

MCCC News



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Scibelli Retires

Ends An Era: Former MCCC President Named As Successor

On June 30th, Dr. Andrew Scibelli will retire after 20 years as president of Springfield Technical Community College. He is seen by many as ending an era among our community college presidents.

Scibelli has a B.A. from St. Anselm College, an M.Ed from Boston State College and a Doctorate of Education from UMass Amherst. He first came to STCC as a Biology instructor in 1969, later moving into administration as Registrar and then Assistant to the President in 1974. He was named President in 1983.

During his tenure, Scibelli made STCC a powerful contributor to the regional business community. He established the National Center for Telecommunications Technology, the first technology park affiliated with a community college, the first small business incubator in a technology park, the first national community college organization to promote entrepreneurship education and numerous partnerships with companies such as Microsoft, Verizon, Ford and Intel.

STCC is one of the largest colleges in the system, which would always give its president significant influence. But Scibelli's long service to the college and deep connections to the Springfield community made him a force to be reckoned with.

In the community college system, Scibelli has served as president of the council of presidents and was chairman of the collective bargaining negotiating team for the 1995–1998 contract that contained the historic classification study. He was also instrumental in achieving funding when the study was finally completed.

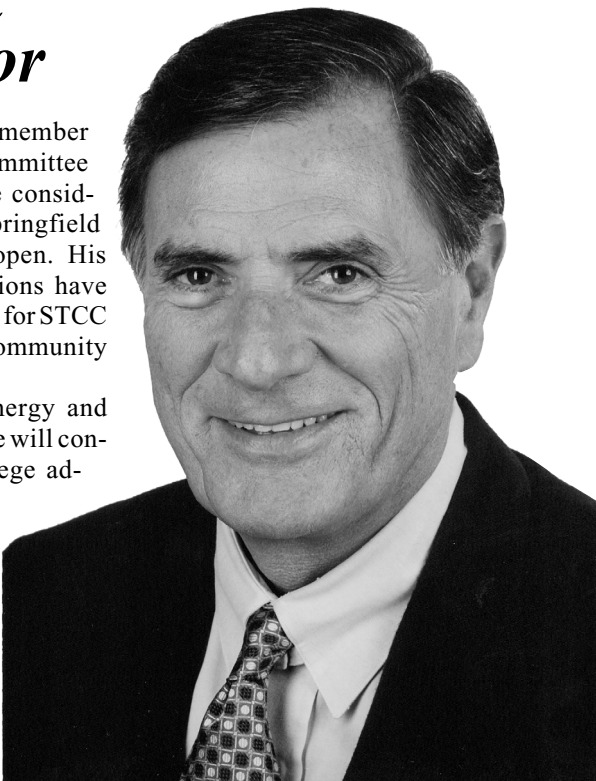
Politically, Scibelli was a member of the Springfield school committee and city council. Last year he considered running for mayor of Springfield when that position became open. His political acumen and connections have enabled him to improve funding for STCC in particular but also for the community college system at large.

At 61, Scibelli has the energy and interest for more challenges. He will continue to teach courses in college administration at UMass and is looking at a variety of business opportunities. He hasn't ruled out future political ambitions.

MCCC leaders have expressed very positive views about Scibelli. Former MCCC President, and negotiating team member, Phil Mahler said, "President Scibelli was good for his word, and a strong leader among the college presidents. He represented us all well in Boston. He is a gentleman, and will be missed. I sincerely wish him the very best wherever his ambitions take him."

MCCC Vice President Joe LeBlanc, who has worked closely on political action with MCCC members from Springfield, added, "Andy Scibelli's employees are proud of their college. They speak highly of their president's leadership in good times and bad. Scibelli has created a wonderful institution, one where management and labor have thrived in an environment of mutual respect."

In an interesting twist, STCC Trust-



STCC President, Dr. Andrew Scibelli

ees have nominated as Scibelli's successor Ira Rubenzahl who is currently president of Capitol Community College in Hartford, Conn. Rubenzahl was president of the MCCC from 1980-1982. Rubenzahl commented that "President Scibelli truly helped to build STCC into an important regional and national community college."

