

# MCCC News



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## MCCC Launches Pay Equity Campaign

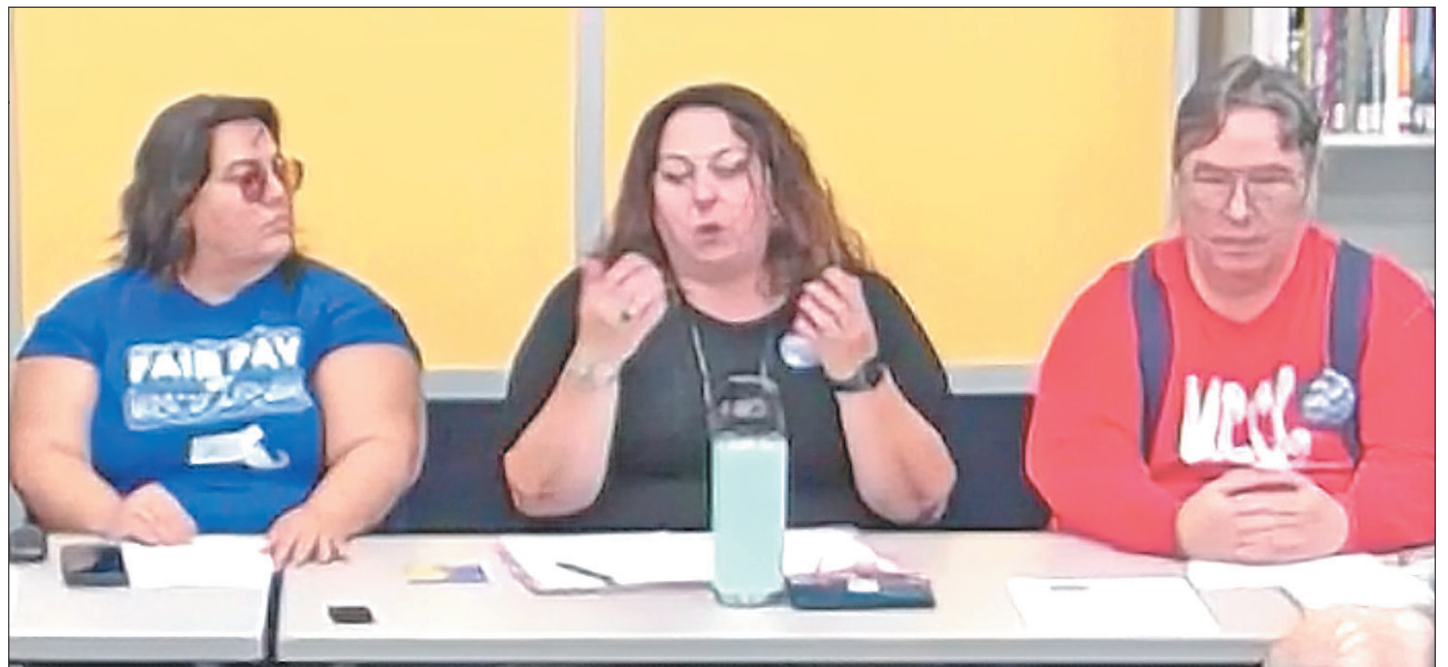
The MCCC rolled out its coordinated campaign to address the severe pay inequities that both full-and part-time faculty and staff members face. An Oct. 9 Southeast Regional meeting of MTA Higher Ed. units held at Massasoit Community College was the first public airing of the plan that the union has developed over the past few months.

MassEducate has increased the focus on community colleges, as enrollments have surged, putting significant stress on the campuses and bringing a lot of attention to the sector. Salaries for MCCC members have fallen relative to other national and Massachusetts peers, and the increased attention on free community college has spurred an opportunity to address the extremely low pay compared with pay at other community colleges at a high cost of living in the state.

