

MCCC News



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Romney Vetoes Contract Funding

By Joe LeBlanc, MCCC Vice President

In a move rife with political gamesmanship and illogic, Gov. Mitt Romney vetoed \$32 million earmarked for retroactive raises for public higher education workers. The vetoes included the MCCC's \$3.7 million contract extension, which promises full-time faculty and professional staff .8 to 1.2 percent salary increases.

The governor defended his veto while attacking the legislature for refusing to cut the income tax rate to 5 percent. Heads were shaking in confusion about his attempting to connect the funding of negotiated contracts with a push for a tax cut in a period of economic uncertainty. The state lost 4,300 jobs in August, and the FY '05 budget continues to draw on reserves.

"I will not sign pay[ments] for funding retroactive raises," Romney said in published reports. "The legislature did not appropriate the funds in the relevant years, and now to go back and say we didn't appropriate [it] in the past but now we're going to fund it in the past, I believe is a mistake, particularly when we're going to our taxpayers and saying 'Yeah, you voted a 5 percent tax rate[.] [W]e're not going to get you your tax rate.' We're certainly not going to give it to [taxpayers] retroactively."

The MCCC reacted to the news by immediately going on Work to Rule, a job action in which workers in effect cause a slowdown by doing only the minimum required by the contract. Chapters report extraordinarily large attendance at union meetings and near unanimous or unanimous votes for the job action.

In addition, chapters report member calls to start negotiations for a new three-year successor agreement. The contract extension expired on June 30, 2003.

MCCC President Rick Doud said he was upset by Romney's vetoes. "We are very disappointed that the governor has reneged on this signed agreement," he said. "It's shameful that he would deprive our faculty and staff such a modest increase when they have not had a raise in more than two years."

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For now, the governor's veto overshadows good news. In early September MCCC lobbyist Charles Flaherty informed union leaders that Speaker of the House Thomas Finneran and Senate President Travaglini agreed to include the 2002-2003 contract extension in the supplemental budget.

The news marked the end of a months long campaign to fund the contract extension in the supplemental budget, the most appropriate place to do so, according to the nearly 40 legislative leaders consulted since April, 2004.

MCCC union and Strategic Action Committee leaders met with nearly half of the state senate, all of whom supported honoring the agreement negotiated with the Board of Higher Education in the spring of 2002.

Senator Robert A. Antonioni, chair of the Committee on Education, Arts, and the Humanities, promised to support the funding and said he would work with the senate leadership on this issue.

Senator Harriette L. Chandler, D-Worcester, strongly supported the funding, adding that she had voted to kill the Governor's higher ed. reorganization proposal. She pledged to continue to support the MCCC's issues. Sen. Susan C. Fargo, D-Third Middlesex, said she not only supported funding the agreement, but would also vote to restore public higher education funds cut in the last few years.

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Chapters on Work To Rule

Berkshire
Bristol
Cape Cod
Greenfield
Mass Bay
Massasoit
Middlesex
Mount Wachusett
Northern Essex
North Shore
Quinsigamond
Roxbury
Springfield Tech

**As of Oct. 1, 2004
823 Days
Without a Raise**

NON-PROFIT ORG.
U.S. POSTAGE
PAID
Permit No. 82
Worcester, MA



MCCC officers and Strategic Action Committee leaders meet with Senate President Robert E. Travaglini (second from right) to lobby for funding the union's 2002-2003 contract extension. Other participants included W. Brooks Smith, MCCC State House intern Ian Rose, Rick Doud, Sandra Howell, Roberta Albano and Joe LeBlanc. Travaglini called the situation a "travesty" and promised to help. (Bruce Diloreto photo)

MCCC Newsletter
27 Mechanic Street, Suite 104
Worcester, MA 01608-2402

The Most Important Election Of Your Career



Joe LeBlanc,
MCCC Vice President

We need your help. Gov. Mitt Romney is taking the fight to us in what will be the biggest battle on the labor front in a generation.

Romney makes no secret of his disdain for organized labor. His Attorney General Eric Kriss has called

state employee labor unions a “hidden tax” on the Commonwealth.

Putting his prestige on the line this fall, the governor is supporting the so-called Romney clones, an assortment of millionaires and others backed by the governor’s

recent fundraising efforts with Massachusetts businesses. If seven new Republican state senate candidates win, the Democrats will lose their veto-proof majority. The governor will be empowered and back in our faces pushing his “reforms” and offering nothing at the bargaining table.

