

MCCC News

MTA/nea
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Major actions taken

Delegate Assembly Zooms into History



Over 120 MCCC members joined in on the virtual Delegate Assembly on May 27, 2020.

(Screen shot by Don Williams)

With precedents being broken every day since March, the annual MCCC Delegate Assembly on May 28, joined the parade of gatherings moving to a video conference platform.

Labor law requires the Union to hold the representative meeting for approving the annual budget, and the FY 2021 budget required a significant increase in dues. Bylaw changes also require approval by the DA, and a major change in the leadership/management of the Union was also on the agenda.

Originally scheduled for April 25 at Quinsigamond Community College, we had started soliciting the chapters for electing their delegates when, over spring break, the colleges closed, making it clear that the DA could not go on as planned.

As members across the campuses began using Zoom

for conducting meetings and classes, familiarity with the software grew, and it became clear that the DA could be held over Zoom. So the meeting was rescheduled for the May 28 date at noon. MTA was able to successfully hold its larger Annual Meeting over Zoom on May 2.

Union leadership was concerned that a quorum would not be reached, as it had been an issue last year. But chapters came through, and although it was a little slow to get started, in the end about 120 members attended the virtual meeting, well over the quorum of 80.

Passing the next year's budget is the major task of the DA. After the austerity budgets adopted over the last two years in anticipating and adapting to the Janus Supreme Court decision, the Finance Committee proposed a budget that increased dues for full-time members by \$35.00 per year.

Spending increases were minimal. Among them was providing fair compensation for the MCCC Office Manager (See related article) and the production of one

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MCCC President/VP Office Hours

Join President Wong and Vice President Free-land for regular, open discussions Wednesdays. Email presmwong@mccc-union.org to get on the Zoom invitation list.

MCCC Treasurer Position Eliminated

After several years of discussion, the 2020 MCCC Delegate Assembly passed a bylaw that restructures the leadership of the Union by eliminating the elected Treasurer position. This is the most significant change since the Union commissioned consultants for an Operational Audit of its practices and structure that led to such changes as purchasing an office.

When the Union bought the office condo at 27-29 Mechanic St., Worcester, Phil Mahler was the MCCC President, and there was an office manager named Phil Kennedy plus one assistant—later

expanding to two as the membership grew. Mahler stepped down from the presidency in 2004 and was elected Treasurer.

When the previous Office Manager Kennedy retired, Mahler as Treasurer took over many of the manager duties. With his deep knowledge of MCCC policies and procedures, his strong computational capabilities, and his legendary work ethic, Mahler, along with the MCCC staff of Edy and Angela, helped to bring the office procedures into a very professional operation.

Organizations can't rely too heavily on individual personalities. Ever since Kennedy retired, the MCCC had discussed how to restructure its office operations, but with the capable Mahler in place other issues took priority. When Mahler retired from teaching in 2017, he could no longer be a union member and resigned from the Treasurer position.

Gail Guarino was appointed to serve out Mahler's Treasurer term and ran for reelection in 2018. An arrangement was worked out to split the Treasurer's compensation between Guarino and Mahler, who continued to do the duties of Office Manager. The pay was not at a professional level for the position. With Guarino planning to retire herself this year, the need to restructure the operations rose to a high priority.

In the works for a year, the Bylaw change was debated by the Board of Directors extensively. With the intent

of not adding to the cost of operations, the proposal eliminates the position of elected Treasurer. As with MTA, where the top employee is titled Executive Director/Treasurer, the Vice President is given the role of budgetary oversight, keeping that responsibility to an elected officer answerable to the membership. Day-to-day financial and membership processing will be overseen by the MCCC Office Manager.

Chip Bradford, long time Massasoit Chapter Treasurer, was elected as the last MCCC Treasurer this year. He will continue under the same arrangement as currently exists. At the next election there will be no Treasurer on the ballot and whoever is elected Vice President will have the enhanced responsibilities.

With the change not going into effect until June, 2022, the MCCC will have time to refine the processes under the new structure. ■

Delegate Assembly...

Continued from front page

print-version of the *MCCC News* per year mailed to members' homes. The budget also anticipates a loss of membership as enrollment drops have seen fewer members especially in part-time positions.

A number of members spoke in favor of the budget. Charlotte Gifford, Chapter Treasurer at GCC pointed out that MCCC dues have not gone up in several years and that this works out to about \$1.35 per pay check. Part-time members would see their dues increase by about \$10.50 per year. The only voice heard critical of the proposed budget was one suggesting that the increase should be greater!

While the MCCC collects all of the members' dues, only a portion goes directly to our union's operating budget, the bulk goes to our MTA and NEA parent organizations. Some of that money comes back directly in cash and field service personnel.

