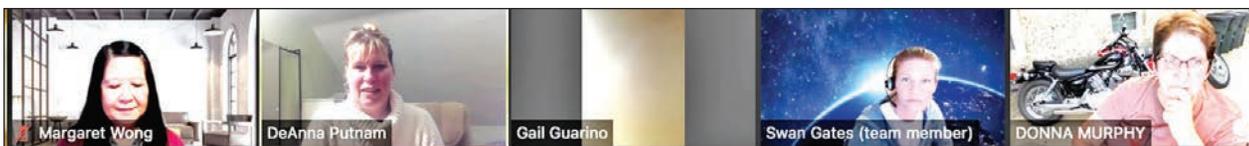


MCCC News



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DCE Contract Breakthrough



DCE Negotiating Team Chair DeAnna Putnam led a Zoom discussion open to all members in October on the new salary proposal from management.

After well over a year of negotiating during the constraints of the pandemic shutdowns, significant progress has been made in settling the contract for adjunct faculty that expired in August of 2020.

In an Oct. 13 Zoom meeting open to all members, MCCC negotiating team chair, DeAnna Putnam explained the unexpected and positive salary offer management had recently made. After months of adhering to a maximum 2 percent cap on annual raises, which Gov. Baker has mandated for all state contracts, the other side made a significant financial increase.

The offer was to move everyone up one step on the salary scale. A fifth step would not be created, but faculty already on Step IV would have their salaries increased by the difference between the existing steps (as if there were a fifth step). Essentially the proposal creates a new four step schedule, that is one step higher. Members would see between a 7.2 to 9 percent increases,

depending on their step, with junior faculty seeing the greater number. And everyone would still get the 2 percent raises already on the table going forward.

Naturally, management wants some language requirements in return. The two major issues are requiring use of Learning Management Systems (LMS) such as Blackboard, Canvas or Moodle, or Jenzabar and changing Instructional Objectives on the syllabus to Student Learning Outcomes. Both of these were contentious issues in the last Day contract negotiations.

For the last Day contract the Union had agreed to SLOs and fought back a pernicious LMS proposal. Appendix A of the MCCC Day contract introduces the concept of SLOs as follows, "Fundamental to the mission of the Massachusetts' Community Colleges is a commitment to high quality education and the promotion of student success. One vehicle to promote these objectives is Student Learning Outcomes which

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MCCC ELECTIONS Nominations Opened Nov. 1, 2021 Nominations Close Feb. 3, 2022

The positions below are all up for election:

- CANDIDATE for MCCC President, Vice President, Secretary
- CANDIDATE for At-Large Part-time/ Adjunct Director to the MCCC Board of Directors (2 to be elected)
- DELEGATE to the MTA Annual Meeting May 20 – May 21, 2022
- DELEGATE to the NEA Representative Assembly July 1 – July 6, 2022

See the MCCC website for forms and more specific information:

<https://mccc-union.org/nominations/>

Policies Related to Candidates for Officer (President, Vice President, Secretary) and At-Large Part-time/Adjunct Director

- Candidates for Officers (President, Vice President, Secretary) must submit either an OFFICERS NOMINATION E-SIGNATURE FORM or a printed OFFICERS NOMINATION SIGNATURE FORM to the MCCC office with the required number of active member signatures. For Officers this is at least fifty (50) active MCCC members. Original signatures must be submitted to the

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NOTE

As of August 21, 2019

there are

**NO WRITE-IN CANDIDATES
ON THE BALLOT**

*for MTA Delegate or for
NEA Rep. Assembly Delegate.*

*To be elected to Delegate positions
candidates MUST be on the ballot.*

Labor on the Rise Post-pandemic



Don Williams,
MCCC Communications
Coordinator

One beneficial effect from the pandemic has been the strength that has accrued to workers. At first the effect was devastating on the most fragile workers at the bottom of the wage scale. They suffered from the virus, they suffered unemployment because of losing child-care, they suffered from hours cut and employers closing. Some of these effects still affect some workers. But the picture

for workers in general has changed significantly.

Unemployment is at 4.5 percent, and many people are opting out of the job market in what's being called the Great Resignation. Everywhere you go businesses have Help Wanted signs out. Restaurants have reduced their days and my local Starbucks seem to have rolling closing hours. Whole Foods had a sign out advertising "double time" (\$30/hour) for Sunday shifts.