Since January, 2003 the governor has proposed increases in our health insurance contributions. He attempted to merge several community colleges in an ill-fated proposal killed by the senate. He has tried to reform our pension system. More recently, he vetoed our \$3.7 million contract extension, a modest agreement which will eventually provide our full-time faculty and professional staff with a .8 to 1.2 percent salary increase.

We have the power to make a difference. Our membership list is more than an inch thick. From the Berkshires to Cape Cod, our 2,000 full-time and 4,000 part-

time members are represented and well-served by legislators like Pittsfield’s Andrea Nuciforo and Peter Larkin and Cape Cod’s Rob O’Leary and Matt Patrick. We are asking you to support the senate candidates listed below. We are asking you to volunteer ten hours to help your local MCCC-endorsed candidates. Contact your local Strategic Action Committee representative and chapter leaders today to ask how you can help.

Participate in this election like your future depended on it because in fact it does. If the governor’s candidates win, we all lose. You and thousands of good people will be looking at nothing but zero years and further attacks on our professions.

MCCC-endorsed state senate candidates: Robert Antonioni, Ed Augustus, Steven Baddour, Jarrett Barrios, Fred Berry, Stephen Brewer, Stephen J. Buoniconti, Harriette Chandler,

Katherine Clark, Robert Creedon, Cynthia Creem, Susan Fargo, John Hart, Bob Havern, Brian Joyce, Michael Knapik, Brian Lees, Thomas McGee, Angus G. McQuilken, Joan Menard, Mark Montigny, Richard Moore, Michael Morrissey, Therese Murray, Andrea Nuciforo, Robert O’Leary, Marc Pacheco, Steve Panagiotakos, Pam Resor, Stanley C. Rosenberg, Charles Shannon, Karen Spilka, James Timilty, Steve Tolman, Robert Travaglini, Susan Tucker, Marian Walsh, and Diane Wilkerson.

Later this month, the MCCC board of directors will endorse a candidate for the First Essex and Middlesex senate race as well as many House races. Check the MCCC’s website for the latest list with campaign contact information provided: http://mccc-union.org/mccc_endorsements.html ■

Contract Funding...

Continued from Page 1

Senators Steven C. Panagiotakos, D-Lowell, and Robert O’Leary, D-Cape Cod, asked questions about the agreement and its cost. Both supported funding the contract. Panagiotakos contacted the Ways and Means Committee to follow-up.

Legislators often raised other issues in the meetings. Sen. Pamela P. Resor, D-Middlesex and Worcester, asked about progress in moving the long-stalled 03 retirement buyback bill. Sen. Steve Tolman, D-Boston, fully supported the contract funding package and asked about several bills coming before the Public Service Committee.

Sen. Susan Tucker, D-Andover, asked about the state of public higher education and asked union leaders about work being done by the Higher Education Task Force. Sen. Joan Menard, D-Somerset, spoke with the MCCC for about 90 minutes and asked questions about every item on the union’s 2004 political action agenda.

Republican senators were equally supportive. Sen. Michael R. Knapik, R-Westfield, advised the union about the budget process. Sen. Brian Lees, R-Hampden and Hampshire, asked union leaders about the funding package during a frenzied meeting while he was dealing with the Springfield budget crisis.

House leaders were equally supportive, and similar stories could be told, if space permitted. The MCCC did not meet with the Speaker this year, but Joe LeBlanc and Rick Doud, along with Strategic Action Committee activists Roberta Albano, Sandra Howell, Donnie McGee, Caroline Schwarzwald and W. Brooks Smith and Middlesex CC union leader David Kalivas met with Assistant Majority Leader Lida E. Harkins, D-Needham; Floor Division chair Gale D. Candaras, D-Wilbraham, and the following members of the House: Reps. Brian Dempsey, D-Haverhill; James H. Fagan, D-Taunton; David L. Flynn, D-Bridgewater; Colleen M. Garry, D-Dracut; Rachel Kaprielian, D-Watertown; Robert M. Koczera, D-New Bedford; Peter Koutoujian, D-Watertown; Paul Kujawski, D-Webster; Peter J. Larkin, D-Pittsfield; Elizabeth A. Malia, D-Boston; Kevin J. Murphy, D-Lowell; Cheryl A. Rivera, D-Springfield; Mary S. Rogeness, R-Second Hampden; Marie P. St. Fleur, D-Boston; Benjamin Swan, D-Springfield; and Eric Turkington, D-Falmouth.

