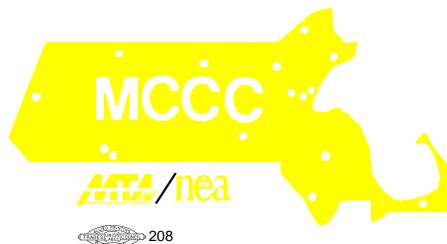


MCCC



News

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## Commissioners Freeland and Corner-Dolloff Speak At June 17<sup>th</sup> MCCC Board of Directors' Meeting

The June 17, MCCC Board of Directors' meeting had two distinguished guests: Commissioner of Higher Education Richard Freeland and Assistant Commissioner for Human Resources Care Corner-Dolloff.

The June meeting always has a full agenda, but the opportunity to meet with such distinguished representatives of the Board of Higher Education was a welcomed addition to the schedule.

The Commissioner stayed for nearly an hour, first going over the status of higher ed. in the commonwealth with a particular focus on the Vision Plan he has



Commissioner of Higher Education Richard Freeland spoke to the MCCC Board of Directors and took questions at the June 17 meeting. (Photo by Don Williams)

been promoting. Later he took questions from the MCCC Directors and invited chapter presidents.

The delayed Day Contract salary increases were a principal reason for Assis-

tant Commissioner Corner-Dolloff's attendance, and Commissioner Freeland assured the group that the contract financing was secure. He said, "The state economy is still rough, but the governor's recent approval of a 3 percent increase for non-unit professionals shows that the state is in better shape than it had been."

Freeland pointed to positive news coverage for the system. He noted the appointments of two new community college presidents.

Dr. Lane Glenn formally becomes president of Northern Essex Community College July 1, after serving several years as the college's chief academic officer.

Dr. John O'Donnell will take over Mass Bay Community College on Aug. 1. Coming from the presidency of Stark State College in Ohio, he had previously been Commissioner of the New Hampshire Community and Technical College System, and before that had been an administrator at North Shore Community College.

The Commissioner was especially pleased about the positive press from the "29 Who Shine" awards presented at the State House on May 12. The awards recognized stellar graduates, one from each of the state's 29 college and university campuses. Not only did the event demonstrate the quality of our system to the legislature, but it also made positive press coverage throughout the state in local media.

Although the tone was friendly, Freeland faced some tough questions regarding the college administrations circumventing contract provisions regarding arbitrations. President LeBlanc pressed hard on the negative effects of the Community College Counsel (the college presidents' legal counsel) appealing arbitration decisions to the Superior Court and the most recent action of seeking an injunction to prevent an arbitration from going forward.

Freeland said he was not familiar

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## MCCC Involved at MTA Annual Meeting

The MTA Annual Meeting was held on May 13 and 14, and although the primary focus of the organization is on K-12 issues, the MCCC did make its voice heard.

The primary function of the meeting is to pass the annual budget and

approve changes to the organization's bylaws. After some discussion the budget was passed calling for a \$12 annual dues increase.

Guest speakers included economist Barry Bluestone who discussed the new paradigm of unions working coopera-

tively with management to increase quality. NEA President Dennis Van Roekel spoke on the importance of standing up a being heard in the national debate.

There was extended discussion about MTA supporting a new teacher evaluation system that incorporated MCAS scores. Last year a resolution was passed that opposed the use of test scores for evaluation and dismissal. The Union leadership, reading the public mood, had worked with the state Department of Education to allow some use of test scores. The meeting passed a new resolution that allowed for test scores being used for evaluation, but not for dismissal.

Another contentious issue was reaching out to organize charter schools. These schools have been promoted by some political elements as a way to de-unionize education. And many MTA members are firmly op-

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MCCC President Joe LeBlanc spoke at the MTA Rally in Copley Sq. after the Annual Meeting. Behind him are members of the MTA Chorus that included MCCC's Margaret Wong (second from left) and Donnie McGee (second from right). The choir led the crowd in union songs in support of collective bargaining rights. (Photo by Don Williams)

MCCC Newsletter  
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# How MTA Picks Political Candidates



Don Williams, MCCC  
Communications  
Coordinator

At the last MCCC Directors' meeting the question was raised, "How does the MTA determine political candidates to recommend?"

I happen to be a member of the committee that does this, and with three mid-term vacancies on this committee [see related ad]

it seems an appropriate occasion to explain the process.

