

MCCC



News

208

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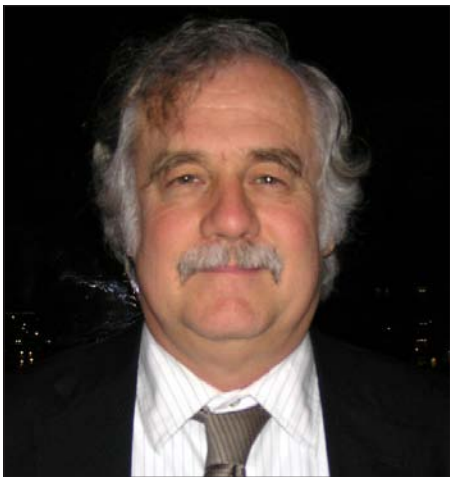
MCCC members from all over the state came to Bunker Hill Community College for an event to honor Geri Curley on the occasion of her retirement. Curley (center) has been a stalwart in the MCCC having served on the Board of Directors, Finance Committee, Nominations and Elections Committee, and was always ready to volunteer for other activities when needed. In her honor the MCCC Board of Directors has dedicated the Board Room at the MCCC office in Worcester to Geri Curley.

## Three Union Leaders Honored

The recipients of the 2008 Jon G. Butler and Raymond C. Lemieux Awards have been announced. The Lemieux Award goes to MCCC Treasurer Phil Mahler. The Butler Award for outstanding chapter president is going to two people this year. They are Bunker Hill president Susan Dole and Mass Bay president Joseph W. O'Neill.

### Lemieux Award

The Raymond C. Lemieux Award is given to recognize an individual whose service, leadership, and dedication have contributed significantly to the Massachusetts Community College Council and higher education in general. Ray Lemieux was a long standing MCCC member from STCC who served in a variety of statewide roles including negotiating teams and MCCC Treasurer.



Phil Mahler, MCCC Treasurer, is recipient of the Lemieux Award.

It is fitting that the current treasurer be presented with this award. Mahler has been a chapter president and director for Middlesex Community College. He led the

campaign for the 13 percent raise that was vetoed by Gov. Bill Weld. He served as MCCC president and vice-president before taking on the job of treasurer. Mahler has been on three negotiating teams and currently serves as one of our two MTA directors. On top of all that, he is the MCCC webmaster—designing the original MCCC website and making sure that the content is continuously updated and functional.

### Butler Award

The Butler Award is presented to a chapter president whose leadership, acts, or support have made a significant impact on MCCC unit members. It is given in memory of former North Shore chapter president Jonathan Butler. This year the MCCC Board of Directors decided that there were two very deserving candidates.



Susan Dole, Bunker Hill Chapter President, is co-recipient of the Butler Award.

Susan Dole was nominated by Bunker Hill's Director Geri Curley, who cited Dole's long service to both her chapter and to the MCCC. Dole was chapter president

before becoming MCCC vice president and then president. After completing two terms in statewide offices, Dole returned to lead her chapter. Her chapter has been recognized as one of the best organized chapters in the MCCC.



Joseph W. O'Neill, Mass Bay Chapter President, is co-recipient of the Butler Award.

Joseph O'Neill has been chapter president at Mass Bay for two years, but he has been through more trials in that time than most presidents face in a decade. At Mass Bay O'Neill has faced a dysfunctional administration that has put the chapter members under tremendous stress. Any new chapter president faces a steep learning curve to master the day-to-day responsibilities of the position, but O'Neill faced a firestorm from the beginning of his term.

O'Neill has withstood repeated attacks by management, and rather than be intimidated by that, he has increased his commitment to union activity. He spent the past year involved in the NEA Emerging Leaders Academy.

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

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# Springtime Promise and Praise

The vice president has composed the verse below in iambic pentameter as a tribute to the union activism and leadership of the MCCC members at the 15 community colleges.



Donnie McGee,  
SAC Chair &  
MCCC Vice President

As April days return to stake their claim,  
The crocuses and daffodils exclaim  
That winter's gone. Spring's here to entertain.  
Temptation speaks to all: Let's take a rest.  
Some think the season's rebirth false promise.  
No one can ascertain where lies success.

I understand the hesitant response.  
Dead grass and twigs still dominate each glance.  
Relentless winter's battering still haunts.  
Who would not want the refuge found in rest?  
Our union work is difficult at best.  
Even springtime shall evoke the tempest.

'Mid seasons' change new challenges await.  
'Tis not the time for us to change our gait  
If we expect the onslaught to abate.  
My message, though, need not be spoke' to you,  
Nature's turning won't alter what you do.  
Your contribution's steadfast through and through.

