

MCCCC News

MTA/nea
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Delegate Assembly Approves Tight 2022 Budget

The MCCC held its annual Delegate Assembly on April 24 for the second time using the Zoom platform. About 100 members attended. This year the only official business before the Assembly was approving the 2022 fiscal year budget. Unlike other years there were no proposed Bylaw changes—the other major responsibility of the DA.

In presenting the budget to the Assembly, MCCC Treasurer Chip Bradford said that things were tight, but the Finance Committee was able to continue operations for next year without a dues increase of the MCCC portion. He noted that MTA and NEA separately set the rates for their portion of dues.

In a visual, the breakdown of dues was presented. The MCCC collects dues from members not only for our own operations, but also collects dues that are passed on the MTA and NEA. MCCC only gets 30 percent of the funds while NEA gets 20 percent, and MTA gets a full half. Some of the passed through dues are returned to the MCCC both in funds and in services that are based on MTA's agenda.

The source of member dues was another breakdown in the presentation. Full-time faculty and staff provide the overwhelming bulk of revenues: 73 percent. Part-time faculty and staff represent 27 percent. Before the Janus decision, when we had almost 2000 non-members paying the agency fee, the part-time percentage and the overall revenues were much higher.

Bradford mentioned some of the cuts that were made to compensate for the agency fee loss. They included not mailing the *MCCC News*, cutting support for attending the MTA Annual Meeting and NEA Representative Assembly, eliminating most discretionary reassigned time, and cutting officers' salaries.

There were some compensating financial factors caused by the COVID pandemic. By conducting meetings over the Zoom platform, money was saved on travel and meals for meetings—the Delegate Assembly being an example of a major such expense. The MCCC also received a Paycheck Protection (PPP) loan of over \$100,000 that will

be converted to a grant because we met all of the provisions

The motion:

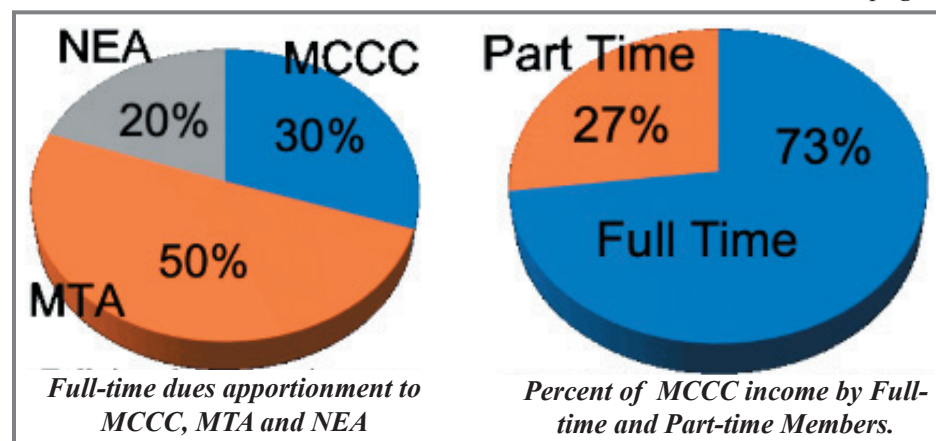
MOVE to adopt the proposed FY 2022 MCCC Operating budget of \$970,166 with a \$0.00 dues increase. This FY2022 budget represents a FY2022 MCCC dues rate of \$322 for DAY unit members based on approximately 2048 DAY unit members and an MCCC dues rate of \$100 for DCE and other

part-time unit members, based on approximately 1,792 DCE and other part-time members.

The motion was approved overwhelmingly. This concluded the official business of the meeting.

But before adjourning, President Wong raised an issue that she said had been discussed in executive session of the Board of Directors for several months

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One of the visuals in Treasurer Bradford's presentation showed the divisions of where members' dues go and the sources of the dues collected by the MCCC.

MTA/MCCC Relationship Questioned



MCCC President Margaret Wong convened the MCCC Delegate Assembly on April 24, over Zoom, and after the budget vote led the discussion over the MCCC relationship with MT

President Margaret Wong dropped a bombshell at the April 24, MCCC Delegate Assembly when she opened discussion on the relationship between the MCCC and the MTA/NEA. She announced that the MCCC had engaged the law firm McDonaldLamondCanzoneri that specializes in labor law and has been involved with the separation of local unions from their larger affiliates. The first step has been taken by the attorneys sending a request for mediation.