Rubenzahl has not yet been officially appointed to the STCC presidency. There are still a few steps to finalizing his nomination. These steps include negotiating a contract with the trustees and the approval of Chancellor of Higher Education, Judith Gill. ■

Day Negotiations Team Update:

As economy improves, union prepares to negotiate successor agreement

By Joe LeBlanc, Team Chair

With the state continuing to spend from its reserves and the Governor setting contract parameters at 0-0-0, it has been a tough year for negotiations for the MCCC and all state employee unions.

The MCCC's Day Bargaining Team has been working for more than two years. It has prepared a demand package and negotiated a one-year contract extension to 1999-2002 Agreement. With the help of members and consultants, it has researched workload and other issues. The Team will put the finishing touches on its formal demand package this summer and is ready to begin talks at anytime.

The Team spent most of the last year dealing with contract maintenance issues as well as laying the groundwork for future negotiations. In June 2003, the Team received three workload reports. North Shore English Professor Don Williams examined the English/Writing workload issue. His report highlights a limited number of contracts which provide a course load reduction for English faculty.

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Research Report

MCCC Research Coordinator Hilaire Jean-Gilles, made his semi-annual report to the board of directors on April 23rd. These reports provide the union leadership with data that helps them to direct the union's agenda and strategies.

Jean-Gilles has been the coordinator since December 2000. Originally from Haiti, he is employed at Bunker Hill Community College where he is the coordinator of the ACT Center. He also teaches non-credit courses.

He has a B.S. in Management Information Systems and enjoys his union position saying that the best part of his job is "data analysis and interpreting it" adding that, "numbers are fun!"

The report contained a variety of data

comparing the 15 colleges on the average salaries of full-time faculty and staff as well as employment trends. Some highlights are detailed in Table 1 on page 3.

Jean-Gilles noted a general decline in full-time unit members between 2001 and 2003. In 2003 there were 2028 full-time members declining to 1980 in 2002 and 1750 in 2003. Campus employment numbers fluctuated over the period, but only Quinsigamond showed steady increase, albeit very gradual, and Bunker Hill stayed even.

Besides unit members, the report looked at the average pay for various levels of management (see Table 2 on page 3). This data was gleaned from HR/CMS data submitted to the MCCC and includes all of the

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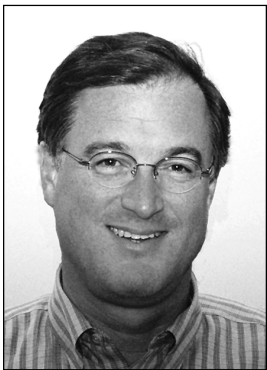


MCCC Research Coordinator
Hilaire Jean-Gilles
(Photo by Peter Flynn)

MCCC / MTA Newsletter
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Strategic Action Committee

Legislature pushes its own reform agenda at the Governor's expense



Joe LeBlanc,
MCCC Vice President

B u d g e t talks continue at an accelerated pace and it's likely the House and Senate Conference Committee will negotiate the details of the \$22.5 million state budget before this column goes to press. By early summer, legislators

will override Gov. Romney's vetoes. They will also likely begin to reform the pension system, strengthen early childhood education, and approve funding to rebuild crumbling courthouses and thousands of units of affordable new housing. While it won't be compared to the New Deal, it's certainly not a bad effort in tough times.

Meanwhile, Gov. Romney seems preoccupied with preventing out of state same sex couples from marrying in Mas-

sachusetts. And let's not forget the proposal to rollback the income tax rate to 5 percent, an idea which even Republican state senators refused to push in the Senate budget debate.

The legislature is pushing its own reform agenda with some success and praise even from Republicans. A and F Secretary Eric Kriss recently lauded several of the Senate's reform initiatives, saying he hopes they survive the conference committee negotiations. Republican senators commended the work of Ways and Means Chair Therese Murray in crafting a budget with no new taxes in an open and responsive process. Senators, taking the lead from President Robert Travaglini's robust example of leadership, are taking many of Romney's election promises and reworking them to their political advantage while also reforming state government.

