

## MCCC



## News

208

The Official Publication of the *Massachusetts Community College Council* / Volume 12, Issue 1 / September 2010**MTA Summer Conference:****Strategic Action Goes to the Head of the Class**

Organizing was the principal focus of this summer's MTA conference at Williamstown (Aug. 9–12). Given the political cross currents in the state and the nation this year, the union is turning up the heat on the simmering process of making the organization more member-driven.

For the past three years MTA has been shifting away from the "service model" where members pay their dues and the union officials work on their behalf. While there are some aspects where that has to happen, a union's strength is always found in the collective action of its members.

Political events in the past two years, especially, have shown that unions in general have not exercised the poten-

tial power that they have and have suffered for it. Higher ed. in Massachusetts is a clear example. MTA recognizes that its locals must develop the strength of their membership and is now providing a clear plan to develop what is called "Full Capacity Locals."

The following statements from the plan map out the overall objectives:

"We need to continually ensure that all MTA efforts capitalize on the strength of every division and that our organization functions in unity and at maximum capacity."

"We must always be alert for the chance to pivot from defense to offense, to consolidate what we have achieved and to clearly mark the path to our next goal."

"To achieve these things, we will have to engage an ever-larger number of our members."

Local and chapter presidents, who have so much on their plates already, will need to delegate responsibility to others for many core activities. These members, in turn, must help mobilize others so that our building organizational strength produces a corresponding increase in the MTA's influence over the profession and public policy.

Engaging and activating more members is the primary goal. The union cannot survive without bringing new members into action. The same faces can be seen year after year at union events, and these people end up doing



Several MCCC Members participated in MTA's Emerging Leaders program at the Summer Conference. From left, Tom Kearns, Scott Robertson, Randi Zenker, Pat Schmol, and Penny Counter  
(photo by Don Williams)

more and more until they burn out. This can't continue. [See Kenn Anania's piece in this issue.]

The MTA Strategic Action Plan has six recommendations for developing this goal and a number of action steps to bring about the desired change. One innovation is the Full Capacity Local Assessment tool that is being developed to measure the progress individual locals make and to identify areas for improvement. The tool will

be available on line at [Http://links.massteacher.org/locals](http://links.massteacher.org/locals).

The second goal is to position the MTA as the voice of public education, and have a clear message that connects with parents, community members, public opinion leaders and policy makers. The pervasive bashing of educators and unions must be checked, and it will require a sophisticated, multi-pronged approach to counteract this trend.

The Strategic Action Plan puts forward concrete actions to improve MTA's messaging, both internal and external, to put forward the illustrious history of the organization and the value that it has brought to the commonwealth. It also recommends ways that individual locals can improve their images and stature in their respective communities.

The conference also had many of its familiar activities. Again Gov. Patrick attended and addressed the attendees at the beginning of the week. This is something none of his predecessors had done, and it is unlikely that this would happen if there is a Republican successor in the next term. The governor reminded everyone that this is the worst economy in 70 years and that it has forced him to make choices that are not popular with educators. But he reiterated his respect for the

*Continued on Page 2*

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MTA President Paul Toner, right, explained the importance of member action at the Higher Education Leadership Council meeting at Williamstown. Beside him in the front row are Vice President Tim Sullivan and Executive Director-Treasurer Ann Clarke. Back row, from left, MCCC NEA Director Cathy Boudreau, MCCC President Joe LeBlanc, and MTA Consultant to the MCCC Katie D'Urso.

(Photo by Don Williams)

## Guest Column

# Shake Off the Apathy

By Kenn Anania  
Massasoit Chapter President

[The following remarks were made at a Massasoit Community College Chapter meeting last spring.]

I'm reminded of a quote from Michael Corleone in *Godfather III*, "Just when I thought I was out, they pulled me back in!" As many of you may know, I had no plans to run for union office this year. I have done it more than enough times. But when I saw the serious problems that were facing us this year, I felt obligated to step up. I'm talking about problems larger than unfunded contracts-I'm talking about problems larger than furloughs and take-backs being proposed from the governor.