At a special May 21, Board of Directors' Zoom meeting that rank and file members were invited to attend, Wong showed the response letter from MTA President Merri Najimy and Vice President Max Page that several Directors called "dismissive." At the request of members, a group is working on a communications strategy that, after the

new Board is seated in June, will be distributed to all members.

Most members have been unaware of problems that have been simmering over the last few years between our union and our state affiliate, the Massachusetts Teachers Association and the National Education Association. Wong started the conversation at the Delegate Assembly by pointing out that we don't have to be affiliated with a larger organization, citing the California Faculty Association's (CFA) having done so.

The MCCC is the largest "local association" in the MTA with about 1800 full-time members and a similar number of part-time members. We also have an almost equal number non-members, primarily part-time, who used to pay an agency (service) fee, and now pay nothing.

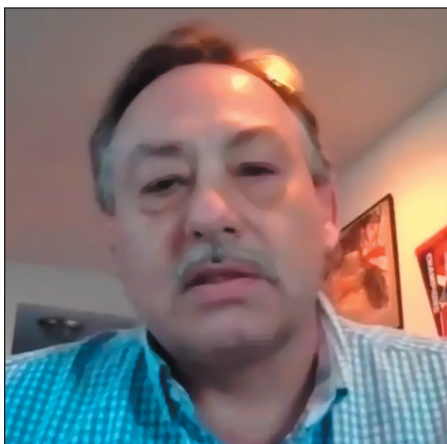
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Couple's Therapy



Don Williams,
MCCC Communications Coordinator

Delegate Assembly . . .



MCCC Treasurer Chip Bradford presented the 2021-2022 MCCC Budget to the Delegate Assembly for approval.

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and that they had now decided to bring it to the membership. The issue was the increasingly rocky relationship between the MCCC and the MTA. She asked if the Assembly members wanted the discussion to be kept in executive session, and the decision was to not make the discussion secret.

Having just passed a budget that showed out of \$3.5 million dues collected by the MCCC from its members, a full \$2.5 million is passed on to the MTA/NEA. This was the jumping off point for Wong to explain some of the particular complaints the MCCC has with MTA. She told the attendees that a special May Board of Directors meeting was called that would be open for rank and file members to attend. These meetings are always open to members, but she would make a special invitation for this one. ■

The MCCC's relationship with the MTA goes back to the mid-1970s when Massachusetts' state college and university employees won the right to unionize. As the local associations began to develop at community colleges, state colleges (now universities) and UMass campuses they looked to national labor organizations for guidance and help.

There were a few options available with the National Education Association (NEA) and the American Federation of Teachers (AFT) as national K-12 educator organizations as the prime contenders. Historically NEA started as a professional advocacy group before unionizing was an option with a focus on the "Association" aspect of its name and the same is true of its MTA affiliate. AFT is an AFL/CIO affiliated labor organization that started in that movement.

I wasn't in the MCCC then, but I know colleagues who were, and some people were even advocating that the MCCC affiliate with the American Association of University Professors (AAUP), which is not a servicing organization. In the

end, most of the newly formed higher ed locals opted to join with NEA/MTA. On exception was the UMass Dartmouth campus that chose to affiliate with AFT. Nationally, more higher ed. locals are affiliated with AFT than with NEA.

More recent formations of adjunct collective bargaining units finds new national organizations vying for their membership. Adjuncts at UMass Lowell were among the last to form a union in the state, and they opted to affiliate with the United Auto Workers (UAW) of the AFL/CIO rather than with an educators' national organization. UAW has been especially active in recruiting adjuncts who have apparently found that the UAW better represents their interests than the teachers' unions.

Where are we at with the MTA now?

The relationship could be compared to a long-term marriage where the partners have drifted apart. The partners have found different interests since they first got together. One partner feels taken for granted, another feels they are not being supported. One partner feels that they're needs are not being met, another feels like they are being supportive to a very demanding partner.

If this were a committed marriage, the next step would be couple's therapy where the two partners air their differences and try to rework their relationship

to better serve both people's needs and desires. And essentially that is what the MCCC leadership has done by requesting mediation with the MTA.

