DeAnna Putnam

Thank you for allowing me to serve you as Secretary for the past two terms. I ask again for your vote to continue in this capacity, as leadership continues to guide MCCC through choppy post-Janus waters.

Candidates’ statements continue on page 2
In Solidarity

Class Participation-Union-Style

The same goes for Union membership. You don’t get as much out of membership if you don’t participate. It’s a collective benefit that is the result of individuals participating in various ways. But the fewer members who participate, the weaker the overall organization is.

This year, the MCCC had the fewest delegates in decades nominated for the MTA Annual Meeting. And there is some fear that attendance overall may be way down because it will be in Springfield.

Last year our MCCC Delegate Assembly had to delay its opening because of a lack of quorum, and it took some frantic calling to drum up enough members to conduct the legally required business of the meeting. Many chapters were under their minimum quotas, and two chapters sent no one.

Costs of conducting the Assembly rose in recent years, and if the quorum has to be done again because of a quorum failure, that doubles the cost. It happened once before, so it is a real fear.

The MCCC budget is still adjusting to the loss of agency fees after the Janus decision, and a repeated DA will further limit our strength.

In the action. Find some way that you can contribute beyond paying dues. At least attend chapter meetings, maybe volunteer to serve on a Union committee. You don’t have to run for a Union office to contribute and make a difference.

Union membership is not a spectator sport.
Higher Ed. Coordination Focuses on Cherish Act

January 10, 2020 found dozens of MTA higher education members convening at the Sheraton Springfield Monarch Place Hotel for two days of union building activities. The Friday event was strictly for Higher Ed. While the Saturday Winter Skills Building activities were for all MTA members.

After a Plenary luncheon with MTA President Merri Najimy and Vice President Max Page that put a strong focus on organizing for passage of the Cherish Act to increase higher ed. funding, participants broke out into meetings to build contract action coalitions.

Groups were organized according to what entity they bargain with. The various UMass unions who negotiate with the UMass Trustees were one, and the two MCCC units (Day and DCE) state university unions (MSCA and APA) who negotiate with the Board of Higher Ed., was the other.

Contract bargaining is coming up this year for most of the higher ed. unions. Two state university unions face the BHE: Association of Professional Administrators (APA), representing counselors and other professional staff; and the Mass State College Association (MSCA) representing faculty and librarians and continuing ed. faculty under a separate DCGE contract.

Joining with the other unions was a significant benefit for the MCCC because our contract cycle is a year off from the other higher unions. The APA and MSCA said that they share information on management’s bargaining strategies and what they had agreed to. With more contract control coming from the DHE, the three unions agreed that coordinated communication and action would make all our positions stronger.

The Higher Ed. Conference featured a number of speakers after dinner.

Rep. Paul Mark from Western Mass, spoke about legislation like the adjunct justice bill, Student Opportunity Act, the Millionaires Tax, and the Cherish Act that he hopes to see funded for the first year. Rep. Mark strongly supports unions and public higher ed.

As a former member of the IBEW, his union job provided tuition assistance that helped him attend Springfield Technical Community College, then to UMass and beyond. He now holds a law degree and Ph.D. He is an adjunct faculty member at UMass and Greenfield Community College. He noted that he has no student debt, but his wife has a $750 monthly student loan payment.

An unusual presentation was given by Jeff Hall of 617 Media Group, a company that labels itself as a Labor Communications Company. It is union run, and all employees are union members. Hall highlighted their successful campaign on behalf of UMass Lowell adjunct faculty using their sophisticated social media techniques. They got tough and went after President Marty Meehan, his attorneys, board members and advisors personally; and by employing methods like “geo-fencing,” they were able to maximize the campaign effect with minimal expense. MTA will be using 617 Media Group in upcoming campaigns.

Prof Erin O’Brien from UMass Boston highlighted her research on the political ramifications of student debt. She pointed out that the levels of Massachusetts student debt has increased dramatically. In 2001 we had the 2nd lowest student debt level in the country; by 2016 we were 40th.

Student debt can be crippling and cause delayed marriage and homebuying for those who achieve degrees. But the toll is especially hard on those who do not graduate. They have the loans, but they don’t have the credentials to earn enough to pay them off. O’Brien said, “Students with loans who didn’t graduate are less likely to vote, to contact government officials, and pay attention to politics.”

