

NEWSLETTER

MARGARET RYCKEBUSCH HONORED



Margaret Ryckebusch

Last Fall, the MCCC Executive Committee recommended to the Board of Directors that a memorial award be established in memory of Jon G. Butler, former chapter president at No. Shore Community College who died suddenly in September, 1984.

Jon exemplified the importance of the role of chapter president, and throughout his years as chapter president and throughout negotiations, was a vocal and strong voice for the unit membership. The award is intended to focus on the important and pivotal role of the chapter president, and to reassert how the statewide organizational strength is predicated on the strength at the chapter level. If the chapter president is active and pursues issues of concern to the membership and makes sure that the contract is implemented correctly, the local is strong; if the chapter leadership stands still and becomes a passive participant in the enforcement of the members' rights, the unit membership is denied the equitable enforcement of their contract and subsequently their rights.

In recognition of the importance of the role of chapter president, the MCCC Board of Directors voted to establish a yearly award for outstanding chapter president. This year, the first recipient of the Jon G. Butler Memorial Award will go to **Margaret A. Ryckebusch**, President of the local chapter at **Bristol Community College**. Margaret has demonstrated unusual dedication, courage and leadership ability in her role as chapter president, and is a strong advocate for unit members' rights. She has made a commitment to her role as chapter president and has worked to establish herself as an effective leader over the past two years.

When Margaret was asked how she felt about being Chapter President, she stated, "It is hard and constant work, but also very rewarding. A president is in a constant state of reaction and has to be constantly aware of violations of the Agreement. The job demands a lot of reading, follow-up, memo writing, meeting with the membership and administration, keeping abreast of what is going on within the statewide organization and within your own membership, and making sure the contract is implemented fairly. My main priorities are keeping my membership informed, good contract defense and attempting to work at good labor/management relations." She said that she was looking forward to a period when the membership will be well paid and living better under the terms of the contract, but is also aware of the need for good preparation for the next round of negotiations.

She will be awarded the **Jon G. Butler Memorial Award** at the MCCC Delegate Assembly on April 27, 1985.

CONTRACT UPDATE

On April 2, 1985, our contract funding bill was signed into law by Governor Dukakis. It then has to go through the bureaucratic process before finding its way to the unit membership. After all colleges submit the paperwork to the Board of Regents' Administration and Finance, and Chancellor Duff transmits allocation requests to the Secretary of Administration and Finance. Secretary Keefe of Administration and Finance signs Allocation Requests and transmits this to the House and Senate Ways and Means Committees. It goes to House Chair Richard Voke for his signature, and then to Senate Chair Patricia McGovern for her signature. The State Comptroller issues payroll instructions to the colleges, and the unit members should then receive their retroactive raises and new salary rate checks. This process is almost complete, and it looks hopeful that all unit members will receive their retroactive salary increase in May. It also appears that we will receive two separate checks, one for our retro and one for our newly adjusted, regular paychecks.

MCCC HIGHLIGHTS

Last Fall, Helen Goolishian from Cape Cod Community College suggested to Michael McSweeney, MCCC Legislative Agent, that the MCCC get legislation for the creation of day care centers on all community colleges. They made a presentation to the Board of Directors which voted to send the request to the MTA Legislation Committee. This committee approved the request, drafted the bill, and Senator John Olver, Representative Joan Menard and Representative James Collins sponsored the bill.

Representative Menard testified on behalf of the bill (Senate Bill 1511) at the hearing on April 3, 1985. Also testifying at the hearing was Helen Goolishian who coordinated testimony and Mike McSweeney who coordinated the Legislative Committee staff which did the background lobbying. Also at the hearing were Mary Donovan, from STCC, Sandra Graham, Director of the Day Care Center at STCC, Vince Pellecchia, an outside vendor who runs the day care center at Mt. Wachusett, and Jim Rice, MCCC president. The MCCC asked the committee to hold the bill so that additional lobbying could be done; however, on April 22, 1985, the committee gave the bill a favorable recommendation by attaching it to House Bill 5435. This bill is a broader bill, and would mandate day care centers at **all** institutions of higher education. It now has to go through the legislative process.

