

# Massachusetts Community College Council

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Margaret Wong, President  
Rosemarie Freeland, Vice President  
Gail Guarino, Treasurer  
DeAnna Putnam, Secretary



Don Williams, Communications  
Dennis Fitzgerald, Day Grievance  
Joseph Rizzo, DCE Grievance  
Hilaire Jean-Gilles, Research  
Tom Powers, Webmaster

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**Minutes of the MCCC Board of Directors**  
**27 Mechanic St, Worcester, MA**  
**Wednesday, August 21, 2019**

**Approved as Corrected on September 20, 2019**

**Present:** President Margaret Wong, VP Rosemarie Freeland, Secretary DeAnna Putnam, Treasurer Gail Guarino, Sara Satham (BH), Javad Moulai (R), Renae Gorman (ST), Emily Brown (alt-Br), Cathy Boudreau (MTA Director), Ellen Pratt (MW), Susan McPherson (alt-Q), Linda Grochowalski (Adjunct/PT), Joe Nardoni (Mi and MTA Director), Laurie Carlson (NS), Trudy Tynan (H), Liz Recko-Morrison (Be), Cathy Boudreau (Ma and MTA Director), Claudine Barnes (CC), Coordinator (Don Williams)

**Absent:** Bob Tarutis (MB), David Lanoie (G), Catherine Adamowicz (Br), Beth Fullerton (Q); Tom Kearns (Ma), Candace Shivers (NEA), Swan Gates (PT/Adjunct),  
*Note: NE Director Joe LeBlanc is currently an Interim MTA Field Rep and is not sitting on the BOD at this time, while filling this role.*

**Guests:** Carlos Santiago (Massachusetts Commissioner of Higher Education), HCC Chapter President Laura Schlegel (Chapter President HCC), Phil Mahler (MCCC Office Manager), Catherine Santiago (MTA Field Rep), Michele Nash (Chapter President STCC), Joe LeBlanc (Interim MTA Field Rep)

President Wong called the meeting to order at 10:30 a.m.

## MA COMMISSIONER OF HIGHER ED SANTIAGO/MASSACHUSETTS' EQUITY STRATEGIC FRAMEWORK

Commissioner Santiago presented Massachusetts' Equity Strategic Framework. (*Note: Visit <https://www.mass.edu/strategic/equity.asp> for an overview, background, vision statement, and the related Performance Measurement Reporting System.*)

After completing his PowerPoint presentation, Santiago answered directors' questions and made note of directors' concerns and insights, with regard especially to Early College

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programs. Santiago and directors also discussed the feasibility, or lack of feasibility, with implementing this plan given how poorly Massachusetts funds its community colleges.

Santiago informed directors that “community colleges have a major role to play in this equity initiative.”

In response, directors expressed concerns about administrative choices that have been made by the Board of Higher Ed, the community college presidents, and local community college boards, which have created a community college system that may not be able to fulfill the goals of the Equity Strategic Framework without the college presidents implementing drastic changes to improve the working conditions of faculty and professional staff.

Directors informed Santiago that these conditions include, but are not limited to, 1) a high number of part-time faculty and professional staff who have no real job stability or benefits, 2) the unrealistic strain this could put on departments such as counseling services, without improving the support of those services, and 3) students being enrolled in Early College courses who are not even close to being ready for college.

Directors impressed upon Santiago his need to communicate these realities to the college presidents.

Santiago and VP Rosemarie Freeland agreed to follow up on these concerns at a point in the near future.

Directors and Santiago also discussed 1) the funding of the Day contract, 2) the Board of Registration in Nursing (BORN) seemingly unfairly targeting community college nursing programs with a possible goal of eliminating Registered Nurse (RN) programs altogether, in order to favor direct enrollment in Bachelor of Science in Nursing (BSN) programs at four year colleges, 3) upcoming DCE bargaining, 4) the implementation of changes in Title IX, and 5) an alarming uptick in retrenchments.

After Santiago’s meeting, directors to a short break then resumed the meeting and approved the regular minutes for its June 19 meeting.

## REPORTS

President Wong presented her report, highlighting a letter for members she drafted regarding the Paid Family and Medical Leave Act (PFMLA). *(Note: PMFLA will result in a new tax for all Massachusetts employees starting October 1, but the benefits will not be available for a year. PMFLA will be an enhanced benefit for Day Unit members and a new benefit for DCE members who earn over \$4,500 per year. Please refer to President Wong’s letter, which will be distributed by Chapter presidents, for further details).*

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VP Freeland presented her vice president's and Strategic Action Committee (SAC) report, in particular reporting on H. 3854 AN ACT RELATED TO COLLECTIVE BARGAINING DUES. (Note: Visit <https://malegislature.gov/Bills/191/H3854> for details on the ACT).

