

MCCC News



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COVID Catastrophe

So much happened so quickly. A few campuses were on Spring Break the week of March 9, when later in that week they decided to extend the break for another week. By March 15, Gov. Baker had ordered closing of non-essential businesses and life as we know it changed.

Individual colleges started going their own ways, maintaining that they were not under the Governor's order. Union leadership stepped in immediately to prevent individual campus solutions and negotiate a statewide agreement, so that all MCCC unit members are treated equally.

President Wong along with Day Negotiating Team Chair Claudine Barnes and DCE Day Negotiating Team Chair John McColgan along with MTA Field Reps held lengthy discussions with BHE's Human Resources Director, Mike Murray, and the College Presidents' Attorney, Carol Wolff-Fallon on March 20, reached a tentative agreement.

The Union agreed that for the most part Faculty would be required to teach remotely. On-line learning has specific contractual definitions and rules. Remote learning can take many forms from conducting group presentations using internet applications like Facebook and Google Hangout to a fully on-line modality.

Professional Staff situations are much more complicated. Some members may be able to do all of their work remotely, others may be required to come into the buildings. Detailed provisions were worked out about sanitary precautions and use of sick time.

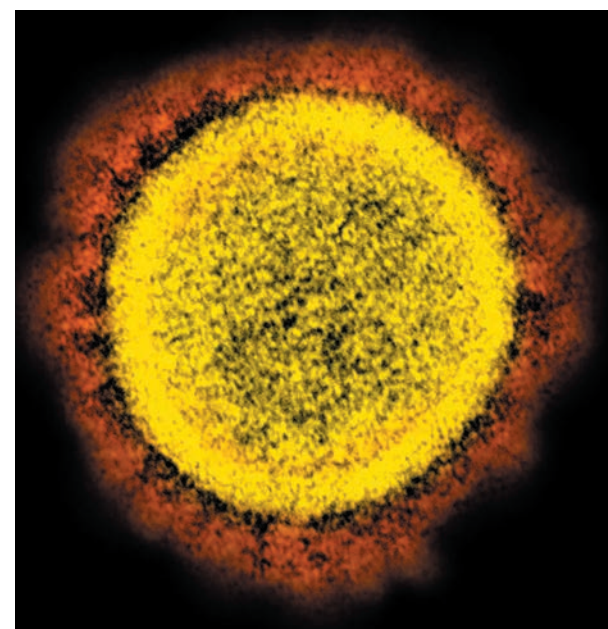
The full agreement is available on the MCCC Website <http://MCCC-union.org>.

Below are some of the key general provisions that the BHE/Community Colleges have agreed to with the MCCC:

- Nothing agreed upon between the statewide or chapter relative to responding to COVID-19 shall be deemed as precedential.
- No MCCC Day or DCE faculty unit member shall be required to teach on-line during this crisis but agree that the faculty shall engage in remote learning consisting of multiple teaching modalities.
 - MCCC members are not required to sign any college created telecommunications agreements.
 - Faculty do not need to update their course syllabus to accomplish notification of these course changes.
 - The BHE/Community Colleges agree to continue to pay part-time employees for the foreseeable future.
 - Professional Staff unit members' period of evaluation shall end on February 29, 2020 and will not

be evaluated on work performed for the remainder of the Spring 2020 semester.

- Student evaluations shall not be conducted or considered by the Colleges for the Spring 2020 semester. No Faculty evaluations will cover work in the Spring 2020 semester performed after February 29, 2020.
- The BHE/Community Colleges agree to provide notice to MCCC employees of any positive and presumptive cases of COVID-19 at a College through the College's existing notification processes.
- The BHE/Community Colleges will make available supplemental cleaning and/or sanitizing supplies to all unit members assigned to the college's campus(es). ■



Delegate Assembly Re-Scheduled for Tuesday May 26, 2020 at noon; To Be Held Via Remote Technology

With activities suspended by Gov. Baker until at least May 4, it was impossible to carry out the annual Delegate Assembly on the scheduled April 25. So the MCCC Board of Directors voted on March 31, to reschedule the mandatory annual meeting to begin at noon on May 26, 2020.

The meeting will be conducted remotely using the Zoom platform. This system is primarily internet-based, and while people can participate by phone, the system has limited capacity.

Noon was selected so that professional staff can participate during their work hours. Article 2.07D in our collective bargaining agreement allows, "Leaves of absence with pay may be granted for officers, delegates or alternates of employee organizations for the purpose of attending conventions of their organizations."

Many members are already familiar with Zoom in their shift to working and teaching remotely. President Wong has purchased 150 participants for the Assembly, and more are possible if needed. The Board of Directors and Executive Committee have already conducted several meetings using the system and are getting more adept at using it.

