

MCCC News



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Get Involved Nominations Now Open

Nominations for MCCC At-large Directors, NEA RA delegates, and MTA Annual Meeting delegates close on Thursday, Feb. 2 at 4:00 P.M.

The MCCC has over 60 MTA Delegate slots, and it is vital that we send a strong delegation to influence the directions that our state affiliate takes. Only elected delegates can vote on policies and for MTA president and vice-president.

Nominate yourself at the MCCC website at: <https://mccc-union.org/nominations/>

REMINDER – there will be no write-in nominations

NOTE: MCCC At-large Director candidates may submit a 250-word statement and a photograph to be published in the February issue of the *MCCC News*. These submissions are also due by 4:00 P.M. on Feb. 2.

Send photos and statements to MCCC Communications Coordinator, Don Williams, at Communications@mccc-union.org.

Day Contract Agreement Reached

On December 6th, after almost two years of work, and 18 months of bargaining an expired contract, the MCCC Negotiating Team was able to reach a tentative agreement with management. In a session that lasted into the evening, the final outstanding issues were hammered out including significant change in the Distance Education Agreement (DEA).

The MCCC team will be updating members on the specifics of the tentative agreement. A few “housekeeping” details remain to be cleaned up before it is finalized.

It had been hoped that negotiations would have wrapped up in the Nov. 29 session, but management was insistent on a September 1, 2023 expiration date and other provisions for the current DEA that the

Union had serious issues with.

The DEA provides that either party could request to renegotiate the Agreement after June 30, 2000. Management has asserted that right, and while the MCCC is relatively happy with the existing language, the colleges are seeking many changes, and the union could no longer avoid opening it up.

Member frustration was growing

as inflation increases costs of living, and they’ve had no salary increases in over two years. The Contract Action Team (CAT) had put together a campaign of silent observ-

ers participating in the negotiations via Zoom. Participation increased over the last few weeks. Culminating in 145 observers at the Dec. 6 session. The

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“After the language is finalized, a ratification vote will be scheduled. There are some legal requirements about notifications and timing. It is also required to be a mail-in ballot, which adds some complications.”



MCCC President Claudine Barnes spoke on the needs of Massachusetts community colleges at the December 1 press conference put together by MTA. Among the issues she raised was the billion dollars in deferred maintenance on the campuses, the prohibitive costs for students and the appallingly low salaries for faculty and staff that have caused failed searches at every campus.

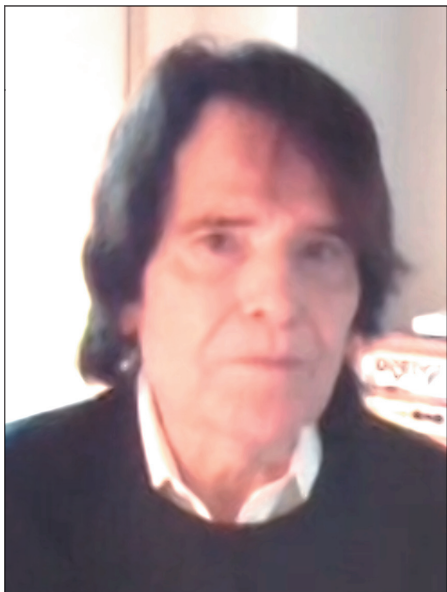
(photo by Don Williams)



DCE Grievance Report Delivers Some Good News

DCE Grievance Coordinator Joe Rizzo gave his fall report on recent trends to the Board of Directors at its Nov. 18 meeting. Originally intended to be an in-person meeting, with increasing COVID cases and concerns about masking the meeting was moved to Zoom.

He started his presentation with the good news of raises coming into effect at the start of the semester—the last raises of this contract. As an example, over the course of the contract, Step 4 faculty went from \$1,367 per credit at the start



DCE Grievance Coordinator Joe Rizzo gave his fall report to the MCCC Board of Directors at its November meeting.

of the contract to \$1,561 at the end, a 14.16 percent increase. DCE faculty paid by contact hour received a 6.5 percent increase over the same period.

Faculty teaching multiple courses could find themselves paid differently for their courses if, let's say, they are teaching their 5th course, which would be paid at step 1, and subsequent courses 6th, 7th, etc. would be paid at Step 2. Also, members should be aware that the DCE contract allows for system-wide salary determination. For individuals, DCE courses at another Massachusetts Community College can be applied to another community college in our system. Rizzo said, "The practical effect of this is that the highest step achieved at any of the schools would be applicable state-wide."

Distance Learning Violations

Although the Distance Education Agreement (DEA) is printed in the DCE contract, it applies to both Day and DCE, but Joe Rizzo is sort of the point person on the details of the agreement. Because of the desperate need to switch to remote learning because of COVID lockdowns in the spring of 2020, the union and management agreed on temporary rules to allow quick adoption of various modes of not in-person "remote" course delivery.

