

# MCCC News



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## MCCC Continues The Fight for 8



MCCC members lined up in the Governor's Office to demonstrate their dissatisfaction with being limited to 2 percent raises in the next contract while other units are getting 8 percent. (Photo by Don Williams)

With the state insisting that the MCCC contract going forward must include a first-year salary adjustment that is  $\frac{1}{4}$  of what the other public higher education unions will receive this year, the MCCC has organized a multi-faceted campaign for fair pay. A major thrust was an online petition drive that garnered over 5,000 signatures in support of fair pay for the MCCC.

On Nov. 2, over a dozen members joined MCCC VP, Joe Nardoni at Governor Healey's office as he presented an aide with the stack of petitions.

Deputy Chief of Staff for Policy and Cabinet Affairs, Cecilia Ugarte Baldwin, told the group that, "The Governor wants to have a good partnership going forward." Nardoni thanked her for that sentiment but added, "These people gave up a day because they feel the process has singled us out for unequal treatment."

Ugarte Baldwin said that they understand the people's exasperation and said the administration is looking into it. Members had the opportunity to speak. One member, Carlos Marin from North Shore, took the opportunity to explain how low salaries are and the difficulty his college has had in hiring qualified staff because of the low salaries. And there is a need for new staff because of the increased work that is being created by the affordability initiatives Gov. Healey has put in place.

A group of five Middlesex Community College students also took the time and effort to join the MCCC

members and showed their support with signs. They also had a chance to speak about how hard the faculty and staff work in supporting students and that they deserve fair treatment.

Naturally, the aide was non-committal, but she said she would look into the situation and bring our concerns to the governor. In conversation after the meeting, Nardoni said that he believed that we had spoken to the appropriate person, short of Healey herself, in that Ugarte Baldwin's title included oversight of the cabinet. And the Secretary of Administration and Finance office, which is cited as the source of the 8 percent obstruction, is a cabinet position.

After meeting in the executive office, the MCCC group fanned out and used the remaining time in the State House to speak to legislators about the delayed supplemental budget holding up raises for dozens of unions including the MCCC.

The attendees had a chance to debrief and unwind with two of the MTA Field Rep/Organizers assigned to the MCCC, Tyler Rocco-Chaffee and Colleen Fitzpatrick, at a lunch sponsored by MTA. It was one of the rare opportunities since COVID to meet in person and build relationships over conversations both union and personal.

Meanwhile, the MCCC continues to seek allies in convincing the governor to do the right thing about the

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### Nominations Now Open

Nominations are now open for the 2024 MCCC Election, nominations and voting will be done online for both. Members will receive a mailing in March.

All offices are up for election including President, Vice President, Secretary and the two Adjunct/Part-time Directors.

Plus, as in every year, delegates are up for election to the NEA Representative Assembly, and the MTA Annual meeting.

- NEA RA—July 3-7, Philadelphia, PA
- MTA Annual Meeting of Delegates — April 26-27, Springfield, MA

Note that there are no write-in ballots allowed. It is vital that members participate in the MTA-DA so that we can have our voices fully heard. Don't wait until February to nominate yourself.

### Schedule

**Nominations Open Wed. Nov. 1, 2023**  
**Nominations Close Thurs. Feb. 8, 2024**

(Candidate signatures and 250 word newsletter statements for officers are due on this date.)

**Balloting opens Mon. Mar. 11, 2024**  
**Balloting closes Thurs. Mar. 28, 2024**

# Supplemental Budget Fiasco



Don Williams,  
MCCC Communications  
Coordinator

The sad, sordid spectacle of legislative sausage making that is holding up raises for MCCC Day Unit members and thousands of other state employees took a bad turn when lawmakers ended their formal sessions on Nov. 15 and went on vacation without passing the raises.

With a complicated supplemental budget that has a wide variety of issues unrelated to collective bargaining agreements the hang up is over migrant housing. It's a thorny issue, and there are seri-

ous disagreements over it, but combining employee contracts that have no opposition shouldn't be bundled with unrelated contentious issues.

The MCCC contract was settled in the Spring, for a contract that was almost expired. By rights the raises should have typically been approved and paid out in July or August at the latest.

As protests and other lobbying actions are being planned, the community college presidents have stepped up to pay the raises. This is a big positive step, and somewhat unprecedented, reflecting the outrageous delay on Beacon Hill.

While they have all agreed to pay, some colleges will be paying the raises as early as the Nov. 24 payroll. Others will follow in the next two weeks. The salary adjustments come first and the retroactive will come out later because its calculation is dependent upon when the raises have been paid.

This is no panacea, however, because the college budgets are stressed and they will have to tap into their already thin budgets. They will desperately need the legislature to act soon and fully fund the contracts. The union will still need to work on lobbying for the ultimate conclusion.

MTA and other public service unions affected by this budget fiasco organized a massive demonstration at the state house hoping to force the legislature into separating the line items for collective bargaining and passing them without wrapping them up with a controversial issue.

The legislature has gone on vacation, with no formal sessions where bills can be moved without the "unanimous consent" restriction. So no serious business, like funding employee raises. Gone on vacation for seven weeks while workers who haven't seen a decent raise in years wait through the holidays. What a fiasco! ■



STEM students from Middlesex Community College showed support for their faculty and staff by attending the petition presentation at Gov. Healey's office.

(Photo by Don Williams)



MCCC Vice President and Strategic Action Coordinator Joe Nardoni presented the stack of over 5,000 petitions supporting raising the parameters for the next MCCC contract to Gov. Healey's Deputy Chief of Staff Cecilia Ugarte Baldwin.

