

MCCC



News

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This Is Really Big

This year's election is a crucial one. With the national economy in a slow, jobless recovery, almost every state is in crisis as they must balance their budgets. There is dissatisfaction everywhere.

The opponents of incumbent candidates are energized because their own displeasure is magnified by the stagnant economy. Supporters of incumbent candidates are despondent and depressed by the situation.

Both Massachusetts and the nation may see a significant turnover of governmental branches. Nationally there could be a legislative switch. Here, the legislature will still have a Democratic majority, although the policies of those in office may be different. But the executive branch could see an enormous change.

For public employees and public colleges a change of governor would create significant problems. There are enormous philosophical differences between the candidates, and this includes their attitudes towards public higher education.

Two tax-cutting ballot questions also have negative implications for public education at all levels. Taking \$2.5 billion out of the state's coffers in an already stressed budget will have to force drastic cutbacks.



Sign displays at the September 21 gubernatorial debate show a fiercely contested election that has clearly become a two-person race with much at stake. (photo by Don Williams)

Higher ed. in particular suffers inordinately when the state has a cash flow problem.

MTA is urging all of its members to get involved in the election in any way they can. Every member is asked

to spend five hours working on some campaign activity. Be it for a ballot question, a congressional campaign, or a state legislature or constitutional office, MCCC members can't afford to sit this election out. ■

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MCCC Fall Conference: Something for Everyone

This year's MCCC Fall Conference, held on Sept. 27, had a number of new workshop topics and featured some politically barbed comedy by Cambridge's own Jimmy Tingle. Approximately 70 members attended the event held at a new location, the Courtyard by Marriott in Marlborough.

This year the MCCC presented two Friend of the Community Colleges Legislative Awards to Sen. Harriette Chandler (D-Worcester) and Steven Tolman (D-Brighton) to recognize their commitment to public employees and community colleges. Because of the constraints of a busy election season, neither senator was able to attend, both Chandler and Tolman will visit the MCCC Board in November.

Vice President Donnie McGee presented a special Member Advocate Award to Jack Flannagan who recently retired from MTA after spending over 30 years lobbying at the state house in behalf of members. McGee praised his expertise, his commitment, and his effectiveness. Flannagan thanked her and returned the compliment, telling the audience that McGee herself has become an effective legislative advocate. He went on to stress the importance of member involvement, especially in this year's election.

Jimmy Tingle entertained the assembled group before dinner with his unique combination of personal, social, and political topics. From Scott Brown

and political advertisements to Wall Street bailouts and healthcare reform, he brought out the lighter side of politics. But he got serious near the end saying that education is a form of national defense.

The workshops were presented by a mix of MCCC members and MTA staff people that focused on the use of technology and political action.

The technology workshops included one titled "Social Media as an Organizing Tool" co-presented by Quinsigamond Chapter President Andria Schwartz and Sarah Nathan from MTA Communica-

tions. Both presenters have used Facebook and Twitter as forms of communicating with and organizing members. The workshop had a hands-on component where participants were able to put the basics into practice.

MTA attorney Ira Fader gave a very informative presentation about the use of electronic communication in the workplace. Email and the internet are ubiquitous and employees are using them for work functions as well as for personal purposes while they are at work. Plus,

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Comedian Jimmy Tingle entertained members at the MCCC Fall Conference with his sharp political wit. (photo by Don Williams)

Strategic Action

Transforming Apathy into Action

By Donnie McGee,
SAC Chair & MCCC Vice President

Debates are heating up. The rhetoric is raging. Attack ads resound. Catchy sound-bites ring out while the candidates campaign. Another election year is in full swing.

It's déjà vu. Just another season of pitched promises, political finger-pointing, and tax cutting ballot referendums. It's predictable political theater. But wait: Many would-be voters are not paying much attention. The politics this season are really not the same.

A two year-long recession and an interim Scott Brown election have polarized the nation. The clamor from the crowds ranges from tea party outrage to progressive indignation. And recession-era pain makes the blame-game even more intense. Midst voter angst and anger, though, much apathy remains.

We must transform such submission into thoughtful, focused action. Or Election Day decisions could dictate agendas that are punitive to all. Education votes and voices must dominate these crucial fall campaigns.

In the governor's corner, Charlie Baker's plans would surely challenge

educators and public education. He supports its privatization. His \$2 billion tax cuts would truly burden colleges and communities. Baker's promise: Cut 5,000 public employee jobs, slash retirement and health insurance benefits, and "take on" unions.

Governor Patrick has had to make tough choices during a severe, two year recession.

