is an overall statistic that has been compiled for several years through the University of Illinois and has now been incorporated in the SHEF Report. It is this number that PHENOM uses. Massachusetts had the third highest one-year cuts, we had the highest two-year cuts and the fifth highest five-year cuts (when 24 states actually increased funding), making us 46<sup>th</sup> in the nation.

The real scandal is that Massachusetts clearly can afford to do better. We hear that revenues are down, and the state can't afford to do things. Higher ed. has taken some of the most serious hits. But in some ways this is an artificial crisis.

Yes, this is the worst economic crisis in our lifetime. But it is compounded by years of tax cuts in the state making us no longer the Taxachusetts of ancient mythology. While we are 7<sup>th</sup> in the tax revenues *per capita* at \$4,966, we are 35<sup>th</sup> in the effective tax rate at 7.8 percent versus the national average of 8.04 percent (SHEF).

The Massachusetts Budget and Policy Center ([www.massbudget.org](http://www.massbudget.org)) corroborates this figure and points out that *per capita* is an inaccurate calculation and that percentage of total income, which the effective tax rate represents, is the only fair comparison. MBPC points out that if Massachusetts taxed at the national rate, an additional \$2.5 billion would be raised.

Yet the public still buys the myth that we're over taxed. And the media beats the drum. Watch the promos for WBZ TV News where they say they'll be keeping an eye on "all these new taxes."

Legislators are understandably reluctant to stand up for new taxes, and the anger in the public has been increasing as seen in the election of Scott Brown and the rise of Tea Party activists. But they need to explain to constituents that they can't expect something for nothing. That's even more un-American than taxes.

It is an embarrassment that Massachusetts funds higher education at such low levels. More than two thirds of our citizens attend public colleges, and 80 percent of them stay in the state contributing to our skills-based economy. Funding our colleges is not some give-away it is solid economic development policy.

Unions like the MCCC are going to have to make the case. Our members have to support politicians that dare to tell the truth, and we have to help make the case to the public. ■

## 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](mailto:Communications@mccc-union.org) ■

## PHENOM-enal Rally...

*Continued from front page*

colleges, and that they stay in the state and contribute to the economy.

Unfortunately, the orderly, respectful, and clever PHENOM Rally got no coverage in the Boston press. WCVB Channel 5 did have a piece on the Chittenton Women's Union press release and the Bunker Hill Community College nursing student that had been an example. A number of TV stations had fluff pieces on the beautiful weather that day, and the rally would have been a good tie-in for that. Apparently the only way to get coverage is to trample the flowers as happened in the early 1990s.

PHENOM was founded in February of 2007 to be a broad-based advocacy group for public higher education in Massachusetts and has been enlisting members from all interest groups. While some of the initial organizing was done by MTA and AFT members, it is not an arm of the unions. Students, alumni, and administration members are important participants. For more information about the organization and upcoming events, see <http://www.phenomonline.org>. ■



Liz Recko-Morrison, Berkshire CC (second from left) and VP Donnie McGee (in Bristol CC hat) participated in PHENOM's "Race to the Median" that highlighted the need for Massachusetts to increase Higher Ed. funding from 46<sup>th</sup> in the nation up to at least the national median. (photo by Don Williams)

# Looking For Real Democrats to Take Action In An Election Year



Joe LeBlanc,  
MCCC President

“Let us never forget: much of what we take for granted – the 40-hour work week, the minimum wage, health insurance, paid leave, pensions, Social Security, Medicare – they all bear the union label. It was the American worker—men and women just like you – who returned from World War II to make our economy the envy of the world. It was labor that helped build the largest middle class in history. Even

if you’re not a union member, every American owes something to America’s labor movement.”

President Barack Obama’s rhetoric is much-appreciated, but it’s time for action on the federal and state levels. Congress is dithering over whether or not to enact the Employee Free Choice Act (EFCA), a bill which

would make it easier for workers to unionize. EFCA would streamline the process for forming a union. It would assist in first contract negotiations by offering mediation and arbitration services.

Americans get it. The AFL-CIO reports that 60 million workers would vote to unionize today if given the chance. A significant majority of Americans support this legislation and its majority sign-up system, but it awaits action in a Democratic Congress.

The Democratic Party may be forgetting its roots and a history of support from the labor movement that dates to the Great Depression.

