

MCCC News



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Classification Study Completed: Calls for 13.8 Percent Increase

When the MCCC settled the 1999-2002 contract in July 2000, it accepted the provisions of the Classification Study which called for an increase in faculty workload from four to five courses along with a rational, structured compensation system and the promise to keep salaries in line with the 75th percentile of 10 "similarly situated states."

While this resulted in significant pay increases initially, anyone employed in an MCCC unit position from that time knows that almost immediately the promise of the 75th percentile began to fade. Faculty continue to keep their part of the bargain teaching five courses, and the union has pressed the college presidents and the BHE to keep their part.

The once rational compensation system has completely broken down. The clearest evidence of this is that over 60 percent of new hires are being paid above classification levels. Also, about half of the community college campuses have had to significantly increase pay for nursing faculty because of competition.

Needing data to detail and justify the deficiency, the MCCC first had John B. Lee Associates, who have done work for the NEA, do a salary study using the methodology used by DMG Maximus, the original classification consultants. The results showed that MCCC salaries were behind the benchmark by over 7 percent. But the data did not move the BHE.

MCCC Research Coordinator Hilaire Jean-Gilles updated that research using the same methodology last year, and his new numbers showed further decline in MCCC salaries. But given that this was union generated data, it was not acceptable to the BHE.

So another study was commissioned, to be done by an outside firm, The Archer Company, which is affiliated with DMG. The MCCC and the college presidents split the \$12,000 cost of the study. Essentially, they confirmed the accuracy of Jean-Gilles' data, and then they made recommendations on how to implement the increases.

The bottom line of the study is that MCCC salaries are 13.85 percent below where they should be. This averages \$7,634

per member. (A detailed table of the results appeared in the Feb. 2007 issue of the *MCCC News*.)

What is new and encouraging in the Archer report is that it recommends methods for paying out the increases. One way would be to do it all at once. Given the average dollar amount and multiplying it by the nearly 2000 full-time MCCC unit members the total would be over \$15 million. Members would certainly prefer this method.

The second method would be to spread out the adjustments over a five-year period in approximately \$1531 increments. The procedure is not detailed, but it would most likely be added to the base salary level. The report also recommends a 2 to 3 percent annual increase in the points value over the five years.

One major hurdle has been passed as the college presidents have come out in support of the report's recommendations. With changes in the state administration and a new BHE chair, MCCC President Joe LeBlanc said he is cautiously optimistic that the MCCC will win its fight to increase salaries to the 75th percentile. ■

Proposed Bylaw Changes

The deadline for submitting proposed changes to the MCCC Bylaws and Standing Rules is no later than Feb. 1, 2008.

Proposals should be in printed format, double spaced (not hand written). They should include the following information:

- rationale for the proposed change;
- name of the maker of the proposal;
- campus (or MCCC committee/group) of the member making the proposal.

Proposed changes should be sent to

Bob Gillies
6 Wheelock Street
Oxford, MA 01540-2110
Email: bobg@qcc.mass.edu ■

MCCC Fall Conference a Success

This year's MCCC Fall Conference on Oct. 1 was an overwhelming success. Attendance topped 100, which exceeded previous records by 10 percent.

