

MCCC



News

The Official Publication of the *Massachusetts Community College Council* / Volume 12, Issue 7 / April 2011

Prof Candace Shivers of Mt Wachusett Community College graduated from the NEA Emerging Leaders Program at the NCHE Conference in Boston.

(Photo by Don Williams)

NEA Higher Ed Comes to Boston

This year the annual NEA Higher Education conference was held Mar. 25-27 at the Park Plaza Hotel in Boston. Sponsored by the National Council for Higher Education (NCHE), an NEA subgroup, the event brought together faculty and staff from across the US and Canada to discuss the topic of Radical Transformations in Higher Education.

The MCCC was well represented at the conference with Jim Rice of Quinsigamond Community College serving as NCHE President and Cathy Boudreau from Massasoit Community College as Vice President. MCCC members regularly attend this annual conference, but having it local allowed more than the usual number of members to attend.

One highlight of the first day was the graduation ceremony for NEA's Emerging Leaders Academy, a year-long program that develops union leadership skills. Candace Shivers of Mt

Wachusett Community College was one of the seven graduates. The certificates were presented by Len Paolillo of Mass. College of Liberal Arts, who serves on the NEA Executive Committee.

Within the theme of Radical Transformation there were both plenary sessions and breakout sessions that addressed various aspects of the changing world of higher ed. Some focused on the political landscape, some focused on the changing role of unions and conditions of employment, and others focused on changes in classroom pedagogy.

NEA's Director of Government Relations Kim Anderson gave the Keynote Address at the first evening's dinner. She looked at the political landscape since the 2010 election and noted disturbing trends in the mid-west states where collective bargaining rights have been under attack. These are also states where President Obama had a narrow victory margin with strong union support, and she saw a political strategy to diminish the electoral power of unions for the 2012 presidential race.

On Saturday the luncheon speaker was Congressman John Tierney (MA-6th district) who is on the Education and Workforce Committee. He gave an insider's view of the changing political landscape in Washington and the battles being fought over education policy.

MCCC members were presenters at a number of workshops. Andria Schwartz from Quinsigamond was joined by Sarah Nathan from MTA Communications in a hands-on cyber session titled "Twitter and Facebook and Blogs, Oh My!" on the advantages of using social media to organize union members. They noted how recent events in the Middle East demonstrated the power of these tools to coordinate activities in rapidly changing situations.

Betsy Smith and Claudine Barnes from Cape Cod Community College were joined by an adjunct and a full-time faculty member from Bellevue College in Washington State in a presentation on building solidarity of full-time and adjunct/contingent

Continued on page 4



Congressman John Tierney (MA 6th) spoke on the new political environment in Washington at the NEA/NCHE Higher Ed. Conference in Boston. MCCC's Cathy Boudreau, right, introduced him.

(Photo by Don Williams)

2011 Lemieux and Palmer Award Recipients

This year the MCCC is announcing the recipients of two awards: the Raymond C. Lemieux Award and the John Palmer III Award.

Lemieux Award

The Lemieux Award, dedicated to the memory of former MCCC Treasurer Raymond Lemieux, is presented to a member whose service to the union covers a broad spectrum of activities. Lois Martin is this year's recipient of the Lemieux Award.

Martin had been very active at the Massasoit chapter for many years serving in many roles particularly as Chapter Treasurer and Director. She also served on the MCCC Executive Committee and

as a member of the Finance Committee for a number of years. Given Lemieux's fiscal service to the MCCC, Martin is an especially fitting member to receive this award.

Recently retired, Martin continues to teach part-time, and this year served as one of the two Part-time/Adjunct At-Large Directors on the MCCC Board of Directors. She continued on the Executive Committee this year as well.

MCCC President Joe LeBlanc said, "Though Lois became a union activist late in her career, her impact on our union has been significant. Lois isn't doctrinaire anything. She thinks rationally, but also is wise enough to focus on the individual member who may be affected by a change in union policy."

Although the award is for service to the Union, Martin's commitment to her profession also has been recognized. She started one of the first Massachusetts community college math teams at Massasoit, and she has been very active in the American Mathematical Association of Two-Year Colleges (AMATYC) and its Northeast affiliate NEMATYC. In 2007 she was presented with the AMATYC Teaching Excellence Award.

