

MCCC News

MTA/nea

208

The Official Publication of the *Massachusetts Community College Council* / Volume 19, Issue 5 / February 2018

Candidates for MCCC Officers *For President*



Claudine Barnes

My name is Claudine Barnes and I ask for your vote to serve you as MCCC President. The MCCC will be entering a new, challenging era with the upcoming Janus decision and we need strong and knowledgeable leadership to guide the union with integrity, honesty, and trans-



Margaret Wong

Twelve years ago, not yet tenured, believing in my union, and certain it was worth fighting for, I declared my candidacy for MCCC President. I did not prevail in 2006. However, undeterred, aware then, as I am now, that the good of the MCCC transcended my personal

NOMINATIONS FOR MCCC AWARDS DUE MARCH 1:

- Butler Award for Outstanding Chapter President
- Lemieux Award for Outstanding Contribution to MCCC, MTA, NEA
- Palmer Award for Outstanding Service to the MCCC by an Adjunct
- McGee Award for Outstanding Contribution in Political Action

(Forms and Requirements are available on the MCCC website: www.mccc-union.org)

Candidates' statements continue on page 2

For Vice President



Rosemarie Freeland

I believe MCCC members want confident, thoughtful, and concerned leaders. I am Rosemarie Freeland. I am that leader. Respectfully, I ask for your vote for the office of Vice-President.

I am a trustworthy, dependable and clear headed Professional Staff member

For Secretary



DeAnna Putnam

Thank you for electing me in 2016 as an adjunct faculty member to serve as MCCC's statewide Secretary. As a new, emergent leader within MCCC, I look forward to continuing in this capacity.

MCCC's statewide leaders are responsible for the professional well being

For Treasurer



Gail Guarino

Union Experience:

- 20+ years working at the Chapter and State level for the MCCC. I have been the chapter grievance officer for 20+ years, so I have an excellent working knowledge of the Day contract.

MCCC ELECTIONS

Watch for ballot mailing in early March with information on electronic voting procedures for Officers, At- Large Directors, NEA-RA and MTA Annual Meeting Delegates.

MCCC Delegate Assembly

April 21, 2018.

Chapters must elect their delegates prior to the meeting.

Talking Numbers

by Laurel Santini, Associate Professor, English,
Massasoit Community College

I'm a full-time English professor who wants to talk numbers.

10: That's the fewest number of minutes I'm able to spend reading and commenting on one student essay. Generally, it takes me 10 to 20 minutes, depending on the paper's coherence, length and complexity.

2: The number of drafts students write (minimum) for one essay assignment.

5: The minimum number of drafts I read over the course of a semester for one student.

Now try this sum:

15 (minutes, avg. time to read/comment on 1 draft of student paper)

x5 number of drafts 1 student will turn in)

75 minutes to read/comment on one students' essays for the semester

x22 (number of students in 1 course)

1,650 (minutes to read/comment on essays in 1 writing class)

x3 (number of English Composition 102 courses I taught last spring)

4,950 minutes to read/comment on essays for three courses in the semester

That is 82 hours.

Those 82 hours **do not include** time spent evaluating the *other* work of the course (discussion posts, reading responses, annotated bibliographies). They don't include time spent sitting with students after class or responding to their requests for feedback via email or Canvas. They don't include time preparing for class or time spent prepping and evaluating the work from my other two courses, which also required writing.

I enjoy my job but have grown frustrated by the time it takes to do it well. Per our contract, instructors are allotted four hours of preparation for the first section of a course taught and two hours for each subsequent section. For writing intensive courses, this workload computation is woefully inadequate. To stay within it, I'd need to shorten my response time to roughly five minutes per student paper. I've worked to find ways to be faster; to meet with students individually during class to discuss their papers, to eliminate required drafts, but I must ultimately do what benefits students who expect and deserve thoughtful feedback on their work.

All my colleagues across the College work hard; however, writing instructors **and** those who frequently assign writing in their courses spend a disproportionate amount of time evaluating student work without recognition in our contracts and workloads. I ask that this imbalance be addressed and that we have frank conversations about how our grading workloads align across departments. Let's talk about the numbers

Candidates for MCCC Officers . . . *Continued from front page*

Claudine Barnes

parency. We need to focus our energies on management, the state legislature, and the governor. Some ideas: engage in a membership drive and improve how we reach out to members; improve strategic action; make it easier for members to participate; outreach to each chapter; and continue to improve the working conditions and wages of part-time professional staff and faculty. The more unified we are, the greater success we will have in the future.