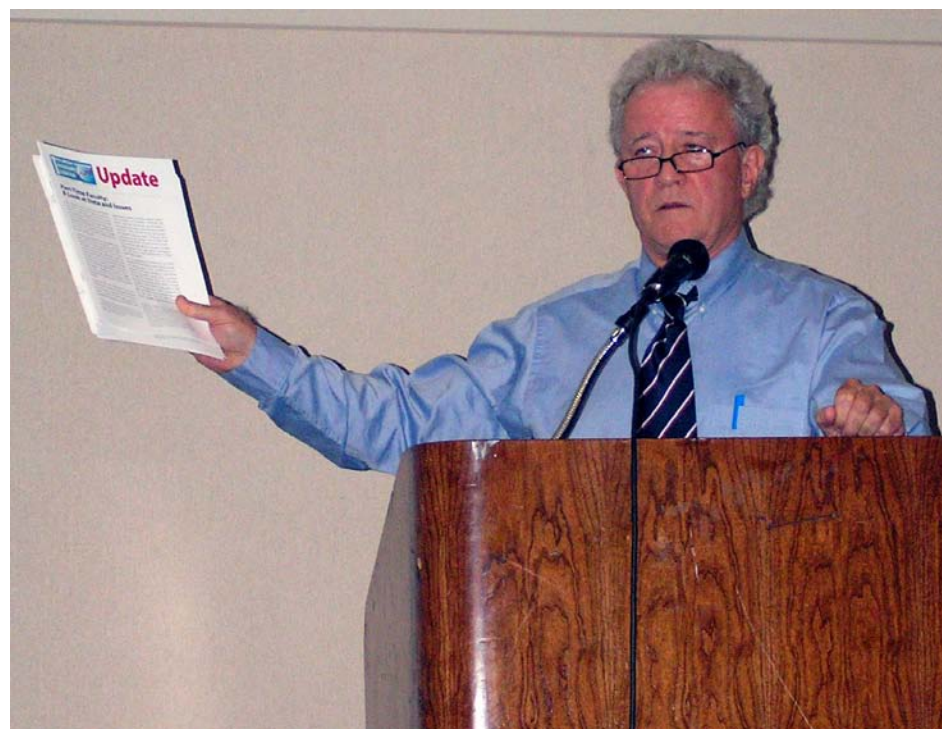
The evening opened with an address by Jim Rice, Professor of English at Quinsigamond Community College, who is president of the National Council for Higher Education (NCHE). Rice was also president of the MCCC for 10 years in the 1980s.

NCHE is the NEA's higher education caucus, and Rice sees one of his major issues as raising the profile of the higher education minority within the largely K-12 NEA. He has worked to increase the staff dedicated to higher education and to improve the web presence. He urged members to visit the site www.nea.org and click on the higher ed faculty and staff link.

Issues that NCHE is actively pursuing are increasing college affordability, protecting the integrity of academic work, and defeating the Academic Bill of Rights being promoted by conservatives like David Horowitz.

Ending the over use and abuse of contingent faculty is a major initiative of the organization. They are promoting a ratio of 75/25 percent full-time, tenure track faculty to part-time, non-tenure track faculty. Rice pointed out that a report on this is available on the NCHE website.

NCHE is also carefully watching moves in Washington that may affect higher edu-



Jim Rice, President of National Council for Higher Education, speaks at the annual MCCC Fall Conference on October 1. (Photo by Don Williams)

cation such as the Spellings Commission and American Council of Trustees and Alumni that is led by Vice President Dick Cheney's wife Lynne. These groups are promoting changes that would negatively affect our profession.

At the end of his presentation, Rice encouraged individual MCCC members and/or chapters to join NCHE. Individuals

can join for \$10 and chapters can join for between \$120 and \$420, depending on the number of members. The MCCC and some chapters are already members.

After the keynote address, attendees split off into three breakout sessions.

Survival Guide for Pre-tenure Faculty and Staff presented by MCCC Day Griev-

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Strategic Action

From the Capital Steps: Lobbying for Social Security Fairness



Donnie McGee,
SAC Chair &
MCCC Vice President

In early November four MTA activists – Jo Ann Fitzgerald, Peggy Kane, Nancy Mickunas, and I – visited our nation’s capital to lobby Congressional leaders to support the Social Security Fairness Act of 2007.

This bill would repeal the penalties imposed on public employees in Massachusetts and 14 other states by the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP), provisions included in current Social Security law.

Senator John Kerry, D-Mass., chaired a Senate Finance Committee hearing to bring public attention to these provisions on November 6, 2007. More than 200,000 names were collected on petitions in support of this repeal and delivered to this Senate hearing. Key testimony was provided by Senator Susan Collins, R-Maine, a co-sponsor of the bill. Collins emphasized that the Social Security benefits denied many employees “can make the difference between a comfortable retirement and poverty.”

Many teachers, firemen, and policemen in Massachusetts are well-aware that the provisions known as GPO/WEP can seriously reduce Social Security benefits earned in the private sector and/or eliminate survivor benefits accrued by a deceased spouse. This is true whether one retires under the State Employees Retirement system or the Optional Retirement Plan (ORP) in this state.

Retired English teacher Peggy Kane testified on behalf of the Massachusetts Teachers Association at this hearing. She knows only too well the punitive consequences of such provisions. Nine years ago when her husband died of cancer at 53, she struggled to support her family and put her children through college. Her family never saw one penny of her husband’s thirty years of earned Social Security benefits. It is the injustice of stories like these that sent National Education Association (NEA) activists to Washington, DC, to attend this hearing and lobby to repeal such legislation.