The marriage analogy continues with the dominant partner in the relationship (MTA) reacting negatively to the request for therapy (mediation). As things progress over the summer there may be an agreement to discuss how the relationship could be saved, and to find a durable solution to some of the inherent frictions in the relationship.

The differences between a large, state-wide union and a collection of municipal unions may compare to religious differences in a marriage, something that goes to the core of each partner and requires sensitivity to address.

If we can't overcome the differences through intervention, then the analogy would lead to divorce. Leaving the relationship has to be in the background or there is little motivation for the other party to make concessions. Begging the question, "Do you love us enough to change?"

What about the kids? As the MCCC debates its relationship with MTA, members will be engaged and that can be positive. While the MCCC leadership has initiated this action, many members are committed to the MTA. We are all members of both MTA and MCCC, so we all probably have mixed allegiances. Let's hope we can all stay friends as the debate progresses. ■



MCCC Vice President, Rosemarie Freeland is one of MCCC's two MTA Directors, and she spoke several times at the MTA Annual Meeting in support of the community college positions on issues.

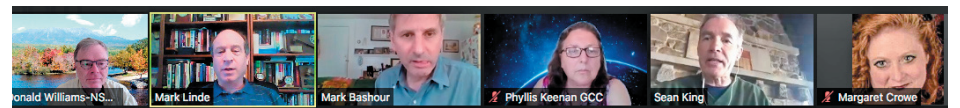
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Mark Linde from Massasoit chaired the Adjunct Committee Meeting on May 20 that included a presentation by MTA Lobbyist, Sean King, about sponsored legislation to benefit adjunct faculty. DeAnna Putnam also reported on DCE contract negotiation progress.

See page 4 for full story.

MTA Annual Meeting Addresses Budget & Dues

As with the MCCC's own Delegate Assembly, the Massachusetts Teacher's Association held its own Annual Meeting over Zoom one week later. The meeting convened on Friday, April 30, from 1:00–5:00 P.M. with a session that consisted primarily of presentations and awards. The principal business session was conducted on Saturday morning, May 1, with the passage of the FY 21–22 budget.

The MTA Vice President's job assignments include chairing the Advisory Budget Committee (ABC), overseeing this process and then leading the discussion of the budget at the Annual Meeting with a PowerPoint presentation.

Vice President Max Page led this year's meeting through the particulars of an operating budget that came to \$49,727,962. The official count of members, as of March 1, 2021, was an overall headcount of 115,702 members that works out to a full-time equivalent of 89,290 members.

Page put up a slide that explained major expense increases. The most significant was a \$519,568 increase in salaries for professionals and included the hiring of one new field representative and one new confidential employee.

Other payroll increases included \$298,593 for the hourly employees, a \$70,358 increase in FICA contributions driven by salary increases, and a \$199,448 increase in health and dental insurance. There was also a \$55,424 increase in long- and short-term disability and paid family and medical leave benefits as a result of pay raises.

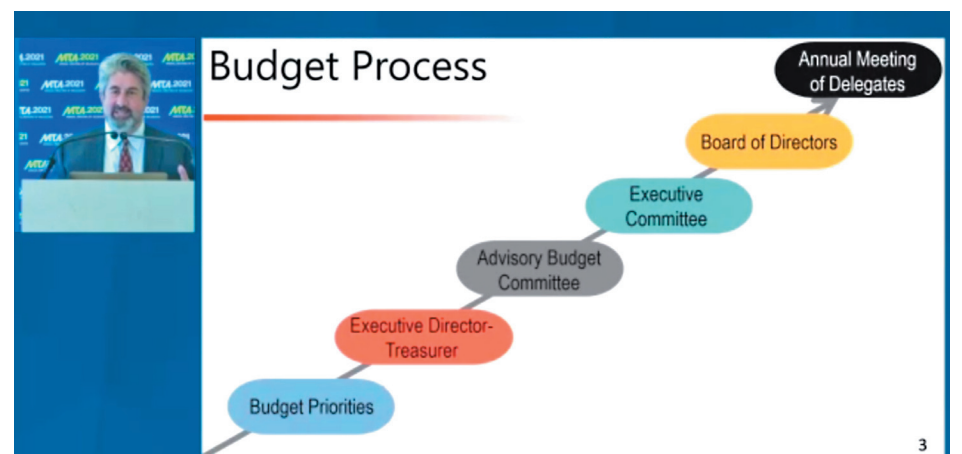
Software costs have increased by \$113,800 as the shift to remote meetings required Zoom licenses, legal document management system and CVENT meeting software. Although there is income from the car and home owners' insurance through MTA Benefits (MTAB), their expenses for advertising increased by \$106,905.