If truth be known, the spring has beckoned me  
To thank membership for their energy  
And stewardship of the M triple C.  
Thanks grievance officers for the hours spent.  
Your work each day makes presidents lament.  
Dennis, Joe, Katie – you've been vigilant.

Gracias chapter leaders for all you do.  
To MACER and SAC Teams: Hats off to you -  
Directors, adjunct reps, committee folk, too.  
Emerging leaders, Claudine, Mike and Joe,  
I applaud once more, in the springtime glow.  
Thank you, Miles Stern; welcome to Gail Guarino.

April showers invite rainbow prisms.  
'Tis the time to cite true activism.  
And note Geri Curley's selfless mission.  
This Bunker Hill leader's solid to the core.  
She's served us well on committees galore.  
A special plaque shall grace our boardroom door.

To end kudos here, I would be remiss.  
Please give applause to dear colleague, Phyllis,  
For many years of outstanding service.  
Congrats, Phil. His Lemeiux award is right.  
Dole and O'Neill: Butler honors aren't trite.  
Steadfast leadership guides us through the night.

Spring's bright promise never ceases to amaze.  
All your contributions deserve so much praise.  
The months of darkness doth yield to May bouquets.  
Winter's behind us now. New paths we shall blaze.



## NEA Higher Education Conference Builds Bridges

Over a dozen MCCC members attended the March 27–30 joint NEA-AFT Higher Education Conference in Washington D.C. One particularly notable MCCC member was Jim Rice from Quinsigamond Community College, who is President of NEA's National Council for Higher Education.

Three MCCC members were participants in NEA's Emerging Leaders Academy (ELA) and their graduation was held on Saturday evening. The participants were Claudine Barnes (CCCC), Michael D'entremont (BHCC), and Joseph W. O'Neill (MBCC). This program takes the

participants through a year-long process, giving them training on organizing, negotiating, and developing personal skills.

Of 20 participants from all over the country in this year's ELA, four were from Massachusetts, three from the MCCC. As the MCCC looks to a new generation of leaders, these graduates will be a vital resource.

The conference schedule had sessions on a variety of subjects from professional development, to union organizing, to techniques for collective bargaining. Three members of the DCE Negotiating team also attended the

conference and picked up valuable information.

The theme of the conference was "Building Alliances," and its intent was realized. Besides building bridges between the two parent unions AFT and NEA, there was a lot of cross communication between full-time and contingent faculty, between colleagues from other states, and between NEA personnel and the membership.

For anyone interested in participating next year, the MCCC has been able to provide some assistance for attendees. Look for announcements at the beginning of the new year. ■



Jim Rice (QCC), second from left, President of the National Council of Higher Education congratulates MCCC members who graduated from the NEA Emerging Leaders Academy at the NEA/AFT Joint Conference on Higher Education in Washington D.C. From left, Joseph W. O'Neill (MBCC), Claudine Barnes (CCCC) and Michael D'entremont (BHCC). (Photo by Don Williams)



### 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



# It's Time to Empty A Bit More of Our Purse into Our Heads



Joe LeBlanc,  
MCCC President

"The Massachusetts budget faces a structural imbalance, with ongoing spending exceeding revenues. This is an unsustainable situation that endangers the state's ability to meet basic commitments and key budgetary priorities..."

"Over the last 20 years, there have been winners and losers as choices have been made about where to spend public dollars. At the same time that the state added almost \$1.3 billion in new spending for education reform, non-school aid to cities and towns declined by almost \$800 million. State support for public higher education fell by more than \$300 million, with large swings in spending that led to major tuition increases."

So writes MassInc in its report en-

titled "Point of Reckoning: Two Decades of State Budget Trends." The present reality is indeed a reckoning point, as we enter yet another bad budget year.

In its FY'09 budget request, the BHE cites the following statistics in setting the context for its request to increase spending on our colleges' operating budgets and other worthy programs:

- Our under-funded system serves more than 259,000 students, including 115,688 at our community colleges.
- Our under-funded system serves minorities, including about 28 percent of community college students.
- Our under-funded system serves part-time students at record levels, including 60 percent of community college students.
- Our under-funded system employs more than 33,000 people, including thousands of community college adjunct faculty.
- Our under-funded system passes on higher costs – usually through

fees – to our students. In this academic year - our students are paying \$3,666 at our community colleges and \$9,305 at UMass. Fees are making up a ridiculously high proportion of real student costs in all sectors.

- Levels of state support have been on a roller coaster ride since the late 1990's. State aid peaked in FY '01 and has only returned to that level in FY '08.

The BHE's budget request, a most rational and even-handed document, states it like this: "When adjusted for inflation, the purchasing power of state support is still well below the FY '01 high water mark."