It was just a couple of years ago that Massachusetts

retailers pushed to end a "Blue Laws" era requirement to pay workers extra for Sunday shifts. Supply and demand!

Unionized workers are flexing their muscles with the greatest number of strikes going on in many years. One estimate has the number at 175 strikes nationally. Big, national corporations like John Deere and Kellogg have been hit with lengthy strikes. And besides demands for greater pay, unions have also pushed for more worker rights and a rejection of two-tiered pay scales with permanent lower wages for new hires.

There are a few actions going on in Massachusetts, most notably the historically long nurses' strike at St. Vincent's Hospital in Worcester where 800 have been on the picket lines since last March. There, staffing levels is a major point of contention. There have also been strikes of graduate workers at Harvard, Teamsters at Coca Cola of Westborough, set workers at the North Shore Music Theater, and Visiting Nurses of Boston.

Moves to organize new employers are also surging. While an effort to organize an Amazon warehouse in Alabama failed earlier this year, efforts to organize national chains like Starbucks continue to arise. And with union successes becoming more prevalent, workers are emboldened to organize at more employers. Success breeds success.

Maybe the best indication of increasing interest in unions is that investors are taking notice. *The Chief-Leader*, a 125 year old newspaper with a circulation of nearly 30,000 subscribers who are mostly New York municipal workers was sold to an investor.

The *New York Times* said that the new owner, Ben August, plans "to transform the publication into a national voice of public and private-sector labor." August was quoted saying, "Labor is underrepresented, organized labor might be making a comeback, and I would like to fan those flames if at all possible."

In the same article, the Times cited a recent Gallup poll that found Americans approve of labor unions more than at any time since 1965. It also pointed out that with all the radical changes in journalism in the past decade, journalists are becoming more knowledgeable about labor issues

Mr. August, the new owner, said he's planning to run the paper as a business, and sees a growing market, as well as a mission. "I want to support the unions in their efforts to involve employees and workers in what they can do when they organize," he said.

The MCCC is in negotiations over both the Day and DCE contracts and it's unclear whether this favorable labor climate will benefit us, but going forward it's good to feel the wind at our back. ■

DCE Contract . . .

Continued from front page

may be produced and assessed to plan improvements to courses, programs, and institutional effectiveness."

The difference between Instructional Objectives and SLOs may be subtle or significant depending upon the subject matter. Some may be departmental. The Day unit already has experience with SLOs and the DCE team may tap the Day team's experience as they also are currently in negotiations. In the Zoom presentation Putnam said that protecting members' academic freedom was a major concern of the team along with ensuring that faculty are fairly compensated for development of SLOs.

The LMS proposal is much different than the previous one at the Day table. While still in negotiations, it appears that this mandate would not have the ramifications of evaluation that was a major issue in the past. Most faculty make some use of the respective LMSs on their campuses, and some prefer to use an LMS not adopted by their college if the college system is inadequate for the particular course. With all the variations in systems, the Union wants to leave members the greatest flexibility.

The MCCC DCE Team members are Chair DeAnna Putnam (BHCC and MxCC), Gail Guarino (CCCC), Laura

Schlegel (HCC), Swan Gates (CCCC) along with ex officio members MCCC President Margaret Wong and Vice President Rosemarie Freeland. They are assisted by MTA field reps. Bret Seferian and Colleen Fitzpatrick.

Newer MCCC members may not be aware of what DCE means. Vestige of an earlier time, it stands for Division of Continuing Education. Prior to the unionization of adjuncts in the early 1990s, the community colleges had separate divisions with separate administrators that controlled all evening, weekend and summer courses that were outside the contractual hours for Day faculty and staff. Part-time faculty teaching during Day hours were covered by the Day contract.

These divisions of continuing ed. were established by legislation to provide college courses "at no cost to the Commonwealth." They were profit centers for the colleges, and the income they generated gave the college presidents some funds for independent initiatives. After the MCCC organized a DCE Unit, the colleges began treating most part-time faculty as working under the DCE contract regardless of when they teach. A few Day part-time faculty still exist in special programs, but nearly all adjuncts are now DCE.

