

# MCCC News



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## Delegate Assembly

**T**he 2006 MCCC Delegate Assembly on Apr. 29 was a great success. Approximately 102 members attended, representing all 15 chapters.

The new venue at the Worcester Crowne Plaza was a significant improvement over the previous one in Marlborough. There was ample space with two function rooms, one for the meeting and another for dining. The luncheon buffet provided a variety of quality choices that were well appreciated by the attendees.

The first part of the program consisted of reports by the president and other officers. This was followed by the presentation

of awards, principally the Raymond Lemieux and Jon G. Butler awards.

Carolyn Tetrault was presented the award by MCCC Treasurer, Phil Mahler. In making the presentation Mahler said, "The purpose of this award is 'To recognize an individual whose service, leadership, and dedication have contributed significantly to the Massachusetts Community College Council'. Anyone who has had the privilege of working with Carolyn knows that no one has done more."

Mahler went on to say that Tetrault, "Was one of the pioneers of the union movement in the state's public higher education system. She was chapter president at STCC before the MCCC was formed and then became active in organizing the community colleges. She was part of the core of activists who founded the MCCC and wrote its bylaws. She became the first vice president of the MCCC, and two years later, she became the first woman president of the MCCC."

After elaborating the many contributions Tetrault has made to the MCCC, Mahler singled out her work on the Operational Audit Committee that mapped out the current structure of the Union, including a full-time office staff and ultimately the ownership of the office condominium in Worcester.

Finally, he noted that the very first recipient of the Raymond C. Lemieux award was Carolyn's husband, Ernest Therrien.

Peter Flynn, President of the Northern Essex Chapter, was presented the Jon G. Butler award for outstanding chapter president by Gail Stuart, NECC Director. In presenting the award Stuart noted that Flynn is in his second stint as chapter president. Stuart recounted how, in his first presi-

dency, Flynn demonstrated creativity and resourcefulness that was exemplified in 1996 by his hiring an airplane towing a banner that said "Celebrate Public Education: Privatize Weld" over the NECC graduation when then governor William Weld was speaking.

After serving as MCCC Communications Coordinator, Flynn returned to the chapter presidency in 2003 when no one else would take the position. Stuart noted that Northern Essex has perhaps the most contentious management of any college in the system. Flynn has continuously demonstrated dogged bravery in facing down an administration that attempts to intimidate faculty and staff and that has a very high level of grievances.

President Rick Doud presented a plaque to parliamentarian, Pat LeGault, to show the MCCC's appreciation for her 20 years of service at the Delegate Assembly. He noted that she made a special trip from Florida to attend this meeting and ensure that everything ran smoothly.

And MCCC Treasurer presented outgoing President Doud with a plaque in appreciation of his service as president, vice president, director, and chapter president.

The assembly's afternoon session dealt with new business—primarily the 2006-2007 MCCC Budget. The budget proposed by the Finance Committee and recommended by the Board of Directors called for an increase of \$9 per year for full-time members and \$2.75 for part-time members to the MCCC portions of dues. MTA and NEA portion of the total dues are set by those organizations.

The dues increase itself did not cause

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## LATE BREAKING NEWS:

### 03 Creditable Service, Adjunct Health Bills Move On Beacon Hill

More than 35 MCCC grassroots activists couldn't have picked a better time to visit the State House. At a union-sponsored 03 creditable service lobby day on May 23, members learned that House Ways and Means Committee had just reported out SB2462 favorably. The bill was next referred to the Committee on House Steering, Policy and Scheduling where it was given a second reading and ordered to the House Committee on Bills in the Third Reading.

The Senate engrossed (passed) the bill in late March. Lobbyists and union leaders are following the bill closely and members are urged to continue to contact their state representatives to lobby for their support as the bill moves closer to becoming law.

