

# MCCC NEWS

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## State And Community College Chiefs In Store For Raises Under Proposal

By Amy Lambiaso, *State House News Service*

STATE HOUSE, BOSTON, AUG. 3, 2004.....After three years of budget cuts and salary restraints, state higher education officials were poised to approve a new system for raising the salaries of state and community college presidents to put them near the top of the national salary range.

The state Board of Higher Education postponed the scheduled vote on a study recommending a framework for the board to annually raise salary and compensation packages for 24 state and community college presidents. Two years ago, college presidents refused to take salary increases because of the state's fiscal crisis and officials say the state is now losing its competitive edge for attracting the best new candidates, while putting current presidents behind their national counterparts.

Westfield State College, Holyoke Community College and Springfield Technical Community College will all have new presidents in the fall, and five of the state colleges have hired new presidents within the last three years, officials said. With many candidates surfacing from the private sector or from schools in other parts of the

nation, negotiating a competitive salary has become difficult in recent years without any framework for establishing salary guidelines, said Board of Higher Education Chancellor Judith Gill. "We were really starting to put them behind," Gill said. "It became very clear, very fast, that we needed to stop and take a look at where we really stand with respect to our national peers."

The State and Community College Presidential Compensation Study, conducted by a national consultant and headed by a task force of trustees from the state and community colleges, recommends each president undergo an annual evaluation by the Board of Higher Education, measuring the college's performance as well as the president's fiscal management, relations with students, faculty and staff, campus and community leadership, and campus climate, with the results tied to the presidents' annual raise.

Each year, the individual college's board of trustees will review the president and make salary recommendations to the Board of Higher Education's chancellor and executive committee for their final approval, the study recommends.

Gill said the average salary for Massa-

chusetts' college presidents is "incredibly varied," with some first-year community college presidents earning \$135,000 a year and other veteran presidents at similar-sized schools posting a \$126,000 salary. According to researchers, state college presidents earn between \$140,000 and \$171,000 a year.

The study recommends bumping the first-year salary target range to the 75th percentile of the national average – or roughly \$153,000 for smaller community colleges and \$187,000 for larger schools; and about \$181,000 for smaller state colleges and \$194,000 for larger schools.

"It's pretty clear that our presidents are underpaid, as is our faculty and our administrators as well," said Fred Clark, executive officer of the Massachusetts State College Council of Presidents, who assisted with the study. Clark said the salary target of 75 percent of the national average accounts for the high cost of living in Massachusetts. "People really do want to come to Massachusetts for a presidency," Clark said. "This is not excessive in any way."

But Gill, while favoring a new way to

*Continued on Page 3*

### MCCC FALL LEADERSHIP MEETING

Monday, September 20, 2004  
4:00 - 8:30 p.m.  
Best Western Yankee Drummer Inn  
Auburn – (former Ramada Inn)

#### AGENDA

4:00 - 4:30 Networking  
4:30 - 4:40 Welcome –Rick Doud  
4:45 - 5:35 Workshops  
• *Retirement Planning*  
• *The Fall Political Scene*  
5:45 - 6:30 President's Report  
6:40 - 7:50 Dinner & Recognition  
8:00 - 8:30 Plenary Session  
• *Trends Forum - Open Discussion*  
Rick Doud, *Facilitator*

#### Directions

The meeting is at the former Ramada Inn, Auburn, on Rt. 12, right at Exit 10 of the Mass Pike. More directions are on the web site, [www.mccc-union.org](http://www.mccc-union.org).

## MCCC Endorses Senator Harriette Chandler

At its June 18<sup>th</sup> meeting, the MCCC Board of Directors endorsed Senator Harriette Chandler of Worcester for reelection.

Citing Sen. Chandler's outstanding record in supporting education, the MCCC recognized her as uniquely aware of the issues facing its members. Prior to her election to the legislature, Sen. Chandler was an adjunct faculty member at various colleges in the Worcester area. This experience uniquely qualifies her to understand the issues facing higher education today.

Sen. Chandler holds multiple degrees: a B.A. from Wellesley College, a Ph.D. from Clark University and an M.B.A. from Simmons School of Management. She was also awarded an honorary Doctorate of Public Administration from Worcester State College.

