

MCCC News



The Official Publication of the *Massachusetts Community College Council* / Vol. 23, Issue 4 / February 2023

Mark Your Calendar

MTA Higher Ed. Day

February 28, 2023

State House, Boston

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MCCC Delegate Assembly

Via Zoom — April 22, 2023

Chapters need to elect their delegates and report them by April 10.

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MCCC Award Nominations

Due March 1

(See criteria on page 2)

Auditors Give MCCC A Clean Bill of Health

The MCCC Board of directors has the authority to approve spending money within the budget adopted by the Delegate Assembly and with that comes fiduciary responsibilities. As such the Board is also responsible to insure that the fiscal practices are secure and follow standard accounting practices. Regulations require annual audits by third party entities.

As they have for several years, accountants from Alexander Aronson Finning and Company CPAs conducted the required annual of the MCCC's fiscal conditions and practices. The firm has significant experience with other non-profits and MTA affiliates.

In a Zoom presentation to the Board on Jan. 20, AAFCPA representatives Charlie Webb and Ciro Castaldi walked the Board through the findings of the audit saying that it was a "smooth" process, and they found no difficulties. In summation they issued a "clean unmodified opinion."

They closed by noting that the MCCC faced some challenges as the decrease in members has lowered the union's income, while expenses are up because of higher assessments by MTA and NEA. This should be addressed in the budgeting process by the Finance Committee. The Board voted to accept the auditor's report. ■

Finally, Day Contract Ratification Under Way

After literally years of negotiations, the MCCC and management reached agreement on the provisions of the new 2020–2023 Day contract at the end of December, and in a special meeting on Jan. 6 the Board of Directors voted to approve the Tentative Agreement. But there were still some small issues to resolve. And as the team has experienced throughout these negotiations, management was slow to finish up the details. Everything is resolved now, and the TA is ready for members' approval.

Ratification materials are in the mail as this newsletter is being released, and dues-paying, Day Unit members should have received their ballots by Feb. 16. If you are a member, and didn't receive a ballot, you should contact the MCCC Office.

The ratification mailing contains a cover letter and an 8-page summary of the contract changes, along with the ballot and a postage-paid return envelope. Paper ballots are required. Members must be sure to mail the postage-paid envelope in time for their ratification ballot to be received by Thursday, March 2.

Extensive additional materials are posted on the MCCC website (<https://mccc-union.org>) that include calculators for both full- and part-time members salary structures and advancements.

Members will surely be asking when the long-delayed raises will be coming. No one is ready to offer an opinion on the subject. The new Healey administration is more favorable to unions than Baker's, but they are still getting up and

running. Funding will probably have to be in a supplemental budget, and there is the possibility the legislature could do that soon, but they could also wait to bundle it with other appropriations. That can complicate things. It may be cold comfort, but at least the raises are retro-active.

This contract will expire June 30 of this year, and that might prompt the state to get the financial provisions settled by then. But that also means that bargaining will need to start

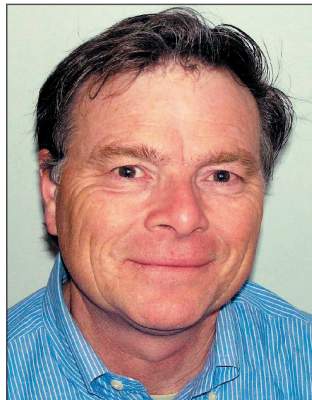
up for the successor 2023–2026 contract almost immediately. And compounding things, the DCE contract expires at the end of August. The MCCC is going to have a very busy year.

Another issue coming out of the contract is the reopening of the Distance Education Agreement. A joint Day and DCE team is being formed that will bargain a new agreement that affects faculty in both units. There will be three people from each unit making up the team. Members of the two respective bargaining teams are being solicited as well as other members. With an aggressive completion date for the DEA negotiations to be completed, the union is looking for people with experience who can hit the ground running because the contract calls for an aggressive schedule to resolve the agreement.

With two contracts and the Distance Education Agreement all being up for negotiations in the next academic year, the MCCC could see some significant changes. It remains to be seen what, if any, changes the new governor will make in the Board of Higher Education and its policies. ■

“Members must be sure to mail the postage-paid envelope in time for their ... ratification ballot to be received by Thursday, March 2.”

To Be Able to Strike or Not to Be Able to Strike?



Don Williams,
MCCC Communications
Coordinator

A spate of educator strikes have occurred over the past few months in Brookline, Malden and Haverhill. Melrose teachers threatened one, successfully settling only at the eleventh hour, and Woburn educators were on strike as this column was being written.

