

# MCCC News



The Official Publication of the *Massachusetts Community College Council* / Vol. 21, Issue 2 / October 2019



President Margaret Wong addressed the members at the MCCC Fall Conference with closing remarks after dinner.

(Photo by Don Williams)

## Return of Fall Conference A Success

**B**ack, after a three-year hiatus, the MCCC Fall Conference on Oct. 2 at the Doubletree Hotel in Westborough was a resounding success. Over 80 members registered for the event. Strong thunderstorms

Making a break from tradition, the planners scheduled dinner after the workshops

Nine different workshops were offered in two 75-minute sessions, which gave presenters and attendees ample time to cover the topics and allow questions. They covered a range of issues from Adjunct concerns and DCE trends to Day Contract committees and trends, to Professional Staff and Chapter President workshops.

### Legal and Legislative

In a session titled “The Law, The Legislature & The MCCC” MTA personnel briefed members on some of the larger issues facing the MCCC. Kate Donaghey from the Government Relations discussed higher ed. legislation on Beacon Hill and especially, the Cherish Act that would increase funding significantly.

MTA Attorney Laura Houle’s presentation focused on the aftereffects of the Supreme Court’s Janus decision. The

state legislature overrode Gov. Baker’s veto to pass a bill that gives public unions rights that Janus left in question. Having access to new members is key among these rights, including personal cell phone numbers, which was the provision the governor vetoed.

With the loss of agency fees under Janus, the new law reduced some of the benefits unions were obliged to provide fee-payers. These included representation in grievances and voting on new collective bargaining agreements. Houle explained that the law allows unions to charge non-members for some of these services, but MTA is not in favor of doing this because it opens a Pandora’s Box.

Groups like the National Right to Work Foundation are trying to form competing groups to represent workers in unionized workplaces. Being sole representative for the unit is critical to maintain union strength. (All faculty and professional staff in Massachusetts community colleges are members of the MCCC Collective Bargaining Unit—not all are MCCC Union members.) She pointed out that union membership has been growing, and we would be better positioned to be welcoming to potential new members.

### Day Contract

Two sessions addressed the Day contract, both presented by President Margaret Wong and Day Bargaining Chair Claudine Barnes. One reviewed the various committees required by the contract. Some are regular and on-going like the chapter MACERs and the statewide version, Joint Study Committee. Others have specific objectives such as the committee to develop a new student evaluation instrument/form. There are vacancies on a number of committees that they are looking to fill. A second workshop discussed issues coming up under the Day contract and how the union might address them.

### DCE and Adjunct

MCCC DCE Grievance Coordinator Joe Rizzo gave a presentation on the issues that have been coming up across the state related to the DCE contract. Two of his key themes were the effects of declining enrollments that disproportionately disadvantage adjuncts, along with his observation that the college presidents seem to be centralizing authority with their attorneys. He did note that there is another 2.5 percent in raises due in 2020.

*Continued on page 2*

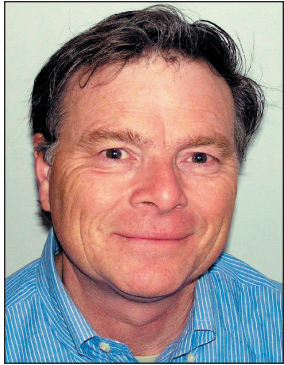


MTA attorney, Laurie Houle, gave a presentation on legal issues facing the union at the MCCC’s Fall Conference.

(Photo by Don Williams)

**NOMINATIONS**  
for all  
**Officer Positions**  
and Delegates  
**OPEN NOV. 1**

## Run Member Run



Don Williams,  
MCCC Communications  
Coordinator

As the nomination process begins in November for an election year when all positions are up in both the MCCC and

the MTA, it is more important than ever for members to get involved and nominate themselves.

By far, the largest number of candidates is for delegates to the MTA Annual Meeting in May. This is where the budget for the next year is approved and candidates for MTA offices are elected. Only delegates get to vote for their locals'

executive committee and board members along with the MTA President and Vice President.

MCCC is the largest local union within MTA, and that gives us the largest number of delegates. With a lot of seats to fill, we rarely send a full delegation, and that affects the influence MCCC has within the larger organization. While we are individually large, all of the higher education locals only add up to about 10 percent of MTA membership.

The lack of influence is consequential. MTA gets the largest portion of full-time MCCC dues, and a significant portion of part-time dues. Votes to allocate resources are part of the budget approval process, and if we are under-represented in delegate numbers, we

can't complain that we're not getting our fair share of resources.

