

MCCC News



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New Day Contract Negotiations

At the end of last summer the MCCC and the other higher education unions were approached by the state's Office of Employee Relations (OER) with an offer to modify and extend the current collective bargaining agreements.

This offer was spurred by an initial agreement between OER and the National Association of Government Employees (NAGE), the largest union of public employees in Massachusetts. NAGE, along with other state employee unions—including the MCCC, had agreed to save the state money by delaying 2010 raises by 364 days. For MCCC members this meant moving a flat raise of \$892 from July 1, 2010 to June 30, 2011.

But as part of that 2010 agreement, NAGE and MCCC included language that

required the state to accelerate the payments by six months (to Dec. 31, 2010) if revenues exceeded certain targets. These revenue targets were reached, and the state found itself responsible for these "trigger" amounts. For full-time MCCC members this would mean a \$446 retroactive payment for the first half of 2011, and it would also mean another raise would be due on Dec. 31, 2011 instead of June 30, 2012.

The state has balked at honoring these trigger payments because it faces a \$1.5 billion deficit for FY '13. The deal NAGE worked out would cancel the trigger pay-

ments, and instead extended their current contract for two more years with 3.5 percent raises for each of the successive years.

When the offer was made to higher ed. unions it was indicated that the trigger money would not be paid by the state and would likely have to come out of college budgets. Also, unions could expect that if they did not accept the new offer it would be likely that they would face a zero year when the existing contract expires as has happened in many previous contract years.

After months of discussions between the various parties, the new offer to open

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MCCC Nominations Due by Feb. 2

- All officers
- At-Large Directors
- NEA-RA Delegates
- MTA Annual Meeting Delegates

Note: officer and director candidates must submit photo and 250 word statement for MCCC News by Feb. 2.

You may nominate online: <http://mccc-union.org/Nominations>

North Shore Community College LEEDs the Way

On Oct. 17, North Shore Community College inaugurated its new Health Professions and Student Services Building. This building combines the latest in green construction technology along with cutting edge instruction for students in the health professions. Classes will start with the January 2012 semester.

It is the Commonwealth's first Zero Net Energy Building (ZNEB) and one of the largest ZNE projects in the country. Using a variety of technologies such as photovoltaic panels, geothermal heating/cooling, natural ventilation, and building orientation, the building is expected to generate more energy on site than it consumes. The facility meets the requirements for the Leadership in Energy and Environmental Design (LEED) Gold level certification.

At the ceremony Secretary Richard

Sullivan of the Massachusetts Executive Office of Energy and Environmental Affairs said, "The building is a shining example of not just what we can do here in Massachusetts, but what can be accomplished across the nation." He urged the college to bring people in to show how a sustainable building can be done right.

Faculty are excited about the state of the art instructional facilities. All of the health related programs are relocating to the building including Nursing, Occupational Therapy, Physical Therapy, Radiological Technology, Respiratory Care, Surgical Technology, Medical Assisting, and Animal Care. Many Student Services will also be located in the building, providing a more welcoming environment for new and returning students.

Susan Maciewicz, Director of the

Nurse Education Department, is thrilled with the three new human patient simulators they've received. "But," she said, "All of the instructional facilities are up to date with industry standards that will really enhance student learning and faculty productivity."

Christine Wiley, Coordinator of the Radiological Technology Program said, "Our new wireless, digital X-ray equipment is the only one in an educational setting in Massachusetts and possibly in all of New England." The Occupational Therapy Assistant Program will have a Sensory Lab that will train students to work in schools with the increasing numbers of students with conditions like autism. And the Surgical Technology Program has a new state-of-the-art Operating Room.

These programs are all high-demand fields that prepare students for professional positions with their two-year degrees. These are exactly the kinds of programs that industry wants community colleges to offer and to prepare students for direct entry into jobs without needing additional training. But industry-standard equipment does not come cheaply, and college budgets have been cut severely.

This building was one of several public college buildings funded by a bond initiative Gov. Patrick put forward in his first term. State funding did not cover all the high-tech training equipment. That required an extensive fund-raising campaign to solicit private donors. Located in one of the Commonwealth's more affluent regions, North Shore has a fund-raising advantage over some of the other colleges in the system. ■



North Shore Community College's new Health Professions and Student Services Building was designed with state-of-the-art green construction techniques earning it top-level Leadership in Energy and Environmental Design (LEED) Gold certification. The building is equipped with industry-standard equipment for students in high-demand health programs. The building will open for classes in January. (Photo by Don Williams)

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The Stories Behind the ORP Legislative Victory



Donnie McGee, SAC
Chair and MCCC
Vice President

Stories matter – in life, in literature, – in politics.