MCCC adjuncts also received good news about SB1535, a bill to provide adjuncts teaching four courses or more per year with a GIC health insurance plan. On May 23, the Joint committee on Health Care Financing released the bill with a favorable recommendation and referred the bill to Senate Ways and Means. MCCC lobbying and survey data provided much-needed support for the bill, and Vice President Joe LeBlanc assisted the committee in preparing the bill's fiscal note.

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Carolyn Tetrault is presented the Raymond C. Lemieux Award by MCCC Treasurer Phil Mahler.



Gail Stuart presents Peter Flynn with the Butler award at the Delegate Assembly.



Parliamentarian Patricia LeGault was presented with an award for her 20 years of service at the MCCC Delegate Assembly. (Photo by Phyllis Barrett)

## MTA Aids Member

When Aziza Hina was hired in August 2005 as an Instructor of Mathematics at Massasoit Community College, she was completing the first stage of a journey and embarking on the second stage.

Her journey began more than 6 years ago in Morocco, when she decided to pursue her education in the United States. She received her BS in Computer Science, BA in Mathematics, and Masters Degree in Mathematics at the State University of New York at Buffalo. As an International student, in order to gain experience in her field of study, she was allowed to work in her field for one year upon graduation.

So, when Aziza was hired to teach Mathematics at Massasoit Community College, she was on a one-year work visa. In order to stay in the United States, Aziza needed to be granted an H-1 Visa. The college told her she would need an immigration attorney and that she should expect to pay about \$4000 for legal ser-

vices. Her department chair, Lois Martin, the MCCC Director from Massasoit Community College, asked MTA Consultant Katie D'Urso if legal services were available through MTA. Katie requested an immigration lawyer to represent Aziza, and the request was granted.

After working with the immigration lawyer for several months, Aziza learned recently that she has been granted an H-1 Visa, one that allows her to stay and work in the United States. For the next three years, per visa guidelines, she will be allowed to teach at Massasoit Community College. The mathematics department is thrilled with the news, as Aziza has quickly become a popular colleague and instructor.

Aziza says that her career began in computers and ended up in mathematics, and that she could not be happier. She says, "I found the best environment and the best people. Special thanks to the MTA." ■

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Uniting for Springfield and Beyond



Donnie McGee, SAC Co-chair & Incoming MCCC Vice President

Strategic action: What’s it all about? Webster’s variations on “strategic” focus largely on military tactics and plans to defeat the enemy lest the enemy crush the opponent. The application of this battlefield slant to the current strategic action of the MCCC is certainly appropriate. Across the state and throughout the nation, unions are under siege. The challenges to our association are prohibitive and pervasive. Economically, difficult battle lines are drawn. Rising property taxes and diminished state support to cities, towns, and colleges force every funding bill to become a turf war. Every campus is struggling with dwindling resources, rising health insurance costs, and

pressures to do far more with far less. Our professional lives are being closely scrutinized in a public arena where state institutions all need greater support to be effective. And we are forced to fight for public dollars with those whose mission we support. Politically, education unions, in particular, are being attacked, with demands for increased oversight, reduced benefits, and more accountability. The Springfield teacher’s crisis highlights the challenges our unions and our members face. Attention should be paid. Given that city’s financial woes, the Romney/Healey Administration appointed a Fiscal Control Board that has turned collective bargaining upside down and brought about the exodus of 700 teachers from the public schools. No raises have been given and no contracts awarded in four years. This board is now demanding more testing, merit pay based on student performance, and the implementation of a 7 year contract at an unacceptable wage level. Charges against unfair labor practices have been filed, yet the crisis continues. A clear need for impartial, binding arbitration exists, but

