

MCCC News



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The Official Publication of the Massachusetts Community College Council / Volume 6, Issue 29 / November 2008

DCE Negotiations Heat Up

The DCE Negotiating team has been actively working toward completing a contract. Non-economic packages were exchanged on Sept. 25 and discussed at the bargaining table on Oct. 7.

Language clarification requests were made by management, and the team has worked on providing a full package – non-economic and economic – to give to management by November 19 in preparation for when both sides meet again at the table on Nov. 25.

Financial packages were not presented as of Oct. 7 as the potential of

Question 1 on the Nov. 4 ballot had cast a huge shadow over future finances of the colleges and the state.

The MCCC team is working at gaining adjunct faculty equivalency with full-time faculty. There are many areas where adjuncts are not treated equally, and the team is working to achieve parity in as many ways as possible.

The team has prepared a very detailed proposal for improvements in contract language relating to appointment, workload, evaluation, dispute resolution, grievance processing, and other provisions. Because bargaining requires

give and take, the team is not at liberty to share details of the proposals at this time.

Negotiating sessions are scheduled for Nov. 25 and Dec. 9. With the defeat of Question 1 the financial picture is a little clearer, and the team expects economic issues to be on the table along with the contract language changes both sides are proposing.

The team would like to complete negotiations by the end of the calendar year, but they are determined to bring the best possible contract to the DCE membership however long it takes. ■



MCCC's DCE negotiating team refining its asking package, from left seated, Betsy Smith, CCCC; Diana Yohe, Team Chair, BrCC; Carole Dupont, STCC; Gail Guarino, CCCC; standing, Don Williams, NSCC; Joe LeBlanc, MCCC President; Richard Devine, QCC; Patrick Lochelt, NECC; and Miles Stern, MTA Consultant.

(Photo by Donnie McGee)

MCCC Members Help Defeat Question 1

The overwhelming defeat of Question 1 by almost 70 percent was due to the extraordinary efforts by the Coalition for Our Communities. It was expected that the proposition had a hard-core, unshakable 40 percent of support. Defeating it by a much greater percentage has to be seen as a momentous victory for the coalition.

MTA was a major contributor to the coalition, not only financially but with human capital as well. Through careful planning and organizing, MTA members were contacted repeatedly and provided with posters, stickers and buttons to encourage and demonstrate their opposition to Question 1.

Recognizing the severity of the threat to community colleges, the MCCC was prominent among the MTA locals in working to defeat the initiative. The union produced 3000 of its own 3-inch diameter "Vote No on 1" buttons that would be highly visible and distributed them to

almost all full-time members and as many part-time members as possible.

Several MCCC members joined Vice president Donnie McGee in training sessions from MTA to prepare them to speak against the proposition in public forums. Members from Holyoke to North Shore worked phone banks at MTA regional offices around the state. The Berkshire chapter organized a visibility demonstration with 65 faculty, staff, and students in downtown Pittsfield.

In the end, despite the current economic stress, the public recognized the irrationality of the proposal. The solid defeat shows that citizens understand that taxes are reasonable and that the state is not irresponsible in the way it spends money.

The defeat of Question 1 doesn't change the fact that state's finances are in structural deficit. Serious budget cuts have already been made and more are on the horizon. But the defeat may suggest that



Aaron Levin, SAC Coordinator at Holyoke Community College, joined other MCCC and MTA members working a phone bank.

(Photo by Kathleen McDonough)

the public understands the economic crisis facing the state and that they may tolerate some revenue enhancement. ■

Proposed Bylaw Changes

The deadline for submitting proposed changes to the MCCC Bylaws and Standing Rules Committee is no later than Feb. 2, 2009.

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 ■

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Victory, Unity, and The Road Ahead



Donnie McGee,
SAC Chair &
MCCC Vice President

A most impressive number of voters turned out from across this nation to vote for change.

The diverse spectrum of voter demographics that elected this candidate was indeed noteworthy. Voters hailed from the cities and the suburbs, the north and the south, the middle-class and the poor. Young voters, people of every color, professionals, and blue collar workers stood up for this candidate and his platform of change. Many voted for the first time, believing their votes could really make a difference.

As President-Elect Obama said, this victory is not his, but belongs to those who elected him. His campaign was marked by hope, courage, conviction, and unity. It was in direct opposition to the

angst, fear, doubt, and division that have held this country captive for far too long. Obama's election points to a renewed sense of purpose and commitment to the ideals of democracy that we hold dear. His election has rekindled the spirit and hope of a nation.

A victory of another sort spoke to many Massachusetts residents on this historic day. The Question 1 ballot initiative to eliminate the state income tax was resoundingly defeated. My thanks to my colleagues all - for your activism and your conviction that our actions would make a difference. You registered hundreds of student voters, joined campus and community coalitions, and educated countless relatives, friends, and neighbors about the consequences of this mandate.