These rules lessened some of the requirements of the DEA, particularly the

stipends for developing distance courses other than on-line asynchronous ones..

The temporary special rules were set to expire in September of 2021. And the colleges should have reverted to the original definition of distance learning

For the purposes of this Agreement, distance education is defined as instruction, education, and training conducted at sites separated by space or time, which may utilize technology to facilitate learning.

Some colleges have continued with the temporary rules to pay faculty less for developing courses that are not specifically on-line, such as over Zoom. Other colleges paid people the appropriate DEA stipulated \$500/credit development stipend. Colleges have complained about the cost of the DEA amounts, but Rizzo noted that the \$500 amount was agreed upon over 20 years ago, and to adjust that to current cost of living it should be \$905.60.

In the grievance process Rizzo called the violating colleges' arguments of defense are, "illogical, disjointed and lack any contractual foundation." He went on to say that these colleges, "are simply refusing to abide by the DEA." The cost of the DEA is the same for all campuses and he wondered, why the costs are onerous for one college and not another? He said, "There is anecdotal information the

colleges that paid everyone consistent with the DEA did so using federal funds available to colleges for such purposes. If true, it would appear that the colleges not in compliance have not used these funds or have used the money for other purposes."

Grievances over distance learning have been filed under both the DCE and Day units. Arbitrations have been certified and dates are scheduled over the next six months. There are a number of other Chapter grievances now pending mediation. Some individual grievances over these issued have been resolved without precedent.

Day/DCE Blur

Rizzo recounted the history of why there are separate bargaining units for Day and DCE faculty. Initially divided between state funded classes taught before 5:00 P.M., and classes that based on state law were held evenings, weekends and summers at no cost to the Commonwealth. The community college presidents moved to have almost all courses taught by part-time faculty under the DCE contract, whether day or evening. This was a financial move, allowing the colleges to keep all the tuition and fees from these courses, while the state claims the tuition portion from courses taught under the Day contract.

With declining enrollments, some Day faculty facing cancellations for low enrollment of their full-time courses are being told that they must, or should, lose their DCE class and have it converted to their Day workload, losing the pay for the DCE course. That many of these courses are distance learning further obscures the Day/DCE distinctions.

At least for now the separateness of the Day and DCE units is well established, giving grievances over these assignments force. Rizzo pointed out that changes to the Section 26 statute language made by the legislature that removed the "at no cost to the Commonwealth" between Day and

DCE for community colleges will further blur the unit distinctions.

Declining Enrollments

His last topic was about how decreasing enrollments have impacted the colleges differently, and how DCE Work Areas have seen severe drops at some colleges. This has brought to the surface some issues within the collective bargaining agreement, especially the seniority provision. While having seniority does give faculty the right to a course assignment, it does not guarantee a course that will actually run. ■

Day Contract Agreement Reached . . .

Continued from front page

observers sent the college presidents a message that the members were unified and angry and ready to do more.

Another strategy was having chapter presidents talk to their college presidents. Some of them were unaware of the sticking points in bargaining, and were not supportive of some of their team's positions. They were urged to speak to their peers who supported those positions. Bubbling up from the chapters were demands to go on work-to-rule, led by two chapters: Northern Essex and Bristol.

At its November the MCCC Board of Directors voted to recommend that all chapters adopt work-to-rule. By the Dec. 6 meeting seven chapters had taken the vote and others were putting the motion on their agendas. As an indication that the strategies were having effect, Nate MacKinnon, representative of the college presidents' organization the Massachusetts Association of Community Colleges, began attending bargaining sessions as their own silent observer. This bolstered the union's feeling that the actions were working.

In the end, after exchanging counter proposals, management spokesman Mike Murray from the Department of Higher Ed. said they would accept the Union's modifications that included more guarantees that the Union would have solid stature in the negotiations over a new DEA. This included that both the Day and DCE Units would have to approve the final distance agreement proposal as it applies to both units.

Although the negotiations were stressful and heated at some points, Murray and MCCC team spokesperson Lisa Coole ended the session with cordial comments for both sides.

After the language is finalized, a ratification vote will be scheduled. There are some legal requirements about notifications and timing. It is also required to be a mail-in ballot, which adds some complications.

Besides Coole from Massasoit, the MCCC team members are: Joanna DelMonaco (MiCC), Ellen Pratt (MWCC), LaTasha Sarpy (BHCC), Candace Shivers (MWCC), Tiger Swan (QCC),

Claudine Barnes (CCCC) – *ex officio*, Joe Nardoni (MiCC) – *ex officio*, Colleen Fitzgerald – MTA FSO.

The team remains in effect until bargaining a successor agreement begins. ■



Lisa Coole from Massasoit Community College was the MCCC Negotiating Team chair and spokesperson.

MTA Organizes Fair Share Lobbying Day

With the passage of Question 1, The Fair Share Amendment, on Nov. 3, MTA quickly organized a press conference and lobby action for Dec. 1 to set a marker for using the increased state revenues to support higher education.