I have spent years in different union leadership roles in my CCCC chapter and at the state level fighting for *all* of our members. I take on challenges, listen, fight for fairness, and fight for what is right. I have led negotiating teams, improved wages and contract language for faculty and professional staff including the implementation of salary grids, served as MCCC Secretary, engaged in strategic action, and have vigorously enforced our Day and DCE contracts in my chapter and impact bargaining. I serve on the Board and Executive Committee, and Day Negotiations Team. I am a chapter president, have served on Day and DCE MACER, and understand how to bring union members together with trust and a strong commitment to ourselves and to our students. For our union, together. ■

Margaret Wong

situation, I moved forward and became even more involved.

Today, tenured, vastly more educated about our union, I am again running for MCCC President. Armed with experience drawn from being Chapter President, working with Day and DCE grievances, serving on multiple bargaining teams, the MCCC Executive Committee, the MCCC BOD and MTA BOD, etc., I am ready and able to fight for the well-being, profes-

sional progress, and fair treatment of every individual served by the MCCC.

Right now fundamental differences of purpose among part-time and full time professional staff and faculty divide us. Competition for increasingly scarce resources has fully exposed and highlighted our differences. Our union is propelling toward the brink of permanent division at a time when destructive anti-union forces are threatening our very right to fight collectively for appropriate compensation and working conditions—when solidarity is more important than ever.

Fair-minded, experienced leadership is critical at this juncture. As MCCC president I will use the full measure of my union experience and expertise to address our internal challenges and the external threats to our union. For specifics go to mwong4mcccprez.org, where I lay out my platform and goals and invite feedback.

I ask for your support and for your vote. ■

Rosemarie Freeland

since 1999. My values and lived experience, combined with a GCC education (1991-1993) prepared me well for both my work with students and the MCCC. I cut my activism and advocacy teeth as a grassroots welfare rights organizer during the height of 1990's welfare "reform." The critical analysis and active deconstruction of oppressive systems absolutely informs my interest in MCCC Strategic Action leadership. SAC was intentionally included in MCCC organizational structure to better assert our collective MCCC voice at the public policy making table. The corporate-funded war against public sector union, in the form of Janus vs AFSCME is a reality that cannot be ignored by leadership or our membership. Facilitating and maximizing our collective potential as an

influential, member-engaged union is my primary focus. I have breadth and depth of MCCC knowledge which encompasses all facets of our union: Day and DCE contract enforcement; demonstrated leadership at both my chapter and statewide; Professional Staff advocacy on the Day Negotiations Team and Salary Grid Committee. Our colleges continue to exploit the labor and good will of DCE faculty and part time Professional Staff and we must create a shared vision together to end the unequal distribution of academic and professional labor and the resources obtained in our names.

In solidarity. ■

DeAnna Putnam

of thousands of faculty and professional staff. Candidates must not act based on personal ambition, but we must consider what our real talents and abilities are. Our members' jobs depend on our honest self-assessment and real ability to serve. It takes energy, savvy, and experience to deal with our contracts, the requirements of labor law, and daily battles with Management. I have considered all this in choosing to run for re-election.

When first elected, I had specific goals. Aside from keeping honest and accurate minutes, these included and still include, Equal-Pay-for-Equal-Work for adjuncts and evaluating our relationship with MTA. I also wanted to show my commitment to ALL members, both Day and DCE, not one unit over the other. I believe I have done that during a very rough period in MCCC history. I am not afraid of confronting Management, nor am I afraid to stand up to wrongdoing within our union. I enjoy fighting for your best interests.

Hired to teach philosophy at BHCC in 2010, I served as BHCC's DCE Grievance Rep and DCE MACER Chair, and I

have served twice on the DCE Negotiating Team. I have seen how MCCC members demonstrate astonishing dedication to our community college students. ■

Gail Guarino

- Currently MCCC appointed Treasurer
- Served as my chapter's President, Vice President, Secretary, Treasurer, and DCE Coordinator.
- MCCC Secretary for 4 years.
- MCCC Director
- MCCC Finance Committee for 10+ years
- MTA Annual Meeting for 15+ years
- NEA Representative Assembly Delegate 8 times
- NEA Higher Ed Conference Attendee Bargaining Experience:
- Member of two MCCC DCE Negotiating Teams. I served as the secretary for one of the teams.
- MCCC Personnel Committee Chair for 4 years. Successfully negotiated PCA contract.
- Appointed to new Day Negotiating Team

I would bring years of experience and service to the Treasurer's job. Thank you for considering me for the Treasurer's job. ■

MOVING?