I'm talking about problems larger than a Republican challenger to the state house corner office. I'm talking about problems larger than the man occupying the corner office here on campus. That

large problem was evidenced by the lack of interest in our latest union elections. I'm talking about APATHY—something which we all too frequently accuse our students of. No one wanted to run for union office and we had to postpone our election for almost three weeks.

I'm not too sure why people don't want to be involved in the union—although I suspect I know some of the reasons.

Some of our newer members lack a sense of union history—some see no need for a union—certainly not amongst professionals—others feel the union to be vulgar, too confrontational, too obstructionist—some say we protect the mediocre and the incompetent.

We often forget all the union does for each of us every day. We forget that our sick days, vacation days, personal and professional days, family leave, bereavement leave, maternity leave, your class sizes, number of class preparations, early retirement incentives, tuition waivers, your desk, your telephone, your com-

puter, your reassigned time, health and accident insurance, appointment rights, tenure rights, the right to a workplace free of harassment, the right of due process, the right to grieve, enter into mediation and arbitration are just a few of the things your union has fought for and continues to fight for. These are not things that administration generously offered us. These are things we had to fight, often tooth and nail, to receive, and we continue to fight to keep

Too often the union is involved with problems—problems with management, or supervisors, schedules, or working conditions that affect individual unit members. Many say, "I don't have problems with my supervisor or my schedule or my working conditions and this could never happen to me" For those who believe "this could never happen to you", I hope you're right, but I know from my experience that these things CAN happen to you, and they DO HAPPEN every single day.

I had not even taken over the gavel

today and already this morning I have been contacted by three separate unit members who feel their rights have been violated by their superiors. So my friends, I hope you never have to call the union, but there are plenty of people in this room right now who have availed themselves of the help of the union to protect their rights. I will not belabor the facts about the importance of unions, today we are celebrating.

So I'll just say that my one major goal this year will be to try and invigorate this body- to try and revive and energize this tired old group and shake off some of that apathy.

I began with a quote and reference to *The Godfather*, but let me end by saying we have a tough year ahead. We may have to go to the mattresses, but If we do, "Don't forget the cannolis!"

You've heard me say it before, and I'll say it again and again and again. **Now, more than ever, there is no union without YOU!**

Thank you. ■

## MTA Summer Conference . . .

Continued from Page 1

profession and for the advancements that unions have brought.

Another focus of the conference was political action. Members were strongly encouraged to get involved in political campaigns in this election season. Many incumbents who support education are being challenged in both primary and general elections. Many state legislators decided not to run, so there is an unusually large number of open seats where MTA recommended candidates need help.

At registration every attendee was given a bright yellow T-shirt with "MTA Activist" written in red on the front and key words written on the back. They were urged to wear these and/or similar buttons whenever mem-

bers worked for a candidate to ensure that they know MTA is on their side.

Wednesday saw the regular open meeting of the Higher Education Leadership Council where members of all the locals were invited to discuss issues pertinent to our sector. Acting Director of Higher Ed., Donna Sirutis, who was assigned as a consultant to the MCCC in the 1990s, explained the current status of the contracts and MTA lobbyist Julia Johnson also discussed these and other legislative issues.

All of the contracts are awaiting passage in the informal legislative session that goes through to the end of the year. Johnson said that no legislator objects to the funding but that there are other supplemental appropriations that are expected to be bundled with them.

Members expressed exasperation at the slow progress when they were urged to vote for concessions on a very short time frame. Johnson assured the participants that MTA was doing everything they could to get these contracts funded, but members were urged to also call their representatives.

Several MCCC members participated in the MTA Emerging Leaders program. They were MCCC Director Tom Kearns, Randi Zenker, Pat Schmohl, and Penny Counter. Both Kearns and Zenker ran for president of emerging leaders, an exercise in organizing and campaigning. While neither won, it was great experience.