Treasurer Guarino presented her report, in particular reporting on unexpected necessary repairs to the Worcester building that is home to MCCC's office, including approximately \$33,000 to cover MCCC's share of a roof repair, \$4,000 for updating the fire alarm system, and also impending HVAC repairs.

Directors held a second reading of a proposed change to MCCC's election policies. Second reading of elections policy (see minutes and treasurers report)

**MOTION:** To approve changes to elections policies (Barnes) PASSED *Note: See the appendix for details.*

Secretary Putnam reported on an update pertaining to 1) the Personnel Committee, 2) inquiries being made with regard to escalating problems with OBRA, and 3) inquiries being made related to the American Federation of Teachers' (AFT) lawsuit regarding the alleged mishandling of Public Service Loan Forgiveness Program (PSLF), the outcome of which could affect full and part-time community college employees carrying student loan debt, as the suit alleges the program was fraudulently run to ensure that only 1% of eligible employees could actually be approved.

MTA Interim Field Rep Joe LeBlanc presented his report, in particular focusing on alarming retrenchments and problematic, messy reorganization plans on various campuses.

*Directors broke for lunch from 1:20-1:50 p.m.*

MTA Board Directors Cathy Boudreau and Joe Nardoni presented their report, noting in particular 1) the MTA Board vote to support the Global Climate Student Strike on September 20 after a heated and lengthy discussion of the matter, 2) MTA's internal restructuring with its new executive director-treasurer, Lisa Gallatin, 3) Widespread upset among higher ed locals regarding MTA's new membership forms, which were developed without input from affected locals and are proving to be inefficient or problematic, 4) an intent to present a motion regarding community college funding at MTA's October BOD meeting, with an invite to MCCC directors to be in attendance, 5) MTA's seeming efforts to bring members to "strike readiness", 6) the passing of an updated elections policy, and 7) the upcoming retirement of MTA General Counsel Ira Fader.

Treasurer Guarino reported that MCCC plans to develop its own form tailored for its own needs, with an estimated cost of \$800 for 5,000 forms, which will ensure that MCCC has plenty on hand for awhile.

## DAY CONTRACT/CHAPTERS ON WORK-TO-RULE

BOD discussed chapter work-to-rule motions related to the Day contract, with some chapters desiring/intending to continue work-to-rule until the contract is actually funded. President Wong reported that a “green sheet” was in process, in terms of a formal request for a legal opinion regarding funding–related work-to-rule action.

**MOTION:** Recommend that chapters come off work to rule (Boudreau)

**MOTION:** To substitute that each chapter discuss and decide whether it would like to stay on, stop, or start work to rule (Boudreau) **PASSED** *as a substitute motion and PASSED as a final motion.*

## FALL CONFERENCE

Ad Hoc Fall Conference Planning Committee members Trudy Tynan and Cathy Boudreau reported on event planning, scheduled workshops, a date change because of a book error made by the original hotel MCCC contacted.

Directors confirmed that October 2 would be the date for the Fall Conference, and that notice would go out to chapters ASAP.

VP Freeland noted that aside from the Fall Conference, there had been a possibility of coordinating with MTA to run regional grievance training meetings, which have not been planned yet, but remain an option.

In connection with this, directors expressed concern that MTA seemingly wants to take work normally performed by o MTA staff represented by its own union, the Field Staff Organization (FSO), and foist it off onto dues paying members at the local level, without a reduction in dues.

## MTA ANNUAL MEETING

**MOTION:** To encourage MCCC member participation at the MTA Annual Meeting The MCCC BOD authorizes the following spending from reserves in order to encourage member attendance at the 2020 MTA Annual Meeting in Springfield, MA, and shall recommend a dues increase to the MCCC Delegate Assembly in order include this in the Budget going forward, subject to continued Board review and/or approval as necessary.