- IN THIS ISSUE:
- Contract Update
 - Resolved Grievances
 - Jon G. Butler Memorial Award

MCCC HIGHLIGHTS

The Special Joint Study met again on March 27, 1985. This meeting centered around the governance structure within the community colleges, and they are close to a resolution. The Committee meets again on April 24, 1985. When the proposal is complete, it will be published in the *Newsletter*.

This year, two unit members from the MCCC are candidates for positions within the MTA. Ernest Therrien, Springfield Technical Community College, is a candidate for the MCCC seat on the MTA Board of Directors. Helen Goolishian, Cape Cod Community College, is a candidate for MTA Executive Committee. She would be the representative of all segments of higher education. Elections will take place at the MTA Annual Meeting on May 11.

RESOLVED GRIEVANCES

Professor Diane Wier Walsh from **Holyoke Community College** filed a grievance and the MCCC filed an unfair labor practice charge on her behalf concerning her non-reappointment for the 4th regular appointment without reasons. She alleged that she was terminated because of the filing of a grievance. This situation was resolved when the president of the college reappointed Professor Walsh with all rights and benefits, and the original notice of non-reappointment was removed from her personnel file.

Professor John Hughes from **Mt. Wachusett Community College** filed a grievance concerning his non-reappointment for his 4th year of a regular appointment and an unsatisfactory summary evaluation. Professor Hughes alleged that there were no grounds for non-reappointment. The grievance was resolved, and he was reappointed for his 4th regular appointment with all rights and benefits, and it was recommended by Dean Maok that Professor Hughes' evaluation should be changed to satisfactory.

A grievance was filed by the **Massasoit Community College** chapter concerning the appointment of an acting division chairperson who held an associate professor line. The grievance was resolved, and the associate professor line was vacated and the acting division chairperson was placed on an instructor line.

A grievance was filed by Professors Conner, Dunn, Meggison, and Walt at **Mass. Bay Community College** concerning the failure of the administration to grant workload reductions for program coordinators. The grievance was resolved, and the four unit members will receive an additional workload reduction for the Fall, 1985 semester.

A grievance was filed by the **No. Essex Community College** chapter concerning the failure of the administration to appoint a department chairperson of the Nursing Department. The grievance was resolved, and the department chairperson position was posted in April, and the department chairperson will receive all the rights and benefits according to Article XX.

ARBITRATION AWARD

In a request for arbitration concerning the non-reappointment of Dorothy Orders at **Springfield Technical Community College**, for the beginning of the second semester in her third year of appointment, the Board of Regents filed an injunction against the MCCC in an attempt to prohibit the Union from arbitrating the case. The Board of Regents' position was that the Union could not arbitrate anything because it was in the third year of an appointment. The Union's position was that they could grieve the process that was implemented that caused administration to arrive at their decision of non-reappointment. The injunction was thrown out, and the case proceeded to arbitration. The arbitrator ruled that the Union had a right to arbitrate the process, and, as a result, a full arbitration hearing on the process will be scheduled.

11.06 PANEL DECISION

The 11.06 Administrative Placement Panel services were invoked for a grievance which was filed concerning the return of an administrator at **Massasoit Community College**. The grievance proceeded through arbitration, and the arbitrator's decision was appealed to the Superior Court by the Board of Regents. The arbitrator's decision was upheld. As a result of the arbitrator's decision, the 11.06 Panel was reconvened, and in a unanimous decision, stated that the returning administrator's salary would be reduced three steps. He would go from his present salary of \$30,860, Professor Step 11 to 23, 500, Professor Step 8. This \$23,500 salary reflects the August 30, 1981 salary. All retroactive salary increases under the new contract will be based on the agreed salary of \$23,500.

KNOW YOUR CONTRACT

May 1	One year and tenure recommendations to Board of Trustees.
Last Day of classes	Student advisement and college service log due division chairs
May 19	Notify unit members of tenure and one-year recommendations.

CORRECTION

In the last issue of the *Newsletter* under the section of **Prohibited Practice Charges Filed**, the words "A charge has been filed concerning an issue that arose.." were inadvertently left off the charge concerning Dean Paul Frydrych. It read as if he had been charged, when, in fact, a charge had only been filed against him.