appropriate legislation has yet to be implemented. Springfield needs our empathy and our help. Unless we get involved, we could be next. It is a bit ironic to ask each of you to support Springfield actively when I know how difficult it is for members to engage in MCCC battles closer to home. Some of you believe such involvement doesn’t matter; others are just tired of the onslaught. But if we don’t respond, who will? A statewide response for Springfield is necessary. It is crucial to them, and such response, crucial for us. The MCCC needs unity and active participation - not only to address the Springfield crisis, but also to promote its own agenda effectively. In this climate, the stakes are high. Ultimately, we must actively engage in political action to ensure the very existence of our own association. Recently, in the fight to hold the line on health insurance contributions, I saw how strategically effective this union can be. Your numerous messages and your thanks to legislators made a significant difference. If we are to safeguard our professional

lives, we need to cultivate and maintain partnerships with our Senators and Representatives, especially in this climate. Your voices speak for our students, our colleges, and our communities as well. Please, if you don’t know your legislators, get to know your legislators. Talk to them about Springfield. To learn more about this education crisis, go to the MTA website and click on the “Unite for Springfield” link: [www.massteacher.org/Springfield/index.cfm](http://www.massteacher.org/Springfield/index.cfm). Ask your legislators to support impartial and binding arbitration to resolve this bargaining impasse. The MCCC must stand strong to defend against the current backlash against unions. All of us must work together for our common good and the well-being of our communities. Let’s speak out for Springfield today and continue such unified action for our own initiatives in the months ahead. Strategic action means not only that we plan well, but also that we unite to fight whatever political battles we must wage. Together, we can make a difference. In solidarity, Donnie McGee

VOLUNTEERS NEEDED For MCCC Standing Committees

The union needs the participation of its most talented members if it is to meet the challenges it faces. Please give special thought to volunteering your services to the MCCC.

The following are three key MCCC committees. All MCCC committee appointments are for two years and start September 1. Committee members must be approved by the Board of Directors.

Personnel Committee: Five members

- Develop and periodically review job descriptions and annual performance evaluations for MCCC Coordinators and other employees and present its recommendations to the Executive Committee and the Board of Directors.
- Review periodically rates of compensation for MCCC Officers, Coordinators, and other employees and present its recommendations to the Executive Committee and the Board of Directors.
- Develop, maintain, and recommend revisions of the personnel policies of the organization.

Finance Committee: Treasurer and five additional members

- Prepare a balanced budget which reflects the program objectives and goals

of the organization and identifies all revenue and expenses.

- Recommend the amount of annual dues.
- Administer, maintain, and recommend revisions of the financial policies of the organization.
- Monitor the fiscal affairs of the organization to maintain awareness of trends or patterns in financial matters and to advise the Board of Directors on courses of action.
- Review capital expenditures and either approve them or recommend their approval to the Board of Directors, as consistent with organizational policies and practices.

Bylaws and Rules: Five

- Make a report at the March meeting of the Board of Directors and subsequently make recommendations to the Delegate Assembly for action by the delegates.
  - Receive proposed amendments to the Bylaws and Rules of the Council.
- Contact Joe LeBlanc, MCCC to apply or if you have any questions 978-556-3391; email: [President@mccc-union.org](mailto:President@mccc-union.org); mail: Committee MCCC 27 Mechanic Street, Worcester, MA 01608. ■

Comparison Data Based on the DMG Classification Study, 1999

The table below shows faculty salary 75<sup>th</sup> percentiles for 04-05 using IPEDS data as benchmarks. The DMG method was used to calculate the percentiles for the 10 comparison states. It should be noted that the average salaries for Massachusetts reflect the pay raise of the current contract up to the pay period of February 24, 2006.

When compared with the average 75 percentile, the average salaries for faculty members in Massachusetts have been going downward since year 2002. As of February, 2006, faculty salaries in Massachusetts were \$7,164 below the 75<sup>th</sup> percentile. In order to bridge this gap, Massachusetts faculty salaries would require an increase of thirteen percent (13.14%).