En route to visiting Congressional offices, Nancy Mickunas and I walked past the U. S. Supreme Court building. The inscription sculpted on its impressive Western Pediment spoke directly to us: EQUAL JUSTICE UNDER LAW. After presenting NEA t-shirts to Congressman and Senators alike, we thanked them for their past support and urged favorable

action on the respective bills that would repeal these provisions.

Knowing well the power of personal narrative, I delivered seven pages of MCCC statements to legislators. These stories revealed the impact of GPO/WEP on the lives and retirement plans of faculty, librarians, and counselors from our community colleges. This cumulative testimony emphasized these key points:

- Many MCCC educators have accrued 15 to 20 years or more of Social Security benefits through private employment but will be denied full benefits because of their enrollment in the state’s retirement plans. Employees retiring from the private sector, with private pensions, are not treated so punitively.
- Recruiting and retaining qualified educators in all fields, but certainly in the areas of nursing, technology, mathematics, and engineering, will be extremely difficult, given the inability of our colleges to compete with private sector pay and the detrimental effects of GPO/WEP on retirement earnings.
- The GPO reduction in spousal survivor benefits will drastically affect many MCCC educators.
- Retirement for many members will be delayed, more stressful, and in some cases supplemented by part-time work in order to be manageable.

- GPO/WEP arbitrarily denies benefits and hurts many public employees within a system intended to promote security, comfort, and dignity in retirement.

As Nancy and I crisscrossed the National Mall, we stopped on the Capital steps to gaze upon the Reflecting Pool and the Washington Monument in the distance. Senator Kerry had emphasized that the GPO/WEP policies were flawed. He had indicated he would push for their repeal because it is “an effort to do what we should do in America, which is treat people fairly.” Kane’s words had captured this same sentiment: “This is an issue of fairness.” Yes, I thought, this is an issue of “EQUAL JUSTICE UNDER LAW.”

NEA activists are urging all members and other state employees to contact Senators to ask for a mark up on the Social Security Fairness Act (S. 206), so the bill can move beyond the Senate Finance Subcommittee on Social Security and eventually to the floor for a vote. A similar hearing is expected on the House version of this bill in the spring of 2008. For further information, go to the MCCC, MTA, and NEA websites. Together, we must stand for fairness in retirement – for everyone.

Diana (Donnie) McGee
MCCC SAC Chair



Winners of the door prizes at the Fall Conference (from left) Hilaire Jean-Gilles (BHCC), Phil Mahler (MiCC), John Farrenkopf (BHCC), Susan McCourt (BrCC), and Lois Martin (MaCC). Prizes were provided by MTA Benefits. (Photo by Don Williams)



Claudine Barnes (CCCC) with Richard Sanders and George Luse of MTA leads a workshop on the Strategic Directions Initiative. (Photo by Don Williams)



MCCC President Joe LeBlanc (center) meets with chapter presidents at the annual MCCC Fall Conference. (Photo by Don Williams)

Visionary Plan for Public Higher Ed. Coming in '08



Joe LeBlanc,
MCCC President

In a speech at UMass-Boston last June, Gov. Deval Patrick promised "to change fundamentally the way we think about and deliver public education." He promised preschool for all, a longer school day and a block-

buster proposal to promote access and affordability for public higher education: free community college education for all.

Students cheered. The beginning of a bold vision for public higher education – something not seen in decades in the Corner Office – was set.

The Governor's vision follows the lead of the Senate's Higher Education Task Force and its recommendation to close the funding gap by spending an additional \$400 million over the next seven years. It also follows the work of the Joint Committee for Higher Education. In a tight budget year, the legislature approved this increased funding for public higher education in FY '08:

- \$1 billion for public higher education, an

increase of \$57.7 million, of which \$30.8 million will help to close the funding gap;

- \$3.75 million in loan repayments for students who graduate from STEM (Science, Technology, Engineering and Math) programs;
- An additional \$4 million in the state scholarship/financial aid program;
- \$1 million increase for scholarships to early childhood educators who are pursuing associate's, bachelor's and master's degrees;
- An earmark of \$1 million to establish a new program for out of field math and science teachers who are taking courses to meet K-12 teacher certification requirements;
- An additional \$500,000 to the Commonwealth's Nursing and Allied Health Workforce Development Initiative;
- \$2 million for the Community Colleges Workforce Training Incentive Grant Program;

- And \$4.4 million to fund tuition and fee waivers for certain National Guard members.

