

MCCC News

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DCE Members See Red Over Salary Proposals

With an intransigent management position on salary proposals, MCCC adjunct faculty are seeing red, and to show their displeasure, they are wearing red on Wednesdays.

A group of both Day and DCE members held a standout demonstration at North Shore Community College before the Nov. 29 negotiation meeting on campus. The members held signs to greet the management participants and had conversations about the issues with other faculty and students.

The Bargaining Update sent out by the MCCC team after the meeting said that management refuses to discuss “pay equity” in this contract and suggested that the issue be addressed in the next contract.

Management stood pat on the pay increase limits imposed for all state employee unions by Governor Baker of less than 2 percent per year over a 3-year contract. They are insisting that the 4 percent raise of Jan. 1, 2017, negotiated as an “outside year” of the 2013-2016 contract, be considered as part of the new contract’s 5 percent increase. This would hold MCCC adjuncts to a total of 1 percent going forward for the rest of the contract.

The previous contract expired May 31 of 2016. In the past, our contracts stayed in force until successor agreements replaced them—keeping the language provisions in place. However, in this cycle the situation has changed. The Union had negotiated an extension of the old contract, but that extension expires at the end of this month, putting a greater urgency in resolving the contract.

The team has had some success in improving contract language and benefits for adjuncts, most recently an agreement for tuition waivers at the community colleges where they teach for adjuncts and their immediate families. This is another step towards equity with full-time members, who get tuition waivers at all state colleges and universities. Note that fees, which treble tuition, are not waived for any members.

But salary is always the biggest issue



Day and DCE union members held a standout before the DCE bargaining session at North Shore Community College on Nov. 29.
(Photo by Don Williams)

for union members, and as the lowest paid adjuncts in the public higher ed. system, being held to the same percentage raises as other state employees only serves to maintain the egregious pay inequities.

With the Dec. 31 contract expiration date looming while classes are not in session, the need for widespread union action is increasingly urgent. All members are being asked to wear red on Wednesdays to show a united front. More than 800 full-time faculty and staff teach courses under the DCE contract, so it is their fight too.

Discussions are underway for much more significant contract actions. There has been talk of picketing trustee meetings and college presidents. The idea of asking chapters to go on work-to-rule has also been raised. If members want a better contract than the minimal changes that have been agreed to already, members will have to take more drastic group actions. ■

**Bylaw Proposals
Due Feb. 1, 2018**

Forms and Submissions at
mccc-union.org

MCCC Nominations Now Open

Nominations are being accepted for the following positions:

- MCCC officers: President, Vice President, Treasurer and Secretary
- Part-time/Adjunct At-large MCCC Directors (2)
- MTA Annual Meeting Delegates, Boston, May 4 – 5, 2018
- NEA Representative Assembly Delegates, Minneapolis, MN June 30 – July 5, 2018

Nominations Close Thurs., Feb. 1 at 4 P. M. and must include the following:

- Candidates for MCCC President, Vice President, Treasurer and Secretary must submit an original nomination sheet plus signatures of 50 active MCCC members to the MCCC Office. Candidates are allowed statements of up to 250 words with photo for publication in the March MCCC News sent to the MCCC Communications Coordinator (communications@mccc-union.org).
- Candidates for Part-time/Adjunct At-large MCCC Directors must submit a nomination sheet along with signatures of 10 active MCCC members to the MCCC Office. Candidates are allowed statements of up to 250 words with photo for publication in the March MCCC News sent to the MCCC Communications Coordinator (communications@mccc-union.org).
- Candidates for NE-RA Delegates may submit a 50 word statement with their on-line nomination that will be printed and mailed with the election letter.

Election will be conducted online. Materials will be mailed out the first week of March with unique member IDs and PINs. Voting will close Friday, March 22 at 4:00 P. M.

Note: Members must be elected to the MTA Annual Meeting, but write-ins are accepted up to the closing date of voting only for the MTA and NEA delegate positions. The top 15 vote recipients for the NEA-RA will receive financial support from the MCCC to attend the meeting in Minneapolis, MN.