Sen. Chandler is one of the senators (mostly women) targeted by Gov. Romney in his attempt to increase his support in the senate and prevent overrides of his vetoes. The governor has recruited a number of wealthy Republicans to run against Democratic incumbents. He is also providing hundreds of thousands of dollars in campaign funding for these races.

Following the Board meeting at the MCCC Worcester office, the union's Political Action Committee held a reception for Sen. Chandler and presented her with a \$500. campaign donation. ■



MCCC Vice President and SAC Coordinator, Joe LeBlanc (right) presents the union's endorsement to Senator Harriette Chandler (D, Worcester).



Sen. Chandler (center, in white) with MCCC members at a reception in the union's Worcester office.

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## Labor's substantive message will triumph over Romney's style on Nov. 2



Joe LeBlanc,  
MCCC Vice President

Gov. Mitt Romney's first two House I budgets have been largely ignored, and the legislature has taken the initiative in reforming state government and cutting spending. House Speaker Thomas Finneran called the 2004 budget session "phenomenally productive" and some State House insiders see it as a triumph of substance over style.

If Romney's House and Senate candidates do not do well this fall, his attention will increasingly shift to a run for the White House in 2008. The big question of this election season is "Will Romney's style triumph over substance?"

The economic news is uneven. While Massachusetts has gained 20,000 jobs since February and revenues are up by \$725 million, the state has not recovered 200,000 jobs lost since February, 2001. Revenues exceeded budget estimates in FY '04, but legislative leaders and the Mass. Taxpayers Foundation point to a continuing structural deficit. The Governor gets great press when he travels to court businesses or publicize his book or pick up an award in Greece. But ultimately will style triumph over the substance of a lackluster economy recovery?

Our public higher education system suffers from inadequate funding. In the face of budget cuts, public higher education is replacing retiring faculty and staff with adjuncts and part-time employees. For months after taking office, the Governor moved to oust U.Mass President William Bulger, scoring some political points in the process. While Bulger eventually did resign, Romney's higher education reorganization plan was killed, and the state trails the rest of the country

in funding increases to public higher education over the last decade.

The state now spends more on its prisons than its public colleges and U.Mass, and the public higher education community is waiting for the governor to follow through on his promise to create a great system. As our students return to class this semester, they are looking but not finding much substance in the governor's higher education policy.

It's bad and getting worse on the labor front. State employee unions are working without contracts, and A and F Secretary Eric Kriss is flunking Labor Relations 101. In a speech in Worcester earlier this year, he called state employee labor unions a "hidden tax" on the Commonwealth and a "monopoly so powerful it should rightly be called the fourth branch of government."

In this case, his over the top style is followed through with substance. Four year state college faculty and staff have been offered a three-year contract with 1 percent

per year and union busting language demands. The 2004-2005 academic year is likely to be filled with labor unrest.

In such a challenging environment, we'll be supporting our friends in the fall election and working to preserve the legislature's Democratic veto-proof majority. Our members will volunteer for campaigns and our PAC will support our legislators (on both sides of the aisle) who are friendly to organized labor and public higher education.

In an era when state employees are working without contracts and the Romney administration is too frequently satisfied with style over substance, we will repudiate his message. We will work to see that our faculty and professional staff work in a safe, healthy and productive workplace and earn a salary to keep pace with national norms for industrialized states.

The MCCC and all of organized labor will work to see that the substance of what we do triumphs over Romney's style on Election Day. ■

## Higher Ed. Unions Meet at Williamstown



MCCC members attending the Williamstown HELC meeting (from left) Phil Mahler, (MiCC) Mark Lange & Phyllis Barrett (HCC), Arline Isaacson (MTA), Ken Takvorian (MWCC), Michelle Gallagher (MTA), Maureen Bourbeau (STCC), Tom Parsons & Linda Stern (MBCC) and Don Williams (NSCC).

The Higher Education Leadership Council (HELC) met on Aug. 11 at the annual MTA summer conference at Williamstown, Mass. Representatives from all of the MTA's higher education units attended to share information and to plan joint strategies.

Also attending were MTA's Executive Director Edward Sullivan, Director of Higher Education Priscilla Lyons, Director of Governmental Services Jo Blum and Ann Clark Director of Legal Services. Chairman of the Board of Higher Education Stephen Tocco was scheduled to attend, but he excused himself, citing other pressing matters. Union members suggested that it may have been their reaction to a proposal to raise college presidents' pay that persuaded him not to attend.