At the rollout, MCCC President Claudine Barnes pointed out that “Inadequate pay increases since the 1999 classification study kept us falling behind.” That study had promised to keep community college salaries competitive with the ten comparison states, but that was not realized because the legislature could not be held to that provision.

Barnes called MassEducate an “unfunded mandate on the colleges” that “on a moment’s notice gave no time to plan when all of this hit.” Because the new cadre of students require more assistance than in the past, professional staff members have been especially stressed, with many leaving for other colleges. Barnes said, “MassEducate is great, but if you want it to work, we need more funding.” She said that if we used the California model, people could get as much as a 70 percent increase. “This is probably the best chance we’ve ever had.

The campaign takes a multi-pronged approach designed to boost pay beyond the typical salary negotiations “parameters” set by the governor that limits the raise percentages for all state employees—what MTA President Max Page called, “a one-time corrective.” When one employee group falls behind, the parameters don’t allow for adjustments



Participants in the MCCC fair pay campaign roll-out at the MTA South East Regional higher ed. meeting at Massasoit Community College included (from left) Massasoit chapter president Angelina Avedano, MCCC president Claudine Barnes and vice president Joe Nardoni.

to address the imbalance. There is history of an employee group getting a special adjustment, but it takes jumping through a lot of hoops, ultimately needing funding from the legislature. A wage/equity study will, no doubt, be required to come up with specifics.

Getting contract language is the first step. And the MCCC finds itself in a great position with both units’ (Day and DCE) contracts expiring next summer. The union plans to coordinate the bargaining teams to work on equalizing the contract provisions. It’s a big opportunity to improve things for adjuncts. This also increases the numbers of members who are potential activists for advancing the campaign.

Getting support from the college presidents will also be crucial. There is much they can do to support the campaign, but they can be reluctant to engage in advocacy. And their association (MACC) director Nate MacKinnon was very involved in promoting MassEducate and could be helpful in advancing this campaign.

Getting the support of students will also be essential.

Getting broad support in the public is going to be a critical phase. The Sept. 6 *Boston Globe* article (see QR code for a link to the article) that detailed the problems facing community college faculty and staff was a great start. The *Globe* has not always been interested in covering community college union issues, and its support is significant. Because of MassEducate a lot of attention is being paid to our colleges, and we will need to capitalize on that to include increasing the poor pay for those doing the work of MassEducate.

Getting administrative support from the Board of Higher Education and Governor Healey will be crucial. Her support helped make free community college a reality in the state, and she supported a special 18 percent raise for MBTA workers after repeated problems in hiring new T employees.

Finally getting support in the legislature will be essential to make anything happen. While MCCC members will need to lobby their senators and representatives to elicit support, the reality is that the senate president and speaker of the house are the primary decision makers. Recent delays

in contract funding shows how opaque the process can be, but the speed with which MassEducate was passed shows how quickly things can be done.

Members may wonder if this plan is just a pipe-dream. Is it really possible? The answer is “yes.” It happened before when, in 1999, after years of meager raises, the MCCC convinced the state to do a “classification study.” Being controlled by Republican administrations,

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Scan QR code to link to the Sept. 6, *Boston Globe* article supporting community college.

## 2025 SAC Legislative Agenda

The MCCC Strategic Action Committee has been working on the Union's priorities for the upcoming legislative session. With this as an election year, the state legislature has no scheduled formal sessions where significant legislation can be taken up. Essentially, bills that were not addressed in the current session will have to be refiled for the new legislature in January after the election.

Several of these positions align with the pay equity campaign for community colleges, but others go beyond that to improve conditions for members.

- Pass a funding bill that enacts elements of the MTA Wage Equity Study (revised to meet current numbers) to bring our pay up to that of CC faculty in CA and matches the cost of living in MA.