High water indeed. In this affluent state, state funding makes up less than half the cost of actually educating our students. The BHE points out that the Commonwealth is one of only 19 states that has "still not restored to the peak funding levels of FY '01."

The BHE writes that even if the healthy budget increases of recent years continue – an unlikely prospect in FY

'09 – that it would take 20 years to make up our present funding gap.

Support for public higher education has never been excessive in the Commonwealth. We rank 47<sup>th</sup> in the nation in state support, spending an average of 3.7 percent of revenues on public higher education compared to a national average of 6.9 percent.

Current support is not sufficient to teach our students poetry, philosophy, history, math and science and educate a workforce needed to compete with the nation and the world.

To date, the legislature has failed to act decisively to correct the structural imbalance cited by MassInc. The days of "Taxachusetts" are long behind us. Our levels of sales, income and most other taxes (except for property taxes) are in the middle of the pack nationally.

In the end, paying higher taxes in support for public higher education and property tax relief makes sense. As Benjamin Franklin said about the importance of education, "If a man empties his purse into his head, no one can take it from him." ■

## The Virtues of Activism



Don Williams, MCCC  
Communications  
Coordinator

This year we are seeing the departure of two significant players in the MCCC. The retirement of Geri Curley from Bunker Hill, and the stepping down of Phyllis Barrett from the MCCC Executive committee point out the need for more

members to get involved in union work.

While Barrett will still be active on the chapter level at Holyoke Community College, her contributions to the statewide organization will be sorely missed. Geri Curley's retirement will take her out of active role in the MCCC, although there is no doubt that she will remain dedicated to the union.

Both Barrett and Curley held formal offices, but many rank and file members may not be aware of all the other roles these people played in the union. Being on committees, serving on negotiating teams, coordinating various one-time activities, and volunteering to take on the myriad small tasks that need to be done like checking in members at the Delegate Assembly, are some of the unsung duties that these folks have taken on.

The union has been expanding its role, has been developing new ways to exert influence in different areas, and has been strengthening its influence in traditional areas like with the legislature. But these activities need members to advance them. The officers, MTA consultants, and coordinators all have many regular tasks to do and only can take on a limited amount of additional duties.

There is a group of people who have given many hours of service to the MCCC

over many years, and now they are starting to step back and are looking towards, or actually, retiring. These people have been the backbone of the union, and new members must come in to take their places.

The strength of any union is the collective actions of the members. The MCCC has tremendous resources among its members. We have experts within our ranks in almost every conceivable subject area. And we can't afford to hire experts to do our work for us, nor should we have to. Union members bring a direct experience and interest to any ask they take on. As a

group we should be making the most of this.

Each member who gets involved in union activities has a ripple effect—one influences many. There are many different ways you can become active in the union. From the relatively minor commitment of attending the Delegate Assembly to the more significant commitment of getting on a negotiating team or running for chapter or statewide office.

Working for the benefit of your colleagues and for the betterment of the profession is vital and rewarding work. We're all in

his together. Our united and shared efforts are the best way to achieve the respect, pay, and working conditions we deserve. Ultimately, having a more contented faculty and staff is better for students, too.

April and May are the months when chapter elections happen and there are leadership changes at this time. Take a look at your chapter. Are there vacant offices? If there are, think about taking one on. Maybe being a grievance officer isn't your cup of tea, but how about secretary, newsletter editor or building representative? Now is a good time to get more involved. ■



Ten MCCC members attended a dinner organized by BHE Chair Fred Clark the Higher Education where Senator Ted Kennedy was honored for his contributions to higher education. Over \$250,000 was raised for scholarships. Members from left, front row, Tiffany Magnolia (NSCC), Claudine Barnes (CCCC), Lois Martin (MaCC), Roberta Albano (STCC), Gail Guarino (CCCC), Donnie McGee (BrCC), Susan Dole (BHCC); back row Don Williams (NSCC), Phil Mahler (MiCC) and MCCC President Joe LeBlanc. (Photo by P. Tsaffaras)



# DIRECTORS NOTES

At the March 28, 2008 Meeting of the MCCC Board of Directors the following actions were taken.