Jo Blum made the first presentation, running down the political picture for the fall elections. Her particular focus was on 10 key state senate races where Gov. Romney has recruited candidates to run against incumbent Democrats in an attempt to win enough seats to be able to sustain his vetoes. She pointed out that this year there are more Republicans running for the state legislature than at any time since 1990.

Ed Sullivan followed up with an explanation of the efforts MTA has made lobbying the legislative leadership to get a supplemental appropriation for the retroactive portion of the UMass and APA (state college staff) contracts. (This would also include similar money for community college AFSCME members.) He also discussed his efforts to secure the MCCC points for 2002-2003. Sullivan stressed that we all must pursue a "political power strategy."

The different HELC member unions then ran down the status of their contracts:

Pat Markunas, President of the Massachusetts State College Association (MSCA) had the most significant presentation. Her union has been at the table with the BHE for a year, and the management position is an offer of 1 percent salary increases for each of the three years, and a demand that the union give up the agency fee provision of their contract.

All of our higher ed. contracts have an agency fee provision. This requires that anyone doing a job covered by a union contract must pay something to the union, even if they choose not to be a member. In other terms this creates a closed shop. Without this provision, many people might choose not to pay anything to the union, but would accept the benefits won by the efforts of the union.

Markunas labeled this as rank union busting and had evidence that the demand was coming from the governor's office. Tom Parsons, one of MCCC's MTA directors, said that eliminating agency fee would make Massachusetts a "right to work" state like those in the south where unions have little power. Statistics show that faculty and staff in those states are paid less than in unionized states.

UMass Lowell representatives said that they had been in negotiations with the Trustees of UMass, who tend to be more favorable than the BHE, but they had agreed to negotiate only non-monetary issues because the trustees have not been told by the governor's office what money is available.

Other unions, like MCCC, said they were in no hurry to bargain their expired contracts given the hostile posture coming from the administration. It was agreed that the unions must put up a united front to fight off the assaults on our rights. ■



MTA Executive Director, Ed Sullivan, urges HELC attendees to implement a "political power strategy".

### Directors' Notes

At the June 18 meeting of the MCCC Board of Directors the following actions were taken:

- The Board elected Geri Curley (BHCC), Roberta Albano (STCC) and Abe Sherf (NSCC) as the at-large executive committee members for 2004-2005.

- The Board voted to endorse Senator Harriette Chandler for re-election to the 1<sup>st</sup> Worcester Senate District.

- The Board voted to support establishing an ad hoc MCCC Scholarship committee if people will volunteer to serve.

At the August 20 meeting of the MCCC Board of Directors the following actions were taken:

- The Board approved the new appeals committee members: Rick Doud, Maureen Bourbeau (STCC), Laurie Ranger (MiCC) and Marilyn Martin (QCC).

- The Board reappointed Hilaire Jean-Gilles to the position of Research Coordinator.

- The Board voted to allocate \$17,500 for research by John Lee to support Day Contract negotiations. ■

### Raises Under Proposal...

Continued from Page 1

assess salaries, said she is concerned about the large salary adjustment recommended and whether the state could afford the jump. "When we're looking at a first-year president, we really are not looking at the 75th percentile," Gill said. "We recognize the fact that we are not saying every president should fit that mold, but it's a significant jump."

The study does not, however, recommend targets for other modes of compensation such as housing allowances, office equipment budgets, or car allowances. Massachusetts' college presidents currently receive an annual housing allowance of \$18,000, comparable to the national average of \$15,000 to \$20,000 a year, Gill said.

Adjustments of those allowances will be looked at, she said, along with the salary guidelines for the state's three specialized schools -Massachusetts College of Art, Massachusetts College of Liberal Arts, and Massachusetts Maritime Academy - which were not included in the study. ■

# President's Message

## September 2004...



Rick Doud,  
MCCC President

As we begin the new semester, I thought I would take the opportunity to update you on what has been happening, as well as preview the months ahead.

On a positive note, the so-called "first round"

of classification appeals is now complete. Although the process was unduly long, it resulted in over one million dollars in salary adjustments for our unit members. The second round of appeals, those for the so-called "new hires," will begin in September. This second round of appeals will be heard by a new committee that has the

authority to make decisions on appeals without the need for an outside consultant. This should result in a much more efficient and expedited process in resolving appeals.

