

MCCC News



The Official Publication of the *Massachusetts Community College Council* / Vol. 22, Issue 4 / February 2022

Candidates for MCCC Officers

For President

For Secretary



Rosemarie Freeland

I am Rosemarie Freeland, GCC Professional Staff, candidate for MCCC President.

I see you and respect you. The COVID-19 pandemic, racialized violence, wealth/health inequities rooted in institutional racism, mental health crisis for our ourselves, families, and students; the “declining student



Laura Schlegel

I am Laura Schlegel and I want to be your MCCC president because I believe unions must work for all their members.

I have been MCCC Chapter President at Holyoke Community College for the past three years but have been involved with union work for over 20 years be-



Colleen Avedikian

My name is Colleen Avedikian, and I am asking for your vote for Secretary of the MCCC union. I was born into a union family in Lawrence, Massachusetts. Growing up I was surrounded by good people committed to public service and to the belief in the power of working collectively. I hold a Master’s Degree in Sociology and a Doctorate in Educational Leadership and Public Policy. I have spent most of my career in public higher educa-

For Vice President



Joe Nardoni

Joe Nardoni for MCCC Vice-President

Dr. Martin Luther King, Jr., writes that “Life’s most persistent and urgent question is, ‘What are you doing for others?’”

Those words are written on my heart. In my 25+ years of MCCC membership, where I have served as a



LaTasha Sarpy

My name is LaTasha Sarpy, and I am running for Vice-President of MCCC because I feel that I can bring a fresh perspective to the union. I operate from the principles of being honest, open, and transparent. These principles create a strong union, protect the members, and enhance active participation. My desire as vice-

**Candidates without Photo
and Statement
For President Claudine Barnes
For Secretary Ellen Pratt**

**CANDIDATES’ STATEMENTS
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MCCC ELECTION SCHEDULE

Information mailing with web link, user names and passwords will be sent at end of February.

On line voting closes on March 25.

MTA Relationship Forum

On Jan. 12, the MCCC held a members-only forum to discuss the problems that the leadership has been raising over the relationship with the MTA. Over 90 members attended the Zoom meeting that lasted well over an hour.

There were two prongs of the meeting one led by President Margaret Wong the other by Treasurer Chip Bradford.

Pres. Wong started with a little background on the relationship between a local association (like the MCCC), its state affiliate (the MTA) and national parent union (the NEA). As a local, the MCCC collects dues from its members for not just itself, but also for the two affiliate organizations. Two thirds of the dues we collect are passed on the MTA

and NEA, and in return MTA remits back some funds and provides a variety of services to us.

The crux of her presentation was contained in one slide with the heading, "MTA's governance infrastructure, which is focused on serving its K-12 members, makes it difficult for the MTA to adequately serve the MCCC except

generally in an ad hoc fashion." Wong went on to explain some of the ways the K-12, municipality-based service model doesn't work well for a single local with 15 campuses across the state from the Berkshires to Cape Cod.

Responding to weaknesses in the K-12 service model, she explained, the MCCC created paid coordinator positions for state wide grievances, communications, research and webmaster in order to supplement the needed services not covered by MTA. But beyond that there were other situations she discussed where the MCCC was not consulted for how services were being provided to us or on legislation that affected the community colleges.

Treasurer Bradford took on the second part of the forum by looking at the financial and membership problems that are the effects of the 2018 Janus decision. He put up graphs that showed precipitous drops in both membership and income. The principal issue is the loss of the unit members who paid agency fees instead of joining the union. These were overwhelmingly part-time staff and adjunct faculty.

After Janus, experience found that full-time faculty and staff were much more likely to maintain union membership than part-time employees. MCCC has a much greater percentage of part-time unit members than K-12 systems or UMass and the state universities. Because the community college system has these differences with the other MTA locals, the MTA relationship isn't giving us what we need.

Members had the opportunity to ask questions and make comments. Some had not been much aware of the issues with the relationship. Some others pointed out the need for having a larger organization with more resources to work on our behalf. And others commented on their positive experiences in working on MTA initiatives in politics and advocacy.

The meeting was meant to be informational and to help people who might want to nominate themselves to become a delegate to the MTA Annual Meeting to vote for candidates who reflect their views on the relationship. ■

Candidates for MCCC Officers... Continued from front page

Rosemarie Freeland

enrollments" narrative sitting heavy on your shoulders, perennial state disinvestment... these disruptions and stresses are almost insurmountable. Yet here you are. I am in awe of your tenacity. *You* inspire me to put to good use my MCCC experience and knowledge.

Strengthening, improving, and growing our organization together, into a more inclusive, just, bold community college educator union is my plan. Join me.

