

MCCC News



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Contract Funding Woes Continue

Although the 2021-2023 Day contract was ratified in March, by rights it should have been funded and the meager 2 percent raises paid to members by June. But through a series of missteps and delays by the Department of Higher Ed and the legislature, the funds have still not been appropriated.

Most recently the MCCC funding was in a supplemental budget along with the appropriations for a number of other collective bargaining agreements. But the MCCC portion was removed for procedural issues with the explanation that the other contracts being funded are for contracts starting this year, and the MCCC contract was for the last fiscal year.

There is no opposition to funding the contract, and it will eventually be fully funded retroactively. The legislature often moves slowly in funding contracts and this is especially true during the summer's informal session. But this is cold comfort for employees who haven't had a raise in two years.

MCCC members are justifiably angry as classes resume with still no

contractual raises from the last, now expired, agreement and with bargaining for a new one already beginning. At least two chapters are already on Work-to-Rule – Berkshire and Massasoit – with Quinsigamond intending to take a vote at the semester's start. They are urging their college presidents to intervene and at least use their influence to speed up the legislation.

Cape Cod Community College President John Cox went one step further and

paid out the raises from college funds. Gail Guarino, MCCC director from Cape Cod, reported to the Board at its August meeting that the president fully funded the contract including salaries, COVID bonuses, and retroactive amounts. The president told the union, "It was the right thing to do."

The other 14 college presidents oppose this action with concern about setting a precedent. But they will be facing disgruntled union members until they

see money in their pockets. While the colleges are doing the calculations for implementing the raises, the retroactive amounts cannot be calculated until the actual payout occurs.

Meanwhile, there are serious complications facing the upcoming 2023-2025 contract negotiations and what the financial parameters will be for the MCCC. See Vice President Joe Nardoni's column "How Do You Spell Screwed?" in this issue of the *MCCC News*. ■

Free Community College A Reality

Keeping her campaign pledge, Gov. Healey submitted language and appropriations in the state budget that passed during the formal legislative session that makes a half-way step to making community colleges free.

The plan, called MassReconnect is based on a Michigan program instituted in 2021 that offered free tuition and other financial support to citizens 25 or older who do not have a college degree.

Healey put forward an appropriation of \$20 million earmarked for this program which will begin in 2024.

A second appropriation of \$18 million was earmarked specifically to support community college nursing students that will be in effect for the Fall 2023 semester. Since their admissions have largely been completed, the colleges will be reaching out to students who have already been billed to implement the financing.

In both cases eligible students must not have a degree, must be a resident of the state, have a high school diploma or equivalent, enrolled in at least six credits, and have completed a FAFSA application. After other forms of financial support (grants, waivers, scholarships, etc.), the state will then cover the additional tuition, fees and some part of books/supplies.

The state estimates that 2.5 million
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The newly elected MCCC Board of Directors met in person on June 14, at the MCCC Office in Worcester for their first meeting of the 2023-24 academic year. Aimed at new members, training in Robert's Rules was a

major agenda item, but regular business items were also addressed. Plus it was an opportunity to get to know each other and build relationships.

(Photo by Don Williams)

Summer Member Organizing Pilot Project Launched at Two MCCC Campuses

Probably the biggest challenge facing the MCCC since the Supreme Court's *Janus* decision of 2018 has been how to recruit new members to the union. Prior to that, everyone working in MCCC covered positions, both full-time and part-time, were required to either pay union dues or pay a reduced amount to cover the work that the union does, minus the amount spent on political work that the union does. This has been called an agency fee.

Before *Janus*, the MCCC saw union membership rates of full-time faculty and staff in the range of 95 percent. Part-time members belonged at lower rates, but still at a significant percentage. But that has changed in the ensuing years. While we

have lost some existing members, lower rates of newly hired, full-time employees has become a serious concern.

This summer MTA has been coordinating a pilot Summer Member Organizing program at two campuses—Bunker Hill and North Shore—to conduct member-to-member outreach. Using lists from both management and the union to identify non-members, they have been trying to meet in person and explain the benefits of union membership.

With coordination from the MTA Field Representative/Organizers, three MCCC adjunct faculty members have been working at the two colleges and their satellites to make contacts and extoll the value of union membership. They are

Phyllis Keenan from Greenfield and Eric Parkison and Julie both of whom teach at Bunker Hill.

Bunker Hill was chosen because it has the greatest share of non-members. North Shore is relatively close by, and both colleges have large satellite campuses. But these campuses are not unique. There are significant challenges in meeting in person at all 15 community colleges at any time. With faculty in class much of their time on campus and many teaching remotely, they are very difficult to see in person.