Phil Mahler added some personal comments. "I have valued Lois' counsel, professional dialogs, and support since we worked together as math colleagues on AMATYC-Boston in 1993. Her long and valued service on the Finance Com-

Continued on page 3

NON-PROFIT ORG.
U.S. POSTAGE
PAID
Permit No. 82
Worcester, MA

MCCC Newsletter
27 Mechanic Street, Suite 104
Worcester, MA 01608-2402

Adjuncts Must Achieve An INDEPENDENT Status

Harry Bowen
Adjunct and Professor Emeritus
North Shore Community College

After many years of pre union and union involvement which spans 38 years as a full-time faculty member, and 7 years as a pure adjunct at NSCC, I've reluctantly come to the conclusion that nothing in the way of justifiable and necessary improvement in the compensation, conditions of employment, and rights for adjuncts will occur until adjuncts achieve an INDEPENDENT status and voice in our union; or failing that,

which I think is increasingly likely, by forming our own independent union. That Management will always exploit adjuncts to the maximum extent possible is a given. But what has shocked me to the core over the past few years has been the disregard and opposition to adjunct interests exhibited by full-time faculty.

Fortunately, most statewide officers of the MCCC have done their best to support adjunct needs. But much of what they've tried to accomplish has been thwarted by a majority of the full vote membership, and some local union officers. Denying adjuncts, who teach the over-

whelming majority of the courses in DCE, a majority membership on DCE MACERS is but the latest example of how some local union leaders have chosen to deny adjuncts what little influence they might otherwise have to discuss and resolve adjunct problems with local administrators.

Consider the fact that according to MCCC By-Laws, adjuncts have only 1/4 vote in all elections, including elections of local DCE officers, such as DCE representatives, and DCE grievance coordinators. And at colleges where appointment, rather than election of DCE officers is the standard, local union presidents totally control the appointment process. But as any adjunct knows, even if adjuncts had a full vote, getting to meetings to cast a vote would be difficult, if not impossible, given the huge problems adjuncts face in their work schedules. In addition, in many areas of adjunct concern, adjunct and full-time interests are in conflict. When secure office space is available, it invariably goes to full-time faculty. At many colleges, there are NO secure adjunct offices. At

some colleges, NO mail boxes exist for many adjuncts. And how is it that on a per course average PRO RATA basis (which takes into account the many additional responsibilities of full-time faculty, and their health care subsidies), adjuncts receive much less compensation per course than their full-time counterparts? Could it be that because most money from DCE tuitions goes to support college Day programs and full-time college personnel compensation, NOT DCE FACULTY SALARIES, full-time college personnel, be they administrators, staff, or faculty, have some interest in keeping it that way?

Whatever the reason for it, such huge inequity between those who teach the same courses and who belong to the same union is an intolerable condition of discrimination that cries out for change.

At the end of the day, I'm not sure that most adjuncts are sufficiently motivated to take on the responsibilities that more independence would require. But I am certain that unless a more independent course is pursued, life in our community colleges for adjuncts will continue to deteriorate. ■



SENATOR BERNIE SANDERS' GUIDE TO CORPORATE FREELoadERS

- 1 **Exxon Mobil's** 2009 profits totaled \$19 billion, yet according to its SEC filings, the company received **A \$156 MILLION REBATE** from the IRS. **PLUS, IT DIDN'T PAY ANY FEDERAL TAXES.**
- 2 **Bank of America** made \$4.4 billion in profits last year. This was after it received **A \$1 TRILLION BAILOUT** from the Federal Reserve and the Treasury Department, and **A \$1.9 BILLION TAX REFUND** from the IRS.
- 3 **General Electric** has made \$26 billion in profits in the United States over the past five years. It's also received **A \$4.1 BILLION TAX REFUND** from the IRS. **GE HAS CUT A FIFTH OF ITS AMERICAN JOBS** in the past nine years, and is boosting jobs overseas—where tax rates are lower. And where it can continue evading U.S. taxes.
- 4 **Chevron's** IRS **REFUND LAST YEAR TOTALED \$19 MILLION**, but its 2009 profits came to a whopping \$10 billion.
- 5 **Boeing** received a \$30 billion contract from the Pentagon to build 179 airborne tankers. It also received a **\$124 MILLION REFUND FROM THE IRS.**
- 6 **Valero Energy** made \$68 billion in sales and received a **\$167 MILLION TAX REFUND** check from the IRS. Over the past three years, it has received a \$134 million tax break thanks to the oil and gas manufacturing tax reduction.
- 7 **Goldman Sachs** paid **1.1% OF ITS 2008 INCOME IN TAXES.** Yet it made a **PROFIT OF \$2.3 BILLION.** And guess how much it received from the Federal Reserve and U.S. Treasury Department? \$800 billion.
- 8 **Citigroup** profits last year totaled more than \$4 billion. But it paid zero dollars in federal income tax, and **RECEIVED A \$2.5 TRILLION BAILOUT** from the Federal Reserve and U.S. Treasury.
- 9 **ConocoPhillips'** profits from 2007 through 2009 totaled \$16 billion. **BUT IT WAS STILL AWARDED \$451 MILLION IN TAX BREAKS** because of the oil and gas manufacturing deduction.
- 10 **Carnival Cruise Lines** is apparently getting pretty good business: Its profits over the past five years totaled more than \$11 billion. **ITS FEDERAL INCOME TAX RATE, HOWEVER, CAME TO JUST 1.1%.**