In 2006 I jumped into multiple chapter positions at the same time, each with wide-ranging responsibilities. This start gave me invaluable practical experience navigating labor management relations, contract enforcement, crisis triage. I've reinforced this foundation over time and have come to know the MCCC organization well and across our faculty and staff units. The values that shape my sense of the collective also lead me to trust and embrace other's contributions of time, talents, ideas, and labor. I will not lead in isolation. Sharing power in community while promoting rest and self-care for members and leaders will sustain the MCCC into the future.

I'm invested in helping us navigate our relationship with the MTA, advocating fiercely for respect and fair and equitable allocation of our collective resources, for which all elected officers are bound to a duty of care, ethically and legally.

Thanks for your support! ■

Laura Schlegel

ginning as a union steward for the SEIU 509 at UMass Amherst. Currently, I am English adjunct faculty at both HCC and STCC and the part-time Academic and Career Counselor for the Adult Learning Center at HCC. My union involvement also includes service on the current DCE Bargaining Team and as an At-Large Part-time/Adjunct Director on the MCCC Board.

Over the last three years I have seen many issues that face not only HCC but all 15 of the Massachusetts Community Colleges. Full-time, part-time, faculty, staff, adjunct — the concerns with working conditions, workloads, employment opportunities, lack of benefits, and gen-

eral professional respect are just some of the issues the union must address.

Listening to members, acting on concerns of members, and responding to members is what will make the MCCC strong. Working together to ensure the rights and protection of all our members must be our goal.

I began my college education at HCC as a first-generation student. I graduated Westfield State University with degrees in English and 9-12 Education and earned both a Master's and Ed.S. in Higher Education Policy and Research at UMass Amherst.

Thank you, be well, be safe, and please vote. ■

Joe Nardoni

Chapter Officer, MACER Chair, Strategic Action Coordinator, Director, and MTA Director, Dr. King's words have always guided my service for you.

As your Vice-President, I want to help give *all* of our members what our union has given me: a chance to make a living wage and have a financially-secure retirement. This will take a well-designed and sustained Strategic Action plan to secure and, if elected, that will be my job and my joy to run, with your help. It will be an honor to serve you.

In spite of declining enrollments and membership, I see great opportunities to build a stronger, larger union. To do so, we must work together to lift one another up with an action plan that recruits and engages members to:

- Pass the Fair Share Amendment in November
- Claim *our* fair share of that money to
 - End the economic exploitation of PT faculty and staff
 - Achieve pay equity for our members with faculty and staff working at UMass
 - Amend and pass the adjunct bills in the Legislature to include professional staff

I ask for your ideas and your support to get this done.

Help me pay a good future forward for you.

Contact me at: unionjoe37@gmail.com ■

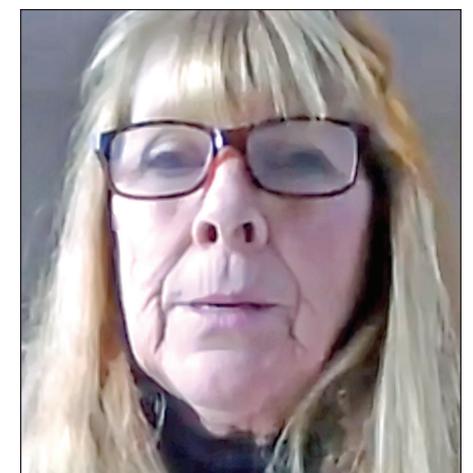
LaTasha Sarpy

president is to unify and strengthen our union. A union is not powerful because of its leaders but powerful because of its members.

In 2018, the Janus decision had a detrimental impact on our membership. We lost members, and we lost power. We need our members back. The days of choosing between membership dues and groceries should be gone. My goal is to fight for our members at the statehouse for better benefits and working conditions. Our members deserve more than what we have received, and after serving on two bargaining teams, I realized that we must fight state politics and policies to get what is right and fair. As a professor of Sociology at Bunker Hill Community College, I work hard to create an inclusive, equitable, and fun learning environment for my students and my colleagues. I hope to do that for our members as well. Voting for me ensures that **your** voice will be heard. All members have an equal voice, and your matters are important. We are 15 distinct campuses with varying job descriptions, but we are ONE union in this fight TOGETHER!