Clearly, summer is not a time when most of the faculty is on campus, but professional staff are largely on site and were a good population to reach.

Plus, the MCCC had won provisions in a recent contract that gave access to new hires' information such as addresses and telephone numbers. Another provision gave the union at least 40 minutes to meet with newly hired employees, especially at their required college orientation meetings.

MTA has prepared new member packets unique to each chapter with local contact information as well as explanations of what the union does on their behalf for both full- and part-time member. It also contains a "Road Map for Higher Education Members" that gives a broad overview of being employed in Massachusetts public higher education. ■



The MTA Summer Member Organizing group met for one of their drives at the North Shore Community College Lynn Campus to recruit members. Here in a strategy session are (from left) MTA Field Rep/Organizer Tyler

Rocco-Chaffee, MCCC members Phyllis Keenan, Julie Roberto, Eric Patison, and MTA Field Rep/Organizer Bret Seferian.

(Photo by Don Williams)

Legislature Passes Bill to Support In-state Tuition for Undocumented Students

One of the higher ed. related aspects for the recently passed state budget is that Massachusetts joined 23 states and the District of Columbia in offering in-state tuition (and fees) for undocumented students.

In order to qualify, students must have attended a Massachusetts high school for at least three years and graduated, or obtain a GED. This would also make them eligible for state financial aid assistance.

Proponents of the policy cite several benefits to the state beyond the obvious benefit to the students.

Elizabeth Sweet, executive director of the Massachusetts Immigrant and Refugee Advocacy Coalition, issued a statement saying, "Expanding eligibility of in-state tuition rates to all residents will prove a huge benefit to the state, as the commonwealth is currently grappling with declining enrollment and a dwindling workforce."

Community college leaders support the move because they see a demand for high wage jobs that could be filled by educating undocumented students, for whom higher education has been out of reach.

Estimates are that between 270 and 361 such students per year would take advantage of the in-state tuition out of an estimated pool of 1,000 undocumented high school graduates in the state.

Any loss of funding to the colleges because of the reduced rates is expected to be offset by an increase in the number of new students. As well, the state would benefit from these students becoming more qualified and moving into better paying, high skill jobs, and therefore, pay more in taxes. ■

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.

In Solidarity

How Do You Spell Screwed? Apparently, It's MCCC.

by Joe Nardoni
MCCC VP

While the other higher ed unions in Massachusetts have gratefully accepted their 8% offer from Governor Healey, the MCCC lags behind once again, not merely because we bargain off-cycle from those other unions, but because government bureaucrats at the Office of Administration and Finance (A&F) and the Office of Employee Relations (OER) are intent on forcing the previous administration's starvation-level pay raises upon our members.

This position is, of course, contrary to the visionary and perceptive decision Governor Healey made to offer a one-year economic deal of 8% plus \$500 per FTE for equity adjustments to all of the public sector unions who got together and presented some 7500 signatures to her, **over 1600 of which came from MCCC members**, asking for parameters that could begin to pull former governor Baker's stingy, coiled fingers away from the constricted necks of our members' futures.

So we will be going to the Governor once again, hopeful that the same forward-thinking, pro-union mind-set that helped her support the Freedom to Join Act and offer the 8% parameters

can be engaged to realize that for the sake of economic justice for our DAY unit members that she should make the deal available to us (and the other four unions who are off schedule) by simply overruling A&F and OER, who are now part of her administration, and ordering them to offer the rest of us the same 8% one-year deal, retroactive to July 1, 2023. By the time you read this, we will have started our campaign to make this happen.

Even worse, MCCC President Claudine Barnes and I learned last week that we cannot expect to get any help from the MTA in seeking to win now the 1-year 8% offer for our DAY unit that the other higher education unions have received in parameters from Governor Healey, even though, according to our sources, this 8% offer should already have been made to our DCE unit.

Thus, it is only our DAY unit, whose hard-working faculty and professional staff kept the colleges open during the COVID pandemic, who are being unconscionably asked to wait by bean-loving bureaucrats who had much more discretion over their workspaces during COVID than our members did, while we fall further behind the curve of inflation.

We do not accept the current lack of wisdom that says the hard-working, well-deserving members of our DAY unit will have to take a 2% year before we get the 8% that everyone else in higher education has either already been offered or should have been offered.

It is time for Governor Healey to cherish the faculty and staff of the community colleges the way she does our students in programs like MassReconnect, by ordering A&F and OER to give our DAY members the same offer the other higher education locals received. She should do that for the other four unions as well.

We did our part in helping to win the 8% offer for all of the other public sector unions. It is time for the MTA to recognize our efforts and support us in winning the 8% offer this year.

