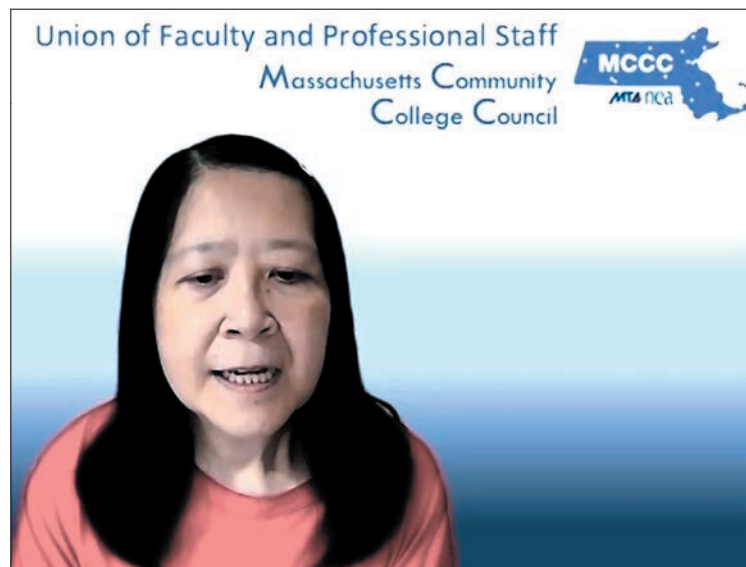


MCCC News



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Online Delegate Assembly Easily Exceeds Quorum



President Margaret Wong presided over her last Delegate Assembly and the third over Zoom as she completes her second and final term in office.

Language in Pending State Budget Threatens Distinction Between Day and DCE Units

The legislation to change DCE sponsored by the community college presidents tagged on to the state budget has been moving rapidly. The MCCC convened a special all-member meeting on May 3 to discuss response to the elimination of the language “at no expense to the Commonwealth” regarding classes offered in the evening, weekend and summer from Section 26. This would essentially end the distinction between Day and DCE units.

MCCC leaders were joined by MTA’s Director of Governmental Services Eric Nakajima, MTA lobbyist Sean King and MTA Staff Attorney Matt Jones along with 116 MCCC members.

Earlier in the week the MCCC had worked with MTA to introduce two amendments to the legislation to either kill the change or to delay it, but these were not successful. King reported that the presidents’ language had passed the house.

The next step is the Senate, where they should wrap up their budget by Memorial Day and complete the process by July. Nakajima said, “If you do nothing, the legislation will pass.”

One question was why was this proposal so sudden? The college presidents claim that they had been thinking about this change for a long time. But this was never expressed to the MCCC until last February.

There was a lot of discussion about the pros and cons of the change. While nothing in the legislation changes the two collective bargaining agreements, there will certainly be ramifications down the line by taking away the principal reason for a separate DCE unit: the non-state funding requirement. Both Day and DCE faculty members expressed concerns about the possible changes. There are positive and negative potentials for both units.

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The 2022 MCCC Delegate Assembly was held on Saturday, April 23, once again over Zoom. Despite early concerns that a very busy semester with two elections and a contract ratification vote may have caused member burn-out, over 110 members attended on line easily meeting the 80-member quorum.

In welcoming remarks for her fourth and final Delegate Assembly President Wong reflected on the many challenges the Union has faced and will face. She then shifted attention announcing the retirement of MCCC Office Manager Phil Mahler. Praising him for his 39 years of extraordinary service, “always putting the Union first.” Mahler was on duty at the MCCC office in Worcester, and he thanked her for her comments saying it had been a pleasure being involved with all the good people he had worked with. (See related article).

The approved order of business started with the presentation of awards, followed by a policy change regarding the office manager position, then the budget—the principle duty of the Assembly. The last item on the original agenda was Bylaw Amendments, but an additional item was added from the floor to discuss legislation proposed by the college presidents affecting the status of DCE.

Awards

The MCCC has a few awards to recognize the outstanding work of members in different areas of union work. This year there were nominations for two awards to recognize a chapter president and a member supporting adjuncts.

The Jon Butler Award for outstanding chapter was presented to Jared Gilpatrick from Massasoit Community College

by Cathy Boudreau for Andrea Henry, who nominated him but was unable to attend. In a metaphor-laden speech she praised Gilpatrick’s constructive work as a new chapter president coming in at a difficult time at the college where the level of grievances has led all other chapters. She went on to praise all the chapter presidents and the great work they do every day.