Don't wait to nominate yourself. Many times people used to wait until the last minute in February. And if they missed it, they figured they would just do write-in. Not this year.

For the NEA-RA and MTA Annual Meeting nominations there will be no provision for write-in votes.

MCCC officer positions are also up for election. Members who are interested in those positions (President, Vice President, Treasurer, Secretary) need to get signatures on the nomination form, as do candidates for the two part-time/Adjunct At-large Director positions. They must be submitted by the closing date.

Nominations for Delegates to the NEA Representative Assembly in July are also welcomed. MTA provides some financial support for people to attend this event

In Atlanta, Georgia. Because of fis-

cal restraint, the MCCC is not providing secondary support.

Also for the MTA meeting, hotel rooms will not be provided, but there is still a daily stipend to offset expenses. The 2020 MTA meeting will be held in Springfield. It will be more convenient for western Mass members, and we will really need to have them come out in large numbers.

Unlike the MCCC process, MTA officer and board members are elected at the Annual Meeting only by elected delegates, which is another reason to maximize our influence with a large delegation.

A healthy union needs member involvement. Attending the MTA Annual Meeting is not a big commitment. Although it is a two-day event, the Saturday session is when the most important votes take place. If you've done it before, please do it again. If you haven't, take the plunge! ■

## Fall Conference . . .

*Continued from front page*

A second workshop titled "Adjunct Speak" was an opportunity for adjuncts to air some of the situations they are facing. It was presented by adjunct members Linda Grochowalski who is on the Executive Committee, Holyoke Chapter President Laura Schlegel (one of three adjunct chapter presidents), and Phyllis Keenan from Greenfield.

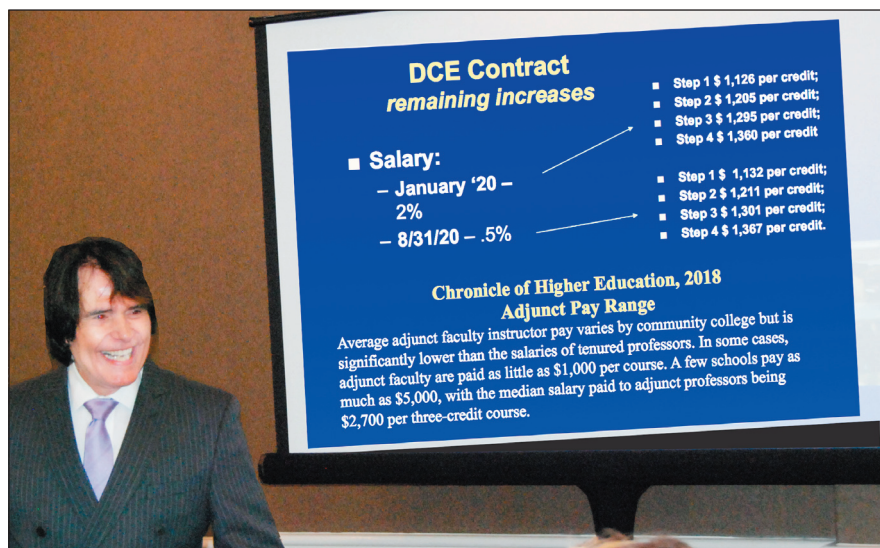
### Other Workshops

The other workshops addressed the concerns of a variety of members. Chapter presidents and professional staff members

had sessions that shared their issues along with workshops on diversity in the community colleges and strategic action.

### Dinner

When the workshops finished attendees gathered for an extensive buffet dinner. President Wong addressed the group with final comments. She thanked them for attending and gave special recognition to Trudy Tynan and her committee that planned this successful event. To wrap up the conference five attendees who stayed until the end each won \$50 cash door prizes. ■



MCCC DCE Grievance Coordinator Joe Rizzo gave a presentation on the trends facing members teaching under the DCE contract. This slide from his power point identified one of the few brighter aspects: upcoming salary increases.

(Photo by Don Williams)

## Visit The MCCC Online! [www.mccc-union.org](http://www.mccc-union.org)

The MCCC website is the best and most up-to-date source for late breaking developments important to Day and DCE Unit members in addition to being a valuable resource for MCCC contact information, bargaining and legislative updates, contracts, committee assignments, bylaws, local chapter leadership, calendar of meetings and events, and the MCCC News newsletters (current and past).

Find links to NEA, MTA and MCCC on Twitter and Facebook.

Bookmark the site for frequent referral.