But Massachusetts is recovering twice as fast as the rest of the nation. Patrick closed corporate tax loopholes to ease budget shortfalls and exposed the hide-

the-debt policies of previous administrations. The federal monies he fought for saved 8,600 educator jobs and increased funding to public higher education. Patrick's promise: Work with educators, business leaders, and elected officials to strengthen the (state's) economy while supporting cities and towns.

And all should pay heed to the Question 3 campaign. At press time polls give the edge to this *slash the sales tax* plan. A win would mean a state revenue loss of \$2.5 billion and a further dismantling of public higher education. Full-time positions would be eliminated; funding, taken from colleges; and fees, hiked for students. Cuts to local aid would close libraries, parks, and senior centers – and threaten public safety. Paying less in taxes sounds good, but the consequences would be severe.

The 2010 election is just around the corner. It's a dead heat between Baker and Patrick, between tax cuts and community well-being. Let's end this political drama appropriately. Your voice and your support are needed in these campaigns.

Act now: Re-elect Governor Patrick and defeat Question 3. Ensure that public education has a fighting chance in the years to come. ■



Retiring MTA lobbyist Jack Flanagan was presented with the Friend of Community Colleges Member Advocate Award by Vice President Donnie McGee at the Fall Conference. (photo by Don Williams)

MCC Fall Conference . . .

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given the nature of college instruction, many of members are using employer-owned hardware and systems from home. Fader's basic message was that if the employer provides it they have access to what you do on it. He warned that privacy is diminishing.

Ken Takvorkian of Mount Wachusett ran his popular union trivia quiz with clickers. This was a fun way to see the educational advantage of using these individual handheld devices to get a class fully involved in a presentation. By asking questions of the group, an instructor, and the group, can see how every participant responds.

On the non-technological side there were workshops that addressed both individual and collective issues facing MCCC members today.



MTA attorney Ira Fader gave a detailed presentation on the pitfalls of electronic communications in the workplace at the Fall Conference. (photo by Don Williams)

Vice President Donnie McGee, MTA lobbyist Julia Johnson and MTA Consultant Miles Stern conducted a political action session. Key topics were the status of higher ed. contracts in the legislature and the impact on higher education of the governor's race and the ballot questions.

Holyoke Chapter President Aaron Levin and Kathleen Doherty, who chairs the MTA GLBT Issues Committee, led a session that discussed issues faced by gay and lesbian members in the workplace. Using videos of various workplace situations, they explored responses to the problems that were presented.

Betsy Smith, who is one of two Adjunct/Part-time at-large MCCC Directors, led a lively discussion titled

"Bridging the Gap: Moving Towards Being One Union" where full-time and adjunct members discussed the things that divide them, but more importantly focused on what they have in common.

MTA Consultant Katie D'Urso conducted a session on Day Contract issues and the MCCC Classification system. This is a regular feature at the Fall Conference and is always a popular one, especially with first time attendees.

Attendees were very positive about this year's Conference. Individual workshops were well attended, and it seemed that there was something of interest for everyone. The new venue was well suited for the event. Access was easier than at the previous location and there was ample parking. ■



Aaron Levin, Holyoke Chapter President and MTA member Kathleen Doherty led a workshop on workplace issues confronted by gay, bisexual, lesbian, and transgendered persons using a series of video presentations to foster discussion. (photo by Don Williams)

Community Colleges Take Center Stage



Joe LeBlanc,
MCCC President

Earlier this year, President Obama signed the student loan bill into law. The measure will send \$43 billion in new aid to higher education, including \$36 billion to Pell Grants. Some of this money will

trickle down to community colleges.

This month, Second Lady Dr. Jill Biden led a White House Summit on Community Colleges. In a White House blog titled “50 States/50 Stories” Dr. Biden set the tone, asking stakeholders to work together and persist in telling their stories.

America’s number one spokesperson for community colleges will need

to earn an “A” in persistence to take the summit’s institutional effectiveness focus and translate it into sustained increased funding for America’s neediest institutions of higher learning. Let’s give her big points for trying.

Best practices alone won’t produce five million new graduates over the next decade. Kind words and photos and videos tell a grand story, but missing from any of this time in the spotlight is a commitment to adequate funding. A White House video to publicize the summit includes all the familiar stories about community colleges. The Second Lady cites the need to make America aware of our colleges and programs. With soaring enrollments and low costs – thanks to the recession and record numbers of adjunct faculty – America is already aware of our nation’s higher education bargain.

The President calls community colleges “essential to a competitive workforce,” while stressing the need to

share innovative ideas. And let’s not forget those private sector partnerships. One such partnership with The Princeton Review and Bristol Community College will soon add scores of adjuncts to an institution already leading the state in use of contingent faculty.

And the video highlights the success stories. A student talks about opportunity and access. U.S. Transportation Secretary Ray LaHood says community college gave him a chance to find himself, praising his professors for being student-centered and the college for its low cost.