	AAUP 97-98	IPEDS 97-98	IPEDS 01-02	IPEDS 02-03	IPEDS 03-04	IPEDS 04-05	
California	63,700	62,950	76,800	69,925	77,989	75,026	
Florida	41,600	46,350	52,600	54,300	54,300	54,300	
Illinois	57,100	57,850	60,900	61,250	64,520	67,314	
Michigan	63,100	64,200	54,175	64,200	72,587	70,182	
New Jersey	57,700	57,450	59,225	60,650	62,441	63,425	
New York	56,500	57,825	52,125	63,300	63,938	66,533	
Ohio	48,300	48,150	53,925	57,025	58,404	61,723	
Pennsylvania	51,300	50,200	54,300	55,175	56,673	57,405	
Texas	40,000	40,150	51,175	48,125	48,479	50,612	
Washington	42,000	42,000	46,000	50,500	50,970	50,458	
Average	52,130	52,713	56,123	58,445	61,030	61,698	average 75th percentile
Massachusetts Average Salary	42,211	42,311	57,064	56,222	55,679	54,534	



Bunker Hill’s Legislative Breakfast brought Sen. Pat Jehlen D, (standing, left) and Rep. Paul Donato D (standing, center) to speak with chapter members as Chapter SAC Coordinator Michael D’Entremont (standing, right) looks on.

MCCC Meetings Calendar 2006-2007

YEAR	MONTH	EXECUTIVE COMMITTEE	OTHER	BOARD OF DIRECTORS
2006	JULY	7*	NEA 1-5	15*
2006	AUGUST	4	Will’town 6-10	25
2006	SEPTEMBER	8		15
2006	OCTOBER	6		20
2006	NOVEMBER	3		17
2006	DECEMBER	1		15*
2007	JANUARY	5		19
2007	FEBRUARY	2		16
2007	MARCH	2		23
2007	APRIL	6		20
2007	APRIL		Del. Assy. 28	
2007	MAY		MTA 11-12	
2007	MAY	4		18*
2007	JUNE	1		15

\* meeting will be held if necessary  
Fall Leadership night Monday, September 25

Know Your Day Contract

- June 1 Professional Staff summary evaluations due
- June 15 Sabbatical requests to committee
- June 15 Student evaluation data tabulation reported
- June 30 Last day for Professional staff pre-evaluation conferences
- June 30 Evaluation of Part-time faculty in third appointment

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. ■



# President's Message

## Delegate Assembly April 29, 2006...



*Rick Doud, Outgoing  
MCCC President*

### Central Office

The MCCC Central Office continues to provide great service to the MCCC membership. Many thanks for the hard work and dedication of Treasurer Phil Mahler and our three office employees. A great addition to our office staff is Meg Kennedy, who has quickly learned the intricacies of the MCCC office operations. Membership lists and dues collections are vastly improved. Most MCCC committees (BOD, Executive, SAC, Day and DCE Grievance) hold all their meetings at the central office. Also, special thanks to Treasurer Mahler for his outstanding work on the MCCC website. If you have not already done so, please check out the MCCC website: [HtmlResAnchor www.mccc-union.org](http://HtmlResAnchor/www.mccc-union.org).

### Day Contract Extension

I'm happy to report that after four years of waiting, MCCC Day unit members finally received long overdue salary increases. The original one-year contract extension was signed in August of 2002. The Agreement that eventually led to our points being paid for the four-year period 2003-2006 was executed on September 12, 2005. Although we were not able to achieve retroactive salary increases, all full-time unit members received salary increases for each of the last four years. Thanks to all our members who participated wrote legislators, made phone calls, and visited the state house since 2003 just to get a salary increase that we know is less than we deserve. Although many members do not like the concept of work-to-rule, that job action did

in fact hasten the funding of our contract this past year. We continue to pursue a more long run strategy to try to amend chapter 150e. At a minimum we hope to tighten the time lines necessary to fund future pay increases.