The good news continued recently with the release of the Governor's Capital Outlay Budget for public higher education. This 10-year plan would provide \$2 billion to upgrade the infrastructure of our colleges. The plan would increase the state's portion of capital spending for public higher education from 3 percent to 10 percent (of the total capital spending) and provide an unprecedented boost to the system.

Meanwhile, the Governor's Readiness Project subcommittees are providing advice and support for a big and bold reform package to follow in spring, 2008. Its goal: to provide "a comprehensive, child-centered public education system that begins before kindergarten, continues through grade 12 and higher education, and extends to work-force development and lifelong learning ensuring that each individual has the opportunity to achieve their full potential."

As a member of the Readiness Project's Public-Private Higher Education Subcommittee, I'm working to gather data and ideas to assist in drafting a plan with this big and bold vision for the Commonwealth: "A comprehensive, collaborative system of higher education comprised of public and private two- and four-year institutions that work collaboratively to leverage resources, maximize talent and increase opportunity to strengthen the standing of each institution and the standing of the Commonwealth while working together to position Massachusetts as THE destination for higher education opportunities for students from across the country and around the world."

Big and bold indeed. America and this Commonwealth need such ideas and action now. We must enroll more students and produce more graduates, and our community colleges will be a big part of any solution. Stay tuned as we move into the next phase of what may be the most exciting era yet in the history of public higher education in the commonwealth. ■

Massachusetts Community College Council Nomination Form - 2008

A candidate must file this form (or a copy) with the MCCC Elections Committee to arrive by Friday, February 1, 2008, 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, 2008)
- NEA Representative Assembly Delegate*
(Washington DC, July 1 - 6, 2008)

*Nomination requires signatures of at least 50 MCCC members.

**Candidates for NEA/RA may submit biographical statements.

Name _____

Full Home Address _____ Tel # _____

College _____ Tel # _____

- Unit membership: Full Time Part Time Day DCE
- For ALL Candidates: Black Asian Pacific Islander Caucasian
- Hispanic - Chicano Native American

Visit the MCCC Web Site
<http://www.mccc-union.org>
to fill out on-line or download this form

OR Mail a completed document to
Elections Chairperson
MCCC
27 Mechanic Street, Suite 104
Worcester, MA 01608-2402

Signature _____ Date _____

(Signature may be typed)

Deadline: MUST BE RECEIVED by Friday, February 1, 2008, 4 p.m.

*Bio or Statement for NEA Rep. Assembly 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.

MTA Annual Meeting
Friday, May 9 and
Saturday, May 10, 2008
Boston, MA

**Delegates to the NEA
Representative Assembly**

The MTA provides a stipend of \$300. The MCCC provides additional reimbursement support of \$800 to the top 15 candidates. MCCC reimbursement requires receipts and proof of conference attendance as provided by the MTA.

NEA Annual Meeting
July 1 - July 6, 2008
Washington, DC

Directors Notes

At the September 21, 2007 Meeting of the MCCC Board of Directors the following actions were taken.

- The Board voted to adopt the proposed revisions to the MCCC Elections Policy and the proposed 2007-2008 Elections Calendar.
- The Board voted to change the date of the November Board meeting from November 16 to November 30 and change the June Board meeting from June 20 to June 13 in light of conflicts with Board of Higher Education meetings.
- The Board voted to appoint the following to the Strategic Action Steering Committee: Roberta Albano (STCC), Caroline Schwarzwaldner (NSCC), and Brooks Smith (CCCC retired).

At the October 19, 2007 Meeting of the MCCC Board of Directors the following actions were taken.

- The Board voted to pay 20% of a single or family health insurance plan for MCCC office employees. The current employee with a single health insurance plan will continue to pay 15% of that cost as long as that plan is in effect.
- The Board voted to hold all chapters harmless under the new chapter support process for two years.
- The Board voted to appoint the following members to serve on the MCCC Nominations and Election Committee: Sharron Gillies (Q/Chair), Lori Pennel (BH), and Arlene Ford (Ma)
- The Board authorized the MCCC president to seek applicants for the next DCE Negotiations Team.
- The Board voted to encourage chapters to participate in Campus Equity Week, October 29 - November 4.
- The Board adopted the MCCC Early Contact Program which provides support for chapters to engage new members soon after they are hired. This semester only, the October 1 fall deadline does not pertain. ■

Fall Conference...