Signature forms and the online nomination forms are found on the MCCC website: www.mccc-union.org ■

High School Students Are Coming for Early College/Dual Enrollment

High school students will be appearing in college classes in greater numbers soon. The state's Early College/Dual Enrollment program will be expanding next year. And community colleges will be the predominant higher ed. partner for the high schools.

Aspects of the program have been in effect for a few years, but a major expansion is going forward with the potential of thousands of young students in our courses. MCCC Grievance Coordinator Joe Rizzo reported on related issues in his Fall report because adjunct faculty are more likely to be involved in teaching some of these courses.

Beverly Miyares, who has been working on the early college issues for MTA's Center for Education Policy and Practice, was invited to give a presentation at the November MCCC Board meeting to explain how the process is working.

The project timeline began with preliminary applications due last September. Final applications are due in January with awards being made in the Spring of 2018. Programs could be starting as soon as September.

Called "hiccup" colloquially, the High Quality College + Career Pathways



Beverly Miyares from MTA's Center for Education Policy and Practices spoke to the MCCC Board of Directors about the expanding number of Early College programs and their impact on higher ed. members.

(Photo by Don Williams)

(HQCCP) has two "pathways": one aims towards a college degree and the other an apprentice type of program that includes industry involvement.

The Early College Pathway builds on the existing early college/dual enrollment programs. Partnerships between K-12 district/schools and higher education institutions will provide students with 12 transferrable college credits during their high school education.

The Innovation Pathway provides students with a 100-hour internship in one of four industry sector partners: Manufacturing; Information; Professional, Scientific and Technical Services; Health Care and Social Assistance. Students take four related courses, and two of those must be college level.

Miyares showed a spreadsheet listing 85 different proposals, most of them involved school systems and higher education institutions that have partnered for the Early College Pathway. There were six Innovation Pathway proposals.

She could not estimate how many students might be involved, but Susan MacPherson, Quinsigamond Chapter President said, "My college is all in. We could have as many as 3500 students from the Worcester schools."

There are impacts on both the higher ed. and K-12 local unions. College-level work where a community college gives

the credit belongs to the MCCC. There are many questions about how that work is controlled, whose rules apply, who is paying and how much?

Classes may be offered on the high school site, which would likely be taught under the DCE contract, where the entire class is under age. This would require the instructor to undergo CORI/SORI background check. These students may also attend classes on the college campus mixed with traditional community college students. There are CORI/SORI questions here that are not fully resolved.

There are many questions about how we can maintain the integrity of college level subject matter with these young students, but not a lot of answers. Miyares said, "We were supposed to have a discussion about collective bargaining, but that has not happened."

Miyares shared a draft of a questionnaire for higher ed. chapter presidents that will be used to report what steps their colleges are taking regarding Early College/Dual Enrollment. Because the grants are given on an individual basis, it will be important to monitor the impact on the faculty involved, to insure that contractual rights are protected. ■

Cash Cow Visits Board of Higher Ed.

During contract negotiations one college official labeled the Division of Continuing Education as a "cash cow" for the community colleges. The MCCC has been trying to show how, with all the money DCE generates for the colleges, there are ample funds to bring adjunct faculty pay to a more equitable level.

At the Dec. 12 meeting of the Board of Higher Education MCCC President Diana Yohe explained the finances from

DCE that are retained by the colleges. While MCCC Vice President Jeff Seideman passed out envelopes that had a picture of a cow printed on one side, Diana then asked board members to turn the envelopes over to do some "back-of-the-envelope" calculations.

Talking them through numbers such as students per class, revenue per student and cost per adjunct, she revealed that the community colleges could meet the



Members of the Board of Higher Education do the "back-of-envelope" calculations that show how there is ample money generated by DCE courses to pay adjuncts more equitably. From left the members are Paul Toner, J. D. LaRock, Nancy Hoffman, Chris Gabrieli and Carlos Santiago.