The MTA Annual meeting on May 2 set its budget with an annual increase of \$3.00. NEA sets its budget at the annual Representative Assembly, scheduled to

be held virtually July 2-4. MCCC's NEA Director, Candace Shivers, reported that the proposed NEA dues would increase by \$4.00 per year.

Bylaw changes are also a responsibility of the DA. In prior years there have been many proposals. This year there was only one, but it involved significant structural change in the MCCC's fiscal operations. The bylaw eliminates the elected Treasurer position, shifting some of the position's oversight responsibility to the Vice President while putting much of the day-to-day financial responsibilities to a more clearly defined Office Manager position. (See related article.)

Presentation of awards ended the meeting with David Iannaccone, Chair of the Adjuncts Committee, introducing co-recipients of the John Palmer III Award for outstanding service on behalf of adjunct members.

Mark Bashour from Quinsigamond Community College had long been active on the committee and was formerly chair. Bashour said, "I knew John Palmer at QCC, and I'm very honored to receive this award in his name."

Rasheed Khalid, who teaches at Roxbury, Bunker Hill and North Shore was the co-recipient of the Palmer Award. Also a member of the Adjuncts Committee, Iannaccone cited Khalid's strong advocacy at RCC where he stood up against the former college president and was interviewed in the *Boston Globe*.

It was probably the shortest Delegate Assembly on record. The major business got done, and members did have the opportunity to ask questions and voice their opinions. Missed was the fellowship and solidarity building that sitting together over a meal fosters. Zoom did provide some ability for side conversations "chat" with colleagues and friends. ■

MTA Annual Meeting

In an impressive turnaround, the Mass Teachers Association was able to hold its Annual Meeting on May 2nd as scheduled despite having to totally revamp the event because of COVID-19 only a month and a half earlier.

Originally scheduled for both Friday and Saturday in Springfield, with hotel rooms reserved for delegates to stay over, everything changed to hold the meeting virtually.

Because of the emergency orders, the MTA Board of Directors, upon advice of the parliamentarian and attorneys, authorized holding of the meeting via video technology. Delegates were mailed some materials and other documents such the agenda and budget were sent electronically.

Typically, about a thousand members attend. This year's attendance was on par with other years, and may have exceeded what was expected for the in-person meeting. It was scheduled for a

much shorter time frame, and the agenda moved quickly.

As MTA Vice President, Max Page led the presentation of the 2020-2021 Budget. A number of factors (including not paying for hotel facilities in Springfield) reduced the dues increase to a modest \$3.00 annually per full-time professional members. Dues are less for part-time and lower paid positions.

Given the online environment, there was less debate than usual. But MCCC members Margaret Wong, Rosemarie Freeland and Liz Recko-Morrison were able to get on screen to push for more support for community colleges. Because the MCCC has a high percentage of non-members (mostly part-time), that MTA urges should get services, the MCCC deserves more support to cover more of the costs.

While not ideal, the meeting did get its essential business done, and delegates were able to stay safe at home. ■

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/>

Operating Budget

I now **move to adopt** the annual operating budget of **\$48,486,926** and an operating budget dues level of **\$480**, based on 89,290 full-time-equivalent active members for the 2020-2021 fiscal year.

Dues for secretaries, clerks and custodians are to be **\$288**; dues for aides, food service personnel and other education support professionals are to be **\$144**.



MTA Vice President Max Page lead the Annual Meeting budget debate that approved a \$3.00 annual dues increase for full-time professional members, and less for part-time and other lower paid positions.
(Screen shot by Don Williams)

President's Report

2020 Delegate Assembly

Having just barely adjusted to the reality shift brought on by the 2018 Janus vs. AFSCME Supreme Court decision, the MCCC is now tasked with another major reality shift. The deadly COVID-19 global pandemic, which has already caused untold suffering and, by the time this report is published, over 110,000 U.S. deaths, is a paradigm shift that is perhaps beyond our capacity to fully grasp at the moment.

Millions of workers have been furloughed or laid off. Hundreds of thousands of jobs may have been eliminated as businesses have been

forced into permanent closure. Employment uncertainty is perhaps greater than it has ever been in this country. In the midst of this crisis, one that will likely continue for some time, what role do unions play? More specifically what is and should be the MCCC's role?

The MCCC has been engaged in statewide impact bargaining with BHE Representatives since March 16, 2020. What complicated the early proceedings was the inconsistency and slowness with which federal and state officials dealt with the spread of COVID-19. In early March when SARS-CoV2, the virus that

causes COVID-19, had been spreading freely in the community throughout the Commonwealth for weeks, the college presidents were busy creating plans to bring students back onto campus with the idea of a targeted quarantining of students based on which foreign country they travelled to for spring break.

