

# MCCC News

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## Candidates for MCCC Officers

### *For President*



**Margaret Wong**

Two years ago, understanding well the tough challenges facing unions in general and the MCCC in particular, I decided to run for MCCC President, and, if elected, I was prepared to undertake the very important and worthy work of leading a diverse body of community college faculty and

### *For Vice President*



**Rosemarie Freeland**

I am Rosemarie Freeland, a loyal, confident, thoughtful, empathetic and experienced Greenfield Community College professional staff educator, Union member-activist and leader. Respectfully, I ask for your support of my candidacy for MCCC Vice-President.

### *For Treasurer*



**Henry "Chip" Bradford**

My name is Henry "Chip" Bradford, a candidate for MCCC Treasurer. I am currently a full-time professor at Massasoit Community College, teaching business and economics.

I am a graduate of Massasoit Community College. I continued my education, earning a

### *For Secretary*



**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.



**Ellen Pratt**

I am Ellen Pratt, and I am a candidate for Secretary of the MCCC. I have been a Coordinator of Library Service at Mount Wachusett Community College for 15 years and an active member of the MCCC since 1993. Being organized, hardworking,

**MARK YOUR  
CALENDARS**

**MCCC  
DELEGATE  
ASSEMBLY**

**April 25, 2020**

**Quinsigamond  
Community College**

**Chapters should be electing  
delegates soon.**

*Candidates' statements continue on page 2*





Don Williams, MCCC  
Communications  
Coordinator

the class if they don't take an active role.

As educators, we all know the importance students participating in class activities. They don't get much from belonging in

# 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 runs in the thousands, and if the meeting 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.

Join 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. ■

## Candidates for MCCC Officers... *Continued from front page*

### Margaret Wong

professional staff in our collective fight for the wages and working conditions we deserve. The fight has not been easy. The Janus Decision upended our budget and forced the MCCC to make some very difficult choices, the consequences of which are not yet clear. While the worst (loss of our collective bargaining rights) did not happen, we are not out of the woods yet. Decreasing enrollment have led to retrenchments of programs and unit employees. Full time benefited work continues to be replaced with contingent, unbenefited work, which in turn has emboldened ill treatment of our members.

At the time when all community college faculty and professional need to be working together to combat these pernicious trends, some of our most vulnerable members—new employees, adjunct faculty, and part time professional staff—are opting to not join the union only to find themselves the victims of management bullying or targeted for non-reappointment, without having full legal protections or the backing of the collective strength of the union behind them.

Putting plans into action to effectively grapple with these issues take time and effort, and I am just getting started. I ask for your vote to serve another term as MCCC President. ■

### Rosemarie Freeland

I seek re-election in order to provide continuity for our Union. It would be my privilege to build upon the momentum we've gained during a time of financial constraint post-Janus.

I've worked one-on-one with members, the Board, Executive Committee and Strategic Action Committee to re-establish our connections with legislators. Working alongside our MCCC reps to the MTA Board, I've persistently asserted our unique position as Community College educators subsisting in an under-funded higher ed system. Convincing our legislators to fund our community College

future equitably will not be accomplished overnight. State support for this particular common good has declined for two decades. However, I have confidence our collective advocacy will make a difference.

An example that moved and humbled me was our recent unified action demonstrating our disapproval of the perennial delay of our negotiated salary increases. The fact that our increases were stuck in the year-end supplemental budget was beside the point. Your calls and emails reminded our legislators that we will not be so easily forgotten.

I believe I have demonstrated strong leadership and ask that you vote for me in the upcoming election. ■

### Henry "Chip" Bradford

Bachelor's degree Business Administration and a Master's degree in Management, along with a Master's degree in Teaching (MAT).

In addition to my teaching duties, I am very involved in union activities at Massasoit, including being elected Chapter Treasurer for the past five years and serving on the executive committee. I currently chair to the Academic Development Committee at the college.

At the MCCC level, I was appointed to the Finance Committee in 2018. I have also served on the MCCC-Strategic Action Committee (SAC). I have attended several MCCC Fall Conferences, Delegate Assemblies and MTA Annual Meetings.

Prior to teaching, my background includes 25 years of business/industrial experience in sales, operations/quality management, and product development. As a Quality Assurance Director, I managed the company's supply chain activities throughout North America.

I reside in West Bridgewater, Massachusetts with my wife Nora. We have two sons Chase and Taylor. I was elected to the West Bridgewater School Committee for 2-terms. One of our priorities was to review and approve a district-wide budget of \$10 million, which there were many difficult financial decisions after 2008.

I consider myself a fiscal conservative, with a goal of closely managing and balancing budgets.

It would be a privilege to serve the MCCC membership as your Treasurer. Please consider supporting my candidacy. ■

### DeAnna Putnam

Our dedicated members, chapter leaders, Board directors and officers have been committed to work together to ensure that MCCC survives and thrives despite the potentially devastating blow that the Janus v. AFSCME Supreme Court decision could have delivered us.

I love fighting for your rights. This energizes me. It makes me happy to get up in the morning and think about how I can serve MCCC members that day.

Hired as a BHCC adjunct faculty member in 2010 and more recently at MiCC, I teach philosophy, ethics and world religions. Aside from being the current statewide MCCC Secretary, I am a DCE Negotiation Team member (my third time) and have served as BHCC's past DCE Grievance Rep and DCE MACER Chair.