Community college opened doors for another student. A CEO says it changed his life and allowed him to find himself. Journalist Jim Lehrer cites finances as driving his decision to attend a junior college in Texas. His family couldn’t afford the tuition UT-Austin, but the \$10 community college tuition made it possible for him to attend college.

The summit’s breakout sessions focused on ease of transfer, completion

rates, affordability, online learning, support for military families and veterans, and industry-college partnerships.

Summit organizers encouraged sharing ideas and encouraged community colleges to sponsor similar events. Dr. Biden is asking us to tell our stories. It’s tempting to be cynical about all of this, but let’s assume that America’s attention span is still engaged after the closing session ended at 4 p.m. on Oct. 5. Let’s hope that the message sticks.

You can begin to make a difference by sending your stories to Dr. Biden. My story will be about my son, a community college graduate. In his story, Northern Essex Community College saved his life. He has returned the favor to the Commonwealth by becoming a teacher.

Let’s trust that Jill Biden and the President will continue to use the bully pulpit in coming years. The stakes are too high to lose this opportunity to engage our nation in a discussion about their future, our future. ■

Charlie Baker’s Dirty Dozen



Don Williams, MCCC
Communications
Coordinator

Gubernatorial candidate Charlie Baker has put forward his “Baker’s Dozen”—13 proposals for saving the state money. Some of them have merit and some are of questionable value. But some of them are downright dangerous for those of us working at state colleges.

I’m not going to pick apart his 13 proposals individually, but I am going to present 13 inconsistencies on his policy proposals, campaign statements, and attitudes towards public higher education employees. I’m calling them Baker’s Dirty Dozen.

1.) Baker’s first four proposals are all anti-union, mostly public unions, but private sector unions as well. He has a long history of anti-union animus, and being a founder and director of the Pioneer Institute shows this early commitment. Note the Baker ad

running on television accusing Deval Patrick of colluding with “union bosses.” This is clearly an attempt to separate union members from union leaders.

2.) He accuses Gov. Patrick of “kicking the can down the road” on financing current projects that have maintained and created work during the worst recession of the last 70 years, while Baker “kicked the can down the road” on the Big Dig financing during relatively good financial times just to satisfy the Weld/Cellucci anti-toll and anti-tax agenda.

3.) Baker says that he opposes the Question 3 sales tax rollback, and he knows the state would be devastated by such a cut. But his television ads have a serious anti-tax message that many viewers will connect as support for the tax rollback. There’s a logical disconnect here.

4.) Baker has repeatedly stated that he would lay off 5,000 state workers. But on the other hand he has criticized the Registry of Motor Vehicles for having long waiting lines where there have been staff reductions in the dozens. How do you provide more service with fewer workers? Workload issues anyone?

5.) Baker’s Pioneer Institute has been a strong proponent of privatizing public services. And Baker was a proponent of it in the Weld administration. Given trends in higher ed, like the partnership with Princeton Review at Bristol Community College, we could see a significant increase in the influence of for-profit entities.

6.) When Baker ran Harvard Pilgrim he abruptly closed down its entire operation in Rhode Island leaving thousands of patients and service providers in chaos for months. Baker said he didn’t like doing such a “brutal” action, but it was a good business decision [*Boston Globe* 9/29/2010]. Will there be any good business decisions at your campus?

7.) As secretary of administration and finance in the late 1990s, Baker was a key proponent of the MCCC Classification Study. Instead of the traditional K-12 style salary schedule with 12–18 steps that the Union wanted, what we got was a long-delayed, private consultant driven, Byzantine system that the state never fully funded. What did last was the increased workload of five courses.

8.) Over the summer, Baker promised to release a policy on higher education. But with less than a month ‘til the election, I can’t find his policy anywhere. He does say that higher ed is the economic engine of this state, but apparently it’s not important enough to put a policy out. I don’t know about you, but I have long been suspicious of politicians with secret plans. And we all know how easy it is for governors to cut higher ed.

9.) Baker has said that there are two classes of people. One is the public employee sector with guaranteed pensions, low-cost health care, and job security. The other is everyone else whose employment has declined. But when the economy turns around, private sector employment will improve significantly. History shows that the public sector will be left behind.

10.) Baker criticizes Gov. Patrick for giving state employees raises. We just agreed to a second zero year, and when it all adds up, the raises over five years average only 1.7 percent. Baker thinks this is too much. And we will have to negotiate the next contract with the governor elected this year.



Members participated in a workshop at the Fall Conference, led by Betsy Smith, that looked at bridging the gaps between full-time and adjunct faculty. (photo by Don Williams)

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Baker's Dirty Dozen . . .