Delegates will need to provide a personal email address in advance. These are needed in order to "invite" participants to securely log on. Understandably, members are reluctant to give up this information, and

Continued on page 3

Chapter	Goal	Entitlement
BkCC	2	6
BrCC	10	25
BHCC	12	28
CCCC	5	12
GCC	3	8
HCC	8	19
MaCC	8	19
MBCC	5	12
MxCC	9	24
MtWCC	6	13
NSCC	8	20
NECC	6	15
QCC	10	27
RCC	3	6
STCC	6	16
TOT	101	250

Summer School Conundrum

Gov. Baker's current order to close schools until May 6 is already very close to the start of Summer Session. And there is the possibility that the order will be extended into the beginning of the first summer session.

Some colleges in our system are already investigating putting summer courses on to some form of remote learning. An enormous strain will be put on faculty to modify courses that are on a compressed schedule. And they will have to do it in a short time.

While campuses are approaching this on an individual level, any solution to the summer session should be done in accordance with the Distance Learning Agreement.

But if the bans on group gatherings and maintaining personal distance continue, there may be no alternative to remote learning. The Union will be monitoring this to insure members are treated fairly. ■



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

REPORT OF THE MCCC NOMINATIONS & ELECTIONS COMMITTEE

Steve Zona, Quinsigamond, Chair

Billy Jackson, North Shore

Candace Shivers, Mount Wachusett

Sherry Sausville, Springfield Technical

MCCC ELECTIONS 2020

MARCH 26, 2020

RESULTS

TOTAL ELIGIBLE VOTERS 4,264
Total Ballots Submitted 366

PRESIDENT

Margaret Wong * 335 votes

VICE PRESIDENT

Rosemarie Freeland * 315 votes

* Elected

SECRETARY

Ellen Pratt * 161 votes

DeAnna Putnam 148 votes

TREASURER

Henry "Chip" Bradford * 306 votes

MTA DELEGATE ASSEMBLY

The 32 Candidates below are elected per MCCC policy when the number of candidates is less than the number of openings.

Aisha Arroyo, Middlesex

Jacqueline Coogan, Bunker Hill

Lisa Connelly Cook, Quinsigamond

Emilio E. Cruz, Quinsigamond

Joanna DelMonaco, Middlesex

Patrick Faiella, Massasoit

Rosemarie Freeland, Greenfield

Renae Gorman, Springfield Technical

Gail Guarino, Cape Cod

Stacie Hargis, Middlesex

Kathy Holmes, Northern Essex

Susan A. Hutchinson, Middlesex

Paul Johansen, Berkshire

Kamara Kay, North Shore

Mark Linde, Massasoit

Kate M Martin, Cape Cod

Mary McEntee, Greenfield

Genevieve Morse, Middlesex

Javad Moulai, Roxbury

Nicholas Papas, Middlesex

Marsha Parinussa Flynn, Northern

Essex

Ellen Pratt, Mount Wachusett

DeAnna Putnam, Bunker Hill

Liz Recko-Morrison, Berkshire

Ashli Ree, Middlesex

LaTasha Sarpy, Bunker Hill

Kerryn Snyder, Massasoit

Robert Tarutis, Mass Bay

Trudy Tynan, Holyoke

Paul Weeden, Massasoit

Donald Williams, North Shore

Margaret Wong, Quinsigamond

NEA REPRESENTATIVE ASSEMBLY

The 9 Candidates below are elected per MCCC policy when the number of candidates is less than the number of openings.

Emilio E. Cruz, Quinsigamond

Gail Guarino, Cape Cod

Kathy Holmes, Northern Essex

Kamara Kay, North Shore

Genevieve Morse, Middlesex

Marsha Parinussa Flynn, Northern

Essex

LaTasha Sarpy, Bunker Hill

Trudy Tynan, Holyoke

Margaret Wong, Quinsigamond



MCCC Vice President and SAC Chair, Rosemarie Freeland (left) and Cape Cod Chapter President Claudine Barnes spoke with Tom Sannicandro, former state legislator who now heads the Mass Association of Community Colleges (MACC) at Higher Ed. Advocacy day. MACC is an arm of the college presidents. (Photo by Don Williams)

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/>

MCCC Well Represented at Higher Ed. Advocacy Day

On March 2, a week before everything started closing up, MTA was able to conduct a well attended Advocacy Day. Students, staff, faculty and administrators were all part of the gathered activists who would visit legislative offices to promote increased funding for higher ed.