The change in elected leadership on the national stage came about because of a huge grassroots campaign across this vast county of ours. In similar fashion, the defeat of Question 1 resulted from organizing on every campus and implementing a massive education campaign throughout this state. We must embrace the lessons of these campaigns if we are to defeat the many challenges that our colleges and our union will face in the months and year ahead. The integrity of public higher education in Massachusetts is truly at stake.

The road ahead will not be easy. Our nation, state and communities face an economic crisis of epic proportions. Massachusetts colleges and universities, plagued by severe and chronic underfunding, took another hit in October. Revenue woes forced Governor Patrick to cut state support to our campuses by an additional 5 percent.

Ironically, such funding decreases parallel soaring enrollment demands. Given such inadequate support, the open door admissions policy at our community colleges undermines their academic integrity and makes it impossible for these institutions to serve communities effectively. We cannot sustain this trend. It hurts us all.

Each of us is challenged to do more with less - without appropriate compensation. Full-time faculty and professional staff are paid on average well-below their peers in other states. Students, who typically work from 20 to 30 hours per week, struggle with how to pay more for classes, books, and other expenses – and still remain in college. Part-time profes-

als and adjunct faculty struggle to serve students on an as-needed basis, without the benefit of health insurance or retirement security. They totally lack salary parity with their full-time colleagues. Successor agreements must soon be secured for our day and DCE members to safeguard working conditions and promote fair pay for all, yet the climate for such bargaining is horrific.

The Fall 2008 election is behind us, but the challenges before us are many. The current spirit of renewal should unite us to move forward with the important work at hand.

Globe columnist, James Carroll, recently pointed out, "Democracy does not end with the ballot, but begins there." We cannot expect change unless we are willing to work for it. Our ability to effect change was demonstrated with this election. If we can duplicate that unity, singleness of purpose, and collegial spirit, we can survive these troubled times. We can secure a better future for our colleges, our students, and ourselves. We must do just that – together. ■

Call for Nominations

Raymond C. Lemieux Memorial Award

Purpose

The purpose of the award is to recognize an individual whose service, leadership, and dedication have contributed significantly to the Massachusetts Community College Council.

Nominee Eligibility

To be eligible for this award, an individual must meet the following criteria:

- service to higher education and the labor movement in the quest for improved working conditions and high standards of professional excellence.
- demonstration of leadership in MCCC and higher education.
- exemplification of the concerned and caring approach of Raymond C. Lemieux, much of whose life was dedicated to the betterment of faculty and professional staff.

Who May Be Eligible

Any MCCC Board of Director or Chapter President may nominate by completing a nomination form which can be obtained from the MCCC.

Jon G. Butler Memorial Award

Purpose

The purpose of the award is to recognize the Chapter President(s) whose leadership, acts, or support have made a significant impact on MCCC unit members.

Nominee Qualifications

Individual nominees must be current MCCC Chapter Presidents.

Who May Nominate

Any chapter president may be nominated by petition of five or more of that chapter's members; a nomination form can be obtained from the MCCC.

Nomination Process

Nominations for both awards are due by Feb. 15. Nomination forms can be found on the MCCC web site <http://mccc-union.org> in the Documents link. ■



Liz Recko-Morrison and Wayne Klug, dressed in academic regalia, were part of a contingent of approximately 65 staff and students of Berkshire Community College doing a visibility demonstration in Park Square, Pittsfield against Question 1. (Photo by Lois Cooper)

Letters

In Appreciation

To The Editor:

With profound gratitude, I wish to acknowledge the extraordinary service provided to me by two colleagues during a recent legal episode initiated by the administration at Bristol Community College.

My two colleagues – Prof. Paulette Howarth, chapter president; and Prof. Diana Yohe, chapter grievance coordinator – worked tirelessly on my behalf throughout a period of several weeks. Their sustained effort made it possible for me to survive and, ultimately, to be vindicated.

There are people who do their jobs and there are those who do much more than is required by customary guidelines. Prof. Howarth and Prof. Yohe are most definitely in the latter category. These two great ladies gave an abundance of time, industry, thought, heart, spirit and empathy. It is difficult to measure the consistent and conscientious quality of the work they have done on my behalf. To say that it has been outstanding and immensely beneficial is certainly accurate. To me, though, there's more: it is friendship, care and concern. Those qualities, and the individuals who possess and demonstrate them, are precious and invaluable.

Paulette Howarth and Diana Yohe are two such persons. They are towering and irreplaceable human beings.