(Photo by Jeff Seideman)

DCE Cash Cow	
Back of envelope calculations	
Students per class	20
Tuition & fees	\$600
Revenue per class	\$12,000
Minus DCE salary	\$3,600
Profit per DCE class	\$8,400
Classes per school	2000
Percent DCE classes	70%
DCE Profit per school	\$1,760,000
Parity cost per class	\$1,400
Class profit with parity	\$7,000
School profit with parity	\$14,000,000
Statewide profit with parity	\$147,000,000

DCE Cash Cow and back of envelope calculations showing how much money DCE courses generate.

demands of the bargaining team and still generate \$147 million in revenues.

Board members were seen following along and doing the calculations themselves as Yohe delivered the classroom-like lesson in DCE finances.

Donna Kalinowsky from Berkshire Community College also spoke to the Board about the plight of adjuncts who suffer low and uncertain pay coupled with a lack of health care and pension coverage. BHE Chair Chris Gabrieli thanked Yohe and Kalinowsky for their comments. ■

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 Road, Danvers, MA 01923

Or email:

Communications@mccc-union.org



**Like us
at
mccc.union**

In Solidarity

Democracy, Elections, and An MCCC Primer

by MCCC President Diana Yohe

The MCCC represents four (4) distinct constituent groups: full-time faculty, full-time professional staff, part-time faculty/professional staff and adjunct faculty.

A democratic union requires engaged and informed members who are willing to run for offices (local or state) and to VOTE. A democratic union requires fairly conducted elections that are equally open to all eligible voters (dues paying members).

Statewide election nominations for President, Vice President, Secretary, Treasurer, At Large Part-time/Adjunct Director (2 seats), MTA Annual Meeting delegate, and NEA RA delegate opened on **November 1, 2017**, and close on **February 1, 2018, at 4 p.m.** Learn more about the various elections and submit your nomination(s) at <https://mccc-union.org/nominations/>. **Get your nomination in TODAY; start campaigning NOW.**

Candidates for the four (4) statewide officers and the (2) at large part-time/adjunct directors need to collect signatures (using the official “signature form” found on the MCCC website), submit those signatures to the MCCC Office for “verification,” and then request the database of contact information for all eligible voters represented by the elected office. For questions regarding elections, email elections@mccc-union.org

Candidates for President, VP, Secretary, and Treasurer need to collect 50 signatures from members (day and DCE, full-time and part-time) at any or all of our 15 community colleges.

Candidates running for the two (2) At-Large Part-time/Adjunct Director seats need to collect 10 signatures from part-time/adjunct members at any community college(s).

The campaign window from close of nominations to close of elections is very small.

February 1, 2018, by 4 p.m. – nominations close;

signatures due to MCCC Office

February 1 by 4 p.m. – “certified candidate” deadline for submission of picture and 250-word statement to communications@mccc-union.org for the February newsletter.

February 28 – newsletter mailed

March 2 – notice of electronic voting procedures are mailed to member home address.

March 2 - electronic voting opens

March 22 – voting closes at 4 p.m.

March 23 – election results are certified by the Nominations & Elections Committee

March 23 – MCCC President announces the results

March 24 – Results are posted on the MCCC webpage.

Duties and compensation for each elected position, including delegates, are posted on the MCCC webpage.

Briefly, current salaries* for elected officer/Director positions are:

President –

FT member - **\$34,301** plus 4 releases per semester per year.

PT member (adjunct or PS) - **\$61,685** (yearly equivalent)

Vice President –

FT member - **\$18,866** plus 2 releases PLUS 2 releases for serving as SAC (strategic action committee) Chair for a total of 4 releases per semester per year.

PT member (adjunct or PS) - **\$46,250** (yearly equivalent)

Secretary –

FT member - **\$13,720** plus 2 releases per semester per year.

PT member (adjunct or PS) - **\$27,412** (yearly equivalent)

Treasurer –

FT member - **\$25,726** plus 3 releases per semester per year.

PT member (adjunct or PS) - **\$46,249** (yearly equivalent)

At-Large Part-time/Adjunct Director –
\$500 per semester or
\$1,000 per year (one-year term)

***NOTE:** Full-time members (faculty or professional staff) receive release time from their regular workload and continue to receive full salary and benefits while doing Union work. It is expected that full-time elected officers will **NOT** pick up extra courses under the DCE contract. Reassigned/Release time equivalent for adjunct part-time officers is based on a 3-credit DCE course at Step 2. Officers are elected for a two-year term. Elected officers/Directors are seated on June 1, 2018.