By the end of this formal session in July, the legislature, not the Governor, may be in charge. And the more than 125 Romney-backed House and Senate candidates may find they're pushing a dog of an agenda by Labor Day. If the Governor can't pick up

eight additional senate seats, his power will continue to wane and the legislature will be very much in control for the next two years.

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The State House News Service provides a good list of issues to follow during the conference committee deliberations: charter schools moratorium, nurse staffing levels, marriage rights for out-of-state same-sex couples, transportation agency reorganization, prescription drug pricing controls, Lottery advertising budget, stem cell research codification, welfare work rules, plans to crack down on pension abuses, sex offender tracking, major rainy day reserve fund withdrawals, the extent of reimbursement relief for hospitals that provide free care, and toll and tax relief for frequent turnpike and public transit users. Watch for plenty of commentary about how many of these issues survive the conference committee negotiations.

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And about those points... State revenues are running about \$500 million ahead

of projections for FY '04. As of May 25, we have lobbied more than 25 legislative leaders to urge them to fund our 2002-03 contract extension in a supplemental budget due to be enacted before the end of July. By paying us our points for additional academic credentials and for changes in rank, years of experience, seniority and post-tenure evaluations, the legislature will preserve the integrity of our classification compensation structure through April, 2003 at least. Our request is reasonable even in the worst of times: a 0.8 to 1.2 percent increase for full-time community college faculty and professional staff.

In fact, we hope BHE agrees to do the right thing and extend our contract (and funds our points) through June, 2004. Our cause is just and our request most reasonable considering that the national average for salary increases for public higher education last year was 2.2 percent. Don't miss our next issue. We'll wrap up our coverage of our spring and summer political action efforts and our success or failure in lobbying to pay those points. Best wishes for a wonderful summer! ■



SAC members meet with Sen. Joan Menard (D, Somerset) in her State House office (from left) MCCC Vice President, Joe LeBlanc; Sen. Menard; SAC members Donnie McGee, Bristol and Brooks Smith, Cape Cod.



Sen. Harriette Chandler (D, Worcester) met with constituents and SAC leaders at the MCCC office in Worcester. From left SAC co-chair, Sandy Cutler; Sen. Chandler; MCCC Vice President, Joe LeBlanc; and Quinsigamond members Bob Gillies and John Solaperto.

Research Coordinator Vacancy Announcement Application closing June 25

Per policy a vacancy is announced for the position of Research Coordinator effective July 1, 2004.

This is a Professional Staff Coordinator unit position. It provides a stipend and reassigned time opportunity.

The MCCC Research Coordinator collects, maintains, archives, analyzes, and reports on data related to day and DCE contract maintenance, bargaining, professional development, organizational operations, member benefits, economic and other data related to employment in community colleges statewide and nationally.

The primary responsibility is to maintain all contractually mandated data, to analyze this data, and to report on it as needed to the day and DCE grievance coordinators, the Board of Directors, and bargaining teams.

This coordinator works to get the job done efficiently and with minimal supervision, taking direction from the president. This position reports to the President or the President's designee.

Writing and oral expression skills, computer applications and ability to work with MCCC leaders required. Knowledge of Day and DCE Collective Bargaining Agreements preferred. Knowledge of basic statistics desirable. Compensation and expenses are per MCCC policy and the MCCC-PCA Agreement. An initial appointment is for two years. See <http://www.mccc-union.org/ResearchCoordinator> for a full job description and application procedure. ■

Report Your Dental Insurance Concerns

Anyone having concerns about the Met Life dental plan should report them to:

Abe Sherf
402 Paradise Road
Swampscott, MA 01907
Fax or Phone 781-592-1330

President's Message

(Editor's note: This is a reprint of the presentation President Doud made at the May 8th Delegate Assembly.)



*Rick Doud,
MCCC President*

provide outstanding service to our members. 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: www.mccc-union.org.