The John Palmer Award for service, dedication and leadership has contributed to adjunct faculty was presented to Mark Linde from Massasoit Community College by Mark Bashour. Himself a former Palmer Award recipient, Bashour cited the work Linde has done as chair of the Adjuncts’ Committee to build the membership and increase the presence of adjuncts in the MCCC.

Policy Changes

Besides the departure of Phil Mahler, the role of the Office Manager will be changing because the elected Treasurer position will no longer exist after June 1. Reflecting this, a Policy change was proposed and passed that changed the position title to Office Manager /Treasurer, and made some changes in the job description to reflect the change.

Fiscal 2023 Budget Approval

Approving the upcoming fiscal year budget is the single most important duty of the Delegate Assembly. The proposed budget was presented by the outgoing, and last elected MCCC Treasurer, Chip Bradford. He began by explaining the process by which this budget was developed. The Finance Committee began meeting in October to look over the past year’s budget and expenditures along with projections of membership and other potential

situations. They finalized their proposal in March to present to the Board of Directors for their approval.

Three scenarios were considered: 1) a level funded budget, 2) a budget with severe cuts, and 3) a middle-of-the road version. They opted for the last option that coupled some cuts with a small dues increase, and a slight dip into reserves.

Highlights of the Cuts:

- Chapter support cut
- Funding for conference attendance cut
- Printing costs for contracts and newsletter cut
- Zoom meetings will continue (saving travel and meal expenses), but to a lesser degree than the past two years
- Reassigned time cut

Bradford noted that the budget projected that membership would be 1850 Day Contract members and 1700 DCE Contract members—down from the current 1901 and 1748 members respectively. He said, “If we maintain current membership numbers, it would add \$2200 to the coffers.” It’s in all members’ interest to be involved in getting unit members to join the Union.

MOTION

MOVE to adopt the proposed FY 2023 MCCC operating budget of \$880,690 in income and \$973,912 in expenses. This will result in a \$93,222 operating deficit. A \$10.00 dues increase for Full-Time Members and a \$3.00 dues increase for Part-Time Members will result in a \$69,622 deficit This FY 2023 represents a FY 2023 MCCC dues rate of \$342 for Day unit members, projecting 1,850 DAY unit members; and a MCCC dues

Continued on page 3

Mahler to Retire

After 39 years of service in multiple roles with the MCCC, Phil Mahler is calling it quits June 1.

He had not been a member long before he got active in the Union. Beginning as chapter president, to director from Middlesex Community College, where he taught Math and Computer Science, he got involved in the campaign for organizing the DCE Unit that, after a strike, brought the first contract in 1990.