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11.) Listening to Baker's statements one would think that the Massachusetts economy is a basket case, run into the ground by Gov. Patrick's mismanagement. But in fact, the Massachusetts economy is recovering faster than most other states. And our unemployment rate is well below the national average. And the state leads the nation in job creation. Baker is falsely trashing our state to exploit the electorate's fears.'

12.) Baker has asserted that Patrick "never cut a thing." In fact he has cut \$4.3 billion from the budget, eliminated 2700 state jobs, furloughed 5000 managers, and negotiated union take backs [www.timmurray.org]. We may not like all of these, but imagine Baker's criticism if Patrick had not taken these actions.

13.) MTA has 107,000 members—a significant voting block in the state. Yet Charlie Baker didn't consider us important enough to respond to MTA's candidate questionnaire, let alone meet with us. We may disagree with some of Gov. Patrick's actions, but he has always been willing to meet with members and their representatives. I have been in the MCCC for 31 years, and I have never seen a governor as accessible and as respectful as Deval Patrick.

Thirteen has long been considered an unlucky number, and Baker's own 13 proposals plus the additional 13

above are doubly unlucky for community college faculty and staff. Gov. Patrick hasn't been all we had hoped, and some of his policies have displeased many of us, but there is no question that he is the better choice for higher ed.

If you're a Republican, think about how voting for Baker will impact your employment. For whatever other reasons you might support him, in terms of your college work he will be terrible. He may lower your taxes, but you will lose income.

If you're an independent voter, think about the impact that voting for anyone other than Deval Patrick will have. A vote for Jill Stein or Tim Cahill will be a vote for Charlie Baker. When voters "send a message" the message doesn't get written down. The elected candidate defines the message.

If you are a Democrat, get active! It is not a happy time, and there are lots of reasons to feel disempowered. But sitting this election out will make things even worse. Talk to your colleagues, your family, and your neighbors. Tell them how important it is to keep Gov. Patrick in office to complete the work we elected him to do before the economy crashed. As he said at a meeting with union members, "I'll know what to do when he revenues improve." Don't think for a minute that we will benefit when the economy picks up if Charlie Baker is elected. ■



Winners of the door prizes at the MCCC Fall Conference, from left, Sarah Sadowski, QCC; Betsy Smith, CCCC; Mark Bashour, QCC; Carole Dupont, STCC; and Cleo Mavrelion, STCC. (photo by Don Williams)

Know Your Day Contract

October 2010

Oct. 26 Accrued professional staff vacation time in excess of 64 days (480 hours) converts to sick time. This now occurs twice per year, falling on the end of the last pay period of April and October p. 22.

Oct. 30 Last day to opt out of sick bank p. 22. (Note; membership in sick leave bank is automatic upon first October of a member's employment.)



November 2010

Nov. 11 Veterans Day holiday.

Nov. 21 Unit Personnel Practices Committee established p. 38.

Nov. 25 - Thanksgiving Holiday.

Nov. 26

Nov. 26 Professional Staff must use one of the three off campus days p. 46.

(Note: 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
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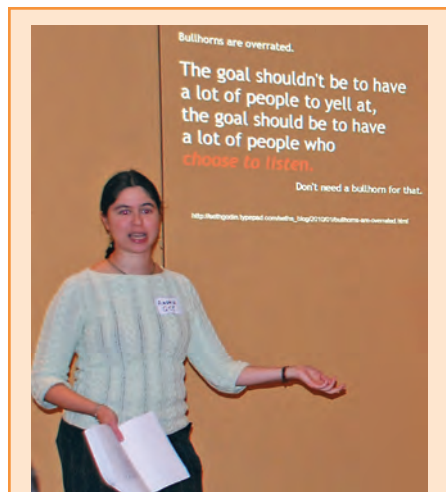
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The MCCC News is a publication of the Massachusetts Community College Council. The Newsletter is intended to be an information source for the members of the MCCC and for other interested parties. Members' letters up to 200 words and guest columns up 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



Union workers held signs for the Patrick/Murray campaign at the Sept. 21 gubernatorial debate. (photo by Don Williams)



Quinsigamond Chapter President, Andria Schwartz co-presented a workshop on using social media such as Facebook and Twitter to organize members. (photo by Don Williams)

Corrections

Regrettably a number of errors were not caught before the last issue went to press. The following names were misspelled: Charles "Pat" Schmohl, John Solaperto, and Randi Zanca. The editor apologizes for these oversights.

Also the list of MCCC members attending the MTA Summer Conference at Williamstown came from MCCC office and was incomplete. The more inclusive list below came from the MTA.

Catherine Adamowicz
Gabriela Adler
Catherine Boudreau
Cynthia Brenner
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Dennis Fitzgerald
Norene Gachignard
Robert Gillies
Gail Guarino
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