Please make sure the MCCC has your correct mailing address.



This affects receiving the newsletter, elections, important mailings and notices.

Call the office at
1-877-442-MCCC toll free
or go online at
<http://mccc-union.org/ChangeMyAddress/>

In Solidarity

Union Solidarity—“An Injury to One Is An Injury to All”

Since the announcement of my election as MCCC President in March 2016 and before I even took office on June 1, 2016, I have been, and I remain, a polarizing figure in the MCCC, my every move distrusted, with the worst of motives ascribed to me. So let me be clear: I am **not** a candidate for re-election as president of the MCCC. It is my hope that fresh voices will be elected to give the MCCC a chance to start anew, and I offer a few thoughts on that.

At least three issues need to be addressed: (1) the level of venom directed at people trying to do what they think is best for the members, (2) the attempts to block new initiatives and involvement by new people, and (3) the information blockages that make it hard for people to know what is going on. Let me briefly address each of those points, and suggest in the broadest terms what I think is needed to move forward—what the members deserve.

First, we need to address the tone inside the MCCC. When I proposed to Board members that we drive together to an MCCC meeting, one person, whom I had thought of as my friend, wrote to me (before I'd been on the job a month) that “I don't want you in my car or anywhere close to me, ever.” A chapter president said he would call security if I attended a chapter meeting, explaining that “It is not a veiled threat, and it is meant to intimidate you.” Moving forward, MCCC leaders need to agree to provide space for alternative views and to learn how to disagree without being disagreeable.

Second, our aim should be to welcome those who want to engage with union activity. We need to find ways to incorporate people who do **not** already have years of experience. They bring new perspectives, networks, and energy. When a new generation wants to engage, and gets rebuffed or ill-treated, that sends the message that the existing MCCC leadership is a closed club. Too often, that is true: seven of our Directors are receiving the equivalent of a 3-credit Step 2 DCE course (currently valued at \$3,423; e.g. \$1,141 per credit x 3 credits) for one reason or another, and many have served for years and years. We should implement a term limit on MCCC board members—just as our parent organizations, the MTA and the NEA, have done.

Third, it is a crazy situation to elect a President and then tell her that she can't communicate directly with the members (except once a month through this column). In the MCCC, and only in the MCCC, the President's messages are to be sent to chapter presidents, who then decide whether or not to pass on the news to chapter members.

Leading the MCCC would be a huge challenge in the best of circumstances. Public education is under attack everywhere, as are public sector unions. Community colleges are the poor step-children of the system, with lower pay, higher teaching loads, and fewer resources than the state universities or UMass. Full-time faculty are being replaced by adjuncts, who are paid and treated disgracefully. In

our system, “Equal Pay for Equal Work” becomes a radical demand, when it should be the most basic starting point that all can accept. Our efforts to build a strong DCE bargaining team and campaign have repeatedly been thwarted.

The MCCC has more agency fee payers than all K-12 locals combined. In June, when the Supreme Court is expected to issue its Janus decision abolishing agency fee, the MCCC will lose more members than any segment of the MTA. Keeping our DCE members would be a huge challenge if MCCC leadership had the best will in the world, with a union that was working together, with a shared commitment to making adjunct issues a priority. I was elected in significant part to try to address adjunct issues; I have to confess that (so far) I have failed—and the MCCC has failed with me. It would be hard for anyone in the MCCC to argue, with a straight face, that we have made equal pay for adjuncts a priority for *all* our members.