Martin Luther King, Jr. captured the essence of this relationship in a speech given to the Illinois AFL-CIO on Oct. 7, 1965: “The labor movement was the principal force that transformed misery and despair into hope and progress. Out of its bold struggles, economic and social reform gave birth to unemployment insurance, old-age pensions, government relief for the destitute and, above all, new wage levels that meant not mere survival but a tolerable life. The captains of industry did not lead this transformation; they resisted it until they were overcome. When in the thirties the wave of union organization crested over the nation, it carried to secure shores not only itself but the whole society.”

The Captains of Industry and Greed haven’t quit. They continue the battle. They resist. They obstruct. They pretend. Too often they refuse to give workers a fair shake. In an Australian-produced Monty Python-esque spoof of employers titled “What have unions ever done for us?”

[http://www.youtube.com/watch?v=184NTV2CE\\_c](http://www.youtube.com/watch?v=184NTV2CE_c) organized labor is credited for maternity leave, retirement benefits, workers compensation, Medicare, occupational health and safety laws, paid annual leave, collective bargaining rights, and pay increases.

“We never would have gotten that without the unions,” one clueless corporate underling says to his boss. “They drive a hard bargain.” Indeed we do.

We have our own challenges in this election year. After driving a hard bargain to negotiate the best contract possible in the Great Recession, our union accepted a zero year and financial parameters that we would never have accepted in better times. The contract was executed last fall and submitted to the legislature in December. In January, the Governor attempted to renege, requesting that we renegotiate the Agreement to include another zero year and unpaid furlough days. We have refused his request.

In a state with a Democratic Governor, House and Senate, you’d think our original signed contract would be honored. You’d think a signed contract that provides no money this year and a 1.5 percent increase next year would be funded yesterday. Think again.

Democrats, the party of organized labor, should fund properly-executed contracts. We have bargained in good faith. We are working under the terms of our new Agreement. Yet our funding bill awaits action. In this election year, it seems that we have much to do to persuade our Democratic (and Republican) friends to not take us for granted. ■



Springfield Technical Community College President Ira Rubenzahl spoke in favor of increased higher education funding to gathered legislators and the PHENOM group inside the State House. (photo by Don Williams)



The DCE Collective Bargaining Agreement was signed on March 11 in the Chancellor’s Office. MCCC President Joe LeBlanc signs as Mt. Wachusett Community College President Daniel Asquino (left) and Chancellor Richard Freeland stand by. (photo by Don Williams)

## Your PAC Needs Your Help

The MCCC Political Action Committee—MCCC PAC—has been very effective over the past few years in advancing the issues of community college faculty and professional staff on Beacon Hill.

But political stature does not come without cost. Your PAC has made many contributions in the last election cycle, and it is important for all members to give their financial support, so that the PAC can continue to support you.

In this election year, the PAC will need to be very active given the recent mid-term election for US Senate. It is important that the MCCC PAC resources are kept at a level sufficient to fulfill its mission.

Individual members and MCCC chapters can contribute up to \$500 annually.

Thank You,

PAC Co-chairs  
Thelma Halberstadt and Frank Leary.

Send your checks to

Meg Kennedy PAC Treasurer, MCCC  
27 Mechanic Street Suite 104  
Worcester MA 01608

## 2010 MCCC Election Results

### MCCC Officers

Office	Candidates	Day	DCE	Total
President	Joseph LeBlanc	✓	426	295
Vice President	Diana “Donnie” McGee	✓	439	288
Treasurer	Philip Mahler	✓	434	280
Secretary	Gail Guarino	✓	424	286
Total Ballots Cast			466	327

### Director, Adjunct/Part-time, At Large

Candidate	Votes
Richard Devine	126
John Farrenkopf	135
Lois Martin	✓ 176
Betsy Smith	✓ 186

✓ Indicates elected

# Adjunct Committee Minutes

January 13, 2010 – 12 noon – 3:30 p.m.

The meeting was called to order by Diana Yohe – standing in for Joe LeBlanc – at 12:15 p.m.

MCCC DCE Grievance Coordinator Joe Rizzo and MTA Consultant Miles Stern were present and the following campuses were represented at the meeting: Bristol-Tom McGarty, Bunker Hill-John Farrenkopf, Cape Cod-Betsy Smith, Holyoke-John Cipora, Mass Bay-Lynn Moore, Massasoit-Lois Martin, Middlesex-Joe McLellan, North Shore-Harry Bowen and Sandra Howland, Quinsigamond-Mark Bashour, Roxbury-Helena Halperin.