- Pass a bill that mandates that the State shall pay for the benefits of FT Faculty and Staff.
- Pass a bill that mandates staffing ratios of 75% of all classes and staff services at the Community Colleges shall be provided by FT faculty and staff, and 25% shall be provided by PT faculty and staff.
- Pass a bill/bills that lift(s) up adjunct faculty by passing legislation that:
  - a) Establishes access to benefits including health insurance and pension options, including SERS and the ORP.
  - b) Mandates pay equity between adjuncts and FT faculty, based on workload definitions from the DAY unit contract.
  - c) Increases Job security for adjuncts by

- mandating that adjuncts shall be entitled to a two-course minimum contract,
- d) Provides a pathway to full time employment by:
  - Passing a Non-Severability of Personhood Act, that overturns the SJC ruling that a person working at two different colleges, is for the purposes of hiring and wages, two separate people.
  - Counting all of the hours worked by one person for one or more institutions of public higher education both within and outside the Community College system and with any combination of faculty and/or staff workload and establishing that work as a FT position with reappointment rights and benefits to be paid for by the state.
  - Giving preference to Adjuncts who have attained seniority within the DCE unit and PT staffers who have been working awhile when seeking to fill FT positions in the DAY unit.

- Pass a bill that Amends Chapter 150E to streamline contract funding—so that once a contract is bargained and ratified and validation language passed by House and Senate, the contract goes automatically to A&F for funding, and does not need to be considered as part of a larger supplemental budget.
- Pass a bill that guarantees a right to strike for higher education workers.
- Pass a bill that adds strong enforcement language to the Pacheco bill.

The MCCC has been working to incorporate our priorities into the MTA's legislative plan. This would bring more lobbying power to support the MCCC's positions both with the work of professional lobbyists but also the power of the 117,000 strong membership. ■

## Pay Equity Campaign...

*Continued from front page*

it was not ideal; it was delayed and slow-walked when they saw how expensive it was going to be. Professional staff issues were not adequately addressed, and faculty were forced to increase workload from four to five classes per semester.