(Photo by Don Williams)

## The Fight for 8 . . .

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8 percent. A social media campaign is following up on the petition campaign with the help of MTA. Contract negotiations are getting under way for a contract that has already expired, and this issue needs to be resolved fairly soon.

This is another case of obscure processes in Massachusetts government. As with the raises being held up, it is never clear what the actual issues are and who is responsible for the decisions. ■



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**mccc.union**

## Visit The MCCC Online! [www.mccc-union.org](http://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](http://MassTeacher.org).

# Negotiating Team Focuses on Union Power at October MTA Higher Ed Conference

Over a dozen MCCC members participated in the MTA Higher Ed. Conference on Oct. 21 at the Southbridge Conference Center. It was combined with a bargaining related conference for K-12 unions, but it had its own unique agenda.

In a plenary session the current status of higher ed contracts was discussed. For years, governors have set financial parameters for state employee contracts, and all the unions can bargain over is how the money would be divided up—same percentages across the board, moving steps, or even flat dollar amounts. The Healey administration has floated parameters for one-year contracts with an 8 percent salary increase over the contract life and a \$500 per FTE additional pool of money to address salary equity issues.

This is true for the other higher ed units, but not the MCCC. Gov. Healey's Office of Administration and Finance is limiting the MCCC to a 2% one-year salary adjustment before it will give us the 8% in the second year of a deal that prohibits us from bargaining over language for *two years*, instead of one, the way it works for other higher education unions.

There were higher ed. workshops on Collective Bargaining, Power Analysis, and Power Mapping that all contribute to winning on issues that are important to members.

Nearly all of the MCCC Day Negotiating Team members attended the bargaining workshop getting some good tips and strategies to use as they have started bargaining on the next contract.

The Power Analysis session focused on identifying where the union has strength. The union's membership was identified as the major source of our power. Getting them to act is important. As one presenter said, "We need to show members how their actions can make for success on their issues such as salaries and academic freedom." Other sources of power were discussed.

Power Mapping was a follow-up session that looked to graphically demonstrate how to leverage power by identifying the decision makers on any issue, then identifying allies to the union's cause. Influencers was another important category. These are people that can be positively or negatively influential and are a group

to focus on in gaining support to the union.

Techniques included mapping influential members by name and where they're located and creating charts of who attends union meetings and what communication methods have been successful in reaching the different members.

MTA had a load of yard signs supporting MCCC's campaign for fair play delivered and distributed to some of the attending members. The Field Service/Organizers would be delivering them to campuses not represented at the conference.

A buffet lunch was served that gave members an opportunity meet and compare situations with members from the other higher ed units. ■



MCCC members participating in the MTA Higher Ed. Conference on Oct. 21 included (from left) Joanna Delmonaco (MxCC), Trevor Kearns (GCC), Tamara Fricke (STCC), Renae Gorman (STCC), Lisa Coole (MaCC), and Michael Dubson (BHCC) (Photo by Don Williams)

## Contract Negotiations Underway

Both of the MCCC contracts have expired: the Day contract in June and DCE in August. The MCCC teams are now both formed and working. The management team members have changed since June from the ones that have been serving for

the past few years, and union teams are seeing an improvement.

### DCE Negotiations

Team chair DeAnna Putnam reports that the team has been meeting and is

working on the DCE Bargaining Survey, which we plan to send out to DCE members before the end of the fall semester. Also, the team group email has been updated, so we can be contacted at [dceteam@mccc-union.org](mailto:dceteam@mccc-union.org)

### The DCE Team members are:

**DeAnna Putnam** (BHCC and MiCC)  
Chair

**Laura Schlegel** (STCC and HCC)  
Vice Chair and Secretary

**Phyllis Keenan**  
(GCC) Vice/Alternate Secretary

**Mark Bashour** (QCC)

**David Lanoie** (GCC)

**Claudine Barnes**  
(MCCC President ex-officio)

**Joe Nardoni**  
(MCCC Vice President ex-officio).

### Day Negotiations

The Day contract negotiating took an unusual turn when the team received an offer from management that does not meet what the union would want, but does have the positive aspect of being an unusually early offer.

President Barnes brought the parameters of the offer up for discussion at the Nov. 17 Board of Directors meeting. It was decided to bring the offer up at chapter meetings and discuss the pros and cons to see how the membership wants to proceed. ■



Carlos Marin (NSCC) (left) had the opportunity to explain just how low the salaries are for faculty and staff at community colleges to deputy chief of staff Cecilia Ugarte Baldwin at Gov. Healey's office. (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](mailto: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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1 Ferncroft Road, Danvers, MA 01923

### Or email:

[Communications@mccc-union.org](mailto:Communications@mccc-union.org)

## 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, 2024. Nomination forms and the candidate requirements are available on the MCCC website [mccc-union.org](http://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.



While at the State House on Nov. 2 to present petitions to Gov. Healey, Joe Nardoni took the opportunity to lead a group of MCCC activists to Speaker Mariano's office and ask that the collective bargaining agreements funding be passed. (Photo by Don Williams)

## Know Your Day Contract

### December 2023

- Dec. 1** Applications due for Sabbatical Leave beginning July 1 for professional staff or Fall semester for faculty (p. 25).
- 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 2024

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

**NOTE:** Page numbers are from the 2018–2021 contract. Most of these dates are "last date" standards and vary with the first day of classes. In many cases the action can be accomplished before the date indicated.