The date MTA was able to secure for the event was unusually early in the budgeting process, but, given the health crisis, the date was fortuitous. Advocates were able to get their message to the legislators.

Primarily, the focus was promoting the *Cherish Act* that calls for almost \$600 million in new support for the 29 public colleges and universities over five years. In the first year there are three objectives.

Reducing student debt so that stu-

Fund. This bill is the product of the community college president's Massachusetts Association of Community Colleges, and has a strong advocate in its director Tom Sannicandro. Formerly a state representative, he was supported by the MCCC.

The *SUCCES Fund* asks for \$14 million additional funding to community colleges for helping students succeed through wraparound support services to help their largely low-income population. More than half of the students in Massachusetts public colleges and universities attend community colleges, yet they only receive 25 percent of higher ed. appropriations. The fund would help to make funding more equitable.

MCCC was well represented at the event. Chapter President Claudine Barnes brought a group from Cape Cod

Community colleges had a separate bill to advance, called the SUCCES Fund. This bill... asks for \$14 million additional funding to community colleges for helping students succeed through wraparound support services to help their largely low-income population.

dents can graduate debt-free by building on the *Student Opportunity Act*. Adjunct justice was an issue being addressed in a bill (*S.1547/H.2322*) that would secure health insurance and job security. A third thrust was advocating for the reducing the burden of capital debt on campuses. The state has been requiring colleges to pay for construction out of their operating budgets, forcing them to raise student fees and reduce full-time staff.

Community colleges had a separate bill to advance, called the *SUCCES*

Community College that included students, faculty, staff and even the college president John Cox. MCCC Secretary DeAnna Putnam spoke in a hearing room about the need for adjunct health insurance.

With the incredible expenses and loss of revenue the state faces due to the shutdown of so many businesses, the revenue for the *Cherish Act* and *SUCCES Fund* will be difficult to find. Federal relief money may be a possible source, but that is yet to be seen. ■

Delegate Assembly...

Continued from front page
the MCCC promises that the information will not be reused.

It is required by law to hold the Delegate Assembly so that a broad group of members can debate and approve the Union's operating budget. The fiscal year ends in June so the timing is critical.

A quorum of 80 delegates is required to legally hold the meeting. There is a total allotment of delegates per chapter totaling 250. But we have always set a minimum target for chapters, equaling 101, that would insure the quorum is met.

Chapter presidents will need to include personal email addresses for each delegate when they report their delegate numbers to the Communications Coor-

dinator, Don Williams. Personal contact information is stressed because we should avoid doing sensitive Union business on the employer's systems.

Chapters are urged to get their full targets. With so many things changing, there may be obstacles to elected delegates participating, and having the extra numbers of our target goal is essential. Last year we barely met the requirement. Given the multiple problems people are facing, this is going to be one more challenge.

It is also an opportunity to bring members together and to recognize the outstanding work members have done through MCCC Awards. In this time of separation any get together, even if remote, is vital. ■



MCCC Secretary DeAnna Putnam spoke to assembled legislators and activists about the importance of increasing aid to community colleges and the need for adjunct health insurance at the March 2, Higher Ed. Advocacy Day. (Photo by Don Williams)

Steps to help prevent the spread of COVID-19 if you are sick

FOLLOW THE STEPS BELOW: If you are sick with COVID-19 or think you might have COVID-19, follow the steps below to help protect other people in your home and community.

Stay home except to get medical care

- **Stay home:** Most people with COVID-19 have mild illness and are able to recover at home without medical care. Do not leave your home, except to get medical care. Do not visit public areas.
- **Stay in touch with your doctor.** Call before you get medical care. Be sure to get care if you have trouble breathing, or have any other emergency warning signs, or if you think it is an emergency.
- **Avoid public transportation:** Avoid using public transportation, ride-sharing, or taxis.

Separate yourself from other people in your home, this is known as home isolation

- **Stay away from others:** As much as possible, stay away from others. You should stay in a specific "sick room" if possible, and away from other people in your home. Use a separate bathroom, if available.
- See COVID-19 and Animals if you have questions about pets. <https://www.cdc.gov/coronavirus/2019-ncov/faq.html#COVID19animals>

Call ahead before visiting your doctor

- **Call ahead:** Many medical visits for routine care are being postponed or done by phone or telemedicine.
- If you have a medical appointment that cannot be postponed, call your doctor's office, and tell them you have or may have COVID-19. This will help the office protect themselves and other patients.

If you are sick wear a facemask in the following situations, if available.

- **If you are sick:** You should wear a facemask, if available, when you are around other people (including before you enter a healthcare provider's office).
- **If you are caring for others:** If the person who is sick is not able to wear a facemask (for example, because it causes trouble breathing), then as their caregiver, you should wear a facemask when in the same room with them. Visitors, other than caregivers, are not recommended.