There is a "Members Only" area with additional information. You log on to that with the same credentials as your MTA Members account. Don't have an account? Create one using your membership card info at MassTeacher.org.



One of the adjunct-oriented sessions at the Fall Conference gave members a chance to speak about the issues they are facing and to explore solutions. The panel comprised of adjunct members (from left) Phyllis Keenan GCC, HCC Chapter President Laura Schlegel, and Executive Committee member Linda Grochowalski.

(Photo by Don Williams)

## MTA Makes Higher Ed Consultant Changes

MTA has reorganized the way consulting services are delivered to the various higher education units affiliated with MTA. This was prompted partially by retirements in the Field Representative ranks and new hires to replace them, but also by the intent to provide assistance more efficiently.

The major division of services is between the UMass units and the Board of Higher Ed. units. The BHE units include the Association of Professional Administrators (APA) a smaller unit covering professional staff, the Massachusetts State College Association (MSCA) covering full-time faculty and adjuncts, and both Day and DCE contracts in the MCCC.

Field service representatives will be assigned to campuses on a regional basis serving the campuses within that region. There is a rep assigned to represent the local overall. For the MCCC that person is newly hired Bret Seferian, who, besides having campus assignments across the units, expects to deal with statewide MCCC issues such as mediations and contract negotiations. Colleen Fitzpatrick will also help in these situations.

The state has been divided into four regions with chapters assigned based on proximity.

### Region 1 Northeast

Field Rep Bret Seferian

MCCC – North Shore CC  
MCCC – Northern Essex CC  
MCCC – Middlesex CC  
APA – Fitchburg State U  
APA – Salem State U  
MSCA – Fitchburg State U  
MSCA – Salem State U

### Region 2 Metro

Field Rep. Colleen Fitzpatrick

MCCC – Bristol CC  
MCCC – Bunker Hill CC  
MCCC – Mass Bay CC  
MCCC – Massasoit CC  
MCCC – Roxbury CC  
APA – Mass College of Art and Design  
MSCA – Mass College of Art and Design

### Region 3 Southeast

Field Rep. Roberta James

MCCC – Cape Cod CC  
MCCC – Quinsigamond CC  
APA – Bridgewater State U  
APA – Framingham State U  
APA – Mass Maritime Academy  
APA – Worcester State U  
MSCA – Bridgewater State U  
MSCA – Framingham State U  
MSCA – Mass Maritime Academy  
MSCA – Worcester State U

### Region 4 West/Central

Field Rep. Catherine Santiago

MCCC – Berkshire CC  
MCCC – Greenfield CC

MCCC – Holyoke CC  
MCCC – Mount Wachusett CC  
MCCC – Springfield Tech CC  
APA – Mass College of Liberal Arts  
APA – Westfield State U  
MCCC – Mass College of Liberal Arts  
MCCC – Westfield State U

Members of the MCCC Board of Directors expressed some reservations about the changes from having two Field Representatives covering the MCCC statewide. Previously, one rep. would be dedicated to the Day contract, and the second would focus on MCCC DCE contract and another higher ed. unit such as the state college DCGE part-time faculty.

Having one field rep. cover multiple bargaining units with their different managements, contracts and cultures was something the directors addressed. They thought it would be confusing and there could be potential conflict between units.

The board was also concerned about consistent service across the state and the need for coordination among the reps. With an increasingly centralized college decision making, the directors want to make sure that the MCCC presents a unified front.

With the new system of assignments and new personnel there is sure to be an adjustment period. The MCCC Board will continue to evaluate the effects of the changes. ■

## Are You a Union Member?

As a member of the MCCC bargaining unit, you are covered under the union contract and receive assistance with matters covered by our collective bargaining agreement (union contract).

Over 95% of full-time faculty and staff in Massachusetts' community colleges belong to the union. MCCC membership also gets you membership in the Massachusetts Teachers Association (MTA) and National Education Association (NEA).

If you are not currently an MCCC union member we invite you to join and support our efforts to improve working conditions for faculty and staff. As a union member you receive a number of benefits and protections that are not available to non-members. These include:

- A \$1,000,000 liability policy through MTA's parent union the NEA
- Free legal advice and representation for work-related matters such as unemployment compensation appeals from our parent union MTA
- Assistance in defraying legal costs incurred in defending against charges of crimes alleged to have occurred in the course of your employment from the MTA
- Complimentary life insurance from the NEA. (<http://www.neamb.com/insurance/nea-complimentary-life-insurance.htm>)
- Free or reduced prices on everyday merchandise and admission for museums and events through MTA Benefits ([mtabenefits.com](http://mtabenefits.com)).
- The ability to serve on union committees, to vote in union elections, to run for union offices, and to vote in contract ratifications.