In literature classes, students read stories that reflect the struggles, achievements, and failures of individuals born into a world not of their own making. Experiencing these imagined worlds and the constraints and

conflicts imposed therein, students recognize key themes and discuss the related lessons learned. The importance of stories goes far beyond these classroom walls, though. Stories matter in politics, too.

The state's recent enactment of the MTA's Optional Retirement Plan (ORP) bill as part of a pension reform package clearly points to the value of sharing stories in order to bring about political change. The ORP is an alternate retire-

ment program similar to a 401(k) that, until this fall, was offered mainly to public higher education faculty instead of the traditional state pension plan, the State Employees' Retirement System (SERS). The individual bears the risk. Retirement revenue depends totally on the assets available in these ORP accounts and the whims of the stock market when an individual retires. For many ORP-enrolled faculty, the selection of this retirement option was based on inaccurate and incomplete information. For many, the ORP was not the right choice.

MCCC faculty began talking about their ORP enrollment experiences more than a decade ago. Story after story captured the same theme: Serious flaws existed within the campus orientation programs of faculty to their retirement options. Either through misinformation, lack of information, imbalanced presentations, or inappropriate pressure to join the ORP, faculty signed on to the ORP who would not have otherwise done so. Human Resources (HR) offices failed these higher education members. The injustice of these

stories was compelling. Some ORP-enrolled faculty wondered if they could ever retire.

Nearly six years ago, an MCCC ORP Ad Hoc Committee began to address these concerns. Corrective legislation was filed to allow ORP enrollees the opportunity to transfer and buy back into the SERS. What began as a handful of concerned committee members grew exponentially to an ORP campaign that involved hundreds of ORP-enrolled faculty and their colleagues from public higher education campuses statewide. All shared these ORP stories with union leaders and legislators. These narratives clearly illustrated that faculty were paying a huge price for the Department of Higher Education's failure to provide effective oversight of its HR offices.

These ORP stories and the related widespread political activism across this state brought results. Legislators from both sides of the political aisle empathized with their constituents. On November 15th the legislature passed a pension bill that provided for an ORP to SERS transfer provision. The Governor signed this bill three days later.

ORP faculty across this state now await the Internal Revenue Service tax ruling that will jumpstart the ORP transfer process. Nothing will transpire until the state receives a favorable ruling on this legislation, a process that is expected to take a year or more. In the meantime, informa-

tion regarding this ORP transfer - the steps involved, the related timelines, and the estimated buyback costs - will be distributed to community college campuses early next semester. HR offices will also be distributing information on this ORP legislation as well as related details about the State's two retirement programs, should this transfer process be sanctioned by the IRS.

In the meantime, all union leaders and members should note that this legislation provides for a **one-time** transfer opportunity for ORP enrollees based on flawed retirement orientation practices at nearly all of our statewide campuses. Going forward, it is imperative that HR offices provide consistent, comprehensive, balanced, and accurate retirement information to all employees eligible for the ORP.

What lessons can we take from this ORP victory? Certainly, timing and luck always play a part in politics, but the oh-so-many calls, emails, meetings with legislators, and stories told made the difference in this campaign. This was a powerful example of democracy in action and grassroots activism at its best. It dramatized the power of stories to effect positive change. Patience, persistent and continual political engagement coupled with stories that deserved a different conclusion are the key factors behind this victory. Fortunately, our elected officials partnered with us on this ORP campaign. And we are indeed grateful. ■



The MCCC presented Senator Harriet Chandler with a crystal bowl in recognition of her many efforts on behalf of community colleges and particularly for sponsoring a bill to study funding and staffing levels. Pictured from left are MCCC Legislative Strategist Brooks Smith, MCCC Pres. Joe LeBlanc, Sen. Chandler, and MCCC Vice President Donnie McGee.

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.

The PAC expects to be very active in this upcoming election year. It is important that the MCCC PAC

resources are kept at a level sufficient to fulfill its mission. Please contribute to keep us strong.

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

Thank You,

PAC Chair Frank Leary.