MCCC members are urged to check the union’s website (mccc-union.org) where endorsed candidates are listed. The 2004 election provides members a chance to volunteer and vote for candidates who have supported the union and its issues. ■



Carol Mathison of Springfield Tech is presented an award by Rick Doud for serving on the Professional Staff Appeals Committee. (Ken Czuchra photo)



Linda Stern of Mass Bay is presented an award by Rick Doud for serving on the Professional Staff Appeals Committee. (Ken Czuchra photo)

Fall Leadership Meeting

On Sept. 20 approximately 70 MCCC members attended the annual leadership meeting. With the numerous retirements that happened last year, many familiar faces were not in attendance. But the trade-off was that many new faces were there, including some recently hired members.

The evening’s major focus was the upcoming election and the political climate. MCCC Vice President and SAC co-chair, Joe LeBlanc, gave a rundown of the day contract status and where the funding bill is going. He also explained MCCC’s strategy for the next six weeks to the election.

MTA lobbyist, Arline Isaacson, presented an overview of the climate on Beacon Hill and various scenarios of what we can expect from different outcomes of the election. She stressed the caution that would pervade the legislature if Gov. Romney succeeds in getting even a minimal number of incumbent senators voted out of office, let alone if he is able to gain enough senate seats to sustain his vetoes.

Marlene Pollock, a unit member from Bristol Community College who is active with social action groups, spoke briefly on grassroots political action campaigns. Harold Crowley, an MTA retirement advisor, conducted a workshop on retirement issues. With the large number of retirees over the past two years, this session was well attended by members beginning to think about retirement.

MCCC President Rick Doud presided over the plenary session at the end. He began by presenting awards to members who served on the faculty appeals committee and the professional staff appeals committee. These members put in long hours over many months to go through every appeal form and ensure that members were given every consideration in their appeals.

The faculty members honored were Roberta Albano (STCC), Laurie Ranger MiCC), and Laraine Sommella (QCC). The professional staff members honored were Carol Mathison (STCC), Linda Stern (MBCC) and Jane Thieffels (NECC).

President Doud led a question and answer session where the central topic was contract negotiations and conducting work to rule. The evening ended with the attendees primed for action and being urged to share the fire and to energize their colleagues back at their chapters. ■

President's Message

October 2004...



Rick Doud,
MCCC President

As we settle into the fall semester, I would like to welcome the many new colleagues that have recently been hired. Although the number of full time unit positions is down compared to historical highs, it is great to see the community college system reversing the trend of declining full time employment.

Unfortunately, as you begin your careers with us, chances are your campus is on work to rule. While quite a bit of information has been distributed about

what work to rule is, I'd like to remind both new and veteran employees what led us to this difficult, yet necessary job action.

On August 29, 2002, the MCCC and the BHE signed a one-year contract extension calling for payment of classification points on April 1, 2003. Governor Romney has refused to honor this signed agreement. Payment for these points is critical for many reasons.

Our entire salary schedule is based on a point system that resulted from the Classification Study. Exactly how the point system changes your pay is detailed in our collective bargaining Agreement (page 111 for faculty, page 112 for professional staff). Each additional point earned results in an increase to your base pay.

The point structure is designed to do three things:

First, it was established as an attempt

to provide external equity. The dollar value assigned to each point was calculated to pay MCCC unit members at the 75th percentile of the 10 comparable states used in the Classification Study. Each year of service should result in additional compensation, so that we keep up with our colleagues in other states.

Second, the point system should provide internal equity. On a yearly basis all full-time unit members should receive a minimum of 16 additional points. For faculty and professional staff in each grade, this reduces the effect of relying solely on percentage base increases that widen pay inequities among us.

Third, the point system provides for upward mobility in salaries based on years of MCCC service and seniority. These yearly increases are analogous to step increases found in many collective bargaining agreements, including AFSCME.

These yearly increases are critical in order to avoid what most of us have experienced in the past, seeing our salaries frozen year after year. Both the BHE and the college presidents recognize the importance of maintaining the point structure; the Governor does not. Work to rule is a necessary and logical first step in our efforts to fund our points.

I hope that our experienced campus leaders, who have been through work to rule before, can help guide our newest MCCC members through the nuances and difficulties of this job action. By going on work to rule, we hope to empower the college presidents, local trustees, students, and the media to insist that the governor do the right thing. A deal is a deal. Honor a signed contract. Give the pay raises due our members. It is the right thing to do.