- The Board took votes of whether or not to recommend a number of proposed bylaw changes to the Delegate Assembly.
- The Board voted unanimously to award the Butler Award to Susan Dole of Bunker Hill and Joseph W. O'Neill of Mass Bay.
- The Board voted unanimously to award the Lemieux Award to Phil Mahler of Middlesex.
- The Board voted to appropriate up to \$2000 for mailing a postcard to DCE unit members reminding them to complete the bargaining survey.
- The Board voted to sponsor a table at the Friends of Public Higher Education Event on Friday, April 4, 2008, at a cost of \$1500, to be taken from reserves. ■

## Know Your Day Contract

### April 2008

- April 15** Dean's tenure recommendations due (p.38)
- April 15** Title changes announced (p.59)
- April 26** MCCC Delegate Assembly, Worcester
- April 30** Fall assignments to faculty, fulltime schedules to chapter (p.41)

### May 2008

- May 1** President's tenure recommendations and sabbatical notification due (pp.38 & 25)
- May** **Last Day of classes** Faculty submit college service and student advisement form (p.49)
- May 21** Tenure decisions due (p.38)
- May 26** Memorial Day observed
- May 30** Professional staff College service and student advisement forms (p.51)

*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. ■*

## DCE Bargaining Team Ready to Negotiate

The MCCC DCE Negotiating team has been meeting intensively over the last two months in preparation for going to the bargaining table.

The team has poured over other contracts covering adjunct faculty from Massachusetts as well as from a number of other states. They have developed an on-line survey and poured over the results, including the comments people left. And they have put together a demand package seeking increased pay as well as securing increased benefits and more favorable contract language.

The first session with management's team is scheduled for April 15. At this session it is not expected that either team would put forward its package, but in-

stead ground rules and other parameters would be discussed. The Union has established a theme for these negotiations and desires to have a thematic conversation with management at these first sessions.

Typically, union negotiating teams keep close counsel and do not communicate details of negotiations to the membership. Because both sides take initial positions that will have to be compromised, and because there is a lot of give and take as negotiations proceed, releasing specific information prematurely can be misleading. ;

The MCCC DCE team intends to keep members as informed as possible. The *MCCC News* will be the distribution point for general news. But as negotiations

come closer to closure, more specific information will be released through this and other, more timely methods, such as email. Also, as negotiations reach a critical point, you may be called upon to take some action.

Although the current contract expires on June 1, 2008, the previous team secured an "outside year" 3 percent raise for 2008-2009. If a successor agreement is not completed by September 2008, the raise will automatically go into effect. The team is diligently working to secure an improved contract before that date.

The MCCC DCE Negotiating Team elected Diana Yohe (BrCC) as team chairperson and Richard Devine (QCC) as vice chairperson. The other members are Carole DuPont (STCC), Gail Guarino

(CCCC), Patrick Lochelt (NECC), John Palmer (QCC), Betsy Smith (CCCC), and Don Williams (NSCC). MTA Consultant Miles Stern serves as the team's spokesperson and MCCC President Joe LeBlanc and Vice President Donnie McGee are *ex officio* members.

The management team is made up of the following people: Jackie Feldman, Vice President of Academic Affairs (MWCC); Barbara Finkelstein, Vice President of Academic Affairs (MaCC); Paul Frydrych, Vice President of Academic Affairs (NSCC); and Steve Fabbucci, Director of Human Resources (NECC). Their spokes person is James Brown, an attorney at the Office of the Community College Counsel, which represents the college presidents. ■



### MCCC News

<http://mccc-union.org>

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Donald R. Williams, Jr.

*President:*

Joseph LeBlanc

*Vice President:*

Donnie McGee

*Secretary:*

Phyllis Barrett

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

## HELP YOUR PAC HELP YOU

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.

The recent enactment of the 03 Creditable Service bill is a testament to the political stature that the MCCC has achieved in recent years.

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.

Upcoming legislative issues of importance include:

- Securing increased funding for community colleges
- Reforming Chapter 150E
- Passing part-time employee health insurance benefits
- Passing part-time employee pension benefits

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

Thank You,

PAC Co-chairs and retired faculty Thelma Halberstadt and Frank Leary and PAC Treasurer Phil Kennedy.

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

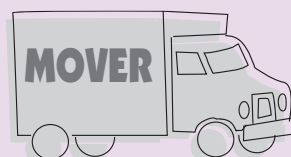
## Adjunct Faculty Are Entitled to Unemployment Compensation

Adjunct faculty are entitled to unemployment compensation during semester breaks. Even if you are scheduled to teach a course for summer session or the fall semester, you are still eligible for unemployment benefits during your break in teaching because this only constitutes an offer of employment and not a contract.

Although your personal experience may be that the course(s) you traditionally teach always run, overall, given the nature of community college courses, there is no guarantee that a course you have been offered will run. Therefore adjunct faculty in our system are eligible for unemployment benefits unless other ongoing employment makes them ineligible.

If you have any difficulties in applying for unemployment compensation, contact Joe Rizzo, MCCC DCE Grievance Coordinator by email at [Grievance-DCE@mcccunion.org](mailto:Grievance-DCE@mcccunion.org) or by phone at (603) 898-6309.

MTA will provide an attorney to represent Union members, but not agency fee payers, at the Department of Employment Security. ■



## 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/>