For more information about the benefits of MCCC/MTA/NEA membership, visit the MCCC website at [www.mccc-union.org](http://www.mccc-union.org)

To join the union you can call the MCCC office in Worcester (508) 890-6688 or go online at the web address [www.mccc-union.org/STORE](http://www.mccc-union.org/STORE).



MTA Executive Director-Treasurer Lisa Gallatin, who was appointed last April, met with the MCCC Executive Committee in September to introduce herself and to discuss the relationship between MTA and the MCCC. (Photo by Don Williams)

# Social Security WEP Reform Bill Filed

A bill has been filed in the U.S. Congress to change the way people in state pension systems like Massachusetts, and who also qualify for Social Security, are treated.

Rep. Richard Neal of Springfield now chairs the powerful Ways and Means Committee, has developed a bill that would a fairer way to balance the Social Security benefits that are subject to the Windfall Elimination Provision (WEP). The provision reduces the benefit for people who collect certain state pensions.

The bill, H.R. 4540 would provide an additional \$150 per month to people whose Social Security is reduced by the WEP. It would affect people first eligible for Social Security prior to January 1, 2022.

People eligible after that date will see a different calculation method. According to the statement released with the bill's announcement, "The legislation establishes a new, fairer formula that will pay Social Security benefits in proportion to the share

of a worker's earnings that were covered for Social Security purposes."

The bill has bi-partisan support. Neal's predecessor, Rep. Kevin Brady from Texas, had proposed similar legislation when he was chair. Texas is another state with the Social Security exemption for state employees. Brady supports the new bill.

Because the state and its employees are exempted from participating in Social Security (saving both parties a 6.2 percent contribution), people who retire from the state system and who also have less than 30 years of "substantive earnings" under Social Security are subject to the WEP.

Currently, this would reduce the benefit on someone's Social Security statement by the same significant percentage if they have 20 years or less of "substantive earnings." Between 20 and 30 years the benefit is restored by about 10 percent a year until it reaches the full benefit.

This bill does not address the Government Pension Offset (GPO), which reduces the Social Security spousal benefit of a person who is collecting a pension from states like Massachusetts. Shawn Duhamel, CEO of the Mass Retirees organization said, "I believe both Neal and Brady would have included a GPO reform provision in their bills if not for the fact that we do not have the votes to pass a comprehensive bill at this time."

With all the controversy over impeachment, there is little chance of action in the immediate future. That said, there is positive motion towards a bill that would improve the way MCCC members have their earned Social Security treated.

If Democrats hold the House, and win the presidency, the chances of a new bill passing will be greater. While it will have to face the Senate, Texas does have two senators. ■

## Know Your Day Contract

### November 2019

- Nov. 11** Nov. 11 Veterans Day holiday (p. 25). 23
- Nov. 21** Unit Personnel Practices Committee established (p. 44). 42
- Nov. 27-28** Thanksgiving Holiday. 23
- Nov. 28** Professional Staff must use one of the three off campus days (p. 54). 52

### December 2019

- Dec. 1** Applications due for Sabbatical Leave beginning July 1 for professional staff or Fall semester for faculty (p. 27). 25
- Dec. 22** Last day fall semester can end (p. 52). 49
- Dec. 24** **Last Day of classes.** Faculty submit college service and student advisement form (p. 57). 55
- Dec. 25** Christmas (p. 25). 23
- Dec. 30** Professional staff submit documentation of performance of duties and responsibilities including, but not limited to, a log of student advisement, if appropriate, and college service activities (p. 59). 56

**NOTE:** Cited page numbers in parentheses are from the 2015-2018 Agreement, the numbers after that are from the 2018-2021 that is being printed.

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 News

<http://mccc-union.org>

Editor:

Donald R. Williams, Jr.

President:

Margaret Wong

Vice President:

Rosemarie Freeland

Secretary:

DeAnna Putnam

Treasurer:

Gail Guarino

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](mailto:Communications@mccc-union.org)

## 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/>

 Like us  
at  
**mccc.union**



**@MwongMCCC**



Members who stayed until the end of the Fall Conference were eligible for one of five \$50 door prizes. The winners were (from left) Kathy Holmes NECC, David Iannaccone MWCC, Roberta Albano STCC, Beth Fullerton QCC, Judy Colson QCC, and N.T. Izuchi QCC.

(Photo by Don Williams)