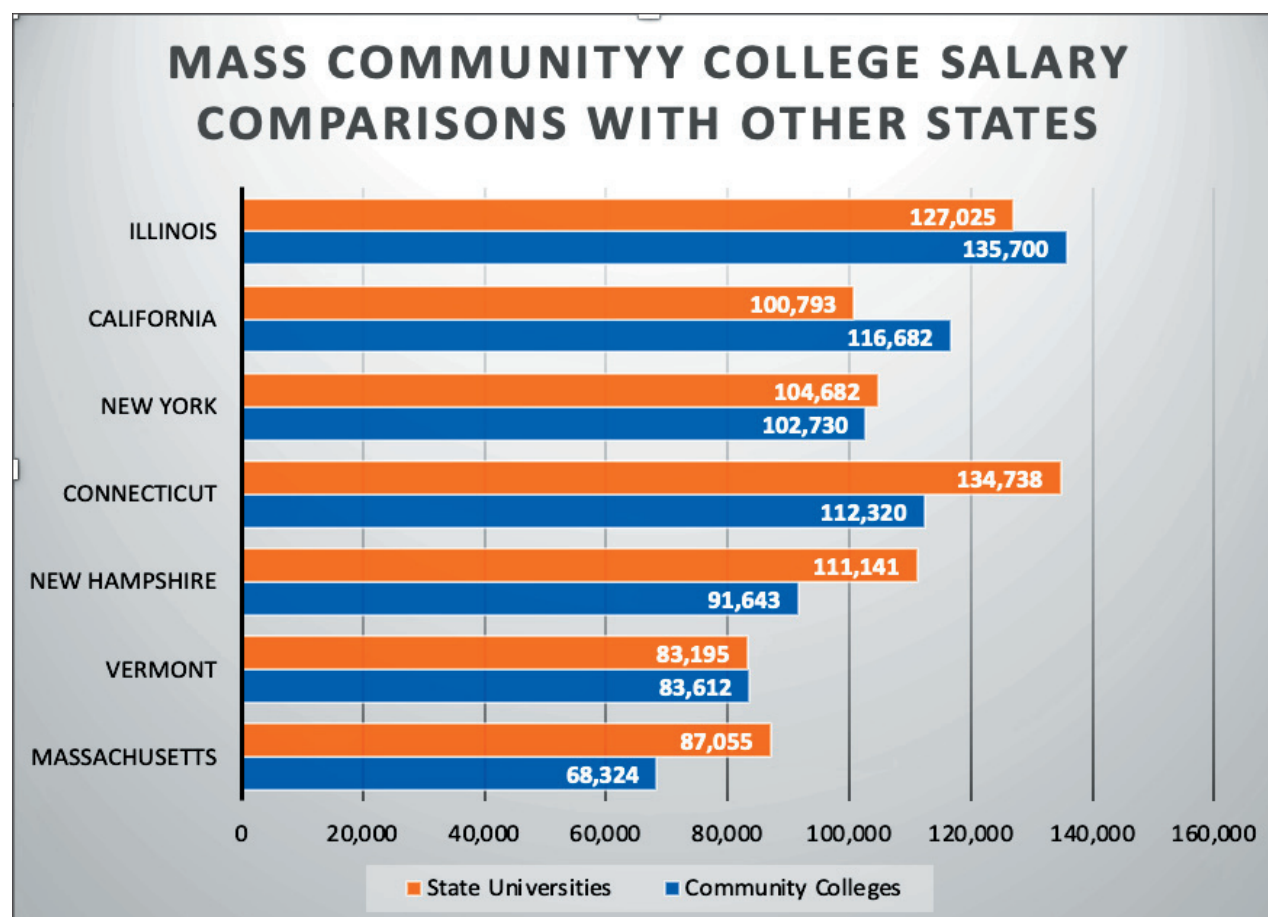
MCCC vice president Joe Nardoni said, "I'm one of the few people still employed who were in the classification study, and I got a 40 percent raise." Other people got as much as a 50 percent raises. Nardoni added, "We did it before, and we can do it again."

And the money is there. Max Page pointed out that the "Millionaires Tax" that MTA pushed has reported yield-

ing \$2.2 billion in new revenues, exceeding projections by more than \$1 billion. Money from this tax can only be used for transportation and education expenditures.

But success will depend on the commitment of all community college faculty and staff to get active and support action to advance the campaign. Both union members and non-members will benefit if the campaign is to be successful, so we should welcome all supporters. It's really an "all hands on deck" situation where everyone needs to be involved in pushing this opportunity this year. It won't happen without your support and efforts.

Watch for more specific information about what you can do in the coming weeks. ■



This graph is derived from IPEDS and Mass Teachers Association data, and contains faculty salaries weighted averages from 2021-2022, corrected for cost of living based on each states' cost of living index from the World Population Review.

## 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).

## Spotlight on: **Elizabeth Rapoza: Champion of the Arts and Higher Education Advocate**



Liz Rapoza

By Colleen Avedikian

With a background rooted in both language and the performing arts, Elizabeth Rapoza’s educational path laid the foundation for her career. She earned a bachelor’s degree in French and Spanish, while also taking performing arts courses in theater, dance, and music. Her passion for teaching was sparked early on, leading her to teach high school French, Spanish, and Speech and Drama. This experience fueled her desire to pursue further studies in theater education.

In 2003, Liz earned her master’s degree in Theater Education from Emerson College. Shortly after, she began teaching theater courses at Cape Cod Community College and Bristol Community College. Today, she works as an Adjunct Faculty member in Performing Arts and Theater while also serving as a part-time Admissions Enrollment Counselor at CCCC.

Her dual roles allow her to impact students in both the classroom and through personalized guidance as they maneuver the admissions process.