Note: During a public health emergency, facemasks may be reserved for healthcare workers. You may need to improvise a facemask using a scarf or bandana.

Cover your coughs and sneezes

- **Cover:** Cover your mouth and nose with a tissue when you cough or sneeze.
- **Dispose:** Throw used tissues in a lined trash can.
- **Wash hands:** Immediately wash your hands with soap and water for at least 20 seconds. If soap and water are not available, clean your hands with an alcohol-based hand sanitizer that contains at least 60% alcohol.

Clean your hands often

- **Wash hands:** Wash your hands often with soap and water for at least 20 seconds. This is especially important after blowing your nose, coughing, or sneezing; going to the bathroom; and before eating or preparing food.
- **Hand sanitizer:** If soap and water are not available, use an alcohol-based hand sanitizer with at least 60% alcohol, covering all surfaces of your hands and rubbing them together until they feel dry.
- **Soap and water:** Soap and water are the best option, especially if hands are visibly dirty.
- **Avoid touching:** Avoid touching your eyes, nose, and mouth with unwashed hands.

Avoid sharing personal household items

- **Do not share:** Do not share dishes, drinking glasses, cups, eating utensils, towels, or bedding with other people in your home.
- **Wash thoroughly after use:** After using these items, wash them thoroughly with soap and water or put in the dishwasher.



CS 576128-A 04/02/2020

cdc.gov/coronavirus

MTA Annual Meeting of Delegates

May 2, 2020 • 9am – 12pm

As always, our number one priority is keeping all MTA members and staff safe. In that spirit, the Board of Directors held a special meeting on April 7 and has approved an agenda that can be managed in a shorter time period. The Annual Meeting will begin at 9 a.m. and end by about noon on May 2. Though our Annual Meeting will be shorter this year, the business conducted is vital, and your virtual attendance is important. The agenda includes:

- Voting on the MTA budget for the coming fiscal year
- Conducting elections for President, Vice President, Executive Committee, the Board of Directors, and the Retired Members Committee
- Presenting an Issues Forum on the MTA All In Blueprint Project
- Recognizing outstanding educators, students and education allies

The Board adopted special rules for the 2020 Annual Meeting regarding the alternative nomination process for MTA President and Vice President. Information on the special rules will be provided to delegates. Consideration of MTA Bylaws, Standing Rules and Resolutions will be deferred to the Annual Meeting in 2021.



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

Visit The MCCC Online!

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.



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at
mccc.union**



#Respect4MCCC.

Know Your Day Contract

April 2020

April 6 Dean's leave of absence recommendations due (p. 30).

April 15 Dean's tenure recommendations due (p. 46).

April 15 Title changes announced (p. 70).

April 20 Patriots Day holiday (p. 25).

April 25 Professional Staff unused vacation days in excess of 480 hours (64 days) converted to sick leave at end of last pay period in April. (p. 24).

May 2020

May 1 President's tenure recommendations and sabbatical notification due (pp. 38, 46).

May **Last Day of classes.** Faculty submit college service and student advisement form (p. 57).

May 21 Tenure decisions due (p. 45).

May 25 Memorial Day observed.

May 30 Professional staff College service and student advisement forms (p. 59).

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.

NSCC Chapter Presses for Voice in President Search

Back in early December, and after a few years of growing employee dissatisfaction, the North Shore Chapter joined a few other chapters to vote "no confidence" in the college President Patricia Gentile and the college's senior leadership. At the same time Pres. Gentile announced her own retirement.

The two actions were not related, as Gentile had informed the college trustees last summer that she would be leaving. But the coinciding of the events spurred the chapter to demand a significant voice in the search for a new president.

The Board of Higher Ed. has recommendations for the constitution of presidential searches, but the Union members have pushed to give faculty and staff a greater voice in the process.

At a union meeting at the end of February, the Trustees Chair, J. D. LaRock and hear concerns linked in a video conference to answer questions from the chapter members. He had agreed to a mediation process whereby the union leaders could express their concerns about management at the college.

On April 6, chapter members participated electronically as the Trustees interviewed an interim president candidate, Nate Bryant who is a senior administrator at Salem State University. Chapter President Norene Gachignard said, "I know Nate Bryant and would have endorsed him before today's interview."

There will still be a search for a permanent College President, and the chapter intends to keep involved. ■



The North Shore Community College Chapter held a well attended meeting across two campuses where they were able to express their concerns with the chair of the college Board of Trustees. (photo by Don Williams)