The MTA Candidate Recommendation Committee (CRC) is made up of two MTA members elected from each of Massachusetts' ten congressional districts. The committee members are on staggered terms and are elected by Annual Meeting delegates from the specific congressional district. It is the only MTA committee whose members are elected.

I am the only MCCC member of the committee and I represent the 6<sup>th</sup> Congressional

District. We often identify the district by the name of the current representative, and mine is Cong. John Tierney. UMass and the state universities also have members on the CRC, but there are no specific higher ed. slots. There are term limits, and I will reach mine next year.

Both MTA President Paul Toner and Vice President Tim Sullivan are ex officio members. MTA's Director of Governmental Services Jo Blum and her staff provide extensive support for the committee.

The process for evaluating candidates varies depending on the state (not municipal or county) political office involved. For legislative races—the most common—Candidate Evaluation Teams (CETs) are formed, which are comprised of one or more CRC members, other MTA local/chapter leaders, and interested members from the district.

A questionnaire is developed for each election cycle by the MTA staff and approved by the CRC. These are mailed in advance to the candidates involved, and they are supposed to be returned prior to the meeting. The CET meetings are usually held at MTA regional offices. The candidate interviews usually take less than

an hour. Typically they are all done in one day for a particular race.

The questionnaires become the basis for discussion with the candidates, but that often leads to exploring the candidates' views on issues important to the union membership—educational policies to be sure, but also their views on collective bargaining rights, retirement benefits, state revenues and more.

One aspect that I find especially valuable is the opportunity to educate candidates on the issues that affect community colleges. Many have very limited knowledge about what we do. I mean this as no criticism. State government is enormously complicated, and people who choose to serve come from a variety of backgrounds. But if elected they will be making decisions that affect us.

CETs decide which candidate, if any, they recommend, and this recommendation gets sent to the full CRC (usually by email) for the final decision.

For statewide offices like governor, the CRC conducts the candidate interviews. This is a unique opportunity to meet and interact with people who will be very difficult to meet with after they are elected. For these offices, the CRC makes a recom-

mendation to the MTA Board of Directors, and they make the final decision.

National offices require a further step, and the final decision is made at the NEA level.

Typically, MTA invites all candidates when there is an open office for both primaries and general elections. If there is an incumbent, it is more likely that a candidate will request MTA's endorsement. We don't get involved in every race.

So how do we decide who to recommend? Ideally, it would be the person who most agrees with MTA's positions. But sometimes it's hard to tell how sincere their agreements are. Electability is another important factor; a candidate who agrees with our positions may be out of step with that particular district might not have a chance. A candidate's financing and campaign organization are also considered as significant indicators of electability. It's not a perfect process.

Many of our members find politics distasteful in general. And some members disagree with the political positions the Union takes. But given how much our jobs are affected by the political process, it is vital that we have a place at the table. ■



MTA Consultant Katie D'Urso (left), Assistant Commissioner for Employee Relations Care Corner-Dolloff from the Department of Higher Education, and MCCC Negotiating Team Chair Rick Doud explained the implementation of the delayed salary increases from the 2009–2014 Collective Bargaining Agreement to the MCCC Board of Directors. (Photo by Don Williams)

## Nominations Open for Three Seats on MTA's CRC

A special interim election is being held for three seats on the MTA Candidate Recommendation Committee.

Vacancies have been declared in each of the following districts:

- District 2, represented by Congressman Richard Neal.
- District 3, represented by Congressman James McGovern.
- District 5, represented by Congresswoman Niki Tsongas.

The committee is responsible for the recommendation of candidates for state and federal offices.

The election procedure provides that vacancies in the period between regular election cycles may be filled by the votes of the current committee members. The terms of the three interim members who are chosen will commence immediately upon election and end on March 14, 2014. Anyone seeking a seat must live in the district to be represented.

Eligible members interested in running for the CRC seat should contact Diane Foley of the MTA Division of Governance by calling 617-878-8217 or emailing [dfoley@massteacher.org](mailto:dfoley@massteacher.org) to request a nomination form/bio-statement grid. **The form and statement of not more than 100 words must be received by July 29.**

## Freeland and Corner-Dolloff . . .

*Continued from front page*  
with the specifics and declined comment except to say that the issue was on his mind and that Corner-Dolloff is working on improvements. He said he wants, "a spirit of cooperation." Corner-Dolloff added that, "The more we can work in a collaborative manner, the better off we all are."