Day Grievance Coordinator Dennis Fitzgerald gave his annual report to the MCCC Board of Directors at its April meeting. He detailed recent legal setbacks regarding arbitrations. He also noted a trend of administrators who have made anti-union decisions at one campus turning up in new positions at other campuses and continuing similar behaviors. (Photo by Don Williams)

**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.

Justice Begins with The Wealthy Paying Their Fair Share

“An economy in which most citizens are doing worse year after year – an

economy like America’s—is not likely to do well over the long haul.” So writes Joseph E. Stiglitz in this month’s *Vanity Fair*.

Stiglitz offers several reasons. First, he argues that “shrinking opportunity” undermines any chance for a robust recovery

from the Great Recession. When workers and their talents are underutilized, we all suffer. When thousands of adjunct faculty – workers with graduate degrees and much to offer our students – are paid to teach their course and do nothing else after class ends, our students and the Commonwealth suffer.

Second, economic factors like monopolies and preferential tax deals for corporations and the wealthy have contributed to create a system where 1 percent of Americans now make (saying they “earn” it seems unjust) about a quarter of the nation’s income. The result: our economy is less efficient. Stiglitz cites the number of college graduates that now work in finance for the fat paychecks rather than in other fields that would help the nation more in the long-term.

Third, he asserts that America’s lack of investment in its infrastructure is chronic. Collective inaction to invest in

roads, bridges, trains, research and education will likely continue. Budget cuts for most of these areas are a certainty in FY ‘12. While the Chinese and Indians invest, America cuts back.

National tax increases are impossible given the current Congressional gridlock. Deficits will soon be slashed on the backs of the poor and middle class. Our sacred 1 percent will protect its own self-interest. Stiglitz writes, “...they like it just fine: too gridlocked to redistribute, too divided to do anything but lower taxes.”

What are we to do? The Commonwealth is pulling out of the recession ahead of the rest of the nation, but budget deficits persist. Public higher education and other essential state services will be cut again. Tax increases will not be enacted.

But wait just a minute. Taxes have been raised in the past. Legislators survive. Irrational arguments from the anti-tax crowd can be confronted. Reason and long-term thinking can prevail.

Two legislators, Sen. Sonia Chang-Diaz, D-Boston, and Rep. James O’Day, D-West Boylston, have filed An Act to Invest in Our Communities, legislation that would increase the state income tax from 5.3 to 5.95 percent while doubling the personal exemption. The rate for investment income would be set at 8.95 percent.

The bill would increase taxes on upper income citizens, decrease taxes on lower income residents and raise state revenues. The lowest 20 percent (those earning less than \$19,600) would pay on average \$50 less per year; the next 20 percent (\$19,600 to \$39,000) would pay \$67 less in state taxes; the middle 20 percent (\$39,000 to \$62,600) would pay \$17 less; and the

fourth 20 percent (\$62,600 to \$103,800) would pay \$99 more a year.

The next 15 percent (\$103,800 to \$217,000) would pay \$519 more per year, and the next 4 percent (\$217,000 to \$580,000) would pay \$2179. The sacred 1 percent, those earning \$580,000 or more per year, would pay \$22,146 more in state taxes.

Stiglitz argues for a more fair society. Paying for wars with borrowed money,

weakening our health and environmental protections and undermining labor rights undermine the present recovery and threaten our future. The wealthy have excellent health care. Their children attend the best schools.

This prosperity can quickly end, however. In the long run, our futures are bound together. It’s past time for the wealthy to pay their fair share for a better Commonwealth and America. Otherwise, we will sink together. ■



Joe LeBlanc,
MCCC President



Andria Schwartz gave a presentation with Sarah Nathan from MTA Communications at the NEA Higher Ed. Conference on using social media like Twitter and Facebook as union organizing tools. (Photo by Don Williams)

Lemieux and Palmer Award . . .

Continued from front page

mittee predates my being treasurer, and she has been a wonderful help for me and for this union. I have met all of her nearest family, and I know the joy she finds in them, and especially her grandchildren. Lois and Cliff have become long-time colleagues and friends. You can’t do better in either category.”

Palmer Award

The Palmer Award was created in 2009 to honor the memory of John Palmer III who taught part-time at Quinsigamond Community College for many years and was a tireless advocate for adjunct faculty members.

Linda Grochowalski is this year’s recipient of the Palmer Award. She has been significantly involved both at the Quinsigamond chapter and as an advocate for adjunct faculty at the state-wide level as well.