On the income side, Page said that dues revenue will increase by \$267,868 with the proposed \$3 increase. The Insurance Royalty Fees through MTAB will produce \$300,207 in new revenue (offset by the increased advertising). Finally, NEA will be providing \$107,379 in support of the Uniserv field service representatives. Note that NEA holds its Representative Assembly in July, and it is expected that their dues will go up by \$2.

The budget passed as proposed. ■

	Total Yearly Dues	Operating Budget Dues	PR & O Dues
2020-21	\$500	\$480	\$20
\$3 Active professionals \$2 Support professionals: secretaries, clerks, custodians \$1 Support professionals: aides, food service staff, other ESPs.			
2021-22	\$503	\$483	\$20

MTA Vice President Max Page led the budget presentation at the MTA Annual Meeting on May 1. This Powerpoint slide explained the process for developing the MTA budget. The Board of Directors step is the first point where MCCC representatives have direct input.



This slide from the MTA budget presentation shows the annual dues increases for the different levels of MTA membership. The \$20 PR&O (Public Relations and Organizing) assessment has been in effect for several years and is a dedicated fund for various campaigns.

MTA/MCCC Relationship Questioned...

Continued from front page

ing. It is also one of only a few state-wide locals, most notably the 9-chapter MSCA, representing faculty and librarians at the state universities. Both of us are governed by the Board of Higher Education. Counting a variety of UMass campus unions, all of higher education represents only about 10 percent of MTA members.

The MTA is a state affiliate of the National Education Association (NEA), the nation's largest union. MCCC members are automatically members of these larger unions. We collect the dues for all three organizations, keeping a fraction for ourselves, we send the rest up the MTA, NEA chain. They then return some of the money to the MCCC through actual cash, but also in services, such as the field service representatives. They also use the money we send to engage in municipal, state and national political campaigns and debates.

Wong said the crux of the problem is our state-wide nature. In contrast, almost all other MTA locals are community based, K-12 school systems. MTA's services to locals are provided on a regional

basis with offices spread across the state, staffed with support personnel and field representatives who help the area local associations (cities/towns) to organize their members and negotiate contracts.

How an organization structured to provide support on a regional basis can best serve the needs of one organized on a state-wide basis has been the discussion. There has always been a little friction between the entities, but over the past decade MTA has shifted its focus away from contract enforcement and toward organizing. While organizing is important, the MCCC has felt the need for stronger support in other areas.

Another shift in MTA policy was increasing the regionalizing of services. Locals are assigned field service representatives based on their size, and historically the MCCC was assigned one rep. full-time for the Day contract and another rep. on a half-time basis for DCE. They were dedicated to our state-wide contracts,

and were familiar with what was going on at all 15 chapters.

A few years ago MTA's Division of Higher Ed. began informally breaking up the campus assignments of the MCCC reps. into semi-regional, east/west districts where the rep covered both Day and DCE contracts in their region. About a year later there was another restructuring of services, assigning reps within a smaller region to all three segments of higher ed. The MSCA and MCCC are similar under the BHE, but UMass is very different with multiple MTA locals (including maintenance and clerical unions) that are mainly campus based.

The only "say" we have about the services we receive back is through representation on the MTA and NEA Boards of Directors, where we are a very small minority. Our MTA Board members, Vice President Rosemarie Freeland and Joe Nardoni have strenuously voiced the MCCC's concern, with little effect.

The MCCC Board has at various times had MTA officials meet with them to hear the issues of concern, again with little effect. One result was to give the MCCC three, dedicated field service reps., but it kept the regional structure by assigning them each five MCCC chapters: West, Southeast and Northeast. While an improvement, it still was not what the MCCC thinks is best.

To address its unmet needs, Wong told the Delegate Assembly that over 20 years ago the MCCC began building its own chapter support structure by creating the positions of Day Grievance Coordinator, DCE Grievance Coordinator, Communications Coordinator, Research Coordinator and more recently Webmaster. Most of the services these personnel provide to MCCC members are not available from the MTA.

As was pointed out in the Delegate Assembly budget presentation, the MCCC funnels \$2.5 million through the MTA, and the Board of Directors has decided it is time to seriously question if the relationship is worth the money.