My union brothers and sisters, we have waited long enough. If we want

this to happen, we cannot remain silent. Answer the calls your chapter leaders bring to you as we campaign for parity with the other public sector unions we helped get the 8% offer. ■



MCCC Vicepresident and SAC Coordinator Joe Nardoni



The MTA Summer Conference the second week of August at UMass Amherst gives an opportunity for members from across the state and across bargaining units an opportunity to meet and share ideas. Among the MCCC attendees were two newly elected chapter presidents. Pictured here at lunch are Brooke Hyunh (left), Co-president at Roxbury and Angelina Avedano, at Massasoit.

(Photo by Don Williams)



North Shore chapter president Torrey Dukes (left) addressed a new hires orientation with a Powerpoint on union membership and gave out a membership packet with contact information, benefits of union membership, and a membership application form. She was assisted by MTA Field Representative/Organizer Bret Seferian.

(Photo by Don Williams)

Know Your Day Contract

September 2023

- Sept. 2** Earliest classes may begin (p. 53).
- Sept. 5** Faculty office hours must be posted (p. 53).
- Sept. 9** Course materials (Form XIII-E2) for Fall semester must be distributed to students and submitted to supervisor before end of drop/add period (p. 59).

October 2023

- Oct. 1** Tenure eligibility list distributed (p. 46).
- Oct. 1** Sick leave bank open (p. 21).
- Oct. 2** Furnish employer with dues to be deducted per employee (p. 18).
- Oct. 6** Supervisor shall return Course Materials to faculty members by end of fifth week of semester. Members have 14 calendar days to respond to supervisor's concerns (p. 59).
- Oct. 9** Columbus Day holiday observed (p. 25).
- Oct. 15** Notice of termination at end of fifth year or later (p. 45).
- Oct. 24** Accrued professional staff vacation time in excess of 64 days (480 hours) converts to sick time. This now occurs twice per year, falling on the end of the last pay period of April and October (p. 24).
- Oct. 30** Last day to opt out of sick bank (p. 21).
(Note: membership in sick leave bank is automatic upon first October of a member's employment.)

NOTE: Cited page numbers in parentheses are from the 2018–2021. 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.



W Community College NIGHT
THURSDAY, SEPTEMBER 14 AT POLAR PARK
GAME TIME: 6:45PM - PRE-GAME PANEL SESSION: 5:00PM

Choose your ticket option!

THIRD BASE RESERVE \$17 (includes \$2 loaded value)	SIMPLY ORTHODONTICS BERM \$8 (includes no loaded value)
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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

Free Community College A Reality...

Continued from front page

Massachusetts residents have a high school diploma or GED but no college degree. Most of them are over 25. And the state's Executive Office of Education expects that between 6,500 and 8,000 community college students will qualify for MassReconnect in the first year, growing to 10,000 in the next.

With the average cost for full-time tuition and fees at community colleges being just under \$7,000, the cost of attending for an older student with responsibilities can be daunting. Bunker Hill Community College President Pam Eddinger told the *Boston Globe*, "We're hoping that [the program will] really eliminate a lot of the barriers of students coming back."

At a press conference Gov. Healey said, "I'm really excited about the potential for this program. We can open more doors for older students to restart their education, to come back and finish a degree."

Even before COVID, enrollments had been down for several years in a row, and while this year shows a slight uptick, they are still well below traditional levels. The influx of new students will be welcomed by the campuses. Plus, the average age of community college students has long been 26 years old, so these new students are in many ways the traditional students. ■

MCCC Meetings Calendar 2022-2023

Meetings will be conducted virtually in most cases. Members who wish to attend a meeting, but are not regular meeting attendees, should request access from President Barnes in advance of meeting. Two months will have face-to-face Board of Directors meetings: November and June.

YEAR	MONTH	EXECUTIVE COMMITTEE	BOARD OF DIRECTORS	OTHER EVENTS
2023	AUGUST	11	25	
2023	SEPTEMBER	1	15	
2023	OCTOBER	6	20	
2023	NOVEMBER	3	17* May be in person	
2023	DECEMBER	1		
2024	JANUARY	5	19	
2024	FEBRUARY	3	17	Nominations Due 2/1(tentative)
2024	MARCH	1	15	3/1 Bylaws Proposals Due
2024	APRIL	5	21	4/20 MCCC Delegate Assembly
2024	MAY	5		4/26-4/27 MTA Annual Meeting Springfield, MA
2024	JUNE	7	12*(Wed) May be in person	
2024	JULY			7/3-7/7 NEA-RA Philadelphia, PA