My term ends on May 31; new officers will be seated in June. Whatever the outcome of statewide and local chapter elections, it is clear to me that if we continue in the old way, with rancor and pettiness, with efforts to keep all union positions within the hands of those who have been involved for years, with information flows blocked, with adjunct issues neglected—then we will have a rocky future. It's time for the MCCC to turn over a new leaf, to bring in new leadership at every level, to open up the process, to set a

new tone, and to address issues that for too long have been swept under the rug. If you are still reading, I urge *you* to get involved, to put yourself forward as a

candidate, to elect new chapter leaders, new board members, and to think about new ways for the MCCC to operate. The MCCC can be a tremendous force for good; with your participation, it can realize its potential. ■



Diana Yohe,
MCCC President

Unions Push Back on GIC

On Jan. 18, giving only two weeks notice before final approval, the Massachusetts Group Insurance Commission proposed major changes to the health insurance carriers for about 200,000 state and municipal employees, causing a public uproar that united state employees to action before the Feb. 1 final vote.

The proposal would have reduced the number of insurance carriers from six down to three for active employees, and down to two for retirees. The three eliminated (Fallon, Harvard Pilgrim, and Tufts) were all Massachusetts based. The change was expected to save \$20 million.

Complaints arose immediately after the announcement. Former MTA Vice President Tim Sullivan is a labor representative, and he said he only heard about the proposal the day of the announcement. Attorney General Maura Healy was investigating whether the state's open meeting law was followed.

Even Gov. Baker chimed in that he thought the process was flawed. Although, given that he appoints the commission members, it is hard to believe that he was completely unaware of what his appointees were doing.

Union members were activated. A rally was held for a broad coalition representation the ALL-IN campaign on Tues. Jan. 30 at the Boston Teachers' Union to organize protests against the GIC carrier changes.

The message was heard by the GIC, and on Feb. 1 a vote was taken to restore all of the current insurance carriers. This was a clear example of union power in action.

Organized action by union members was able to overturn this decision by the un-elected commission. But further action may be necessary if the GIC tries to reduce costs by increasing deductibles and co-pays. ■

CANDIDATES FOR PART-TIME/ADJUNCT AT-LARGE DIRECTOR



Margaret Crowe

We Adjuncts teach 70% of our Community Colleges courses. We are the majority! It is important that we are a vocal and active part of the MCCC. I want to encourage my fellow Adjuncts to seek out agency fee payers among their colleagues and urge them to become full union members. The current political



Carol Gray

I am currently serving as the Adjunct Faculty / Part-Time Professional Staff Director and I hope you will consider voting for me to serve another term. I began teaching at Greenfield Community College in 2007, teaching courses in Criminal Justice and later Political Science. I am part-time professional staff at Holyoke



Linda Grochowalski

I'm running for the MCCC Board of Directors seat as Part-time/Adjunct Director. An active union member since 2002, I served 2 terms as my chapter's VP, 12 years as DCE grievance coordinator, as state-wide and chapter adjunct representative, and as a charter-member of the Adjunct Committee (chair in 2016-2017).

Candidates' statements continue on back page

Know Your Day Contract

February 2018

- Feb. 15** First year professional staff evaluation conference (p. 59).
- Feb. 15** Presidents' Day holiday
- Feb. 20** Course materials returned (p. 57).
- Feb. 28** Preferred schedules and courses submitted (p. 44).
- Feb. 28** New full and part-time hire list due MCCC.

March 2018

- March 1** Notice of non-reappointment (first through fourth year) (p. 43).
- March 5** Proposals due for unpaid leave of absence for fall semester (p. 30).
- March 15** Dean's recommendations for Title change due (p. 66).
- March 15** Unit Personnel Practices recommendations for tenure due (p. 44).
- March 30** Department Chair evaluations (p. 76).
- March 31** Fall assignments to faculty, full-time schedules to chapter (p. 47).

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. Cited page numbers at right are from the 2015-2018 Agreement. ■

DCE Goes to Mediation

John McColgan, chair of the DCE negotiating team made a report to the MCCC Board of Directors explaining the status of negotiations and the preparation for the agreed upon Mediation.

After a year and a half of negotiating, some progress has been made in improving working conditions and benefits for adjunct members. But the major sticking point is pay.

The last 3-year contract ran from June 1, 2013 to May 31, 2016 and contained an additional "outside year" raise for Jan. 1, 2017. The MCCC had negotiated a few contracts with the additional year pay raises because it had frequently taken a year or more to get a new contract after one expired.