Balancing these responsibilities comes with its own set of challenges. “As an adjunct, it’s challenging not knowing if I’ll be assigned a course or if that course will have enough students to run,” Liz explains. “The financial insecurity can be difficult, but the reward of working with students and seeing their growth makes it all worthwhile.” She finds immense joy in helping her students improve their practical and academic skills, a process that continues to fuel her passion for teaching.

In her role as an Enrollment Counselor, Liz is tasked with guiding students through important decisions about their educational futures. She assists them with selecting concentrations, as well

as navigating admissions, financial aid, and registration processes. “Keeping up with program changes and not having a dedicated office space for privacy with students can be tough,” she admits. Liz reflects on the influx of new students due to free college initiatives: “The sudden increase in applications has overwhelmed Enrollment Services employees, especially without adequate preparation or staff support,” she says. However, helping new and returning students find hope and excitement for their academic journeys is what makes the role so fulfilling for her.

Her dedication to improving the working conditions of adjunct faculty and part-time professional staff recently led her to join the Massachusetts Community College Council (MCCC) as a Director-at-Large. Although new to the position, she has witnessed significant improvements in the status of adjuncts over the years, thanks to union efforts: “I’m still in a learning phase when it comes to my leadership role in the union, but I’m eager to become more active and do my part.”

Beyond the classroom and her union work Liz is a passionate advocate for the arts. She believes that higher education should support students pursuing artistic fields, despite the societal pressure to choose careers with high employment rates: “Our world would be a boring place without artists, musicians, dancers, and actors. Not all dreams have a price tag.” ■

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## Research Report Shows Some Concerning Membership Trends

MCCC research coordinator Hilaire Jean Gilles gave his Fall 2024 on employment trends to the MCCC Board of Directors at its September meeting. This report captured data through the Fall 2023 calendar year. It showed some divergent trends XXX.

One of the key pieces of data the research coordinator monitors is the colleges’ adherence to the classification system’s initial hiring salaries. Jean-Gilles analyzes the M002 and M004 forms for faculty and staff positions that the colleges provide him, and he compares them with the system’s salary specifications. He reported that from January to December 2023, 191 point-calculation forms were received from the colleges. Of those, 59 percent (112) were hired close to the specified salary and 40 percent (76) were hired above the classification salary. He noted that 3 members were hired below the specification, and these included prorated part-time positions.

The numbers of faculty and staff at each college is another feature of his report. Separate tables track the numbers of full-time faculty and staff from 2018 to 2023 showing divergent trends.

Full-time faculty numbers show a steady decline from 1507 in 2018 down

to 1301 in 2023. Meanwhile full-time professional staff numbers have had year to year variations, but between 2018 and 2023 they have risen from 750 to 883.

Union membership is another set of data presented. In a table Jean-Gilles breaks down the number of full-time members and non-members at each campus over the past two years. While the overall increase is slightly up, he pointed out that the overall increases approximately match the numbers of non-members. This trend is a concern since the Janus decision.



MCCC Research Coordinator Hilaire Jean-Gilles

A related comparison presented was the numbers of DCE union members and non-union members. The numbers for 2023 show that only about 55 percent of DCE members are dues-paying members. Also tracked were the ratios of full-time to DCE faculty at each college as well

College Names	Total full-time faculty Fall 2023	Total DCE Fall 2023	% DCE to full-time faculty
Berkshire Community College	48	87	64%
Bristol Community College	107	279	72%
Bunker Hill Community College	133	409	75%
Cape Cod Community College	66	101	60%
Greenfield Community College	44	86	66%
Holyoke Community College	100	164	62%
MassBay Community College	74	147	67%
Massasoit Community College	99	202	67%
Middlesex Community College	99	320	76%
Mount Wachusett Community College	60	150	71%
North Shore Community College	111	211	66%
Northern Essex Community College	79	150	66%
Quinsigamond Community College	128	316	71%
Roxbury Community College	41	84	67%
Springfield Community College	112	146	57%
<b>TOTAL</b>	<b>1301</b>	<b>2852</b>	<b>67%</b>

Source: Data from the central office

This table from the research report shows the numbers of full-time faculty compared with the number of DCE faculty at each college. More statistics are available in the full report that is posted on the MCCC website [mccc-union.org](http://mccc-union.org)

## Research Report...

Continued from page 3 as the numbers of full-time faculty and staff who have “dual-unit status” by also teaching in DCE.