There was also the annual Higher Ed. cocktail reception on Thursday night that gave members from the various locals, as well as K-12 members a chance to socialize. And as always, the reception was followed by The Bash where members partied into the small hours – this year with the addition of a live band. ■

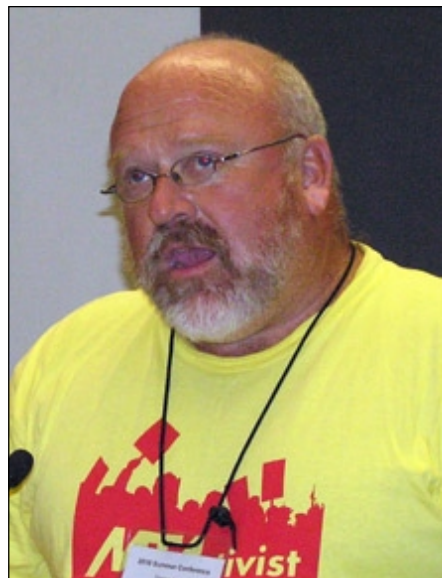
### MCCC Williamstown Attendees\*

Gail Guarino	CCCC	Eric Norment	MACC
Donald Williams	NSCC	M. Lou Nesson	MACC
Pamela Donahue	NECC	Dale LaBonte	QCC
Thomas Salvo	NECC	Joseph LeBlanc	NECC
Catherine Adamowicz	BRCC	Lois Martin	MACC
Gabriela Adler	BRCC	Candace Shivers	MWCC
Cynthia Brenner	BRCC	Phillip Kukura	BHCC
Paulette Howarth	BRCC	Donnie McGee	BRCC
Diana Yohe	BRCC	Pat Schmohl,	QCC
Christopher Hoeth	BRCC	Dennis Fitzgerald	MACC
Ellen Madigan Pratt	MWCC	Cathy Boudreau, NEA Director	
Tom Kearns	MACC		
Kenneth Takvorian	MWCC		
Norene Gachignard	NSCC		
Tiffany Magnolia	NSCC		

\*This is a partial list. Some part-time members attended as members of other locals.



MTA's Acting Director of Higher Education, Donna Sirutis, led a workshop at Williamstown on the Strategic Action Plan. (photo by Don Williams)



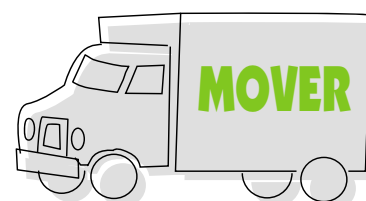
Tom Kearns, MCCC Director from Massasoit, along with Randi Zenker was one of two MCCC members who ran for president of the emerging leaders group at the MTA Summer Conference. Note that Tom is wearing his MTA Activist T-shirt. (photo by Don Williams)

### 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/>



## In Solidarity

# Member-driven Efforts to Drive Election Campaign



*Joe LeBlanc,  
MCCC President*

“Working together, we must rapidly move the MTA from the traditional service-oriented model to one that is collaborative.”

So begins a new chapter in the history of our union. Our Strategic

Action Plan (SAP) will identify and train new leaders and activists. It will involve members and staff in delivering training programs based on the needs of leaders and members.

SAP will reach out. It will “engage a broader range of members in “...bargaining campaigns, grievance advocacy, community outreach, coalition building, political action...” By driving this process down to the grassroots

level and increasing our capacity to engage and mobilize, we will empower our members, influence debate and shape decisions about our professions, our students and the future of this Commonwealth.

And this means changing our habits beginning with the fall elections. Our short-term challenges and goals are daunting. We must work to elect Gov. Deval Patrick and Lt. Gov. Tim Murray, defeat Question #3 (sales tax rollback) and elect union-friendly candidates.

To succeed, we will be changing the way we do business. Sure, you will still receive campaign literature outlining our union’s political endorsements. You will still see lawn signs and receive those sometimes annoying calls reminding you to vote. But campaign literature doesn’t convince many undecided voters. Instead, our member-to-member campaign will seal the deal.

In coming days, volunteers will be speaking in person with all our members and asking them four questions:

Who are you going to vote for?  
Will you be voting NO on question #3?

Are you willing to help with the MTA’s campaign efforts in your local?  
Are you willing to help elect pro-education legislators and/or work with MTA now or in the future?

Answers to these closed-ended questions will spark discussions about the candidates, state revenues and our future.