Continued from Page 1

ance Coordinator Dennis Fitzgerald engaged members in the essentials of contract provisions. His well organized presentation covered topics like classification salary placement, workload, evaluation, re-appointment, and tenure. Participants had ample opportunity to ask Fitzgerald questions during and after the session.

A very popular session was on retirement planning presented by Harold Crowley of MTA and Ed McCourt of Mass Bay Community College. They explained the various options in the state retirement system and why a retiree would choose one over another. They answered a range of questions from the attendees, but the bottom line advice they gave to anyone thinking about retirement was to make an appointment at MTA to discuss their individual situation before going to meet with the retirement board.

MTA's Richard Sanders and George Luse, joined by MCCC retreat team member Claudine Barnes conducted a session on the ongoing Strategic Directions initiative. The participants were introduced to the intentions of the initiative, what has been going on with it, and then they were encouraged to participate and recruit others to advance the agenda.

After a buffet dinner where attendees had an opportunity to mix with members from other campuses, there was a second round of four breakout sessions.

Adjunct faculty had an opportunity to attend an open meeting of the Adjunct *Ad Hoc* Committee. Facilitated by the DCE negotiating team chairperson John Palmer and MTA consultant Miles Stern, this session gave part-time faculty an overview of what the committee is and what it has done to date. A lively discussion ensued as attendees expressed their concerns and what they hoped the committee should accomplish.



Former adjunct member Sharron Gillies has been hired for a full-time, position to coordinate the Energy/Utilities program at Quinsigamond Community College. She has been a full-time lab technician and an adjunct faculty member teaching electronics and engineering courses at the college for over 20 years. She also serves as the MCCC Director from her campus and is chair of the MCCC Nominations and Elections Committee.

Write Us

The MCCC News welcomes your letters and opinion pieces. Text may be edited for space and appropriateness. Not all submissions can be published.

Mail to:
Donald Williams
North Shore Community College
One Ferncroft Road
Danvers, MA 01923
or email
Communications@mccc-union.org



MCCC DCE Grievance Coordinator Joe Rizzo explains the Distance Education agreement at the annual MCCC Fall Conference. (Photo by Don Williams)

The Professional Staff Committee, which became a standing committee earlier this year, also held an open meeting facilitated by Ned McGuire of Mass Bay Community College. The main topic of discussion was the classification appeals process and how to effectively conduct an appeal.

Joe Rizzo, MCCC DCE Grievance Coordinator, conducted a session on the Distance Education Agreement that bridges both the Day and DCE agreements. Through a PowerPoint presentation, Rizzo went over the key provisions of the agreement and also elucidated some of the finer points.

MCCC President Joe LeBlanc, joined by Vice President Donnie McGee, held a meeting for chapter presidents that was attended by a wide variety of chapter officers from across the state. A variety of issues were raised, but many focused on the needs of communication to and between the presidents. Training for presidents was also

an important topic. As the session ended, President LeBlanc said that he hopes to institute new ways of sharing information between the chapters.

At a brief wrap-up session at the evening's end there was a drawing for five door prizes in the form of \$100 American Express Gift Checks donated by MTA benefits. This is the branch of MTA that offers a variety of services including insurance, travel, credit cards, and mortgages. They can be contacted at (800) 336-0990 or on line at mtabenefits.org.

The prize winners were John Farrenkopf (Bunker Hill), Hilaire Jean-Gilles (Bunker Hill), Susan McCourt (Bristol), Lois Martin (Masasoit), and Phil Mahler (Middlesex). Some of the recipients donated their checks to the collection being taken to help the Quincy Education Association defray the over \$150,000 in fines levied against it because of a strike conducted last June. ■



Ed McCourt (left) and Harold Crowley explain retirement issues at the annual MCCC Fall Conference. (Photo by Don Williams)

Know Your Day Contract

December 2007

- Dec. 1** Applications due for Sabbatical Leave beginning July 1 for professional staff or Fall semester for faculty
- Dec. 22** Last day fall semester can end (p. 44)
- Dec. 25** Christmas (p. 16)
- 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)

January 2008

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