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Adjunct Committee Focuses on Legislation

Minor changes in both, but easier to replace the whole articles.

The MCCC Adjunct Committee met over Zoom on May 20 to discuss current issues facing adjunct faculty and to hear from MTA Lobbyist, Sean King about a bill currently working through the legislature that would improve adjunct rights.

Committee chair Mark Linde from Massasoit called the meeting to order at 10 A.M. and opened the agenda with approval of minutes prepared by Mark Bashour from Quinsigamond. Nearly every campus was represented, but there are a couple of chapters that do not have designated DCE Representatives.

In the first part of the meeting members shared situations that were happening at their chapters. One issue is the increasing use by the colleges of requiring under-enrolled DCE courses to be paid at reduced rates. [See DCE Contract page 34 for MOA language.]

This has been a practice at some colleges since before unionizing DCE, but some colleges like Quinsigamond, for one, ran DCE courses for full pay no matter the enrollment. The colleges have the full authority to run or cancel DCE courses, so it is a college by college decision. Budget issues may be the inspiration for some colleges to employ this contract, but members pointed out the unfairness and the demoralizing impact on adjunct faculty.

Adjunct-related legislation was the featured topic at the meeting, with lobbyist Sean King appearing to explain the political actions that MTA is taking. Overall there is the Cherish Bill that would increase higher ed. funding to the 2001 per-student levels, adjusted for

inflation. It also includes language for fair distribution the funds.

He also cited some other higher ed. actions that affect adjuncts. "An Act to provide fair working conditions for public higher education adjunct faculty," sponsored by Sen. Pat Jehlen and Rep. Paul Mark. It calls for adjunct access to health insurance and state pension options, per-course pay parity, a 7.5 percent state contribution to OBRA participants. The bill has been referred to the Joint Committee on Public Service. A similar bill was filed and died in committee when the 2-year legislative session ended.

A more promising action, King explained, were amendments proposed to the Senate Higher Ed. Budget by Sen. Anne Gobi, who chairs the Committee On Higher Education, that would make health insurance available to adjunct faculty who teach at least two, three-credit courses per semester. One significant provision is that the amendment calls for the state, and not the colleges, to pay for the benefit.

"Having the committee chair sponsor this amendment is a real re-vamp of the way things have been done," King said. It is only the senate budget and will go through several stages before a final budget bill. But if the provision does not wind up in the final bill this year, he is hopeful for the future.

DeAnna Putnam, DCE Negotiating Team chair also gave a report on the current status of bargaining on the expired contract.

With members coming from across the 15 campuses, using Zoom for the meetings makes it much easier and cheaper to meet and holds hope for a stronger committee going forward. ■

MTA/MCCC Relationship . . .

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The Supreme Court *Janus* decision harmed the MCCC more than other MTA locals. Community colleges employ more adjunct and other part-time positions than in K-12 or even other segments of higher ed. For a number of reasons, but low pay would definitely be one, adjuncts nationally are more likely to not belong to their unions. And the MCCC has a significant number of non-members who prior to *Janus* paid a fee to cover the services they get from the union.

A major problem for MCCC is that MTA has pressured all affiliates to provide the same services to non-members that they got prior to *Janus* without imposing charges for specific services (like a fee for grievance assistance), which is permitted under *Janus* and state law. Both MTA and MCCC lost income because of

Janus, but because non-members make up a much larger percentage of our unit members, we have had to make drastic cuts in services to our members.

MCCC leadership has pleaded with MTA to return operating funds to help compensate for the additional costs of our unique situation. But so far there has been no satisfactory result. This has prompted to hire attorneys to take steps to formally address differences in the two organizations' relationship. The first step has been to try to engage in mediation. Ultimately, there is the potential to disaffiliate from the MTA, which would require a vote of the membership.

As this newsletter goes to press, MTA's legal department has replied and offered a discussion with or without attorneys, but have not yet agreed to formal mediation with a third party facilitator. ■

Know Your Day Contract

June 2021

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 2021

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).



MCCC News

<http://mccc-union.org>

Editor:

Donald R. Williams, Jr.

President:

Margaret Wong

Vice President:

Rosemarie Freeland

Secretary:

Ellen Pratt

Treasurer:

Henry "Chip" Bradford

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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.

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