The separate Divisions of Continuing Education have been subsumed under the general academic affairs oversight. But the stricture of "at no cost to the Commonwealth" remains—but it's fuzzy. Because of this all the tuition and fees generated by courses taught by faculty working under the DCE contract are retained by the colleges. Tuition generated by faculty teaching under the day contract goes back to the state (fees are retained), but when a full-time faculty member teaches a section under the DCE contract, as with adjuncts, tuition is also retained by the college.

The MCCC has maintained throughout the Baker administration's mandates to not exceed his set salary increase caps, that DCE money was not "state" money because it was generated "at no cost to the commonwealth." DCE money belongs to the colleges, and that the MCCC DCE agreements are negotiated directly with the college presidents. That's how it used to be before governors imposed Department of Higher Ed officials to lead DCE negotiations.

The team listened to the concerns of the over 30 people who attended the Zoom meeting. They had a meeting scheduled for the next day, and they took the comments into consideration for going forward. ■



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

MCCC-MTA Relationship Discussions Continue

In the ongoing effort to address problems the MCCC sees in the relationship with MTA, a meeting was held between MCCC Executive Board members and key leaders of MTA. The MCCC participants were Margaret Wong, President; Rosemarie Freeland, Vice President; Chip Bradford, Treasurer; Ellen Pratt, Secretary; Candace Shivers, At-large MWCC; Claudine Barnes, At-large CCCC; and Brian Falter, At-large NSCC. Attorney Alan McDonald came with the MCCC delegation. MTA participants were Merri Najimy, President; Max Page, Vice President; Lisa Gallatin, Executive Director; Rebecca Yee, General Counsel; and

Heather LaPenn, Higher Ed. Division.

The MCCC limited itself to five key issues with the relationship with MTA for discussion.

Five key MCCC complaints

- 1) The exclusion of MCCC from participation in meaningful discussions of MTA
- 2) The bypass of the MCCC Executive Board and direct dealings with MCCC chapters
- 3) The significant imbalance between the dues paid by MCCC members to MTA and the funding returned for its own use
- 4) The level and quality of services

provided by MTA to MCCC

- 5) The lack of a meaningful voice in the legislative initiatives pursued by the MTA

The MTA participants did not address these issues specifically, but instead presented a list of grants funded by MTA that the MCCC was eligible to apply for. And they included that chapters could directly apply without needing the MCCC (the “local” association) to forward their application. They did suggest that some money could be taken from MTA’s Public Relations and Organizing fund to support stipends for MCCC activists.

In reporting the meeting to the

MCCC Board of Directors, the participants said that they did not feel that they were heard. Claudine Barnes said, “They came prepared and thought that throwing out some money in grants would satisfy our concerns.” President Wong called it, “Smoke and mirrors.”

While the MCCC wanted formal mediation to involve an unbiased third party in working out the differences, MTA had proposed a less formal process, of which this was the first meeting. The MCCC has agreed to three of these sessions, and if no resolution is reached, they intend to push for formal mediation. A second meeting is being scheduled. ■

Policies Related to Candidates for Officer...

Continued from front page

MCCC office by the date and time of the nomination deadline.

- Candidates for at-large part-time/adjunct director must submit either an AT-LARGE-PART-TIME NOMINATION E-SIGNATURE FORM or an printed AT-LARGE-PART-TIME NOMINATION SIGNATURE FORM to the MCCC office with the required number of active member signatures. For at-large-part-time adjunct director this is at least ten (10) active MCCC members. **Signatures must be submitted to reach the MCCC office by the date and time of the nomination deadline. Signatures may either be submitted with ink on paper, with the member’s signature, online with the member’s MTA number or last 4 of their Social Security number standing in lieu of their signature. The total number of signatures required may be through a combination of these two methods.**
- Upon email request to the Nominations and Elections Committee chair, and depending on the position sought (Officer (President, Vice President, Secretary) or At-large Part-time Adjunct Director) an electronic file of member names, membership category, mailing address, and home colleges will be provided to a certified candidate. In the case of certified At-Large Part time Director candidate, an electronic file containing only part-time member names, mailing addresses, and home colleges will be provided.

- Candidates will be permitted a statement published in the February 2022 newsletter and/or online. The statement must be no longer than 250 words and submissions longer than 250 words will be truncated to that length. This statement and, optionally, a good quality recent photo, must be submitted to the communications coordinator (communications@mccc-union.org) by the date and time nominations close to qualify for publishing in the newsletter and/or online.