Send your checks payable to the "MCCC PAC" to

Treasurer

MCCC Political Action Committee
27 Mechanic Street, Suite 104
Worcester, MA 01608

Day Contract Negotiations . . .

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negotiations, labeled the "recent initiative," has been presented by the BHE. At its November meeting the MCCC Board of Directors voted to authorize the negotiating team to engage in negotiations for a 2013-2015 contract, with the caveat that the union reserves the right to pursue the trigger money if a satisfactory new agreement is not reached.

Board discussion focused on the frustration felt by members over the state's efforts to change the terms of an Agreement and short circuit the collective bargaining process. Directors voted to authorize the team to negotiate a NAGE-like deal, one that would mitigate short-term losses with longer term financial gains. Any tentative agreement will be subject to a ratification vote.

Negotiations began in mid-December, and they are expected to be completed by the end of January. The financial parameters would essentially be the same as the NAGE agreement, which distributed the raises in two, 1.75 percent increases six months apart in each year. The state would simply appropriate these increases to the total MCCC payroll; how it will be distributed to MCCC members will be up to the negotiating teams.

Recent contracts have benefitted junior members with higher percentage raises

than their senior colleagues by awarding classification points-driven raises. Although raises totaling 3.5 percent of payroll are good in the current climate, it is not enough to address some of the inequities that have arisen in the Classification System. This will be a complicated issue for the union and management to resolve.

Given the unresolved language issues from previous contracts, each side has agreed to negotiate over a limited set of issues. The MCCC team has been meeting to determine its priorities among known issues of importance to MCCC Day contract members.

The MCCC team will try to keep the membership up to date on negotiation progress, but given the tight timeframe, things could be resolved quickly over the semester break. Chapter presidents should be distributing information as soon as they get it. And members should be watching for any information that is issued.

MCCC Bargaining team members include MTA consultant Katie D'Urso, team spokesperson, Chair Rick Doud (MiCC), Vice Chair Tiffany Magnolia (NSCC), members Claudine Barnes (CCCC), Mary Folan (BHCC), Ellen Pratt (MWCC), Andria Schwartz (QCC), Margaret Wong (QCC), Diana Yohe (BrCC), and ex officio members Joe LeBlanc and Donnie McGee. ■

Tread Softly Because You Tread on Our Students' Dreams



Joe LeBlanc,
MCCC President

The Boston Foundation earns a “C” for the heavy-handed launch of its report titled The Case for Community Colleges. Instead of engaging stakeholders—inclusing outmembers—in a discussion about how to support and strengthen our system, the report blames the victim. Such an approach won’t help and it won’t produce qualified applicants for the tens of thousands mid-level jobs that go unfilled each year.

The Boston Foundation sought no union input for its analysis. While the report does a good job in outlining the system’s funding woes and the skills shortages that leave thousands of unfilled mid-level positions unfilled each year, I reject its call for our community colleges to narrow their missions. I reject the report’s superficial analysis of our graduation rates;

we have many excellent students in our system, and the report downplays their efforts and our success in nurturing their growth. Our students often don’t plan to graduate. They take a few courses before transferring to a four-year institution.

I reject the Virginia model that “considers the primary purpose of the state’s entire community college system to be meeting the workforce needs of the Commonwealth of Virginia.” (The Case for Community Colleges 18). Dr. Glen DuBois, chancellor of Virginia’s community colleges asserts, “...that national attention should be placed on a major engineering effort to align all community colleges with the workforce needs of their states. We’re talking nothing less than saving the American middle class.” Such overblown rhetoric and the report’s focus on Virginia, North Carolina, Tennessee, Arkansas, Washington and Ohio – most of which are Right to Work states – is less than compelling.

Centralizing the system is the answer, the report asserts. In the face of neverending budget cuts, we must narrow our mission, decimate our academic traditions and focus on training candidates for

those unfilled jobs. The real stakeholders disagree. They see our broad college missions as assets. They say our colleges are beloved institutions that need support. They make use community colleges in many, many ways. They value faculty input and leadership in curriculum development.

The report is dismissive of community colleges’ academic tradition. As a native and resident of a Gateway City (Haverhill) and a first generation college student, I reject steering students to a single track. My college has an ambitious mission that speaks to the hearts of the citizens of the Merrimack Valley. Northern Essex Community College is a “caring and comprehensive center of educational excellence.” It offers college level courses that transfer to four-year institutions as well as “occupational programs and community services which enhance the social, cultural and economic life of the region.”