Funding for the 50 top vote-receiving members elected as representatives to the MTA Annual meeting who must travel more than 50 miles to get to Springfield shall be allocated as follows:

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One night stay at a local hotel @ approximately \$160. Total Cost: \$8000  
\$50 per day stipend for verified attendance during the Friday and Saturday  
business sessions at a total cost of \$5000

Funding for the 50 top vote-receiving members elected as representatives to the  
MTA Annual meeting who travel 50 or less miles to get to Springfield shall be  
allocated as follows:

\$50 per day stipend for verified attendance during the Friday and Saturday  
business sessions at a total cost of \$5000

Total cost of the motion: \$18,000 (Nardoni)

*NOTE: An updated recalculation was made during the course of discussing this motion  
to note that real costs would add up to \$13,000 not \$18,000.*

**MOTION:** To postpone this motion (Guarino) **PASSED**

**MOTION:** To revisit the postponed motion with additional more accurate information as  
mentioned as needed at the September meeting (Pratt) **PASSED**

#### EXECUTIVE SESSION

Directors enter into Executive Session at 3:26 p.m. to discuss committee appointments  
and PCA matters.

Directors resumed regular session at 5:10 p.m. and announced that notice would go out to  
request another round of applicants for appointments to committees established by the  
Day contract, and also the following motion:

**MOTION:** To appoint to the Part-Time Employee Salary Grid Committee Trudy Tynan  
(HCC), Linda Grochowalski (GCC), Claudine Barnes (CCCC), Liz Recko-Morrison (Be)  
(XCom) **PASSED**

The BOD ADJOURNED AT APPROXIMATELY 5:12 P.M. AND WILL MEET NEXT  
ON FRIDAY, SEPTEMBER 20, 2019.

**Submitted by DeAnna Putnam, Secretary**

## Appendix III

### Policy Change

#### General Policies - Elections

##### Current

#### II. Conduct of Elections

In MCCC elections, the main principle to be observed is that every member eligible to vote shall have a reasonable opportunity to make nominations, to run for office, and to vote.

##### A. Nominations and Elections: Statewide Elections

1. A Nominations and Elections Committee is mandated by the MCCC Bylaws (Art. VII, sec. 3) for statewide elections.
2. Statewide nominations are placed by mail or electronically.
3. Statewide elections are conducted by mail or electronically. Ballots and/or election materials are delivered to member home addresses or by email; votes are cast by mail or electronically or hand-delivered to the designated location.
4. The Committee will certify and place in nomination in accordance with the Board approved MCCC Nominations and Elections Timeline outlined in the election year and the submission of the MCCC Nomination Form: (1) the names of all officer candidates who have secured at least fifty signatures of active members in support of their candidacy, (2) and the names of all candidates for Adjunct/Part-time Board member who have secured at least ten signatures of active members in support of their candidacy, (3) the names of candidates for the MTA Annual Meeting, and (4) the names of candidates for the NEA-RA Delegate Assembly.
5. If the number of certified candidates for the MTA Annual Meeting is less than or equal to the number of delegates permitted, then those candidates are deemed elected. A ballot process will be conducted to permit write-in candidates for unfilled slots or to be names as successor delegates.
6. All communications with candidates on the statewide ballot may be by email.
7. Write-in candidates for delegate to the NEA-RA and the MTA Annual Meeting must submit a write-in candidate nomination form within five business days of the announcement of voting results. This form is to solicit the same information as a preelection nomination form. Names written in but who do not fill in the write-in candidate nomination form within the time specified are ineligible for election. This policy will appear in the ballot materials and be referenced on the ballot. *Approved by the MCCC Board of Directors August 17, 2016*

##### Proposed

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In MCCC elections, the main principle to be observed is that every member eligible to vote shall have a reasonable opportunity to make nominations, to run for office, and to vote.

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5. If the officer and Adjunct/Part-time Board member positions are uncontested, the nominees for those positions are deemed elected.

5. 6. If the number of certified candidates for the MTA Annual Meeting and/or the NEA Representative Assembly is less than or equal to the number of delegates permitted, then those candidates are deemed elected. ~~A ballot process will be conducted to permit write-in candidates for unfilled slots or to be names as successor delegates.~~

7. If an election has no contested positions, the MCCC does not need to conduct the elections but must declare the nominees elected and post the newly elected officers, Adjunct/Part-time Board member positions, and delegates to the MTA Annual Meeting and the NEA Representative Assembly within ten (10) days of the close of nominations.

6. 8. All communications with candidates on the statewide ballot may be by email.

~~7. Write-in candidates for delegate to the NEA RA and the MTA Annual Meeting must submit a write-in candidate nomination form within five business days of the announcement of voting results. This form is to solicit the same information as a preelection nomination form. Names written in but who do not fill in the write-in candidate nomination form within the time specified are ineligible for election. This policy will appear in the ballot materials and be referenced on the ballot.~~