Day Contract Extension

As you are very well aware, the one year contract extension agreed to by the BHE and ratified by our members was never filed by either Governor Swift or Romney. On April 23, 2003 the BHE and the college presidents made a commitment

Central Office

The MCCC Central Office continues to be a great investment for the MCCC. Thanks to the hard work and dedication of Treasurer Phil Mahler and our three office employees we continue to provide

to fund the points payout retroactive to April 1, 2003 whenever the extension or a successor collective bargaining agreement is funded by the legislature. The MCCC, MTA, and the college Presidents have been lobbying the legislature at every opportunity, trying to get legislation passed that would provide funding for our points. In addition, through the BHE we continue to lobby the Romney administration to file similar legislation. I know this process has been painstakingly slow, but eventually we will get our money. At the April BOD meeting, the Board adopted a motion requesting all chapters go on Work-to-Rule on September 1, 2004 if the contract extension has not been funded.

Successor

The Day Bargaining Team, chaired by Joe LeBlanc, has been meeting since the fall of 2001. The team has issued a demand to bargain, and continues to refine its demand package. The Romney administration has informed the BHE that any new contracts that include salary increases will not be funded. The MSCA is currently in mediation over a one year extension in which they were offered no pay increases by the state. All other higher education units have contracts that expire June 30, 2004 so we are all in need of new 3 year agreements.

Appeals

With the help of the college Presidents, we have agreed to a new protocol for all future faculty and professional staff appeals. This new committee will begin meeting after July 1, 2004. The committee will consist of four MCCC unit members, and four members selected by the Presidents. We will no longer be relying on outside consultants to assist in the appeals process, so all future appeals should be decided much more quickly. The committee will first handle the appeals of all faculty hired since the implementation of the study, and then all professional staff hired since that time. Thanks to our MTA consultants, Vice-President LeBlanc, as well as college HR employees for making this a reality. Even though the first round off appeals took too long to complete, the total payout on the first round was approximately one million dollars.

DCE Contract

The DCE Team has been in negotiations with the employer over a new three year collective bargaining agreement. The DCE Team is chaired by John Palmer (QU), with Jane Arnold (MX) serving as recording secretary. Other members of the team are: Patrick Seyon (RX), Divya Taylor (NE), Michael Dubson (MX), Don Williams (NS), Joe Rizzo consultant to the Team, and Michelle Gallagher as team spokesperson. Given the

difficult state budget cuts over the last few years the Team faces a difficult task and needs the support of the entire MCCC.

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. Obviously during this fiscal crisis getting such legislation funded is highly unlikely. However, if we can get these proposals costed out, we may be in a position to get some funding for such legislation when the economy improves. The over reliance on both part-time professional staff and part-time faculty continues to be a concern for all of our higher education unions.

The Months Ahead

We must continue to use political action and campus activism to:

- Fund the April 1, 2003 points payments
- Maintain our current pension system
- Restore college budgets to offset the last three years of cuts
- Fight any efforts by the Governor to eliminate our collective bargaining rights
- Restore state tax revenues and fight Romney's plan to reduce income tax rates
- Complete negotiations for new three year contracts for both DCE and Day units.

In Solidarity,
Rick



Former MCCC President Tom Parsons presents the Jon G. Butler Award to Ned McGuire

May 8th Delegate Assembly

Over 100 MCCC members spent their Saturday deliberating the direction of the union for the upcoming year. This number well surpassed the minimum quorum requirement. They made this sacrifice to approve the annual budget and to debate and vote on various proposals.

After reports by the officers and a presentation by MTA President Cathy Boudreau, the Jonathan Butler and Raymond Lemieux Awards were presented.

The major activity of the Delegate Assembly is approval of the budget as prepared by the Finance Committee and recommended by the Board of Directors. This year's budget deliberation was not controversial. Treasurer Phil Mahler presented the budget and explained that there would

be no increase in the MCCC portion of dues, but that he anticipates a dues increase will be necessary next year.

What did provoke extensive debate was a proposal to change the MCCC bylaws to give part-time members an equal vote to full-time members in MCCC elections. A number of members, both full- and part-time, made impassioned speeches in support of the proposal. Other members spoke of the historical reasons for the difference and pointed out that there would be unexpected ramifications if the change were to be made.