While the strike was on, the city got an injunction and fined the union \$30,000 and \$5,000 for each additional day the strike. After a satisfactory contract agreement was reached, the mayor of Woburn demanded that the union reimburse the city \$250,000 to cover expenses like security before he would sign off. No one was prosecuted for the illegal action, but the success was not painless.

These actions are illegal under state law, making

them rare, but the recent increased frequency despite the restrictions speaks of the frustration educators face in the collective bargaining process. Mass Teachers Association has supported these individual actions, and it has taken its support of job actions even further by proposing legislation that would make it legal for some public employees to strike.

For over 100 years public service employees in Massachusetts have been barred from striking ever since then Governor Calvin Coolidge fired all the 1919 Boston police strikers. Having public safety personnel go on strike is scary; it is understandable why bans on that are popular with the public—and public safety is exempted in the MTA bill. But extending the ban to all public employees is stretching the logic.

Barring employees from striking takes away the principal power unions have in the bargaining process: the right to withhold their labor. The law at least ties one hand behind our backs (the dominant hand), maybe it ties both hands, leaving us very little but our voices to plead our cases to the public.

K-12 teacher strikes have a lot of power. Cancelling

classes throws families into turmoil over child care, creating public pressure for a settlement. Educators work closely with their precious children, helping them reach their potential. Plus significant percentages of teachers live in their districts, they're voters and they have friends and extended family there as well. While illegal strikes do carry an amount of risk—typically they have not lasted long.

Educators working for the Commonwealth do not have the same bargaining leverage that K-12 teachers have. We don't have the concentration of voters in any district to be a significant voting block that would affect an election. And in the MCCC's situation, it's not clear who we are actually bargaining with. While striking teachers affect parents and their work schedules, striking professors would affect predominantly young adults who in many cases wouldn't mind a day off and don't have the same motivation to demand management to settle. And as we know, it is hard to determine who is responsible for management's positions and who to protest.

If the state is going to use its extraordinary power to hobble the rights of its employees, it has an obligation to treat them fairly. Not only can't we strike, but we can't bargain over benefits like health benefits or pensions; and although not forbidden, we end up not being able to bargain salaries because of mandated caps for all state union employees by successive governors.

The MCCC did conduct a strike once. It was in 1990, when after almost 10 years with no raises in DCE, the part-time, evening faculty was first unionized. After nearly four years negotiating the first DCE contract with the college presidents to no avail, the MCCC called for a strike as the spring semester was ending. It took a few days but a fair salary offer was finally reached, but there was a cost in conflict between members who did or did not support the action.

Ending the ban on strikes is sure to spark an intense public debate. There are some supporters in the legislature, but most politicians are withholding judgement. The *Boston Globe* has come out strongly against it, and vilified MTA. The campaign has only just started and it is sure to heat up during this legislative session. ■

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, 2023. 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.

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.

Report of The MCCC Nominations & Elections Committee February 2, 2023

1. NOMINEES FOR DELEGATE TO THE MTA DELEGATE ASSEMBLY

One individual who is not a current member submitted nomination papers, however to be eligible one must be both a part of the unit as reported by their college, and have paid dues. Therefore, this individual is not eligible to be nominated as a delegate

- | | |
|---------------------------|-------------------|
| 1 Colleen Avedikian | Bristol * |
| 2 Daniel Avedikian | Bristol * |
| 3 Claudine Barnes | Cape Cod * |
| 4 Cathy Boudreau | Massasoit * |
| 5 Margaret Crowe | Mass Bay * |
| 6 Keli Gates | Cape Cod * |
| 7 Michael Geary | Bristol * |
| 8 Totsaporn Intarabumrung | Roxbury * |
| 9 Paul Johansen | Berkshire * |
| 10 Herby Louis | Mount Wachusett * |
| 11 Kate Martin | Cape Cod * |
| 12 Candace Shivers | Mount Wachusett * |
| 13 Gertrude Tynan | Holyoke * |

- | | |
|--------------------|----------------|
| 14 Donald Williams | North Shore * |
| 15 Margaret Wong | Quinsigamond * |

* There are 15 Nominees and the MCCC is permitted at least 60 Delegates to the MTA Delegate Assembly. There being fewer nominees than available positions, per MCCC policy these 15 Nominees are declared elected.