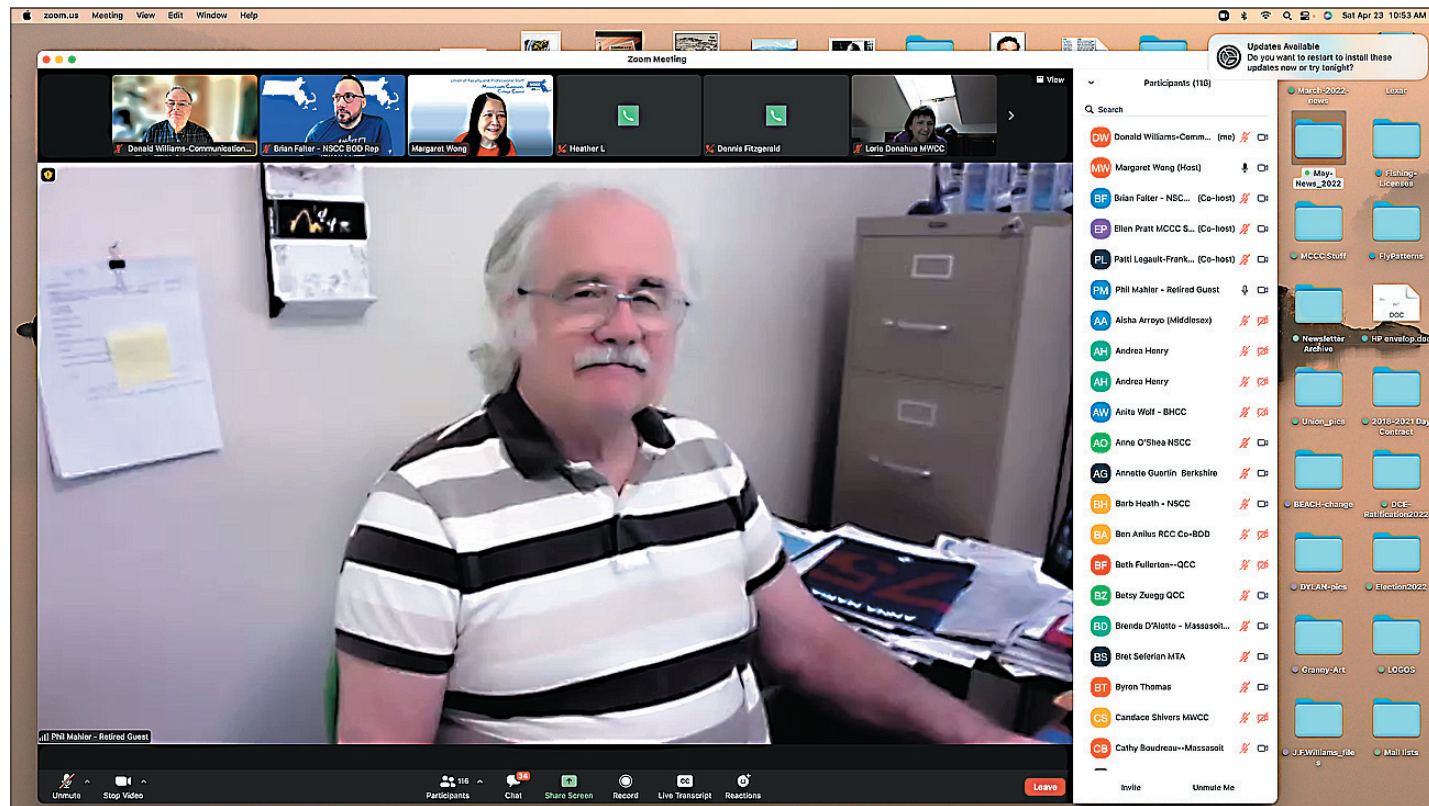
When, after years without raises, Gov. Bill Weld vetoed raises that outgoing Gov. Dukakis had agreed to in his last weeks in office, Phil spoke up that the Union should be doing something. The Board agreed and appointed him to lead the charge. As he said at the time, “No good deed goes unpunished.”

It was a long fight that ultimately led to the Classification Study. Phil’s engagement in political action led him to run for MCCC Vice President. After one term he ran for President and served for two terms that saw the Classification system integrated into the Collective Bargaining Agreement. The system brought a rational salary system, which did not exist before, and significant raises to many members—some as high as 50 percent.

Leaving the union presidency didn’t end his service to the union as he took on the role of MCCC Treasurer, which he did for a number of terms. During the early part of his tenure as Treasurer the MCCC had an Office Manager position that was filled by another Phil, Phil Kennedy, a retired former state employee. When Phil K. decided to leave the MCCC in 2008, the leadership asked Phil M. if he would step-in to fill that role.

Given Mahler’s broad experience in union policies and procedures along with his computer skills the roles of Treasurer and Office manager were merged and Mahler served in the dual role for another four terms. In 2017 he decided to retire from full-time teaching, and he intended to continue to teach part-time and continue in his dual role. However, adjunct teaching was not for him, and after one semester he decided to leave teaching all together. Because at that time someone had to be actively employed in the community college system to be a member, he had to resign as Treasurer. But he was able to continue as Office Manager until his final retirement as of June 1, 2022.

His work ethic is legendary. While all his work for the MCCC is prodigious, he also managed to serve several terms on the MTA Board of Directors and Executive Committee. He was also a very active member in the New England Mathematical Association for Two-Year Colleges (NEMATYC) and the national association (AMATYC) that



MCCC office manager Phil Mahler on the job in the Worcester office during the April 23 Delegate Assembly. He will be retiring June 1, after 39 years active involvement in the MCCC.

awarded Mahler the “Herb Gross Lifetime Achievement Award” in 2015.

And we haven’t seen the last of Phil Mahler. He continues to be active in MTA as a retired member. ■

NEWS BRIEFS

Avidikian Wins Runoff

Colleen Avidikian from Bristol Community College won the tie-breaking election for MCCC Secretary position over the incumbent, Ellen Pratt.

MCCC Office Manager/Treasurer Position

The MCCC has been developing the job description for the newly redefined position of Office Manager. The position is expected to be posted at the end of June. Members will be encouraged to apply, but membership would not be required. Familiarity with MCCC policies and procedures would be a key attribute for a successful candidate.