Newly elected Director from Middlesex, Joe Nardoni asked, "What is the Commissioner's authority over the college presidents?"

Freeland said, "The authority is there as the employer of record, but traditionally the authority has been delegated to the presidents." Nardoni asked that the Commissioner intervene, but he was reluctant to get in the middle of specific management actions at this time.

MCCC Vice President Donnie McGee asked about the increasing use of adjunct faculty and questioned if quality was being sacrificed to save money. Freeland responded that there is no appetite in the legislature or the public to address this issue. He felt that one aspect of his Vision Project was to counteract the trend towards more part-time faculty.

McGee asked, "what about the idea of capping enrollments as a way to address budget cuts?" Freeland responded that he had raised that issue with the college presidents, but they show no appetite to do that.

### Board and Executive Committee Appointments

This was the first meeting of the newly elected Board, and one of its actions is to elect the at-large members of the Executive Committee. That committee is made up of the elected officers—President, Vice President, Treasurer, and Secretary—along with three members chosen from the 17-member Board of Directors. This year's at-large members are Claudine Barnes, Cape Cod; Rosemarie Freeland, Greenfield; and Candace Shivers, Mt Wachusett.

Because only one candidate was nominated for the two part-time/adjunct at-large director positions, the Board held a vote as called for by the MCCC Bylaws to fill the vacant position. Linda Grochowalski from Quinsigamond was nominated and elected unanimously. Grochowalski, this year's Palmer Award recipient, will join last year's recipient Betsy Smith as the two part-time/adjunct directors.

### MTA Full-Capacity Local Training

The last item for the meeting was an exercise conducted by the two MTA consultants assigned to the MCCC: Katie D'Urso and Miles Stern. MTA has been working on a project to energize and empower members at the local/chapter level. MCCC is well ahead of many higher ed. locals and this exercise helped to determine what the Union needs to do to advance the process. ■

# Disrespect of Adjuncts Undermines Our System



Joe LeBlanc,  
MCCC President

Our dirty little secret: when it comes down to things that matter like money to fund the best education possible for the most at-risk students in the Commonwealth, we get lots of happy and sometimes even heartfelt talk, but little respect.

The recent budget provides evidence. Community colleges will once again serve half the students in the system with about a quarter of the system's ever-shrinking pool of state aid. Community colleges will be taking the same hit as other state government programs, but there's a twist. Our colleges will also be funding FY'12 collective bargaining costs. It's a new way to further disinvest in public higher education. First, the state negotiates a deal. Next, they fund it for a single day at the end of one fiscal year before passing the permanent costs off to the colleges.

Our colleges will fund the day unit contracts on the backs of adjunct faculty.

More courses will be offered and more adjuncts will be hired. After all, tuition and fees revenues stay in local coffers for courses taught by adjuncts, so there's money to be made. Benefits aren't an issue: adjuncts receive no benefits in a system Walmart would envy. Management – in this case the Commonwealth – pays nothing into Social Security or any retirement plan and provides no health insurance.

Our colleges will enroll record numbers of students in the fall in an indecent system that exploits adjuncts. It doesn't have to be this way. In British Columbia, management and labor have negotiated a fairer and more equitable system. Here's how it works.

Vancouver Community College's adjuncts working half time or more for 19 months over two years earn "regularized" status. A majority – 475 out of 725 – are regularized. They are "paid an annual salary determined in accordance with the per annum rates in the Appendix I Salary Schedules on a pro rata (my emphasis) basis" (VCFA Collective Agreement).

"Once you're hired as a term instructor people take it very seriously because the department heads and deans know this person is going to be around awhile,"

Frank Cosco, Vancouver Community College Faculty Association president, told the Chronicle of Higher Education (July 25, 2010).

Part-time salaries are based on what a full-timer would earn given the same experience. As of April, 2009, the salary schedule ranges from \$51,797 to \$84,231 (CDN) for a 202 day work year. So, regularized faculty teaching and working a half-time, pro-rated set of assigned duties would earn half the full-timer's salary.

Assigned duties for full-timers are set at a maximum of 25 hours per week. "No instructor shall have more than 5 hours of assigned duty per day or more than 5 consecutive days of assigned duty per week" (VCFA Collective Agreement). Assigned duties may include class, shop and lab instruction, practicum supervision, clinical placement, supervision and instruction, seminars, field studies/trips, some administrative responsibilities, and "other form of duty agreed to by the department and appropriate vice president or delegate" (VCFA Collective Agreement).