### Successor

The Day Bargaining Team, chaired by Joe LeBlanc, was formed in the fall of 2005. The Team has developed an initial demand package based on the responses to the on-line survey developed by the Day Negotiations Committee. The MCCC presented its demand package to management on April 12, 2006. The BHE is expected to present their initial proposal to the MCCC at the next bargaining session scheduled for May 3, 2006. More details on bargaining will be presented in the Vice-President's Day Bargaining Report later today.

### Appeals

Thanks to the work of the joint labor/management appeals committee we have agreed to a new protocol for all future faculty and professional staff appeals. All new hires will now be notified of how their initial salaries were calculated and be given an immediate chance to appeal their initial salary placement. In addition new forms have been adopted that allow professional staff members to request an audit of their position from their campus HR director if substantial changes have occurred in their job. The college has 90 days to conduct the job audit and render a decision. The decision of the HR office could then be appealed to the appeals committee. In addition, the Global Issues Committee has agreed upon four new classification titles that have provided some professional staff improved pay grades. It is my hope that this committee can come to agreement on other new titles that would create "job ladders" for many current professional staff job titles, allowing as many professional staff unit members as possible to move up at least on pay grade as their seniority increases.

### DCE Contract

One year ago a new DCE three-year contract was ratified by a vote of 912 yes 85 no. The Agreement calls for 3% salary increases for three years, with an MOA for another 3% in the outside year. In addition a moratorium on changing the minimum number of students for under-enrolled courses was agreed to for one year while a study committee examines the issue. This committee is still working on this very complex issue. The Electronic Communications Committee has also been active, working on language that would allow for improved electronic communication to our DCE unit members, as well as improving the collection of information the MCCC office needs from the colleges. John Palmer (QU) is the DCE Team chair and continues to work with both of these committees.

### Part-Time/DCE Issues

The MCCC and the MTA both continue to work on getting legislation passed to provide health insurance and pension benefits to part-time employees. I am somewhat optimistic that this might be the year to get at least one piece of this legislation passed. On May 23 the MCCC is sponsoring a rally at the state house to support legislation that has been filed to provide pension benefits and health insurance benefits for part-time members. The over reliance on both part-time professional staff and part-time faculty continues to be a concern for all of our higher education units.

### Senate Task Force Report

Last March, the Senate Task Force on Public Higher Education released a very promising report. The Task Force report titled "Investing in Our Future" would significantly increase state spending on public higher education over the next five to seven years. The Task Force, co-chaired by Senators Panagiotakos and Rosenberg, has laid out a plan that calls for:

1. Full "formula" funding, which will require an increase of \$400 million dollars in state spending on public higher education.

2. The use of general obligation bonds in order to increase capital spending at the state and community colleges by 1.2 billion dollars.

3. An immediate increase in needs-based financial aid of 7 million dollars for students attending public higher education institutions in the state.

4. An increase in funding directly related to hiring new faculty and professional staff.

5. The establishment of a general policy of retained tuition, and establish a plan for community colleges to phase out the difference between Day and DCE unit work.

I am very optimistic that this legislation will pass in the very near future. There continues to be concern over two issues. First is how both of our bargaining units will be affected by the elimination of DCE as we have come to know it. Second is the concern over who has the authority to control the setting of tuition and fees. The MCCC strongly supports the college presidents in their desire to keep control of tuition and fees with local Boards of Trustees, rather than the BHE.

### Thanks

Thanks to all of you for your support during my four years as President of the MCCC. Special thanks goes to the MCCC Board of Directors, the Executive Committee, and the officers for their unwavering support. In addition, I want to especially thank MTA consultant Katie D'Urso. I have talked to Katie almost every day for the last four years. I don't know how I would have survived without her counsel and support. It has been an honor and a pleasure to be MCCC President. Thank you for giving me the opportunity to help serve all of you. ■

## MCCC History: 1990 DCE Strike



*Ernest Therrien, center, leads picketers at Springfield Tech during the 1990 strike for a DCE contract.  
(Photo used with permission of Republican Company all rights reserved)*

With nearly one-third of MCCC members having less than five years in the system, it is worthwhile to take a look back at where this union has come from, and how it got to where it is today.