The proposal was defeated, but there was general agreement that the union would develop information about the issue and the impact of any changes. How and when his would be presented was not determined. ■

Directors' Notes

At the April 26 meeting of the MCCC Board of Directors the following actions were taken:

- The Board adopted the Proposed FY'05 Budget (as printed in the May issue of the *MCCC News*) to recommend to the MCCC Delegate Assembly.
- The Board voted to pay JBL Associates \$5000 to complete the second phase of its analysis of the classification data related to professional staff positions.
- The Board voted to recommend that all chapters go on Work-to-Rule beginning September 1 if the Day Contract extension is not funded by July 1. ■

Research...

Continued from Page 1

colleges except Massasoit, which did not submit the required materials.

The report also summarized the results of the 03 Survey that the MCCC conducted to determine the numbers of full-time members who had previously been employed as "03 consultants." The report detailed the number of affected members and the amounts of time they served in the 03 category. *(Editor's note: Sen. Joan Menard, pictured elsewhere in this issue, has introduced a bill to give retirement credit for 03 time.)*

Of the 168 members who responded to the survey, over 70 percent were female. Massasoit, North Shore and Northern Essex had the highest numbers of respondents with 22, 21 and 19 respectively.

Although legislation will be required to make 03 time creditable towards retirement, 14 percent of respondents said they were unwilling to engage in lobbying activities. Seventy-seven percent were willing to lobby, and the survey suggests that they can begin by lobbying some of their colleagues. ■

TABLE 2. Numbers of full-time faculty and full-time staff at each college and the average salaries of each group.					
College	Faculty	Staff	Total	Avg Fac. Salaries	Avg Staff Salaries
Berkshire	48	14	62	\$52,028	\$45,998
Bristol	90	27	117	\$53,044	\$45,536
Bunker Hill	111	58	169	\$56,594	\$44,746
Cape Cod	61	13	74	\$55,526	\$50,172
Greenfield	51	11	62	\$52,771	\$49,599
Holyoke	107	22	129	\$51,969	\$44,549
Mass Bay	72	22	94	\$51,620	\$45,612
Massasoit	119	34	153	\$56,453	\$43,035
Middlesex	106	38	144	\$53,562	\$46,529
Mount Wachusett	67	8	75	\$55,100	\$45,293
North Shore	114	54	168	\$54,349	\$45,243
Northern Essex	89	30	119	\$53,976	\$44,246
Quinsigamond	105	21	126	\$49,843	\$46,777
Roxbury	55	13	68	\$54,394	\$44,949
Springfield Tech	143	47	190	\$56,256	\$50,249
Total Employees	1338	412	1750		

TABLE 2. Salary statistics for top community college administrators.			
Positions	Avg Salary	High Salary	Low Salary
College President	\$144,365	\$173,712	\$121,272
College Vice President	\$99,265	\$119,059	\$43,615
Deans	\$82,094	\$108,000	\$41,460
Assistant Deans	\$74,508	\$109,244	\$59,150
Associate Deans	\$74,572	\$94,577	\$57,000

Day Negotiations Update...

Continued from Page 1

STCC Science Professor Carole Dupont wrote a science lab ratio report, which provides data to support our position that the ratio should be 1 to 1. Retired Holyoke Nursing Professor Jean Tillman prepared a 143-page report detailing the nursing workload issue, once again advocating for the 1 to 1 ratio. This research was presented to the faculty workload committee instituted under the 2002-2003 contract extension.

The Unit Prof. Staff Ad Hoc Committee is also assisting the Team in examining the appropriateness of the classification system. Members have examined 182 contracts from all the classification states plus Connecticut. Only California remains unfinished with its 63 separate contracts. Contact Team Chair Joe LeBlanc at mccc_vp@comcast.net to volunteer for this important project. Watch for a story detailing the results in an upcoming issue of the MCCC News. MCCC Research Coordinator Hillaire Jean-Gilles has also assisted the Team by analyzing full-time and part-time numbers as well as examining non-unit administrator numbers and salary trends.

Research consultant John Lee has completed his preliminary analysis of prof. staff classification issues. His work supports the use of the Archer System to provide the underlying structure of the Classification System. It also suggests several ways to make the system more equitable. Once the BHE matches the \$5,000 funding the MCCC approved in April, Lee will analyze selected contracts from the classification states with follow-up interviews.