G. K. Maravelas, Ph. D.
Professor of Biology (Retired)
Bristol Community College

RCC Supports Boeing Workers

To the Editor:

The Roxbury Community College chapter of the Massachusetts Community College Council salutes the 27,000 Boeing workers for having the unity, courage, and foresight to strike one of the U.S.'s biggest defense contractors in the middle of two wars and a major financial crisis. We support your struggle:

- Against subcontracting, which allows Boeing to make mega profits off the backs of low wage mostly immigrant workers in non-union shops in Southern California and the Southwest.
- Against the divisive practice of two-tier wages that cuts the company's labor costs by bringing in the next generation of workers at lower salaries.

Your willingness to take on these issues sets an example for us all.

Ruth Kiefson-Roberts
Secretary, Roxbury Community College Professional Association

Know Your Day Contract

December 2008

- Dec. 1** Applications due for Sabbatical Leave beginning July 1 for professional staff or Fall semester for faculty. (p. 24)
- Dec. 22** Last day fall semester can end (p. 44)
- Dec. 25** Christmas (p. 23)
- Dec. 30** Professional staff submit documentation of performance of duties and responsibilities including, but not limited to a log student advisement, if appropriate, and college service activities (p. 51)

January 2009

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

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. All cited page numbers are from the 2006-2009 Agreement. ■*



Francesca Parnell, Ph.D. of the Department of Higher Education (DHE) spoke to the MCCC Board of Directors about her work on the Commonwealth Transfer Advisory Group. She explained key aspects of the proposals that would simplify the transfer process for community college students. (Photo by Don Williams)

Community College System Named In Honor of Gov. Foster Furcolo

State Senator Scott Brown and Representative Alice Peisch announced that a bill to designate Massachusetts community colleges collectively as the Governor Foster Furcolo Community Colleges became law on Monday, Oct. 14, 2008.

Governor Furcolo served the Commonwealth as Chief Executive from 1957-1961. Creating a community college system for Massachusetts became the passion and focus of his tenure as Governor. During his two terms Governor Furcolo advocated for the concept of regional community colleges and is credited with establishing the Community College System here in Massachusetts. For that reason Senator Brown and Representative

Peisch worked to advance this legislation to recognize Governor Furcolo's commitment to the Community College System by naming it in his honor.

"Of all the accomplishments in my Dad's public life, the one which meant the most to him - and of which he was proudest - was the creation of the Community College System in Massachusetts. Creating and improving educational opportunities for students, and especially for those who were financially challenged, was the passion of his life, and the creation of the Massachusetts Community College System was the one thing for which he would want to be - and should be - remembered and honored," stated Mark Furcolo, Governor Furcolo's son.

"Senator Brown and Representative Peisch were kind enough to initiate bills in the Massachusetts Senate and House of Representatives to honor my father's creation of and commitment to the Massachusetts Community College System, and more than half a century after my Dad initiated and led his crusade to bring a community college system to Massachusetts, our Community Colleges will now be known as the Governor Foster Furcolo Community Colleges of Massachusetts."

The Community College System has had an enormous benefit for citizens of the Commonwealth and I am extremely pleased to recognize former Governor Furcolo's contribution to its creation," said state Representative Peisch. "It is appropriate that the state honor his legacy in this way." ■



MCCC News

<http://mccc-union.org>

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

Day Negotiating Team Appointed

The Board of Directors has approved the following members to serve on the Day Contract Bargaining Team: Claudine Barnes, History, CCC; Rick Doud, Economics, MxCC; Mary Folan, Nursing, BHCC; Tiffany Magnolia, English, NSCC; Jim McDonagh, Professional Staff, RCC; Andria Schwartz, Science/Physics, QCC; Margaret Wong, English, QCC; Diana Yohe, Office Administration, BrCC.

President Joe LeBlanc and Vice Donnie McGee are ex officio members, and Katie D'Urso will be the MTA consultant for the team.

An online survey of members to advise the team will be available on the MCCC website on Dec. 8. The contract expires June, 30 2009. ■

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 ■



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/>

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 staff on Beacon Hill.

But political stature does not come without cost. Your PAC has made many contributions in the current 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 has been very active and it is important that the resources are kept at a level sufficient to fulfill its mission.

Upcoming legislative issues of importance include:

- Securing increased funding for community colleges
- Reforming Optional Retirement Plan for full-time faculty
- Preserving health insurance contribution level
- Passing part-time employee pension benefits
- Passing part-time employee health insurance benefits

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

Thank You,

PAC Co-chairs Thelma Halberstadt and Frank Leahy.

Send your checks payable to the "MCCC PAC" to
Meg Kennedy, MCCC-PAC Treasurer
MCCC Political Action Committee,
27 Mechanic Street, Suite 104, Worcester, MA 01608