Our community colleges have a role to play in narrowing the skills gap, but only with new and permanent funding to address this issue. The real stakeholders – faculty, staff, students, and their parents –

are paying the price everyday for inadequate state support in the face of ever-increasing enrollments. Declining state aid means record numbers of part-time faculty. With too few full-time faculty, it is difficult to align and deliver the curricula needed for our students to succeed. Inadequate state aid means higher student fees, forcing students to take fewer courses and postpone their plans to transfer or graduate.

Sure, the Commonwealth could do a better job in addressing the skills shortages faced by employers. Community colleges could also do a better job in aligning workforce development programs to business needs. It is a mistake, however, to assert that our colleges should focus on workforce needs at the expense of providing a helping hand, a fresh start or a second chance for the Commonwealth’s most at risk students.

To paraphrase Yeats, tread softly in this discussion because you tread on our students’ dreams. Every student – especially those from Gateway Cities served by our community colleges – deserves the chance to transfer to a four-year institution. ■

Know Your Day Contract

December 2011

- Dec. 21** Faculty submit E-4 and E-5 logs by last day of classes. (p. 50)
- Dec. 22** Last day fall semester can end (p. 45)
- Dec. 26** Christmas (observed) (p. 21)
- Dec. 30** Professional staff submit documentation of performance of duties and responsibilities including, but not limited to a log student advisement, if appropriate, and college service activities (p. 51)

January 2012

- Jan. 2** New Year holiday (observed) (p. 45)
- Jan. 15** Sabbatical recommendations from committee to president. (p. 25)
- Jan. 15** Course materials (Form XIII-E2) for Fall semester must be distributed to students and submitted to supervisor before end of drop/add period (p. 49).

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. Page numbers are from the 2010–2013 Collective Bargaining Agreement. It is also available on line at mccc-union.org. ■*



One of the new state-of-the-art human patient simulators at North Shore Community College’s Health Professions and Student Services Building, paid for by private donations.
(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.

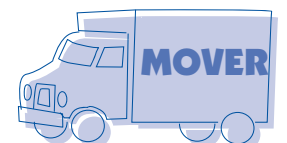
Calendars of MCCC meetings, and committee assignments may be found there.

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

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
mccc-union.org/ChangeMyAddress/

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:

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North Shore Community College
One Ferncroft Road
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Or email:

Communications@mccc-union.org



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. email: Communications@mccc-union.org

Massachusetts Community College Council Nomination Form - 2012

A candidate must file this form (or a copy) with the MCCC Elections Committee to arrive by Thursday, February 2, 2012, 4 p.m. **Nomination papers that arrive late will not be accepted.**

Check all that apply.

MCCC OFFICER *

- President
- Vice President
- Treasurer
- Secretary

MCCC DELEGATE

- MTA Annual Meeting Delegate
Boston, May 11 - 12, 2012
- NEA Representative Assembly Delegate **
Washington, DC, June 30 - July 5, 2012

MCCC AT-LARGE DIRECTOR***

- Part-time/Adjunct Director (2 positions)

*Nomination requires signatures of at least 50 MCCC members. **Candidates for NEA/RA may submit biographical statements.

***Nomination requires signatures of at least 10 MCCC members.

Name _____

Full Home Address _____ Tel # _____

College _____ Tel # _____

MCCC Membership: Full Time Day Part Time Day DCE

For ALL Candidates: Gender Female Male
 Black Caucasian Asian Pacific Islander
 Hispanic-Chicano Native American

On Web http://mccc-union.org/Nominations_2012 Download signature forms from link above	OR	By Mail Elections Chairperson MCCC 27 Mechanic Street, Suite 104 Worcester, MA 01608-2402
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Signature _____ Date _____
(Signature may be typed)

Deadline: MUST BE RECEIVED by Thursday, February 2, 2012, 4 p.m.

**Bio or Statement for NEA-RA Candidates only (Optional) - 50 word limit (1 word per box)

Instructions

1. Type or print clearly using both upper and lower case letters as you expect the final statement to appear.
2. Insert no more that one word per box except when combining letters (ex. MCCC) or hyphenated words.
3. Insert punctuation in the same box immediately after the word you want it to follow.

This form is available online: <http://mccc-union.org/Nominations>