Author Caitlin Zaloom discussed the funding problems detailed in her book How Families Make College Work at Any Cost. Complimentary signed copies of her book were available.

Saturday’s Union Skills Workshops were for all MTA members and offered a variety of sessions on supporting members and organizing.

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The MCCC has four awards created to recognize the contributions of individual members who have made significant contributions to the Union in different areas. Awards are presented at the annual MCCC Delegate Assembly.

Nominations are due by March 1, 2020. Nomination forms and the candidate requirements are available on the MCCC website mccc-union.org.

<table>
<thead>
<tr>
<th>Raymond C. Lemieux Memorial Award</th>
<th>Jon G. Butler Memorial Award</th>
<th>John A. Palmer III Memorial Award</th>
<th>Donnie McGee Strategic Action</th>
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<td>The purpose of the award is to recognize an individual whose service, leadership, and dedication have contributed significantly to the Massachusetts Community College Council.</td>
<td>The purpose of the award is to recognize the Chapter President(s) whose leadership, acts, or support have made a significant impact on MCCC unit members.</td>
<td>This award recognizes an adjunct MCCC member whose service, leadership, and dedication have contributed significantly to MCCC unit members.</td>
<td>Recognize a member(s) who has shown exemplary service in the area of political and strategic action that has made a significant impact on MCCC unit members.</td>
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<tr>
<td>Any MCCC Board of Director or Chapter President may nominate by completing a nomination form</td>
<td>Any MCCC member may nominate a candidate with a petition of five or more of that chapter’s members</td>
<td>Any MCCC member may nominate a candidate by completing a nomination form</td>
<td>Any MCCC Member may be nominated by petition of 10 or more members.</td>
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</table>
Retirement consulting is one of the benefits of MTA membership, and it is being provided in the person of MCCC retiree Ed McCourt. He did this for many years prior to his retirement from full-time teaching at Mass Bay Community College and now continues with more time available for providing services to members. With a wealth of experience, he can help guide members through the complicated process of retiring.

Regular appointment sessions are held at the MCCC Office in Worcester where members can meet in person. McCourt attends some MTA events such as the Higher Ed. Conference and is also available to set up a regional session where members from a few colleges can meet.

The Section 60 Conversion from the ORP to the State Employee Retirement System is complicated, and McCourt has been dealing with this as people have been retiring. Some issues are still not completely resolved, but he has the latest information.

If you have questions or want to set up an appointment, contact Ed McCourt at EMcCourt@massteacher.org.

Many full-time members are not aware that there is an early retirement incentive in the Day Contract.

The provision has been in the contract for over 20 years and is only available to benefitted employees at the ages of 55 to 64. Depending upon age, participants could receive an incentive payment of between 10 to 30 percent of the member’s salary.

Participants must notify their colleges one year in advance of retirement date. Funding for the ERI comes from the college accounts and is completely separate from the State Retirement Board. The one-year notice is not binding, and the member is not committed to retiring.

There is a range of percentages depending upon what time of year the person retires. The percentages are highest for retirements occurring between May and August. The details can be found in the Day Collective Bargaining Agreement Section 9.04 (pages 35-36).

MTA retirement consultant, Ed McCourt, himself an MCCC retiree, is available to meet with members interested in retiring. He is up to date on the Section 60 Conversion from the ORP. He can be reached at EMcCourt@massteacher.org.

MTA News
http://mccc-union.org

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

TERENT'S OWN
Retirement Guru

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Know Your Day Contract
February 2020
Feb. 28 Preferred schedules and courses submitted (p. 45).
Feb. 28 New full and part-time hire list due MCCC.
March 2019
March 1 Notice of non-reappointment (first through fourth year) (p. 45).
March 5 Proposals due for unpaid leave of absence for fall semester (p. 31).
March 15 Dean’s recommendations for Title change due (p. 70).
March 15 Unit Personnel Practices recommendations for tenure due (p. 46).
March 30 Department Chair evaluations (p. 79).
March 31 Fall assignments to faculty, full-time schedules to chapter (p. 49).

N.B. Dates may vary depending on the first day of classes. Most of these dates are “last date” standards. In many instances the action can be accomplished before the date indicated. Cited page numbers are from the 2018–2021 Agreement.

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/