Chapters must hold elections in March or April and may be elected for one- or two-year terms. Each chapter has a different “stipend” amount that it pays to each of its elected officers and/or other chapter appointees. **Mandatory offices requiring election** are:

- Director to the MCCC Board of Directors
- President
- Vice President
- Secretary
- Treasurer
- Delegate to the MCCC Delegate Assembly (elected each year)
- Professional Staff representative to statewide Professional Staff Committee (may be appointed or elected by PS FT/PT members).
- Adjunct representative to the statewide Adjuncts Committee (may be appointed or elected by adjunct faculty members).

Each chapter should have a Nominations and Elections Committee that follows MCCC election guidelines. On-site elections **MUST offer absentee ballots**.

- Notice of nominations and elections must be distributed at least two weeks prior to the deadline for nominations.
- The notice should specify (1) open offices, (2) nomination procedures and deadlines, (3) election procedures and timeframe, (4) the time, date, and place of the election if it is to be an on-site election (absentee ballots required) or the time and date by which online ballots must be received.
- Candidate names for each elective office must be posted for at least five (5) working days before the start of the election.
- Election violations/challenges may be appealed first to the chapter Nominations and Elections Committee and then to the statewide Nominations and Elections Committee at elections@mccc-union.org within five (5) working days from the day the vote count is announced.

While MCCC currently does not have statewide term limits, it is healthy for organizations to have periodic changes in leadership. Doing so reminds everyone that the Union belongs to the members and encourages ongoing leadership development. Bylaw proposals are due by February 1 to bylaws@mccc-union.org

Please consider running for an office. Get to know the candidates running for office and **VOTE**. ■



Diana Yohe,
MCCC President

Day Grievance Report

Protecting union members’ legal and contractual rights is an essential activity of a union. To keep the MCCC leadership informed about the trends in grievance actions across the 15 campuses, Day Grievance Coordinator Dennis Fitzgerald gave a very detailed report to the Board of Directors in November. He covered issues coming up in Arbitrations, Mediations, Prohibited Practices Charges and Court and Other Forums.

Arbitrations are one of the most significant forums that an issue can be brought to because their resolutions are supposed to be binding. Decisions by arbitrators set precedents that remain in effect going forward, focused on one resolution recently reached at arbitration. A full-time faculty member had been evaluated as satisfactory for 3 years by the same evaluator, but in 2016 the evaluator gave the member an overall unsatisfactory based solely on an unsatisfactory on the classroom observation.

The contract (Article 13.02 B) has a 6-part evaluation process with the components assigned the following weights:

Student Evaluation	25%
Course Materials Evaluation	15%
Classroom Observation Evaluations	25%
Student Advisement Evaluation	10%
College Service Evaluation	10%
Personnel File Reviews	15%

Although the unit member disputed the criticisms in the Classroom Observation Evaluation, Arbitrator Tammy Brynie upheld the principle of the evaluator’s “Professional Judgment” on the Classroom Observation. However, she supported the Union’s claim that given the Classroom Observation’s limited weight, an unsatisfactory in only that component mathematically does not equal an overall unsatisfactory evaluation. This was a big win for the member because many contractual benefits require an “other than unsatisfactory” evaluation.

Fitzgerald discussed a number of issues at Roxbury Community College where he discovered that the college was using a temp agency to supply part-time staff for union covered jobs. The employees were paid below MCCC rates. This had been going on for 10 years without being caught, and may end up being allowed at RCC as a “past practice.” There were other issues resolved at RCC over academic freedom and ownership of intellectual property.

The report included over 50 pages of documentation with more issues than could be covered here. Fitzgerald continues to investigate contract violations, and he urges members to report to their local grievance officers any situations where they feel the contract has been violated. Some violations can stand if they are not caught, such as the temp case at RCC. ■

New MTA Consultant for DCE

Sean Barrett has been hired as the new MTA Consultant for MCCC's DCE Unit. He is also assigned to the State University DCE Unit for adjunct faculty. The two units share many issues.