Equitable pay and benefits for adjunct faculty and part-time professional staff must be won. We must push back on Day Unit retrenchments. Expanding early college programs are changing our working conditions. Our statewide higher education funding formula fails to acknowledge the needs and demographics of our students.

Don't let these challenges (and more) overwhelm you. They don't overwhelm me. What we do matters not just for our students today, but for their future, and for the future of Massachusetts. We have each other, and our battles our winnable. ■

### Ellen Pratt

and personable has made me successful at both.

My experience in the MCCC started at the NECC Chapter where I was a professional staff representative. Actively participating in MCCC Delegate

Assemblies, representing MWCC on the Board of Directors, and being Chapter President at MWCC came easy. Although, I couldn't have done it on my own. I have been surrounded by strong union leaders and willing mentors from the beginning. Embracing my role as a union activist has provided me with a wealth of experience. I have served on two Day Contract Bargaining Teams, attended many MTA Annual Meetings and NEA-RAs, and for the past two years I've been an at-large member of the BOD Executive Committee.

I am running for MCCC Secretary so that I may continue my commitment to furthering the mission of our union and all of its members. Furthermore, in addition to executing the duties of MCCC Secretary, I will create a plan and begin the work to make the files and records (grievances, meeting minutes, etc) of the MCCC more accessible and discoverable.

I hope that you see that I am the right candidate for the office of MCCC Secretary and vote for me. ■

## Write Us

### Letters to the Editor

Only submissions by MCCC unit members will be accepted. Letters should be no more than 200 words in length. The author must include name and chapter affiliation, which will be published with the letter. Authors must provide the editor with contact information in the form of either email address, mailing address or telephone number. Letters will be published on a space available basis and may be edited for length and appropriateness. Not all submissions can be published.

#### Guest Columns

Guest Columns should be no more than 400 words in length. Columns by authors who are not MCCC members may be accepted. The author's name and affiliation will be published with the column.

**Mail to:** Donald Williams, North Shore  
Community College  
1 Ferncroft Road, Danvers, MA 01923

**Or email:**  
Communications@mccc-union.org



# 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 2<sup>nd</sup> lowest student debt level in the country; by 2016 we were 40th.

Student debt can be crippling and cause delayed marriage and home buying 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*. Complementary 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. ■



MCCC members made a strong showing at MTA's Higher Ed. conference in January. With Joe Nardoni in foreground, attendees from left, are MTA Field Rep. Bret Seferian, Gail Guarino, Laura Schlegel, Trudy Tynan, Rosemarie Freeland, Claudine Barnes, MTA Field Rep. Colleen Fitzpatrick, Margaret Wong and Swan Gates. (Photo by Don Williams)

## MCCC Awards Nominations

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](http://mccc-union.org).

<u>Raymond C. Lemieux Memorial Award</u>	<u>Jon G. Butler Memorial Award</u>	<u>John A. Palmer III Memorial Award</u>	<u>Donnie McGee Strategic Action</u>
The purpose of the award is to recognize an individual whose service, leadership, and dedication have contributed significantly to the Massachusetts Community College Council.	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.	This award recognizes an adjunct MCCC member whose service, leadership, and dedication have contributed significantly to MCCC adjunct faculty, as exemplified by the life of John A. Palmer III.	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.
Any MCCC Board of Director or Chapter President may nominate by completing a nomination form	Any MCCC member may nominate a candidate with a petition of five or more of that chapter's members	Any MCCC member may nominate a candidate by completing a nomination form	Any MCCC Member may be nominated by petition of 10 or more members.



# Day Contract Provides Early Retirement Incentive

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). ■

## MCCC's Own Retirement Guru

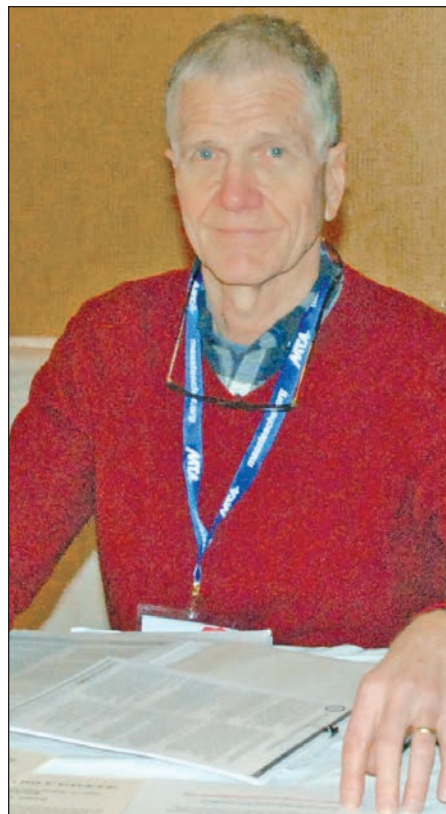
Retirement consulting is one of the benefits of MTA membership, and it is being provided in the person of MCCC retiree Ed McCourt.

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](mailto:EMcCourt@massteacher.org). ■



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](mailto:EMcCourt@massteacher.org).

(Photo by Don Williams)



Rep. Paul Mark who represents several Western Mass towns, was one of the speakers at the MTA Higher Ed Conference. He is a strong supporter of unions and higher ed. serving as an adjunct faculty at UMass Amherst and Greenfield Community College.  
(Photo by Don Williams)



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

## 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. ■*

## 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/>



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