Our main focus this summer has been the ongoing efforts to get the April 1, 2003 points funded. The Strategic Action Committee, our lobbyist, as well as the college presidents have been working continuously to get our points funded. Although nothing is guaranteed, I am more optimistic than ever that we will be receiving this long overdue salary increase in the very near future.

As I am sure you are aware by now, at the August 20 BOD meeting the directors voted overwhelmingly to delay going on work to rule. Given that the legislature postponed adopting a supplemental budget, the MCCC BOD felt that it would be in our best interests to see if our points are included in the supplemental budget due out in September. It is my hope that by the time you read this, we will know that our efforts have been successful.

The main focus of the MCCC as the semester starts is successfully bargaining successor Agreements for both the DCE and day contracts. The DCE bargaining team has been doing excellent work. Bargaining has been going on all summer, and I am cautiously optimistic that we will have a successor Agreement in a timely fashion.

Perhaps the most difficult challenge awaiting us is coming to terms for a new three-year contract for the day unit. Currently the state college union (MSCA) is at the bargaining table. The initial salary offer from the BHE calls for no retro (so nothing for last year) and 1% per year for the next three years. If the salary offer was not insulting enough, the proposal put forward by the BHE calls for the elimination of the agency fee article from the contract. In the long run this stance is an attempt to destroy higher education unions.

To further his national political ambitions, Mr. Romney would like to turn the Commonwealth into a "right-to-work" state.

Hopefully the BHE will abandon this radical posture, but if not we will be forced into taking actions that will not be beneficial to our students or to our institutions.

As the semester begins most of us will see a lot of new faces, as our colleges have hired a significant number of new professional staff and faculty. Please welcome these members warmly, not only to your campus, but also to the MCCC. We need both our seasoned veterans and new employees to become more active in the MCCC than ever before.

We all know that the current governor is no friend to organized labor. We must remind ourselves and inform our new members that any future pay increases and improvements in our working conditions will be directly proportional to the strength and unity of purpose of our members. Together we will overcome the challenges that undoubtedly await us.

In Solidarity,  
Rick

## Editorial Comment

### If it's broken, fix it! Amend Chapter 150E



Don Williams, MCCC  
Commun. Coordinator

Chapter 150E of the General Laws is the statute that governs collective bargaining for public employees in Massachusetts. Experience over the last decade, but especially now, shows those of us who

live under this law that it is fatally flawed

Some provisions are very specific, but much is implied if you read between the lines. The omissions, especially in management responsibilities, are egregious.

First, the law prohibits public employees from striking. Taking away this basic labor tactic is a serious denial of equal rights with other workers. Why did the legislature take away these rights? Simply because they can.

Banning public employee strikes is another Massachusetts gift to the nation. Pro-business, Republican Governor Calvin Coolidge imposed the ban in 1919 when Boston police struck trying to organize and bargain for better pay. The dangers of public safety strikes and why the legislature felt the need to prohibit them are understandable. But why did they prohibit social workers, road crews and teachers? Because they can.

So what did we get in return for the loss of our civil rights? Chapter 150E requires "The employer... shall negotiate in good faith with regard to wages, hours, standards or practices and performance..." But there is nothing to enforce this language, and it is so vague and full of holes that management can navigate the *Exxon Valdez* through it

The worst provision of Chapter 150E is that it exempts five groups from the general provisions: among them employees of the UMass trustees and the BHE. Most state employee unions negotiate with the agencies they work for, and then that agency directly submits the contract to the legislature for funding. If it passes, then the governor can sign it or veto it. If it is vetoed, then the legislature can take it up for an over-ride vote.

But higher education unions negotiate with their employers (BHE, UMass trust-

ees) and then the employer must submit the contract to the governor who may or may not submit it to the legislature. If the governor doesn't submit it within 45 days, then the contract is supposed to be renegotiated.

Essentially the governor gets three bites of the apple. First, BHE members are gubernatorial appointees who presumably follow his directives. Then if the governor doesn't like what the BHE has done, he can refuse to submit it to the legislature. Finally, the governor can veto funding after it is passed by the legislature.

This latter situation was what we faced in 1990 when outgoing governor, Mike Dukakis, submitted contracts that were passed in the waning days of his administration. Incoming governor Bill Weld vetoed the raises. With the strong legislative support of Speaker Charlie Flaherty the vetoes were eventually overridden. Now, for the first time, a governor has failed to submit a contract bargained in good faith.