Colleen Avedikian

tion as an active union member. For the past 8 years, I have been a professor of Sociology at Bristol Community College. I have served as both Vice President and Secretary of my local MCCC chapter. I have been engaged in the Fund Our Future Campaign, particularly focusing on the Cherish Act. It is crucial that the state invest in our public colleges, especially in our perpetually underfunded community colleges! I am committed to the fight for our faculty and professional staff to have safe workplaces and fair working conditions, especially important during the COVID-19 pandemic. I will continue to work toward the passing of legislation favorable to our adjunct faculty, our students, and to our collective bargaining agreements. I will seek to build a more active and engaged membership in the MCCC. Finally, I pledge to actively resist the privatization of public education at all levels. I hope you will agree that my experience and strong commitment to union activism make me worthy of your consideration. Thank you. ■



Deb McCarthy, candidate for MTA Vice President

MTA Candidates at MCCC Board

Having invited candidates for MTA president and vice president to the previous MCCC Board of Directors' meeting, the remaining candidates were invited to speak at the January 21 meeting.

Presidential candidate Max Page, the current MTA Vice President, and vice-presidential candidate Deb McCarthy appeared together as they are running as a ticket. Presidential candidate Meka Magee appeared later in the meeting.

Page is a professor of architecture at UMass Amherst and has been MTA vice president for four years and previously served in various union offices at UMass Amherst. McCarthy is a 5th Grade teacher in Hull and has been involved with the union for over 25 years having served on the Board of Directors and the Governmental Relations Committee.



Mika Magee
candidate for MTA President

As a ticket, Page and McCarthy share objectives. They want to fight for justice. "We believe that it's through the union that we can achieve broad justice in the Commonwealth. And we can't do it without high quality, debt free higher education." We can win with union power. Page cited the work done to get K-12 funding through the "Fund our Future" campaign that brought \$1.5 billion in new money to that segment. He also pointed to the "Fair Share Amendment" that MTA is supporting with a coalition of groups that would significantly increase state revenues devoted to infrastructure and education.

MCCC Board member, Joe Nardoni, who also serves on the MTA Board, asked some of the same questions he asked on candidate night related to funding. He wanted to know what they would do to ensure full funding for community colleges. He said "K-12 funding is secure, the funding from Fair Share should be focused on higher ed." Equity in funding across the higher ed. sector both for campus funding as well as equity in salaries across higher ed. Page responded that it should start with the poorest paid adjuncts and ESPs, "lifting up those who are most exploited."

STCC's Director Tom Smith raised the issue of EDU (Educators for a Democratic Union), the MTA caucus which both Page and McCarthy support. Smith pointed out that the EDU platform focuses too much on issues outside of Massachusetts, and he asked "Will you be MTA President or president of EDU?" McCarthy said that she thinks EDU is essential for using our collective power in organizing. While she is a member of EDU, no one in her local is, and they have no conflicts.



Max Page
candidate for MTA President

The issue of ongoing discussions over problems with the MTA/MCCC relationship was raised by MCCC Executive Committee member Claudine Barnes. She said that after almost a year, promises of assisting the MCCC have not materialized. Page responded that having a higher ed. member, like him, in the mix has kept our issues in the forefront.

The last candidate to appear, Lamiko (Meka) Magee is a middle school teacher in the Amherst/Pelham school system. She is a Springfield native and attended Springfield Technical Community College on the GI Bill. She said she is running for MTA president to

Continued on page 4

Candidates for MCCC Part-Time Adjunct At-Large Director



Paul Johansen

I am running for **At-Large Adjunct/Part-Time Director** to help harness the potential of adjuncts to achieve better working conditions, including pay parity and benefits. Adjuncts are a difficult group to organize, but represent a sleeping giant. Working with all 15 Adjunct Representatives, and with supportive Board members, we can increase the MCCC membership which fell following the *Janus* decision.

I have been a proud MCCC/MTA/NEA member since becoming a math Adjunct at Berkshire Community College in 2013, where I was also a student. I have served membership in a number of positions, including **Adjunct Representative** and **Political Action Liaison (PAL)**. In these roles I have recruited adjuncts to testify at the State House. I have written letters to editors about **adjunct pay parity**, the importance of **vaccination policies** based on sound, common-sense, public health-based science, and reforming **mental health** policies in higher education; please contact me for copies. I have been a Delegate to numerous MTA Annual Meetings, attended MTA Summer and Winter Conferences, and led **White Fragility** book groups on and off campus.

I believe if we collectively summon the necessary courage, MCCC can be a powerful force for both **union activism** and **social justice** in Massachusetts higher education and beyond. In order to strengthen MCCC from the ground up, we must uphold high standards of democratic leadership, transparency and integrity. I look forward to hearing your ideas about how MCCC can improve your life (iguanaphoto@gmail.com / 413-212-6132), and to working with you to turn those ideas into reality! ■



Mark Linde

I am running to retain my seat as one of two **At-Large Adjunct/Part-Time Directors** to continue to support better working conditions, pay equity, health insurance and retirement for many of my part-time colleagues including myself. I have been an adjunct faculty member for many years and have become heavily involved in the MCCC and MTA over the past six years.