Many members are not aware that the MCCC engaged in a strike to achieve the first contract for part-time instructors.

Strikes by public employees, illegal by statute, are rare in Massachusetts and have been especially rare for higher education units. But on Tuesday, April 24, 1990 the MCCC DCE Bargaining Team called for a strike of evening classes. The strike continued at thirteen campuses for two-weeks.

Both full-time and part-time faculty

and professional staff who worked during the day had been unionized since 1974, but there had been no union coverage for faculty teaching at night. Because of still existing state law, evening classes were to be offered "at no cost to the commonwealth," and were financially under the control of the individual colleges. After years of work

to get DCE faculty certified as a bargaining unit in 1989, the college presidents stonewalled the MCCC on the first contract. Depending on the college, DCE faculty had not had any pay increase between six to nine years.

At that time community college faculty were paid in a 3-step system that ranged between \$260 and \$350 per credit (\$780-\$1050 per 3-credit course) while their peers at the 4-year colleges were being paid significantly more. Furthermore, there were few rights for DCE faculty with no clear provisions for evaluation, workload, or reappointment.

After months of negotiation the parties turned to a Fact-Finder. His recommendations included a number of contract provisions: one statewide salary schedule; reappointment language, including arbitrability of non-reappointment; workload provision; and evaluation provision. Salaries were recommended to increase each step to \$550, \$584 and \$617 respectively (\$1,800, \$1,952 and \$2051 per 3-credit course) retroactive to September, 1989.

The college presidents rejected the Fact Finder's recommendations and countered with a salary offer that comprised of a 35 percent raise for year one (\$1,012-\$1,417 for a 3-credit course), no raise for year two, and a 10 percent increase for year 3 (\$1,113-\$1,500 for a 3-credit course). The Union rejected this offer, and countered with an offer to preserve the Fact Finder's language, but with a two-year, non-retroactive, salary provision that would make the top-step for a 3-credit course \$1,423 in the first year and \$1,768 in the second.

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## Delegate Assembly...

*Continued from Page 1*

much discussion. But Mass Bay Chapter President, Tom Parsons, moved to cut the budget for the MCCC lobbyist and use that amount to fund a additional section of reassigned time for each chapter. Several members pointed out the important service provided by lobbyist Charles Flaherty, and the motion was voted down. Joe Nardoni of Middlesex then moved to raise dues further in order to fund additional reassigned time. This was also voted down. The budget was passed as proposed.

A proposed Bylaw was another important discussion topic. The proposal would change the weight of part-time members' votes in MCCC elections from 1/4 to a full vote. Proponents argued that it is discriminatory to treat members differently, and that giving part-time members a full vote would increase their participation in MCCC activities. Opponents of the proposal noted that part-time members pay significantly less in dues than full-time members and that the majority of them have very different interests and do not have the commitment to community colleges as a career.

The Bylaw change was voted down, but proponents did vow to come back next year with another proposal next year.

MCCC Political Action Committee (MCCC-PAC) Treasurer Phil Kennedy and PAC Co-chairs Frank Leary and Thelma Halberstadt had made an appeal for donations to the PAC early in the meeting. They noted that, this being an election year, it is very important to have a well-funded political action endeavor.

During the meeting Betsy Smith, and adjunct member from Cape Cod announced that she could not afford to make a cash donation, but she was willing to auction off the educationally themed T-shirt she was wearing. Many people had commented on the shirt earlier, and the auction fetched an additional \$50 for the PAC. At the end of the meeting it was announced that the PAC had raised \$1083. ■

## Electronic Communications for DCE Faculty

*Philip Mahler*

Electronic communications are changing our world, and that includes our professional work environment. More and more business is being conducted electronically in daily operations. The new DCE contract recognizes this trend in several specific ways.