The BHE has totally abrogated its responsibility in collective bargaining. After negotiating a contract, it has failed to advocate for it. (Note that they are advocating for presidential pay raises. See article elsewhere in this issue.) The situation is so bad that a state legislator proposed a bill this year to require the BHE to be an advocate for higher education.

It is time for the legislature to correct the serious flaws in Chapter 150E. It puts higher education employees totally at the mercy of an imperious governor like Mitt Romney. The comments of conservatives about "powerful state employee unions" are too ludicrous to address.

Why should the legislature fix Chapter 150E? Because it is the moral thing to do. And they can!

(Note: as with all the General Laws, you can read Chapter 150E on the state web site [www.mass.gov](http://www.mass.gov).) ■

## HEALTH INSURANCE

Part-time employees  
in need of health insurance  
should visit

<http://www.mccc-union.org/PTHealthInfo/> for options.

## Work-To-Rule

Whether your chapter has already gone on work-to-rule or not, it is clear that negotiations for a successor to the 1999-2002 contract will soon require job actions.

The MCCC has not employed work-to-rule for several years, and many newer members have never experienced it. But even veteran members who have been through it many times can be confused about how to conduct it.

So what is work-to-rule? Basically, it is refusing to do any work that is not specifically required by contract. Of course, this leaves much room for interpretation. One source has called work-to-rule "malicious compliance." And this is a principle that should guide the conduct of faculty and professional staff in the execution of the action.

There are standard practices that the union has used in work-to-rule:

- no volunteering for additional duties
- attend meetings, but then vote to adjourn them
- no attending celebrations
- no activities supporting the administration
- no accreditation assistance
- no search committees
- no volunteer recruiting
- no volunteer tutoring
- no volunteer orientation work
- no college service work after the last scheduled class
- no participation in student activities unless officially assigned and consistent with past practice

Conducting work-to-rule does fall primarily on faculty simply because of the nature of their jobs and contract language. This does not mean that professional staff are not part of the process. Staff can do many things within the guidelines. If nothing else, staff should vote along with faculty to adjourn meetings.

Rigidly adhering to contract provisions is another part of this process. This means faculty should limit themselves to the con-

tractual 17 advisees unless workload is reduced as per contract. Limit your preps to the contractual 2/3 split, and refuse to take on special, extra projects regardless of how enticing these might be.

Professional staff should stick to their contractual weekly workload. You should not accept work for comp time. And do not accept "other duties as assigned" unless there is a reduction in the stated duties on your E-7.

If management insists upon your accepting any of the activities mentioned, insist upon the directive being put in writing, comply and then file a grievance.

Another way to apply work-to-rule is to insist on every benefit provided by the contract. One of these is the mileage reimbursement. Many campuses have split campuses and they require union members to drive between them during the workday for classes and meetings. The reimbursement rate is paltry, and the distances traveled are usually short, so many members never bother to do the paper work. But the dollars do add up, and the effort to process the paper work will cause management some trouble. You are entitled to this money, and absent any pay raises you should get these small amounts. (See section 9.03F of the contract for the provision.)

It is also important that work-to-rule not be conducted quietly. Members should do everything they can to make it known to management, students and the public that, without a contract, business as usual will not go on. One campus leader has suggested having work-to-rule T-shirts made for all faculty and staff to wear. In the past the union has had buttons made. Members can put signs on their office doors saying that work-to-rule is in effect.

Ultimately, the success of a work-to-rule action lies in union members using their imaginations to come up with ways to conduct it. Share your ideas. Help and support each other in making the action as effective as possible when the time comes to use it. ■

## Know Your Day Contract

### September 2004

Sept. 7 Earliest classes may begin (p.34)

Sept. 15 Unit members receive notice of accumulated sick days (p 13)

### October 2004

October 1 Tenure eligibility list distributed (p.30)

October 1 Sick leave bank open (p.12)

October 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.

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. ■

# Research Project Shows Professional Staff Inequities

By Joe LeBlanc, MCCC Vice President

Analysis of more than 150 contracts from the ten classification states plus Connecticut indicates there's plenty of room to improve in how the 1999-2002 Agreement treats professional staff.

The MCCC's Unit Professional Staff Ad Hoc Committee and other volunteers completed the project during the last six months. Members analyzed contracts and focused on five equity issues the AD Hoc Committee identified as important.