RCC Grads Receive \$1,000

After giving the graduation speech at Roxbury Community College, philanthropist Robert Hale returned to the podium with an incredible surprise. He told the graduates that he and his wife Karen were giving each of them two envelopes, one marked “gift” with \$500 in cash for themselves and another marked “give” with \$500 in cash to give to someone else or some organization, “who can use it more than you.” Hale who owns a successful tech company and is a part-owner of the Boston Celtics told of his own early set-backs and urged the graduates to follow their dreams and not to be afraid of failure. ■

Budget Language Threatens Distinction Between Day and DCE Units . . .

Continued from front page

The overwhelming question was whether the two units would be merged. While there is nothing in the legislation that would change the contracts, the way is clearly paved for that potential. Responding to the merger question Atty. Jones said there were three avenues that could result in a merger. One would be by agreement of the two units, another would be by a petition of one party to force a merger, and it could happen by legislation. In any case, there would have to be negotiations to preserve the rights of members.

But Jones assured the members that there was “no direct impact on the two units” in the current legislation. And there is nothing in the legislation that would change existing contract provisions or would require a merger in the future.

Concern was also raised about how the legislation would affect the finances of the smaller colleges in the system. Nothing in the language specifically affects finances, but elimination of “at no cost to the Commonwealth” would have ramifications. While the presidents claim they can manage their budgets after the language goes into effect, they also made a plea for more funding.

Discussion about how to proceed saw a few options. Given the momentum the legislation has picked up, outright opposition seemed counterproductive. The possibility of a Memorandum of Agreement with the college presidents to assure that rights in both contracts

were preserved was considered, as was an amendment to preserve rights in the Senate version. Doing the latter seemed to be the consensus.

The all-member meeting had no authority to authorize any action, so a special meeting of the Board of Directors was called to take action. At that meeting Middlesex director and incoming Vice President Joe Nardoni proposed the following amendment to be sponsored by MTA to the Senate bill.

New amendment.

SECTION 7A: Notwithstanding any general or special law, rule or regulation to the contrary, the existing faculty and professional staff bargaining units of the Board of Higher Education for the community college segment of the public institutions of higher education, as defined in section 5 of chapter 15A, shall remain in effect and the terms and conditions of employment therein shall continue in effect until ratification of successor agreement(s) or any mid-term bargaining and subject to the employer’s and the exclusive representative’s rights and obligations under chapter 150E; any party seeking changes thereto shall follow the procedures set forth in Chapter 150E.

The action passed and Nardoni said that along with MTA Governmental lobbying for the inclusion, MCCC member constituents would be asked to contact two key senators, Anne Gobi and Michael Rodriques, to help preserve member rights as the legislation goes forward. ■

In Solidarity

Delegate Assembly Recognizes Award Winners...

Continued from front page

rate of \$103 DCE and other part-time unit members, projecting 1700 DCE and other part-time members. The MCCC will be required to access \$69,922 from financial reserves to balance the FY budget.

After brief discussion, a vote on the budget was taken and it passed with 90 percent of delegates voting in the affirmative.

Bylaw Amendments

Another task that only the Delegate Assembly can do is make changes to the MCCC's Bylaws. This year there were nine amendments proposed. Bylaw Committee Chair Charlotte Gifford led the approval process.

The first amendment was a critical one that changed the period of membership in the MCCC. The old rule made membership contingent on being actively employed by the community college system. Adjuncts were impacted by this in a number of ways. While dues are on an annual basis, if an adjunct member taught in a fall semester, but did not teach in the following spring semester, they would not be a MCCC member for that spring. MTA and NEA memberships are assessed for a whole year, but their membership continues to the end of the academic year. The new definition was to make MCCC membership in line with MTA and NEA.

Gifford pointed out that bylaw amendments require a two-thirds majority and that they become in effect immediately upon passage. This one passes with 93 percent.

The second change was a technical one that changed the definition of what constitutes a "balanced budget." There was little discussion and it passed with a 96 percent margin.

The third proposal was to make the currently *ad hoc* Committee on Racial Justice, Equity and Inclusive Engagement a standing committee. Discussion

was on the need to reach out to minority members and that giving the committee permanence and budgetary support is an important step to achieve diversity. The only objections were about adding an additional budget line in a tight economy. It passed with 88 percent.

Four, related amendments from the same submitters that would increase member involvement in the bargaining process were ruled "out of order" by the parliamentarian, Patricia Ann Legault-Frank. She explained that while the intent of the proposals was good, because of an "internal conflict" they shared, there would be a lot of confusion in implementing them, and because they would become effective immediately, and could not be changed until the next Delegate Assembly, she had no choice.

Gifford explained to any potential bylaw proposers that the Committee was available to help them with crafting language. But she also urged the MCCC to change policy to allow the Bylaw Committee to directly access the parliamentarian, which could have resulted in the elimination of the conflicting point in these four proposals.