In the current negotiations, management is insisting that the "outside year" raise from the old contract must be the first raise of this 3-year contract. Although the DCE contract is between the MCCC and the 15 community colleges, the state Department of Higher Education is driving these negotiations that are being led by Mike Murray, Director of Employee & Labor Relations.

There are several state employee contracts currently being negotiated, and the governor's office has decreed that no contract will exceed 5 percent over three years. Because the last DCE raise was 4 percent, all the state is offering the MCCC DCE is an additional 1 percent for the last year of the contract.

The MCCC has been committed to bringing adjunct salaries closer to parity with full-time faculty salaries. McColgan explained some of the strategies our team has tried to get adjunct salaries on a path to parity, but management has not moved off of their initial position. And the union refuses to accept the 2017 raise as part of this new contract.

With a stalemate on the critical salary issue, the parties have agreed to go to Mediation over a set of specific issues. Dates have not been set yet, and the teams continue to meet and negotiate over different issues.

Mediation brings in a neutral person to hear the positions of both parties and who tries to get them to agree to a solution. Mediators do not impose a solution, but they may make recommendations.

Members are urged to join in contract actions on their campuses. McColgan urged increased action while waiting for mediation. The team and the Board of Directors are taking actions. But nothing can replace the power of members showing how upset they are at the meager pay offer.

The latest Bargaining Updates are available on the MCCC website mccc-union.org. ■



#Respect4MCCC.



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MCCC News

<http://mccc-union.org>

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

Part-time/Adjunct At-large Director Candidates...

Continued from page 3

Margaret Crowe

climate is bringing many forces to bear against us. Our solidarity is more critical than ever.

I support the decision to go on work-to-rule in response to the abhorrent decision of the GIC to limit insurance choices for state employees. However, it is also important that we stay on work-to-rule until there is a fair and equitable DCE contract, giving Adjuncts access to those same benefits. It is sometimes mooted that work-to-rule does not impact Adjuncts. As my fellow Adjuncts know, just because we are not contractually obligated to serve our colleges by sitting on committees, holding office hours, or writing letters of recommendation, does not mean that we do not actually do these things. Because we are first and foremost educators, who prioritize our students, management counts on their ability to exploit our commitment to our students to obtain woefully under-compensated labor. As long as DCE courses continue to be a "cash cow" for the colleges, they will have every motivation to hire more Adjuncts and reduce full time opportunities. This is in no one's interest, but management's.

As your At-Large Member of the Board, I will make sure that all our voices are heard. ■

Carol Gray

Community College where I have been a Professional Writing Tutor since 2015. My background before teaching was that I was a public defender. I'm currently working on a doctoral degree in Political Science at UConn.

I am passionate about equality in our union and in our colleges. As an adjunct, I know first-hand the harsh reality of job insecurity, inequitable wages, and lack of benefits. I served on the bargaining team for Adjuncts/DCE from 2012-spring 2013, am a former co-chair of the statewide Adjuncts Committee, and am currently a zealous advocate for equality in my role as a MCCC Director. I believe pay equity and job security for adjunct faculty should be top priorities for our union. I have been concerned that our MCCC Board has not been as zealous as it should be for the rights of adjunct faculty. With contract negotiations going on right now and Management not budging on the issue of pay equity, we need the full support of all union members to try to push as hard as possible in bargaining.

I would be happy to hear from any part-time professional staff and adjunct faculty in our union about concerns you have. Please contact me at carol-gray_2000@yahoo.com. ■

Linda Grochowalski

As a member of two DCE Bargaining Teams, I helped the previous team gain the largest raise in recent memory; currently I am fighting for equal pay for equal work in the contract now being bargained. My focus is, and always has been, on our members—not my personal benefit—particularly to ensure part-time voices are heard in order to move toward full equitable treatment, respect, and a spirit of collegiality that will help our Union become stronger.

Fully committed to fighting for contingent faculty's and professional staff's rights, I helped rally faculty and staff at my campus to support the full vote for part-timers, and I served as chair of the DCE MACER committee on my campus, the first chapter state-wide to form one. Recognized as the second John Palmer Award winner, I believe that the best way to make positive change for contingent and professional staff is to work WITH, not against, all union constituencies, which I had done successfully for 6 previous terms on the Board.

I would appreciate the opportunity to continue to represent you as a strong, thoughtful, and respected voice on the Board, to help bring healing instead of division. I welcome your vote. Thanks! ■