2. NOMINEES FOR REPRESENTATIVE TO THE NEA REPRESENTATIVE ASSEMBLY

- | | |
|---------------------------|-------------------|
| 1 Totsaporn Intarabumrung | Roxbury * |
| 2 Herby Louis | Mount Wachusett * |
| 3 Candace Shivers | Mount Wachusett * |
| 4 Margaret Wong | Quinsigamond * |

* There are 4 Nominees and the MCCC is permitted at least 24 Delegates to the NEA Delegate Assembly. There being fewer nominees than available positions, per MCCC policy these 4 Nominees are declared elected.

3. NOMINATIONS FOR PART-TIME/DCE AT-LARGE DIRECTOR

There are two (2) positions open for Part-Time/DCE At-Large Director

There were three (3) nomination forms submitted for this position. However, one nominee withdrew their candidacy. The other two nominees did submit sufficient signatures (10 or more) to the MCCC Office by the close of nominations at 4:00pm on Thursday Feb 2, 2023.

- | | |
|-----------------|-------------|
| 1 Paul Johansen | Berkshire * |
| 2 Mark Linde | Massasoit * |

* As there are 2 Nominees and there are 2 positions, per MCCC policy these 2 Nominees are declared elected. ■

Submitted by Andria Schwartz
Chair, Nominations and Elections Committee

Part-Time/At-large Directors Declared Re-elected for Second Term



Because there were only two nominees, Paul Johansen from Berkshire Community College (left) and Marc Linde from Mass Bay Community College were declared elected for their second terms to the two Part-time/At-large Director positions that represent both Day and DCE part-time faculty and staff. (courtesy photos)



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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1 Ferncroft Road, Danvers, MA 01923

Or email:

Communications@mccc-union.org



Like us at
mccc.union

NSCC Professors Emeriti Raise Scholarship

Some of our community colleges have established the position of Professor Emeritus, an honorific conferred on distinguished, longstanding faculty members upon retirement. But North Shore Community College may set the model that others might want to follow.

The title was formally established 20 years ago when long-time union activist Harry Bowen originally approached then college president Wayne Burton with the idea of establishing a professor emeritus group with membership criteria and privileges. Ultimately the plan that they worked out was approved by the college's board of trustees.

Membership requirements include serving on the faculty for a minimum of twenty years of distinguished service. Candidates are eligible to join the group one year after they retire; membership is not automatic, you have to affirmatively want to participate. They are invited to apply for membership to the group and screened by a committee for meeting

the requirements. When approved the intent was for the new inductees to be announced at the end-of-year awards ceremony the college holds.

Among the perquisites emeriti enjoy are continued use of the college's .edu email address, use of a designated emeriti office on campus, employee parking stickers as well as the ability to use campus facilities. Some of the members continue to teach part-time and for them the office space is very useful. Others do consulting and writing where the academic email address gives a lot of credibility.

The group holds monthly meetings on campus –by Zoom over the pandemic shut down– and it is a great opportunity for socializing. One key attribute to the success of the NSCC group is the willingness of several members to step up and lead. And several people have worked hard to keep the meetings going while recruiting new leaders.

And it's not all about the retirees. They provide a source of continuity for the college, as both of the college presidents that followed Pres. Burton are open to hearing from the group about their perspectives on the college, and they

have made a point to attend the annual luncheon the group holds in June.

For the past 10 years the emeriti group has been fundraising to create an endowed scholarship. This year they

expect to surpass the \$15,000 minimum to provide an ongoing source of support for students. Having a group such as this is a great benefit for both the members and the college. ■



North Shore Community College Professor Emeritus group met on campus for their February meeting to discuss plans for new member induction and to complete fundraising for an endowed scholarship. (photo by Don Williams)



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

Nationally, College Enrollment Numbers Up

After years of dismal enrollment figures for the last several years, college enrollments have started to pick up according to the National Student Clearinghouse Research Center annual enrollment report released on February 2nd.

Community colleges had seen the greatest loss in students of the five sectors studied. Fall 2022 total enrollments were 25 percent lower than in 2017, compared to the nine percent decline for all sectors combined. But while the other sectors saw a continued small decline in 2022, community colleges saw its first yearly increase in five years. It was a small 0.4 percent, but the study stated that it was a positive sign.

State by state statistics showed that Massachusetts saw an overall decline of -1.6 percent from last year while other New England states were mixed with New Hampshire down -4.7 percent and Maine and Vermont up by 5.8 and 3.2 percent respectively. For community colleges in the national study, the recent enrollment growth has been with students from minority communities. This has been true of Massachusetts for several years and had been the spur for the Equity Project started by Board of Higher Ed. a few years ago. ■

Know Your Day Contract

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.

March 2023

- 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** First year professional staff evaluation conference (p. 57).
- 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. ■*

**TAKE CARE OF
 YOUR HEART**

February is American Heart Month