An eighth proposal that would require contract negotiations to start "at least six months before expiration" was discussed. While people felt that this was desirable in the abstract, the reality of negotiations and the situations present at any given time made this impracticable. The motion failed 51-49 percent.

The ninth and final bylaw proposal was to require the Nominations and Elections Committee to give candidates for offices that require nomination forms, weekly status reports on the status of signatures towards the required number. This was spurred by the shift to electronic nomination forms because of COVID. It was difficult for candidates to know if they had met the requirements. There was some objection to the added work for the committee—especially the "weekly"

aspect. But the amendment did pass with 79 percent support.

New Business

There was discussion about establishing an ad hoc committee on member engagement and what the MCCC was currently doing. But this was cut short when the quorum was lost at 1:30.

Section 26 Discussion

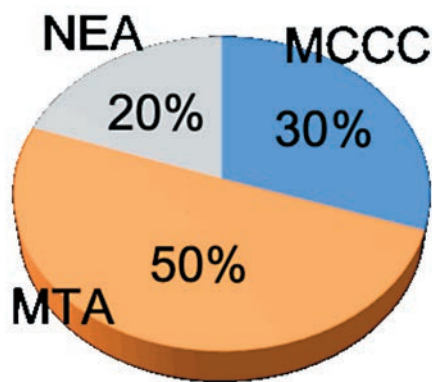
Members lingered informally to discuss the changes the college presidents had attached to the state budget eliminating the barrier to full-time faculty teaching at night, weekends and summers. It was agreed to hold a special all-member Zoom meeting on May 3, to specifically discuss this issue. ■



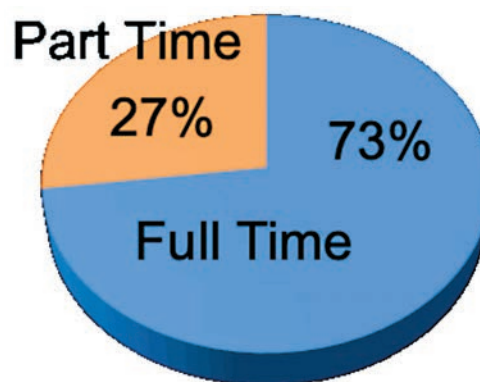
President Wong began the Delegate Assembly over Zoom with the presentation of two plaques for outstanding service by members. The Butler Award for outstanding chapter president was given to Jared Gilpatrick from Massasoit Community College. Nominated by Andrea Henry, Cathy Boudreau gave a rousing speech highlighting the extraordinary challenges that the relatively new chapter president had to face between COVID and difficult college administration.



The Palmer Award for significant contribution by an adjunct member was given to Mark Linde from Mass Bay Community College. He was nominated by former Palmer recipient Mark Bashour who praised Linde for his work in expanding and organizing the Adjunct Committee



Full-time dues apportionment to MCCC, MTA and NEA



Percent of MCCC Income by Full-time and Part-time Members

These charts from the FY2023 budget presented by Treasurer Bradford show the proportional distribution of member dues between MCCC, MTA and NEA (left) and the proportional dues paid by the Day and DCE unit members.

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/>

Juneteenth Celebration Saturday, June 19, 2022

Quinsigamond Community College
Soccer Fields 11:00 am to 5:00pm

Join the MTA Ethnic Minority Affairs Committee for a day of BBQ, games and activities for children and adults, a DJ, and a commemoration of this important day in history by the renowned group OurStory Edutainment.



Program

11:00 am	Event Opens
12:00 pm	Welcoming Remarks
12:30-2:00 pm	Organized Games
2:00-2:45 pm	OurStory Presentation
2:45-4:30 pm	BBQ Served
5:00 pm	Event Ends



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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Know Your Day Contract

May 2022

May 30 Professional staff College service and student advisement forms (p. 61)..

May 31 Memorial Day observed (p. 25).

June 2022

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)..

June 25 Professional Staff unused vacation days in excess of 375 hours (50 days) converted to sick leave at end of last pay period in June 2022. After the last payroll period of June 2022 leave in excess of 375 hours (50 days) shall be forfeited at the end of the last pay period in December of each year. (MOA 4/28/2021)

July 2022

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).

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

MCCC Office Hours

The MCCC office normally is open Monday through Thursday from 9 am t 3 pm. There is no in-office staffing on Fridays . Masks may be required to enter the office.

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.

Need help with the website? Send any concerns about broken links, suggestions to the webmaster.