Barrett brings 17 years of organizing experience from Service Employees International Union (SEIU) and was a leader in the successful drive to unionize adjunct faculty at Tufts University.

Organizing members is a primary part of Barrett's duties. As public unions are facing many challenges, Barrett says it is vitally important that union membership continues to grow, and that members support each other in advancing their issues. ■



MTA DCE Consultant
Sean Barrett
(Photo by Don Williams)

2018-2021 Day Bargaining Team Appointed

A special Board of Directors (BOD) meeting was held on Friday, December 1, to interview applicants who answered the October 14 statewide call for applications to serve on the team that will bargain wages and working conditions for the next Day Contract. The current Day Contract expires on June 30, 2018.

The Board appointed:

- LaTasha Sarpy, BHC FT faculty
- Claudine Barnes, CCCC FT faculty and Director

- Gail Guarino, CCCC FT faculty and appointed MCCC Treasurer
- Rosemarie Freeland, Greenfield FT professional staff and Director Margaret Wong, QCC FT faculty.

MCCC Bylaws require a minimum of five members on the team, applications are still being accepted for additional seats. The MCCC President and Vice President are ex officio members of the bargaining team.

Look for the bargaining survey being sent Jan. 29. ■

Know Your Day Contract

December 2017

Dec. 22 Last day fall semester can end (p. 52).

Dec. 24 **Last Day of classes.** Faculty submit college service and student advisement form. (p. 51).

Dec. 25 Christmas (p. 24).

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. 59).

January 2018

Jan. 15 Sabbatical recommendations from committee to president. (p. 25).

Jan. 29 Course materials (Form XIII-E2) for Spring semester must be distributed to students and submitted to supervisor before end of drop/add period. (p. 57).

February 2018

Feb. 1 Summary Evaluation returned (p. 58).

Feb. 1 First Year Professional staff evaluations completed. (p. 59).

Feb. 1 Sabbatical Recommendations forwarded to boards of trustees (p. 27).

Feb. 10 Summary evaluation rebuttals due (p. 58).

Feb. 15 First year professional staff evaluation conference (p. 59).

Feb. 20 Course materials returned (p. 57).

Feb. 28 Preferred schedules and courses submitted (p. 44).

Feb. 20 28 New full and part-time hire list due MCCC.

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. ■



MCCC News

<http://mccc-union.org>

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Gail Guarino

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



Donna Kalinowsky from Berkshire Community College (left) joined President Diana Yohe in speaking to the Board of Higher Ed. on Dec. 12 about the plight of adjunct faculty. (Photo by Don Williams)

Eight Sent to MTA's EMAC Conference

Eight MCCC members were selected to participate in MTA's Ethnic and Minority Affairs Committee Conference on Dec. 1 and 2. The Conference, held annually in early December, offers participants the opportunity to engage in discussions about racism, ethnic and racial identity, and economic and social justice. The conference uses workshops, presentations and entertainment to inspire participants to work on ideas for action and to bring those ideas back to their locals, classrooms and communities.

The MCCC participants were:

- **Doe West**, Quinsigamond, FT faculty (8 years), Professor and Dept. Chair - Human Services
- **Limari Rivera**, BHCC FT PSUM (15 years), Academic Advising
- **Mark Bates**, Quinsigamond, FT faculty (14 years), Professor of English
- **Kristine Larkin**, Bunker Hill, FT PSUM (3 years), Academic Counselor/Coordinator - Single Stop
- **Sharmese Gunn**, Mount Wachusett,

FT PSUM (11 years), Resource Specialist - Div. of Access & Transition

- **Kathleen Holmes**, Northern Essex, FT faculty (5 years), Assoc. Prof. of Sociology
- **Kelly Kemp**, Berkshire, FT faculty (7 years—4 as adjunct and 3 FT), Assoc. Prof. of Criminal Justice
- **Colin Adams**, Berkshire, FT faculty (11 years), Assoc. Prof. of Sociology. ■