The DCE contract creates a joint implementation committee "to promote information exchange through electronic communications." A commitment is made to reach certain goals by year three of the contract – April, 2008. The contract states "The Implementation Committee will oversee the process, work with and approve schedules of implementation for each College." "All notices, recommendations, reports and official communications required by this Agreement" ... "may be deemed to be given by electronic communication, provided unit members have been assigned email addresses and have been provided access to a computer...". "Information between the Union, the College, and unit members including lists, dues deductions, forms and other information will be conducted through electronic communication..."

This committee is functioning. It is the "DCE Contract Joint Electronic Communications Information Committee". Members are, for management, Haidee Morris of the Community College Counsel's office, Gloria DiFillipo, Holyoke, Stephen Fabbrucci, Northern Essex, Nancy Sherwood, North Shore, and Carolyn Young, Middlesex; for the MCCC, Michelle Gallagher, MTA, Philip Mahler, MCCC Treasurer, John Palmer, DCE Team Chair.

DCE members will be seeing changes in the way we do business. Colleges are moving at different rates, but our adjunct colleagues will be getting college email accounts (this is all but universally done now), and have access to computers and email. Soon they may be receiving availability forms, tentative course assignments, and even contracts, electronically.

The MCCC is moving in the direction of providing electronic methods of enrolling for dues or agency fee deductions or payments. Beginning this fall, the most up-to-date information for our adjunct colleagues will be exclusively online and not sent out with the dues/fees enrollment form. And eventually even this form will disappear, replaced by a web page.

It is our goal to provide the same information available today, in an easy, electronically accessible format. This should allow the MCCC to keep information even more current than it currently does. And it is our hope that all our colleagues, day and DCE, will be using the MCCC web site for all their MCCC needs. ■

## LATE BREAKING NEWS:

### Adjunct Health Bill...

*Continued from Page 1*

"Major praise should go to the Joint Chairs Rep. Patricia Walrath, D-Stowe, and Sen. Richard Moore, D-Uxbridge, for reporting the bill favorably," LeBlanc said. "Thanks are also due to their staffers Sarah Nolan and Brian Cournoyer. Public Service Committee Co-chairs Rep. Jay Kaufman, D-Lexington, and Sen. Patricia Jehlen, D-Somerville, also deserve much credit for getting the bill on the right track earlier this year."

Watch for email updates and more coverage in the next issue of the MCCC News. ■

## 1990 Strike...

*Continued from Page 1*

At North Shore, President George Traicoff told a faculty staff meeting that the presidents felt that DCE faculty "deserved a raise," and this sentiment was expressed by other presidents. Faculty viewed this as disingenuous and too little, too late. On April 20<sup>th</sup> the presidents declared an impasse and imposed their "last best offer."



*Pickers line the entrance to Holyoke Community College during the 1990 strike for a DCE contract. (Photo used with permission of Republican Company all rights reserved)*

The union felt there was no alternative but to strike.

Then MCCC President, Jim Rice of Quinsigamond, sent out the message to all campuses that the Union had authorized a strike of evening classes beginning Tuesday, the 24th. There had been little public discussion of the action to avoid any preemptive action by the colleges. This left very little time for organizing, particularly given that at this time there was almost no email and limited voice mail.

Thirteen chapters participated in the strike, with Greenfield and Mount Wachusett not taking part for various reasons. Overwhelmingly the strike participants were full-time MCCC members. At some campuses most of the adjunct faculty crossed the picket lines, at others there were many adjunct faculty standing on the lines. Full-time members crossed the lines as well, and this caused considerable friction at some campuses. Many full-time members who did not teach DCE classes joined the picket lines in solidarity.

Students were confused as to what to do. Some striking faculty held impromptu gatherings with their students just to let them know what was going on. Many of the evening students were themselves members of unions, and they refused to cross the lines.