**Work year and compensation equity:** The committee proposes that professional staff compensation and work year should be the same for faculty "given comparable educational levels and experience." The committee advocates for a 160-day work year for professional staff or additional pay and benefits at a prorated rate when professional staff work a 260-day work year.

**A majority of the contracts indicates some level of equity and provides for a prorated salary for those working a longer work year.** In researching the Long Beach (CA) Community College contract, Mass. Bay's Richard Spool said that librarians and counselors are included in the faculty contract, a factor in many of the agreements examined. "It appears that unit members who are in equivalent positions to our professional staff generally work the same 10-month calendar as do the faculty unit members," Spool writes.

**Pay grade limitations:** The committee recommends that pay grades 1, 2, 3 and perhaps 4 be "eliminated in order to bring them in line with the minimum educational requirements of a master's degree or the equivalent." A majority of the contracts agrees with the MCCC position on this issue.

Bristol's Annie Ibara and Russ Milham said the Cayuga (NY) Community College Faculty Association's contract covers both instructional and non-instructional faculty. Both groups are paid on the same salary schedule and are ranked in the same manner.

**Point value equity:** More than half of the contracts examined support point value equity, meaning they do not differentiate between the point values for faculty and prof. staff. In researching the Skagit Valley (WA) College agreement, Middlesex librarian Allyson O'Brien found that "support faculty shall mean counselors, librarians and other such faculty whose primary duties and responsibilities involve non-teaching assignments." Support faculty work 172 days. Any additional time is paid at .0058 of the employee's annual base salary for each day assigned by one's supervisor.

**Part-time experience and rank equity:** Credit for part-time experience and professional rank equity are more difficult to determine from analyzing the contracts. Though many agreements support the MCCC's position on this issue. 18 percent are silent on this topic and further research is needed to assess how the contracts address these issues.

The Ad Hoc Committee writes that the "internal and external part-time work experience and ranks I, II, III and IV should be factors in the compensation structure for professional staff. In addition, the present structure contradicts the Board of Higher Education's RFP, which states "individual promotions for full- and part-time faculty and professional staff must be made equitably within the recommended classification structure."

Greenfield's Michael Bathory said Southeastern Illinois Community College's contract supports the MCCC's position on rank. "Ranking exists for all unit members based on a totaling of points for total years employed, advanced study, and evaluations," he writes. About John A. Logan (IL) College's agreement he writes, "All unit members [are] awarded salary increments for advanced graduate study in the field of employment."

**Workweek:** The workweek issue is complicated by the fact that Massachusetts state statute prohibits Day unit personnel from doing Division of Continuing Education work. Some of the contracts examined mention night and weekend hours. Mass. Bay's Ned McGuire said that Oakland (MI) Community College Faculty Association's agreement provides for evening assignments provided they "shall not exceed one evening per week."

Day Negotiations research will continue as the union prepares to negotiate a new three-year agreement. At the August Board of Directors meeting, funding was approved to hire JBL Associates, a research firm specializing in education issues. Researcher John Lee and his staff will examine both faculty and professional staff issues as well as do a Market Update. They will read contracts, personnel manuals and conduct interviews with representative community colleges from the ten classification states plus Connecticut.

Special thanks are due to the volunteers involved with this project. Members examined five or more contracts and gathered more than 500 pages of supporting documentation: Ginny Anderson, Carol Barron, Michael Bathory, Karen Cox, Geri Curley, Peggy Fallon, Jeanmarie Fraser, Lynn Gregory, Jeannette Grullon, Laura Horgan-Sykes, Patricia Hunt, Anne Ibara, Kaori Kelts, Lynne Kleindeinst, Ellen Madigan, Carol Mathison, Linda McAlpine, Kathleen McDonough, Ned McGuire, Russ Milham, Mary Moriarty, Mary Nelson, Allyson O'Brien, Mimsy O'Connor, Joanne Sharac, Richard Spool, Linda Stern, and Gail Stuart.

## DCE News

### DCE Negotiations

The DCE negotiating team has been meeting through the summer, and they are working hard to conclude negotiations. A Sept. 23 session is scheduled, and it is hoped that significant outstanding issues might be resolved at that time.