Lee has also proposed two additional projects for the Team. The first will recreate and update the long-delayed Market Analysis. This will allow the MCCC's research coordinator to update the Market Analysis each year. The second will provide

vide the union with an analysis of alternative salary systems for use in future bargaining.

It has been a busy year for impact bargaining, a process which allows the union to negotiate the impact of a variety of local and statewide issues. Since July, 2003 the Team has negotiated the impact of the following:

- Student evaluation form: the new form and process was successfully implemented after a trial run in spring 2003.

- Mass. Bay faculty office renovations: member health, safety and privacy concerns have been addressed with the exception of one issue, which will be grieved.

- STCC asbestos abatement project: an MOA is ready to be signed at presstime.

- Berkshire and NECC retrenchments: budget cuts and program changes caused the retrenchments of prof. staff unit members in summer, 2003.

- Mass. Bay cost cutting measures: in the most controversial move by management in the last year, several prof. staff positions were cut to 11 months, a decision management later rescinded.

- Affirmative Action policy: An MOA has been signed in the most comprehensive revision of this policy since the 1990's.

- Bunker Hill program reorganization: the impact of proposed program changes was negotiated. Management's plans have been adjusted with some measure of job protection provided.

- Future impact bargaining negotiations will include the employer's trend of hiring outside the grid, Berkshire and Quinsigamond Advising Centers changes, NECC's use of half-time faculty, and variations in CORI check policies.

In an effort to improve communication with the DCE Bargaining Team, both teams met jointly in April for the first time in many years. Discussion focused on Article 16/17. The teams will meet again over the Day Team's proposal for full-time faculty to have the right to voluntarily teach a course in the evening.

Special thanks are due to team members who have been working without release time or stipend: Phyllis Barrett, Rick Doud, Phil Mahler, Kathleen McDonough, Gail Stuart and Brooks Smith. Smith recently retired and is no longer serving on the Team. ■

COBRA Dental Benefit for Retirees

Any full-time MCCC unit member is entitled to continue their dental plan after separation from state service whether it be retrenchment, resignation or retirement. This benefit was mandated under the Consolidated Omnibus Budget Reconciliation Act (COBRA).

The dental program is not a GIC program like health insurance, but is managed by the Health and Welfare Trust, which has members from both the management and union camps. An \$8 weekly per/member contribution is made into the fund by the BHE according to the collective bargaining agreement.

Members who are over 65 are eligible to extend the dental plan for 36 months after separation. Those who are under 65 when they leave are eligible for an 18 month extension.

Participants must make the contribution themselves if they want to continue coverage for this period. As of April 1, 2004, the monthly contribution is \$19.95 for a single plan and \$53.88 for a family plan.

The COBRA program is managed by McKenzie and Company at 48 School Street, Boston. They will contact anyone who leaves state service to begin the application process. ■

Chapter Treasurers Meet



The MCCC Office, led by MCCC Treasurer, Phil Mahler, hosted chapter treasurers and others in two separate meetings in late May. The purpose was to review membership procedures and financial policies. Standing left to right: Aaron Poirier, MCCC Member Services; Phil Kennedy, MCCC Operations Manager; Lois Martin, Massasoit; Geri Curley, Bunker Hill; Bonnie Toothaker, Mt. Wachusett; Pam Donahue, Northern Essex; Mustafa Mohamed, Roxbury. Seated left to right: Ron Lister and Greg Sethares, Bristol; Norman Beebe, Greenfield. Meeting at a separate meeting were Nancy Zuber, Berkshire; Gail Guarino, Cape Cod; Peyton Paxson, Middlesex; Karen Cox, Quinsigamond; Ken Czuchra and Carol Mathison, Springfield Tech; and Mamie LeBlanc, MCCC Member Services. ■

MCCC Committees Seeking Volunteers

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 in September. 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 members.


- 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 for its review and recommendations.

Contact Rick Doud, *MCCC President*, to apply or if you have any questions at: tel: 978 256 7345; email: President@mccc-union.org; mail: Committee Appointments, MCCC 27 Mechanic Street, Suite 104, Worcester, MA 01608



Former MCCC President Susan Dole presents the Raymond Lemieux Award to Geri Curley



MCCC News

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

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