We believe the evidence supports voting for Patrick-Murray and against Question #3 and are happy to engage our members in talking about the candidates and issues. One added bonus: those who indicate strong support for Patrick-Murray and opposition to Question #3 will not receive calls from MTA phone banks in coming weeks.

Say “yes” to the other two questions and we’ll be in touch. Volunteers are needed today to help with this member-to-member campaign, phone banking nights at MTA regional offices and

doing visibility for union-endorsed candidates.

This is just the beginning. In 2011, grassroots activism opportunities will expand to include campaigns to increase public higher education funding, address the treatment and overuse of adjunct/contingent faculty and work on other projects identified by YOU.

In coming weeks, member-to-member conversations will engage more members. Leaders will be asked to delegate, share responsibility and build organizational strength.

In coming months, look for opportunities to help create a master narrative of our union. From our founding by 85 teachers in 1845 to today, we have stories to tell. Members will be encouraged to talk about what they really do and about why they teach or work in education.

Underpinning all of this is our long-term goal of becoming the unquestioned voice of education in the Commonwealth. The journey begins this fall with the election campaign. ■

## Guest Column

# Budget Amendment Would Examine CC Funding

By Senator Harriette L. Chandler  
First District Worcester

The community colleges in Massachusetts provide well rounded educations, important resources, and valuable opportunities to our local residents. Because I believe in maintaining the quality of these institutions, I sponsored an amendment to the FY 2011 budget, which will hopefully help improve and preserve their outstanding reputations.

This amendment allows the Department of Higher Education to sponsor a review conducted by an external entity of the community colleges in the Commonwealth. It will be conducted in the context of the current fiscal climate, rapidly increasing student enrollments, and the overall role of the colleges in contributing to the economic, social, and educational progress of Massachusetts.

The study will examine the suffi-

ciency of program and course availability, faculty and administrative staffing, including the use of adjunct faculty, academic and other student support services, and academic facilities in relation to student demand. It will also examine the sustainability of the current funding mechanisms and patterns, ability of community colleges to respond to the needs of our employers for workforce development, and overall course and program affordability at each college.

The independent study shall be completed by November 15, 2010 and submitted to the House Speaker, Senate President, the co-chairs of the joint committee on Higher Education, the chairs of the House and Senate Committees on Ways and Means, the House and Senate minority leaders, the secretary of education, the secretary of administration and finance, and the secretary of workforce and economic development. This rela-

tively compact time frame and reporting requirements are designed to provide us with the most accurate information available.

I have been prompted to pursue this through the many interactions I have had in recent months with community college faculty, adjunct faculty, students, and businesses in the state that rely upon community colleges to produce the workforce they will need going forward. This isn’t simply an education issue, but also an economic development issue given the increasing enrollments and role community colleges are playing in our state.

In my district, Quinsigamond Community College has had increasing difficulty keeping pace with these increasing

enrollments. In fact our community colleges have seen unprecedented enrollment growth. Between September 2008 and September of 2009, our community colleges saw an increase of 10% on average which has them near their tipping point. At Bunker Hill, they are so pressed for classroom space to meet the demand that they are now offering midnight classes. We need to study the effects this change has had and look at the long term effects of this on the system.

It is wonderful that people are taking advantage of the community college system and we must do our part to ensure that the colleges are properly supported in order to continue to provide for students. ■

## MCCC DCE Represented at August COCAL Conference

By Don Williams  
Reported by Betsy Smith

Three MCCC DCE members attended the ninth COCAL International Conference at Laval University in Quebec City Aug. 13-15. The members were Mark Bashour from Quinsigamond, Linda Moussouris, and Betsy Smith from Cape Cod.

COCAL is the Coalition of Contingent Academic Labor. The group was

founded toward the end of the 1990s as the makeup of college faculty began to shift away from tenured, full-time appointments. Attendees’ employment status ranged from those on multi-year, full-time appointments to those on semester-by-semester per-course contracts.