At present I chair the **statewide adjunct committee**, serve on my **Executive Committee** at Massasoit Community College, serve as a member of the **MACER** team at Massasoit and am a member and Vice-Chair of the **Government Relations Committee (GRC)** for the Mass. Teachers Association.

I have become a union activist testifying concerning pay parity, health insurance and retirement benefits for adjuncts and part-time professional staff before the Massachusetts Legislature and have attended the MTA Winter skills conference twice, as well as the Summer Conference. I have participated in the MCCC annual delegate assembly and the MTA annual meetings.

As a former three time elected School Committee representative from Brockton for **Southeastern Regional Vocational/Technical High School** for 11 years, I supported Early College initiatives and when I left my seat due to a move I was fortunate to teach students (during the Pandemic) at the school.

It is my sincere hope to remain active as an elected **At-Large/Part-time Director** to continue to work and collaborate with other like minded MCCC Board members. Feel free to reach out to me at mlinde61@gmail.com or (508) 942-0917 with any suggestions or questions. I hope to have your support to continue to fight hard for all our needs to make our union stronger. ■

MCCC Members Zoom MTA Candidate Night

On Jan. 19 at 5:00 P.M. the MCCC held a Zoom forum open to members giving them a chance to see and evaluate candidates for MTA and NEA offices. There were several candidates participating:

For MTA President
Eric Champy, Meka Magee and Max Page

For MTA Vice President:
Donna Grady, Deb McCarthy and Lenny Zalauskas

For NEA Director:
John Bracy, Kerry Costello and Janelle Quarles

The forum was scheduled in time for members to still nominate themselves to be delegates to the MTA Annual Meeting where they would be eligible to actually vote for their chosen candidates.

Candidates were asked a variety of questions submitted by members. They were all asked about their union achievements over the past two years, and to cite instances where they sought input from constituents.

Most of the questions were directed at the candidates for MTA president and vice president. Several of the questions related to what MTA could do to benefit community colleges in the face of declining enrollments. How the MTA works with the state legislature to achieve full

funding for our campuses, salary equity, and an adjunct bill that includes part-time staff were some of the specifics.

They were asked what they see as the problems between the MTA and MCCC and what they think could be done. And another person asked “How do you see EDU (Educators for a Democratic Union) impacting the operations and solidarity of MTA and its membership?”

Another question asked the candidates’ positions on “one member, one vote” in MTA elections. Currently, only elected delegates to the Annual Meeting are eligible to vote for MTA/NEA positions. In an organization with over 100,000 members, only about 1,000 who attend the meeting choose the leadership. (All MCCC union members are eligible to vote for our own officers.)

A final question made for some interesting discussion. “Do you believe that the MTA President deserves a \$400,000 salary and that the Vice President deserves a \$380,000 salary? Are you aware that some of us can’t afford to be in the union because we can’t afford the dues.” ■

MTA Candidates at MCCC Board...

Continued from page 3

“Unite the MTA and bring joy to our profession.”

She said that she has respect for community colleges and that it is vital that they are accessible. One of her children who is autistic attended Greenfield Community College and had an excellent experience. Her other three children went to STCC even though they had grades that would have allowed them acceptance at more selective colleges.

When asked what she would do to make sure that if the Fair Share amendment passes community colleges would get what they need by Joe Nardoni, she said, “I don’t know a lot about higher ed., but it’s important to listen to you.” And when he followed up asking how she would address the unequal pay between community colleges and the other higher ed. segments, she said she would have a database collected of salaries and qualifications to use in lobbying.

Asked about what she sees as the major issues between MCCC and MTA, she responded saying that P-12 dominates MTA and that needs to change so that community colleges get more attention.

Rosemarie Freeland, who is an MTA Board member, pointed out that the MTA president appoints people to committees, and in the past there has been favoritism in making those appointments. She asked how would you make appointments. Magee responded that she would appoint the most experienced and capable candidates.

The meeting was open to all members, and a number of rank and file members participated giving them an opportunity to evaluate the candidates before becoming delegates for the MTA Annual Meeting. ■

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, 2022. Nomination forms and the candidate requirements are available on the MCCC website 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.

Know Your Day Contract

February 2022

- Feb. 10** Summary evaluation rebuttals due (p. 55).
- Feb. 15** First year professional staff evaluation conference (p. 57).
- Feb. 21** Presidents Day Holiday (p. 21).
- Feb. 20** Course materials returned (p. 54).
- Feb. 28** Preferred schedules and courses submitted (p. 45).
- Feb. 28** New full and part-time hire list due MCCC.

March 2022

- 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).

NOTE: 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.

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 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.



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