Assigned duties may also include one or more of the following to fill out a schedule: student evaluation, marking, office hours, departmental and committee

meetings, directing support staff, acting as a liaison with industry, curriculum development and assessment of new materials and other duties agreed to by the department or Vice President.

These duties are required for both full and part-time faculty with regular status. Equitable treatment prevails at VCC, an institution that serves about 25,000 students and offers 140 programs. Seniority counts the same for all who have earned regular status, and layoffs are implemented strictly by seniority. The system isn't perfect, but it even treats part-timers with temporary status with respect. After working for 6 months, these faculty have the right of first refusal to teach new sections being offered within their department to temporary employees.

In the Commonwealth, adjuncts have the right to be offered one course after they earn seniority rights. Assignments are sometimes taken away or added days before a course begins. Salaries aren't pro-rated in a working environment that carries on the disrespect begun by the Commonwealth with its inadequate funding of our system.

We can and must do better. Let's learn from the example being set in British Columbia. ■

## Day Contract Salary Increases

The first pay increases of the 2009-2014 Collective Bargaining Agreement became effective June 30, 2011. Originally scheduled for July 1, 2010, it was delayed for 364 days by an agreement last August.

MCCC Negotiating Team Chair Rick Doud, MTA Consultant Katie D'Urso, and Assistant Commissioner for Employee Relations Care Corner-Dolloff from the Department of Higher Education explained the implementation of the contract salary provisions.

The increase is 1.5 percent of the total MCCC full-time payroll, but it is being disbursed through the Classification System points, with members who were hired before Oct. 15, 2010 receiving the 16 points (8 for experience/8 for seniority) at the new rate of \$55.78/point. So the raise will be the same \$892.48 per year for everyone.

Part-time employees under the Day contract will receive a 1.5 percent increase as of June 30, 2011, and will see 3.5 percent in each of the next two years.

On June 30, 2012 the next across-the-board raises will be different for faculty and professional staff members. All will receive the annual 16 points at a new rate of \$57.68 (an increase of 3.4%), which equals \$922.85.

For faculty in 2012 the minimum base pay for members with a minimum masters degree will increase by \$1,328 from \$37,950 to \$39,728. Combined with the points the total increase will be \$2,250.85.

In 2013 faculty will again see the 16 points at \$57.68, and the minimum with masters degree will increase by \$1,473 from \$39,728 to \$40,751. Combined with the points the total increase will be \$2,395.85.

For professional staff the points will remain the same as for faculty, but because there are different pay grades for different years of hire, the minimum base pay increases vary.

In the example MCCC Negotiating Team Chair Rick Doud gave at the Board of Directors' meeting, he said that a grade 5 staff member hired before July 1, 2006 would see a base pay increase of \$1,627 for 2012 and \$1,804 for 2013. Combined with the points increase, their total increases would be \$2,549.85 for 2012 and \$2,726.85 in 2013. So, many professional staff members will receive slightly higher increases than faculty.

The brightest news was regarding increases for satisfactory post-tenure evaluations, for changes in rank, and for members who increase their academic credentials with additional degrees. Members will see these increases in the first pay period of September 2011. Some members may have two or more of these events that had not been paid in the past because of contract delays.

Ten points are awarded for satisfactory post-tenure evaluations. Changes in rank range from 20 points when promoted from instructor to assistant professor, 40 points

to associate, and 60 to full professor. For members who increase their academic credentials with additional degrees the added points range from 40 for a second masters degree to 75 for a doctorate.

These points will be paid out of the college budgets the same way non-unit (management) raises are paid. The colleges hope to have their budgets increase in the future to cover these expenses.

Corner-Dolloff also pointed out that in the future these types of increases will be regularly paid in the semester following their award. For example, faculty undergo post-tenure review in fall semesters

and their summary evaluations are completed in the spring. A member being evaluated as satisfactory in the spring would receive the 10-point increase the following fall semester. This is unlike the past when a member could wait years for this merit-based increase.

In response to a question about past point values for senior employees, Doud said, "These were paid in the past at the rates at the time, and will remain at those rates."