COCAL alternates its annual events between conferences such as this and Campus Equity Week activities. The members come from the U.S., Canada,

*Continued on Page 4*

### MCCC Meetings Calendar 2010-2011

YEAR	MONTH	EXECUTIVE COMMITTEE	OTHER EVENTS	BOARD OF DIRECTORS
2010	AUGUST	13-14	MTA Willamst’n 8-12	19
2010	SEPTEMBER	1	MCCC Fall Conference 27	24
2010	OCTOBER	1		15
2010	NOVEMBER	5		19
2010	DECEMBER	3		-
2011	JANUARY	7		21
2011	FEBRUARY	4		25
2011	MARCH	4	NEA Higher Ed Conf. 25-27	25
2011	APRIL	1	MCCC Delegate Assembly 30	15
2011	MAY	6	MTA Annual Meeting 13-14	-
2011	JUNE	3		17
2011	JULY	-	NEA-RA 1-6	-
			MTA Willamstown 2-6	

# COCAL Conference . . .

*Continued from Page 3*

and Mexico and have a range of employment positions, but their unifying condition is that they are not full-time and tenured.

Solidarity was a central theme of the conference. Solidarity between contingent faculty across North America, solidarity between contingent and tenured/tenure-track faculty, solidarity between and among the various unions on any given campus as well as with national union affiliates.

Panelists stressed the importance of building relationships with everyone from students and their parents to legislators. They also stressed the importance of using all types of media to keep communication flowing.

The opening plenary session outlined the threats, world-wide, of "flexibilization" of all labor—including higher ed.—with the increasing privatization, outsourcing, decreasing state funding, and rising fees and tuition. Workshops covered six threads focused on general issues facing higher education today with various sub sessions within these.

In response to these threats the New Faculty Majority is a non profit advocacy group has been evolving ([www.newfaculty.com](http://www.newfaculty.com)). The organization's name reflects the fact that the majority of college faculty are now non-tenured, contingent workers.

The model that many participants held up as an example is the system in Vancouver (<http://www.vccfa.ca/>), where adjunct faculty have a path to full-time positions. One Canadian participant stressed that they have won some of their greatest victories by being willing to strike.

While not all of the suggested activities will work here, the MCCC members came back energized and full of ideas for improving conditions for adjunct faculty in the Massachusetts system. ■



*MCCC at-large part-time/adjunct director Betsy Smith spoke at the COCAL Conference in Quebec.*

(photo by David Milroy)

## 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 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 the 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 payable to the "MCCC PAC" to

Angela Perno, Treasurer  
MCCC Political Action Committee,  
27 Mechanic Street, Suite 104,  
Worcester, MA 01608 ■

## Know Your Day Contract

### October 2010

- Oct. 1** Tenure eligibility list distributed (p.38).
- Oct. 1** Sick leave bank open (p.19).
- Oct. 2** Furnish employer with dues to be deducted per employee (p.16).
- Oct. 6** Supervisor shall return Course Materials to faculty members by end of fifth week of semester. Members have 14 calendar days to respond to supervisor's concerns (p.49).
- Oct. 11** Columbus Day holiday observed.
- Oct. 24** 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.

(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. ■



Visit The MCCC Online!  
<http://mccc-union.org>

Toll Free Phone:  
877-442-MCCC

The MCCC website is the best and most up-to-date source for late breaking developments. Additional documents of interest and import to Day and DCE unit members have been added.

The MCCC Webpage is a valuable resource for MCCC updates, job opportunities and linkage to the NEA and MTA resources available to MCCC unit members.

Calendars of MCCC meetings, and committee assignments may be found there.

Additionally, MCCC events and news are available, as well as "old news" in the form of archived newsletters. Bookmark the site for frequent referral.

### The MCCC News Welcomes Contributions

## Write Us

#### 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  
1 Ferncroft Rd., Danvers, MA 01923

#### Or email:

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



*MTA lobbyist Julia Johnson, who principally works on higher ed. issues, went over MTA's legislative accomplishments and agenda for the future at the Higher Ed. Leadership Council meeting at Williamstown.*

(photo by Don Williams)

## Correction

The photograph of Senator Harriet Chandler in the Summer issue of the MCCC News should have been credited to John Soliperto.



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