Although there were already many peer-reviewed

articles indicating direct person to person spread, some college presidents brought students and staff back to campus during spring break in hopes that a one-time "deep cleanings" would suffice

to stop the aerosolized virus caused by coughing sneezing or breathing from spreading.

It became clear from day 1 of impact bargaining, that looking out for the safety of our members would be paramount. The lag time in properly responding to the spread of COVID-19 was evident everywhere.

As late as mid-April, when Massachusetts had among the highest rates of COVID-19 in the country, and the United States was quickly becoming the leader in COVID-19 cases, the online questionnaires determining eligibility to be tested for COVID-19 still asked about recent travel on a cruise ship or to

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Margaret Wong, MCCC President

China or Italy. Every day's delay in moving staff to working remotely was a significant increase in probability of members of the college community getting COVID-19. Because of the MCCC's right to impact bargain changes in working conditions, and the pressure we were able to put on management to address safety concerns quickly, professional staff were able to work remotely well ahead of Governor Baker's semi-shut down advisory that probably came out one week too late.

Along with safety, the MCCC must do due diligence to make sure that management does not use the COVID-19 crisis as an opportunity to undermine our hard-won compensation structure, working conditions, and contractual rights. There is little true clarity about the financial future of the commonwealth and the colleges. Federal bills might yet come through to assist, and potential students who find themselves unemployed and who have become more comfortable with remote work may sign up for remote or online classes in higher numbers than anticipated.

In the months to come, things will no doubt remain uncertain and difficult. We do not know if a vaccine or effective treatment is around the corner or years off. Without a vaccine or treatment, we do not know if it will be possible to make things safe enough to even partially open up the college for students to return to the classrooms.

What is certain is that now, more than ever, the MCCC leadership needs to stay in touch with its members. Vice President Rosemarie Freeland and I have started a weekly ZOOM "office hour" so that interested individuals can interact directly with us and with each other to ask questions and to share concerns and strategies. If you would like to be notified about the office hour, email me at <mailto:presmwong@mccc-union.org> and ask to be added to the list.

Despite the uncertainty, there is one thing that is certain and will not be changing. The MCCC will persist. The union, with its host of dedicated leaders, field representatives, employed staff, and members will not let even a deadly global pandemic stop it.

In solidarity,
Margaret Wong

John Palmer III Award Recipients



Mark Bashour (left) from Quinsigamond Community College and Rasheed Khalid of Roxbury, Bunker Hill and North Shore were presented with the John Palmer III award for dedicated service on behalf of adjunct faculty members at this year's virtual Delegate Assembly.

(Screen shot by Don Williams)

Changes to Unemployment due to Corona



Normal one-week waiting period is waived



Additional \$600 added on top of the normal unemployment benefit, until Ju



Usually, in order to qualify for Unemployment, you need be ready and willing employment if it is offered. Under the CARES Act, there is an exception to th had to leave work for Coronavirus-related issues (see Adjunct guide for list).

Catherine Santiago

Bret Seferian

rjames

MTA field service representatives conducted a video conference at the end of May on unemployment benefits for faculty and staff affected by the COVID-19 responses by the colleges. Course cancellations/restructuring and office closings have severely impacted part-time faculty and staff and they are eligible for unemployment, including the additional COVID enhancement, but certain criteria must be met. Members were able to ask questions, but with so many variables in eligibility, the advice was to first contact your chapter president. They can direct you to the appropriate source for help.

(Screen shot 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



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:

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Or email:

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Know Your Day Contract

June 2020

June 1 Applications due for Sabbatical Leave beginning January 1 for professional staff or Spring semester for faculty (p. 27).

Professional staff work beyond the Academic

Year. The dates below do not affect faculty.

June 1 Summary Evaluation by supervisor due (p. 62).

June 1 Written notice stating preferred work assignment submitted each year to supervisor (p. 56).

June 1 Develop E-7 Form with supervisor. E-7 Form serves as basis of evaluation for the year. E-7 includes job description items (goals), objectives (if mutually agreed), and activities/methods (Appendix p. 124).

July 2020

July 1 Notification of work assignment due from supervisor (p. 56).

July 1 Off-Campus Days-3 days off campus for activities outside of those assigned (conferences, catching up on literature in the field, etc.). They may be taken in increments of a half-day or more. The 3 off campus days begin with fiscal year (p. 56).

July 1 Salary increases on grid for professional staff if evaluation is "other than unsatisfactory". (pp. 165-166).

NOTE Given that college buildings have been closed since early March, the evaluation period was agreed to be modified. The period beginning June 1, 2019 ended on Feb. 29, 2020. Members are not to be evaluated on events happening after that date. The June 1 contractual date for evaluation completion stipulated above has not changed. To protect their rights, members are encouraged to file grievances if their evaluations were not done on time.



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