In Solidarity.
Rick

Editorial Comment

Work to Rule in Progress



Don Williams, MCCC
Commun. Coordinator

With Gov. Romney's veto of the funding of the 2003 salary points, most MCCC chapters have followed the Board of Directors' request to engage in work to rule.

Work to rule is a form of passive aggression. As a job action (or job inaction) it can be almost invisible. It's not an inherently "in your face" kind of activity like the Boston police used at the Democratic National Convention.

The effectiveness of work to rule is not only measured by the union's ability to stop business as usual at the colleges but also by the amount that students and the public are aware that it is happening and why.

Members must make work to rule a public activity. It may be personally satisfying to vote to adjourn a meeting or to say you're not going to volunteer for some special project or not accept an overload of students or advisees. But this won't affect Gov. Romney at all. And it won't help our cause much.

Every member has to take the initiative to make work to rule a public prac-

tice. The more obvious and obtrusive the better. Displaying t-shirts, posters, buttons are all ways to do this. Items like this can raise the awareness of work to rule and be the prelude to longer discussion of the plight of community college faculty and staff.

Use your imagination, be creative, and when you get a good idea share it with colleagues both at your local chapter and statewide. We are all in this together. In this issue of the MCCC News and in future issues we will report on the status of work to rule at various campuses and on activities that are being done.

Some chapters have balked at taking this action saying that it is too weak a measure, but it is one of the few legal measures open to state employees. If the situation degenerates further, then more severe measures may have to be taken, but work to rule is a reasonable first step.

Some members say that they don't want to hurt students. But the most typical union job action is the withholding of labor. When teachers and support staff take a job action it must by necessity affect students. If we don't pass on the pain the governor inflicts on 2000 MCCC members, we will continue to suffer alone.

It is Gov. Romney's shameful disrespect for educators and their unions that has caused this situation. We have to make sure that the problems caused by his actions reflect back on him. ■



Northern Essex chapter president, Peter Flynn, models the latest MCCC fashions. Chapter members will be wearing these t-shirts as a visible statement. (Lauren Carroll photo)

Work to Rule in Practice

After more than 800 days without a raise, chapters have begun to get down to what could be a long, sustained work to rule. The last full contract expired in June 2002. Although the holdover provision of that agreement means all of the language remains in effect, community college faculty and staff have not received any pay increase since then.

The immediate cause for this job action is Gov. Romney's veto of funding for the minimal points for step increases that was called for in the one-year contract extension. But the larger issue of the expired contract looms large as the second year without a negotiated contract progresses.

Each MCCC chapter has a unique situation and a distinctive character. This is reflected in the ways individual chapters are conducting work to rule. Sharing the creativity and experiences of the various chapters is an important way to strengthen the effect of work to rule across the system.

The Cape Cod chapter immediately got to the press and got very favorable coverage in the *Cape Cod Times*. The writer was

sympathetic and included quotes from both the college president and chapter president, Nancy Dempsey.

The Quinsigamond chapter has formed a Work to Rule Committee with members representing all components of the union coming together for "discussion, education and evolution" of the work to rule campaign. The QCC Student Theatre Ensemble has become engaged in supporting the union and had decided to freeze all activities while work to rule is in effect. The ensemble has gone on to send letters supporting the union to QCC President Sandra Kurtinitis, the college community and Worcester area press.

The Northern Essex chapter has had work to rule t-shirts made, and is encouraging all members to wear them daily as an unavoidable sign that things have gone very wrong and that they're not going to take it anymore. Flynn says, "day by day there is more buy-in and increased identification with the group."

As the campaign moves on the MCCC News will report on the activities at other campuses. ■

Know Your Day Contract

October 2004

- Oct. 1** Tenure eligibility list distributed (p.30).
- Oct. 1** Sick leave bank open (p.12).
- Oct. 2** Furnish employer with dues to be deducted per employee (p.10)
Course materials (Form XIII-E2) for Fall 2003 must be distributed to students and submitted to supervisor before end of drop add period.
- Oct. 11** Columbus Day holiday observed.
- Oct. 30** Last day to opt out of sick bank p.13.