Numbers of full-time administrators at each campus is another trend that he tracks. Reaching a high point in 2021 of 1220 administrators the numbers had declined by 7 percent to 1053 in 2023, Jean Gilles speculated that the change may have been due to changes in how these positions were reported. The report tracked these numbers on a campus-by-campus basis over a dozen years.

Another statistic tracked is the ratio of full-time faculty to students in both fall 2022 and fall 2023. At every campus the number of FTE students to full time faculty increased. All of these trends are important to know as the union moves forward with organizing and lobbying.

Jean-Gilles full 21-page report is available on the MCCC website [mccc-union.org](http://mccc-union.org). ■

# Union to Sell Worcester Condos

Over twenty years ago the MCCC purchased two condominium units, Suites 104 and 105 at 27-29 Mechanic Street in downtown Worcester. At that time the union was in strong financial shape with its largest membership numbers and revenues from agency fee provisions. But with years of declining enrollments and the loss of agency through the Janus decision, the union is working on reducing overhead by divesting some of the real estate.

Suite 104 has two small offices and a reception area for the three office employees of the union along with a storage room. Suite 105 is across the hall and has a area that had space for the approximately 20 people that regularly attend board of directors' meetings. It has a sink, refrigerator, cabinets and countertop for

simple food /drink preparation, plus a side room where typically catered lunch would be set out.

A few years later another condo, Suite 103, that abutted 105, was purchased. This unit contained two rooms that had been a travel agency. The room that abutted Suite 105 was opened up to expand the meeting space and accommodate additional guests, such as times when chapter presidents were invited to attend board meetings. The second room was kept for smaller group meetings and caucusing.

After the COVID shutdowns and the rise of Zoom meetings, board members got used to not driving sometimes hours to get to Friday meetings in Worcester. President Barnes has tried to hold some in-person meetings, particularly the June board meeting when new directors take

office and also the November meeting where traditionally a turkey dinner lunch brought members together in the Thanksgiving spirit.

While the Thanksgiving lunch was popular, holding that meeting at a busy time of year has lost out to the convenience of Zoom for a few years now. Holding just one meeting a year in the large room has come to be a luxury the union doesn't feel it afford any longer.

Suites 103 and 105 will be put on the market soon. Proceeds from the sales will bring a one-time capital infusion, but will also reduce the property taxes and condo fees that include costs for maintaining this former restaurant that dates back to the mid 1800s, saving almost \$20,000 annually. The union will retain Suite 104 that houses the three MCCC office staff that is open five days a week to serve the membership. ■



The MCCC office and condos are in the Mechanics Place building in Worcester.



## 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)

## Know Your Day Contract

### November 2024

- |                       |  |
|-----------------------|--|
| <b>November 11</b>    | Veterans Day holiday (p. 27).  |
| <b>November 15</b>    | Sabbatical Leave Committee submits ranked list to the deans for Fall semester or July 1 sabbatical leaves (p. 30). |
| <b>November 21</b>    | Unit Personnel Practices Committee established (p. 49).  |
| <b>November 27-28</b> | Thanksgiving Holiday (p. 27).  |
| <b>November 28</b>    | Professional Staff must use one of the three off campus days (p. 59).  |

**NOTE:**

Page numbers are from the 2021–2023 contract that is on the MCCC Website [mccc-union.org](http://mccc-union.org). The 2024-2025 contract is not on line, but all of the provisions are the same as the 2021-20213, except pay. 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.



## 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.

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