At QCC she has held several positions not only within the Union but also in college governance. Currently she is chapter Vice President, DCE Grievance Coordinator, member of the DCE MACER

committee. She is an adjunct member of the All College Council, member of the Governance Review Team, and member of the Governance Modeling Team.

Grochowalski has also been involved extensively beyond the chapter. She participated in the MTA Emerging Leaders Program a few years ago at the Summer Conference in Williamstown. She has attended the MTA Annual Meeting, the MCCC Fall Conference, and the MCCC Delegate Assembly for many years. She also served on the MCCC/Department of Higher Education Licensure and Certifications Committee that was established under the Day contract.

Betsy Smith, last year’s recipient, who nominated Grochowalski said, “Over the years, I have met many contingent faculty members who are committed to the MCCC, but none exemplifies the tripartite attributes of ‘service, leadership, and dedication’ more than Linda does. It has been a privilege to work with her.”

The awards are presented to the recipients at the MCCC Delegate Assembly. ■



MCCC DCE Grievance Coordinator gave his annual report to the MCCC Board of Directors. He summarized the year’s grievance activity and pointed out trends over the contract history. He discussed issues regarding adjunct unemployment benefits and new policies being developed for withdrawal of funds from the OBRA pension system. (Photo by Don Williams)

NEA Higher Ed . . .

continued from front page
 faculty. The recent advertisement the MCCC placed in newspapers was the focus of some discussion.

The Corporatization of Higher Education was the topic of a presentation by MCCC's Cathy Boudreau and Ron Norton Reel of the California Community College Association. This subject was a thread that ran throughout the conference. But Cathy's presentation went into great detail on the growth of the for-profit sector of higher ed., the problems of these institutions, and their increasing influence in the political arena.

In an interesting twist on the contemporary Tea Party movement, Gary McNeil of the Washington Education Association lead a group tour of the Freedom Trail in a presentation titled Organizing Lessons from the American Revolution: Samuel Adams, the Boston Massacre and the Boston Tea Party.

Not only was the conference an opportunity for faculty and staff from across the US to interact and share problems and strategies, but Canadian participants brought their perspectives as well. While Canada seems to Americans to have a more gentle and less commercial attitude

towards public institutions, attendees from Quebec pointed out many of the same trends in privatization and exploitation of adjunct/contingent faculty is increasing there.

Although the primary focus of the conference was union activities and the political environment, there were also a number of workshops that focused on teaching and student success. There were sessions on teaching on line, diversity and inclusion between students and faculty in the classroom, and on linking k-12 and higher education for student success and college readiness.

Scott Jaschik, Editor of the online publication *Inside Higher Ed* gave the closing presentation. As a careful observer of higher education from his earlier work at *The Chronicle of Higher Education* he discussed the changing educational environment. He pointed out how quickly the for-profit sector responds



Betsy Smith, left, and Claudine Barnes of Cape Cod Community College lead a workshop with faculty members from Washington State on ways the full-time and adjunct/contingent faculty can work together for mutual benefit. (Photo by Don Williams)

whenever they are criticized both in the press and in Congress. They are mobilized as an essential part of their business plan, reaping much of their revenues from gov-

ernment sources. Unions are less aggressive at responding, and he singled out the NEA as especially negligent in having its voice heard. ■



In solidarity with the April 4th national "We are One" campaign about collective bargaining and workers' rights, organized by the AFL-CIO, members of Holyoke Community College's MCCC chapter distributed literature and talked with students at two locations on campus. They were joined by the shop steward for HCC's AFSCME union. One MCCC member brought her Human Resource Management class, which is studying collective bargaining. Five members of the CWA (Communications Workers of America) Local 1365, who found the event on the "We are One" web site, joined too, and addressed the students.

Pictured from left, Margaret Sullivan, Steward CWA Local 1365, Robert Duszak, President CWA Local 1365, Kelly O'Connor, Professor, Business Law, and Pennie Marcus, Learning Specialist. (Photo by Bob Reiser)



MCCC News
<http://mccc-union.org>

Editor:
 Donald R. Williams, Jr.

President:
 Joseph LeBlanc

Vice President:
 Donnie McGee

Secretary:
 Gail Guarino

Treasurer:
 Phil Mahler

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

Know Your Day Contract

May 2011

May Last Day Faculty submit college service and student advisement forms (p.49)

May 21 Tenure decisions due (p.38)

May 30 Professional staff College service and student advisement forms (p.51)

May 30 Memorial Day observed

N.B. Dates may vary depending on the first day of classes. Most of these dates are "last date" standards. In many instances the action can be accomplished before the date indicated. ■

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/>