November 2003

- Nov. 11** Veterans Day holiday
- Nov. 21** Unit Personnel Practices Committee established p. 30
- Nov. 25-26** Thanksgiving Holiday

N.B. Dates may vary depending on the first day of classes. Most of these dates are "last date" standards. In many instances the action can be accomplished before the date indicated. ■

MCCC Elections

All Candidates

Nominations are open for MCCC elections for delegates to the MTA Annual Meeting and the NEA Representative Assembly. The nomination form appears in this newsletter and is also available on the MCCC website. Nominees must be members of the Massachusetts Community College Council.


The schedule for the election is as follows:

- Nominations open on October 15, 2004.
- Nominations close at 4 p.m. on Thursday, February 3, 2005.
- Ballots will be mailed to all MCCC members on Friday, March 4, 2005.
- The deadline for returning ballots is at 4 p.m. on Thursday, March 31, 2005.
- Election results will be announced on Friday, April 8, 2005. ■

Directors' Notes

At the Sept. 17 meeting of the MCCC Board of Directors the following actions were taken:

- The Board adopted a motion that all chapters are requested to go on work-to-rule immediately if the governor vetoes the points in the supplemental budget. (Note: later that day the bill was vetoed.)
- The Board voted to endorse all of the candidates on a list recommended by the MCCC Strategic Action Committee.
- The Board voted that since the MCCC Day Contract expired on June 30, 2002, and since all possible progress has been made on funding the 2002-2003 Contract Extension, the MCCC Board directs the Day Bargaining Team to commence vigorous negotiations this fall. ■



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

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Phyllis Barrett

Treasurer:
Phil Mahler

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. 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



Abe Sherf, MCCC Representative to the Health and Welfare Trust

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

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://www.mccc-union.org/ChangeMyAddress/>

Do You Need Health Insurance?

Philip Mahler, MCCC Treasurer

Unfortunately the colleges do not provide a health insurance option to DCE teachers, nor most part-time employees. The MCCC is working on changing this legislatively and legally, but for now employer-based health insurance is not an option.

The **Nongroup Health Insurance Program** may be an option for you. It is for Massachusetts residents who are not eligible for employer-based health coverage. These individuals can purchase nongroup health care insurance or coverage from any carrier offering plans. Carriers offering this coverage may not refuse any applicants based on their health nor impose preexisting condition exclusions or waiting periods. Rates are not cheap but may be better than most other options. There is a continuous open enroll-

ment period so that your coverage will become effective within 30 days of submitting an application.

For more information check out the union web site at www.MCCC-union.org/PTHealthInfo/ or go directly to www.mass.gov/doi/Consumer/css_health_NonGroup_2003.html and www.mass.gov/doi/Consumer/css_health_plans01-12_2003.html, or contact the Division of Insurance Consumer Section in Boston at (617) 521-7777 or in Springfield at (413) 785-5526.

As a cost comparison, the commonwealth's group health plans offered to full-time and more-than-half-time employees cost, on average, \$377 per month for a single plan, and \$890 per month for a family plan. ■

Massachusetts Community College Council
Nomination Form - 2005

A candidate must file this form (or a copy) with the MCCC Elections Committee by Thursday, February 3, 2005, 4 p.m. **Nomination papers that arrive late will not be accepted.**

Check all that apply:

☐ **MTA Annual Meeting Delegate**
(Boston May 13 and May 14, 2005)

☐ **MCCC DELEGATE**

☐ **NEA Representative Assembly Delegate***
(Los Angeles, California July 1 - July 6, 2005)

Name _____ SS # _____

Full Home Address _____ Tel # _____

College _____ Tel # _____

Unit membership: ☐ Full Time ☐ Part Time Day ☐ DCE

For ALL Candidates: ☐ Black ☐ Asian Pacific Islander ☐ Caucasian

☐ Hispanic - Chicano ☐ Native American

Visit the MCCC Web Site
<http://www.mccc-union.org>
After October 15 to fill out on-line or download this form

OR

Mail a completed document to
Roberta Passenant (Elections Chairperson)
MCCC
27 Mechanic Street, Suite 104
Worcester, MA 01608-2402

Signature _____ Date _____
(Signature may be typed)

Deadline: MUST BE RECEIVED by Thursday, February 3, 2005, 4 p.m.

*Bio or Statement for NEA Rep. Assembly Candidates only (Optional) - 50 word limit (1 word per box)

Instructions

1. Type or print clearly using both upper and lower case letters as you expect the final statement to appear.
2. Insert no more that one word per box except when combining letters (ex. MCCC) or hyphenated words.
3. Insert punctuation in the same box immediately after the word you want it to follow.