Candidates for NEA Representative Assembly

- MCCC members in good standing on January 15, 2022, who pay their NEA dues through the MCCC may seek election as MCCC local delegate to the NEA-RA. Only members who pay their dues to NEA through the MCCC are entitled to vote in the election for MCCC delegates to the NEA-RA.

Candidates for MTA Annual Meeting

- MCCC members in good stand-

ing on March 1, 2022, who pay their MTA dues through the MCCC may seek election as MCCC local delegate to the MTA-DA. Only members who pay their dues to MTA through the MCCC are entitled to vote in the election for MCCC delegates to the MTA-DA.

- MCCC Members on the MTA Board are ex officio MTA delegates to the MTA.
- Delegates shall be registered at the Annual Meeting (DA) for a term of one year. ■



The community college presidents are complying with Gov. Bakers’ order for all students and staff coming on campus to be vaccinated for the Spring 2022 semester. North Shore Community College is among those that have set up vaccination clinics on campus.

Free Life Insurance for Union Members

Members of the MCCC are also members of the National Education Association, and as an NEA member you are automatically covered by the NEA Complimentary Life Insurance (formerly known as NEA DUES-TAB) term life insurance. It is a guaranteed benefit for Active and Life members. All you need to do is register your beneficiary.

The free program offers \$1,000 of term life insurance, up to \$5,000 (depending on years of membership) of accidental death and dismemberment coverage, and up to \$50,000 of AD&D insurance for any covered accident that occurs while on the job or serving as an association leader.

To register your beneficiary or to obtain more information call 1-800-637-4636, or go to <http://www.neamb.com/insurance/nea-complimentary-life-insurance.htm> ■



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



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at
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NEWS BRIEFS

Breaking News - Wong Not to Run

At the Nov. 19 MCCC Board of Directors Meeting, MCCC President Margaret Wong announced that she has decided not to run for MTA Vice President as she had previously intended. Furthermore, she said that she would also not be a candidate for MCCC President.

Mass. Pension Fund Breaks Records

After a dismal 2020 performance of 2 percent due to the pandemic, the Massachusetts Pension Reserves Investment Management (PRIM) Board reported its highest gain since its creation in 1986. As reported in the *Boston Globe* the 29.5 percent increase well exceeded the fund's performance benchmark of 8.9 percentage points and beat the previous record set in 2000. PRIM allocates funds among seven asset classes including stocks, bonds, private equity, real estate and timberland. The Board oversees outside firms that manage the investments.

Deere Union Wins Big

As reported by *Bloomberg News*, on Nov. 17, workers at John Deere put an end to their first strike since 1986 by ratifying a new contract with the company that increased pay and retirement benefits over a six-year period. After rejecting two previous offers, the accepted agreement gives a 10 percent pay increase in the first year and then 5 percent in the third and fifth years. Also, a 3 percent bonus based on the previous year's salary will be paid in the even years, and each worker will get a \$8,500 signing bonus. The United Auto Workers union said that the strike "captured the mood of a nation." A push to address inequities of a two-tiered salary system that gave workers hired after 1997 lower pay and benefits was not successful.

Post-retirement Earnings Expanded

The Massachusetts legislature overrode Gov. Baker's veto to increase the cap on the number of hours state retirees are allowed to work in state jobs from 960 to 1,200. The 40-year-old limit was imposed to avoid double-dipping. A limit on how much retirees may earn from Massachusetts public jobs was raised a few years ago. Retirees can earn the difference between their last full-time salary and their pension plus \$15,000. ■

Know Your Day Contract

November 2021

- Nov. 21 Unit Personnel Practices Committee established (p. 46).
- Nov. 27-28 Thanksgiving Holiday (p. 25)
- Nov. 28 Professional Staff must use one of the three off campus days (p. 56)

December 2021

- Dec. 1 Applications due for Sabbatical Leave beginning July 1 for professional staff or Fall semester for faculty (p. 25).
- Dec. 22 Last day fall semester can end (p. 53).
- Dec. 24 **Last Day of classes** Faculty submit college service and student advisement form (p. 60).
- Dec. 25 Christmas (p. 25)
- Dec. 30 Professional staff submit documentation of performance of duties and responsibilities including, but not limited to a log student advisement, if appropriate, and college service activities (p. 61)

NOTE: Cited page numbers in parentheses are from the 2018–2021 Agreement (available...). 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.

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.