Members will receive pay advice explanations of the raises from their colleges when the various raises go into effect. ■



NEA President Dennis VanRoekel spoke about the importance of standing up for collective bargaining rights at the MTA Annual Meeting. On the left is MTA President Paul Toner and on the right Vice President Tim Sullivan. (Photo by Don Williams)

## MCCC Meetings Calendar 2011-2012

YEAR MONTH	EXECUTIVE COMMITTEE	OTHER EVENTS	BOARD OF DIRECTORS
2011 AUGUST	3	MTA Summer Conference 7-11	24
2011 SEPTEMBER	16		23
2011 OCTOBER	7	MCCC Fall Conference 19 (evening)	21
2011 NOVEMBER	4		18
2011 DECEMBER	2		—
2012 JANUARY	4		20
2012 FEBRUARY	3		24
2012 MARCH	2	NEA Higher Ed Conf. TBD	30
2012 APRIL	6	MCCC Delegate Assembly 28	20
2012 MAY	4	MTA Annual Meeting 11-12	—
2012 JUNE	1		15
2012 JULY	—	NEA-RA 1-6	—

## Dues Levels 2011-2012

Dues levels have been established for the coming fiscal year beginning July 1, 2011 through June 30, 2012. Although the MCCC collects all the dues from members, a large portion of the dues are sent on to the state and national affiliates: MTA and NEA. These affiliates set their own dues levels.

Full-time or Part-time/DCE earning above a 50% appointment		
	Union Member	Agency Fee
MCCC	260.00	239.00
MTA	471.00	278.00
NEA	178.00	77.00
Total	\$909.00	\$594.00

Part-time/DCE earning \$0—\$6,000		
	Union Member	Agency Fee
MCCC	78.00	71.70
MTA	71.00	41.70
NEA	59.75	23.00
Total	\$208.75	\$136.40

Part-time/DCE earning \$6,000 + but less than a 50% appointment		
	Union Member	Agency Fee
MCCC	78.00	71.70
MTA	142.00	83.40
NEA	99.00	41.00
Total	\$319.00	\$196.10

The agency fee expenses are calculated as the amount of union expenditures devoted solely for contract negotiations and maintenance, exclusive of political activities.

Agency fee payers receive some support through the grievance process, but they are not provided with MTA attorneys. ■



### MCCC News

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

## MCCC at MTA Annual Meeting . . .

*Continued from front page*

posed to the existence of charters. The American Federation of Teachers (AFT), while sharing in some of the anti-charter animus, has begun efforts to organize charter schools.

MTA proponents of organizing say that many charter teachers are dissatisfied with their working conditions, and organizing them would diminish the anti-union aspects of charter support. Opponents fear that reaching out to charter teachers would further entrench the charter schools whose funding formula negatively impacts traditional district schools.

Although the charter proposal received over a 50 percent vote, the resolution did not pass because it needed a two-thirds vote.

Two MCCC members proposed resolutions regarding adjunct faculty. Tiffany Magnolia of North Shore proposed a motion that recognized the importance adjunct/contingent faculty in higher ed., but called for equitable treatment in salary, benefits, academic facilities and support. The motion also called for the conversion of these adjunct/contingent positions to full-time/tenured positions as enrollments grow. The resolution passed.

Trudy Tynan from Holyoke brought forward a motion to reduce the dues rates for part-time members. She had brought a similar motion at the MCCC Delegate Assembly that she withdrew. Dues levels are set by the local (MCCC), state (MTA), and national (NEA) affiliates. Each organization uses a slightly different formula for determining dues rates of part-time members [see Dues Levels in this issue].

Tynan's point was that part-time members at lower earning levels pay a much higher percentage of their earnings than full-time members. According to MCCC Treasurer Phil Mahler, if the measure was enacted one third of adjuncts would

have their dues reduced by \$16-\$55, and full-time MCCC members' dues would increase by \$53. The change would require a significant amount of consideration and Tynan's proposal did not go forward.

MTA sponsored a rally after the meeting in Copley Square just down the street from the Hynes Convention Center where the meeting was held. The rally was to support "An Act to Invest in Our Communities" that would raise revenues. MCCC President Joe LeBlanc was the first speaker, and he gave a rousing speech on the needs of higher education in his role as President of the Higher Education Leadership Council (HELC) within MTA. ■



Trudy Tynan, from Holyoke Community College spoke to her motion at the MTA Annual Meeting to reduce the dues of part-time/adjunct members to a closer percentage of earnings as dues assessed to full-time members. (Photo by Don Williams)



Tiffany Magnolia (left) from North Shore spoke to her motion at the MTA Annual Meeting to support adjunct/contingent faculty members. Cathy Boudreau of Massasoit waited for her turn at the microphone. (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.