## Discussion on Future Contract:

- Bargaining team and contract negotiations should not be training ground for an individual's bargaining skills. All people serving on such a committee should come to it with knowledge of the contract and bargaining training completed.
- Best contracts come from bargaining teams that have the full support of all faculty, and management knows bargaining team has full support of faculty.
- Ground rules should never include exclusion of reporting to our members.
- Need to organize members to achieve objectives of a guaranteed second course and teaching salary parity with full-time faculty.
- We should consider working towards having the right to binding arbitration as exists for police and fire in case of bargaining impasse.
- Discussion of ways that we as a union can garner support. Importance of making our message known without alienating students or general public.

## Delegate Assembly

John Cipora expressed the need to get more MCCC members to vote in favor of adjuncts receiving a full vote.

## COCAL

The COCAL Conference will take place this year in Quebec City, Quebec, August 13-15, 2010. Question about MCCC funding support for those interested in attending will be brought to the Board of Directors meeting on January 22. COCAL is the Coalition of Contingent Academic Labor with members from Canada, Mexico, and the U.S. ■

# 2010 MCCC Award Recipients

## Jon G. Butler Award

This year two members will receive the Butler Award for outstanding chapter president. They are Claudine Barnes of Cape Cod Community College and Margaret Wong of Quinsigamond Community College.

Barnes has been President at CCCC for two years after first serving as MCCC Director, a role she continues to fill. She has been working diligently to build that chapter and to get more members involved in Union activities.

Wong has served as QCC's President for a number of years and was at the forefront of the chapter revitalization process working with Richard Sanders of MTA to get members energized and involved. She has served as MCCC Director in the past and is doing so currently as well as serving on the MTA Public Relations Committee and the MTA Board of Directors.

## Raymond C. Lemieux Award

Phyllis Barrett will be presented the Lemieux Award at the MCCC Delegate Assembly. The Raymond C. Lemieux Award is given to recognize an individual whose service, leadership, and dedication have contributed significantly to the Massachusetts Community College Council and higher education in general.

Barrett had been Holyoke Community College Chapter President for several years before becoming MCCC Secretary in 1996. She served through four MCCC presidents until she stepped down in 2008. Over those years she served on many MCCC Committees including chairing the Personnel Committee and being a member of two negotiating teams. After stepping down as Secretary, she returned to chapter work serving as HCC Grievance Coordinator.

## John Palmer III Award

This is the first year this award, named in honor of the late John Palmer, recognizes an adjunct MCCC member whose service, leadership, and dedication have contributed significantly to MCCC adjunct faculty.

Betsy Smith is a fitting member to be the first recipient of this award as she has been a tireless advocate for the rights of adjuncts. She has spoken up in many venues from the MCCC Board of Directors, to the Delegate Assembly, to legislative committees. She is a member of the recent DCE Negotiating team, which also had John Palmer as a member. She has just been elected as one of the two Adjunct At-Large Directors for next year. ■

## Know Your Day Contract

### April 2010

- April 15* Dean's tenure recommendations due (p.38)
- April 15* Title changes announced (p.59)
- April 24* MCCC Delegate Assembly, Worcester
- April 30* Fall assignments to faculty, fulltime schedules to chapter (p.41)

### May 2010

- May 1* President's tenure recommendations and sabbatical notification due (pp.38 & 25)
- May* Last Day of classes Faculty submit college service and student advisement form (p.49)
- May 21* Tenure decisions due (p.38)
- May 30* Professional staff College service and student advisement forms (p.51)
- May 31* Memorial Day observed

*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 News

<http://mccc-union.org>

### Editor:

Donald R. Williams, Jr.

### President:

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### Vice President:

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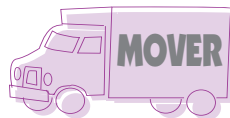
Gail Guarino

### Treasurer:

Phil Mahler

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)

## 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/>



Rep. Sean Garballey (D-Arlington), leader of the Higher Education Caucus spoke to the PHENOM Rally group as other Caucus members looked on. From left they are Michael Rodrigues (D-Westport), James Arciero (D-Westford), James Fagan (D-Taunton), Garballey, Ellen Story (D-Amherst), and Peter Kocot (D-Florence). Not Pictured Stephen Smith (D-Everett).

(photo by Don Williams)