Major issues of discussion have been a standard form for classroom observation, electronic communications, standards for minimum class size and cancellations, pay policies for under-enrolled courses, frequency of pay, and, of course, pay raises.

Issues that have proven to be very difficult to reach agreement on are health insurance benefits, rights to multiple course assignments and appointment rights to full-time positions.

The Negotiating Survey the team conducted in January helped the team to set its priorities. With 1,176 responses the survey gave a valid picture of the members' attitudes. In responding to what members assigned as their "highest priority" seven questions received over 20 percent.

Compensation Per Course (Q17) was by far the most frequent response, by almost double the percentage of any other question. Other questions

that had high responses were Seniority in Course Assignment (Q27), More Than One Course/Section (Q37), Due Process/Just Cause (Q28), Improved Retirement Benefits (Q18), Affordable Health Benefits (Q19), and Fairness in Evaluation Process (Q30) all within seven percentage points of each other.

The membership of the DCE Unit is quite diverse, ranging from faculty desiring full-time positions and trying to make a living by piecing together part-time schedules at several colleges, to people with other full-time jobs who teach one course at night. Full-time MCCC members make up a significant percentage as well. All of these groups are represented on the team.

While the survey helped inform the negotiating team and gave guidance in setting priorities, management also has its priorities. In negotiations each side tries to achieve its priorities. Where the priorities conflict, compromise must occur. The MCCC Team is working hard to bring the best possible contract to the membership and hopes to have a contract ready for a ratification vote soon. ■

## Mission Accomplished For MCCC Delegates To The NEA/RA

By Joe Nardoni, Middlesex CC



Joe Nardoni of Middlesex Community College makes his motion at the NEA Representative Assembly. (photo by Peter Flynn)

MCCC delegates Betsy Smith and I successfully introduced action items at the 2004 NEA RA in support of contingent academic laborers. Smith, an adjunct instructor at Cape Cod Community College, succeeded in her attempt to have the NEA amend its legislative agenda to include issues important to adjunct faculty and part-time professional staff. I, a full-time professor at Middlesex Community College, introduced a New Business Item that asked the NEA to develop a plan to "secure for contingent academic laborers all of the rights, benefits and protections currently enjoyed by full-time tenure track workers" in higher education. The motion specifically required that the plan not damage the rights or positions of full-time, tenure-track workers. The item was referred to the Advisory Committee on Membership with a charge to report back to the body at the next RA. Both of our items were endorsed by the National Council for Higher Education, the advocate for higher education members in the NEA. The NCHE is well-placed within the NEA to ensure that the Advisory Committee brings forth a workable plan, as Kathy Sproles, President of the NCHE is also Chair of the

Advisory Committee on Membership. She advised me to expect a conference call before the NCHE's annual convention, to be held March 6-8, in San Antonio, TX this coming academic year.

For me, this RA represented a watershed in recognition for the issue I believe is the most important fight facing institutions of higher education. The balkanization of faculty into temporary workers without rights will ultimately destroy institutions of higher education as we know them, and must be stopped. The NEA, with its resources, is well-placed to bring some focus, coherence and support to the ongoing local efforts to stem the tide of 'partimization' currently gripping our profession.

I now ask all of my full-time and contingent brothers and sisters in the MCCC to also join the NCHE, if you haven't already done so. Your dues help make it possible for the NCHE to bring issues of importance to higher education members to the attention of the NEA. I would also like to hear from you about ideas you might have for the plan the Advisory Committee on Membership will be considering. Remember, the NEA is charged with developing a plan; a plan will be coming forward. If you want to be part of the process, then you need to join NCHE, and keep in touch with me. You can find the NCHE website at [HtmlResAnchor www.nea.org/he/nche](http://HtmlResAnchor/www.nea.org/he/nche).

On a lighter note, this RA provided me with an opportunity to complete some unfinished business. When you sent me last year, I was so moved by my experiences there that I wanted to be able to thank the UTLA (United Teachers of Los Angeles, a local in the California Teachers Association) on behalf of my high school teachers who gave me such a good start on a college education. I was so wrapped up in the business of the RA last year that I just didn't get to it. This year I was able to make it over to the delegation, where I discovered that one of my former teachers was in attendance. It was a blast meeting my 8<sup>th</sup>-grade typing teacher, Judy Tejeda, who now teaches at Verdugo Hills High School in Tujunga, CA. ■



**MCCC News**  
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