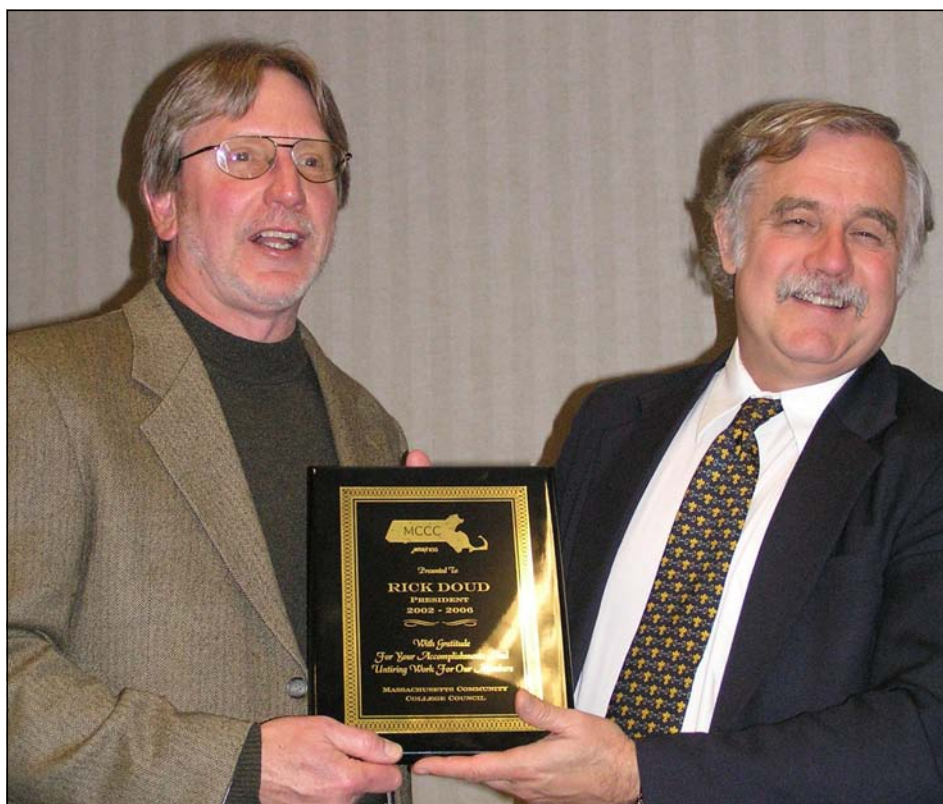
The strike garnered press attention, be-

ing covered by the Boston Globe and Boston Herald, but the more significant coverage came at the smaller city papers. As the strike progressed, management became more aggressive by taking down the names of people, especially Union leaders, on the picket lines and barring strikers from entering buildings. Dennis Fitzgerald, who was the negotiating team chair, was served papers at his home by uniformed police at midnight.


The strike successfully ended two weeks after it started with both parties returning to the table and the resulting contract agreement closely matched the fact finder's recommendations. Although it took some time for the tensions to recede, the benefits achieved, particularly for adjunct faculty, have been extensive. Adjunct faculty are treated equally with full-time faculty in the assignment of DCE courses, and salaries have grown consistently.

Reports estimated that there were about 1500 DCE faculty at the time, which included full-time faculty and staff teaching at night. Compare that with the fact that in academic year 2006 approximately 4300 people have taught courses part-time at Massachusetts community colleges, and this does not include full-time faculty and staff who teach additional courses.

Occurring just as the increasing use of part-time faculty began, a similar action today would be much more difficult to pull off successfully. Current adjunct faculty owe a debt of gratitude to the MCCC members who fought hard to unionize DCE and gain a favorable first contract. While there are many benefits part-time faculty would like to have, and members would always like a better salary, without the 1990 strike it is likely that things would be much worse than they are today. ■



*Phil Mahler presents outgoing MCCC President, Rick Doud, with a plaque of appreciation.*



### MCCC News

<http://www.mccc-union.org>

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