MTA and NEA were major funders of the Yes on 1 campaign. Passage was the culmination of decades of work by union groups in particular to make the state's tax code more progressive. The last attempt was in the early 1990s. Learning from the past, the amendment's framers put in language the new revenue would go to infrastructure (roads, bridges, etc.) and education.

Expecting between \$1.2 and \$2 billion in new revenues, MTA wants to make sure that a fair share of that money goes to education. And because K-12 education got a big funding boost from the Promise Act two years ago, President Max Page had said that because the similar Cherish Act for higher ed. failed, state colleges and universities should see a large share of the increased revenue.

The assembled group included dozens

of higher ed. union members, college administrators and legislators. It was the largest gathering at the State House since COVID. And participants were organized to engage in legislative office visits to press the MTA points more directly.

Page started the conference with a Powerpoint that laid out the concerns the funds should address. The four key points were 1) recruiting highly qualified faculty and staff, 2) increases in student support, 3) affordable and accessible higher. ed for all, and 4) investing in long-term and sustainable infrastructure. He called attention to the Boston Globe editorial of that day calling for increased funding for higher education.

One slide showed that since 2001 state support for public colleges declined by \$2500 while tuition and fees increased by \$6500. Student debt soared over the period, especially for African American students.

Community college salaries were the subject of another slide. One part showed in bars the average faculty salary for 17 similar states, and Massachusetts was

13th at \$69,153. The highest paid was California at \$101,342. Another part of the slide showed the cost of living for each state and California was highest with Massachusetts as second most expensive state to live in.

MCCC President Claudine Barnes was among the first to speak, and she focused on the low salaries at our community colleges. She said that there have been failed searches at every college in our system largely fail because of the low salaries. Phyllis Keenan from Greenfield Community College spoke about the plight of adjunct faculty and the need for increased funding to raise the low salaries and lack of benefits.

Legislators who have supported higher ed. spoke on the needs and their commitments to steering funding to the colleges and universities. They were Sen. Jaime Eldridge (D. Acton), Sen. Jo Comerford (D. Florence), and Rep. Natalie Higgins (D Leominster). It was pointed out that the language allocating the new revenues to education and infrastructure was not fully binding, but these

legislators and MTA leadership vowed to hold the legislature to that commitment by lobbying. Gov. elect Healey has said that she would veto any bills that do not hold to the amendment's intent.

After the presentations, groups coalesced to lobby individual legislators' offices. MCCC Vice President Joe Nardoni in his role of Strategic Action Coordinator led a group of MCCC members and students to visit senate leadership. Although most of the actual officials were not there, the group met with senior aides, who have a lot of influence. They were able to meet with Sen. William Brownberger (D. Belmont) who was interested in what the group presented to him and was generally supportive.

This day was only a start. Lobbying will have to be ongoing because there are lots of needs in the state and many constituencies are eyeing the billion plus dollars that will be available in the coming years. If community colleges are to get their fair share, MCCC members will have to continuously hold legislators' feet to the fire. ■

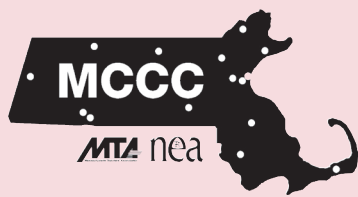


MCCC Lobby team led by Vice President Joe Nardoni visited the offices of State Senate leadership after the MTA press conference on December 1 to urge the legislature to increase higher ed. funding. From left, Mark Bashour from Quinsigamond, Phyllis Keenan from Greenfield, Ted Intarabumrung from Roxbury, Joe Nardoni, Anne O'Shea from North Shore, and Jay Melendy a student from Bunker Hill.

(photo by Don Williams)



MTA President Max Page led the discussion in the Nov. 29 evening Zoom meeting on to prepare for the Dec. 1 press conference at the State House. He also was the lead speaker at the Dec. 1 press conference itself.



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

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.



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Know Your Day Contract

December 2022

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).

January 2023

Jan. 15 Sabbatical recommendations from committee to president (p. 25).

Jan. 21 Martin Luther King Jr. Holiday (p. 21).

Jan. 29 Course materials (Form XIII-E2) for Spring semester must be distributed to students and submitted to supervisor before end of drop/add period (p. 54).

February 2023

Feb. 1 Summary Evaluation returned (p. 55).

Feb. 1 First Year Professional staff evaluations completed (p. 57).

Feb. 1 Sabbatical Recommendations forwarded to boards of trustees (p. 27).

Feb. 10 Summary evaluation rebuttals due (p. 55).

Feb. 15 First year professional staff evaluation conference (p. 57).

Feb. 18 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.

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. ■



Mike Murray from the Department of Higher Education was the management negotiating team chair and spokesperson.

MOVING?

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toll free

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<http://mccc-union.org/ChangeMyAddress/>