

# NEWSLETTER

Volume I



January, 1984

Number Two

## WORK TO RULE

### Do's

- 12 units of instruction
- 2 preparations
- College committees (meet and adjourn, if possible)
- 25 advisees (assigned and notified by adm.--advise only)
- If over 12 units of inst. reduce 1 office hour for each additional unit. (If rejected, grieve.)
- If over 2 preps, reduce 2 office hours. (If rejected, grieve.)
- Areas traditionally over 12 units with no reduction should grieve. (Nursing, lab science, tech. fields) by Jan. 31, 1984.

### Don'ts

- No ad hoc Advisory Comm.
- No selection committees
- No volunteer orientation
- No volunteer registration
- No volunteer tutoring
- No volunteer recruiting
- No college service work after last scheduled class.
- No participation in student activities unless assigned.

As you are aware, the MCCC has adopted a work-to-rule program as an additional step in supporting our negotiating team. The initial implementation in December was, of necessity, limited because of the lateness in the semester.

Looking ahead to the coming semester, we must be ready to implement work-to-rule fully. It has the potential of being a powerful force in persuading the administration to settle the contract, but its potential and success lies in the willingness of each of us to implement it.

We are a group of unit members quick to volunteer for extra work we view as helpful to the students or the school, and it will not be easy for us to change our habits. It takes but a moment of reflection, however, to realize how much administrative work we actually do and how clear that will become when we refuse to volunteer. It is also obvious that even if working-to-rule does create some minor inconvenience, it is much preferred to the more drastic action that might have to be taken later on if management continues to drag its feet in negotiations. We should exert our power, legally, now to avoid a more damaging confrontation in the future.

Work-to-rule is a new experience for some of us and may take some getting used to; but, as mentioned above, it is one of the most effective ways we have to get the message to management that we are dedicated to achieving a fair and equitable contract. It will demonstrate our unity and resolve in a powerful manner. If you have any questions or concern, please contact your local leadership. (Warren Hawkins, QCC)

## NEGOTIATIONS: WAITING FOR GODOT?

Since December, the Negotiating Teams met on December 6, 8, 14, 15, 20, 22, 27, 29, 30, Jan. 3, 4, 5, 10, 12 and 17. The majority of time has been spent working on workload Article 12. After almost a year, the Team is where it should have been a year ago, bearing in mind that management's proposal started with a 50 percent increase in workload and a 100 percent increase in advisees. The MCCC's position is and has always been a desire to refine the workload to reflect the unique kinds of workload in the various areas throughout the system and to insure quality education. For the first time, it appears that management is willing to accede to the union's demand for firm standards for workload. The union believes that it has convinced management that they can retain managerial flexibility and yet meet the union's need for firm standards. Prospects for concluding Article 12 on a satisfactory note appear less bleak than in the past couple of months.

An area of major disagreement that continues is the issue of returning administrators and whether they should earn unit seniority while out of the unit as an administrator. The MCCC's position is that only unit members earn and accrue seniority. Management's position is that they want returning administrators to accrue seniority in our unit while out of it, and will not provide rationale for that position other than that is the way they want it (note under Boodits the notation concerning administrators).

The MCCC Team presented a bargaining schedule for every day including

### IN THIS ISSUE:

- Negotiations Update
- Administrative/Presidential and unit members' salary comparison
- Work-to-Rule Guideline

weekends for February, March and April—approximately 65 days (excluding days of prescheduled meetings). Management agreed to meet only through February 9, and gave dates of Jan. 26, 27, 31, Feb. 1, 2, 7, and 9. Since management's team will be meeting with the college presidents on January 25, these bargaining dates are subject to change.

The state colleges and universities have finished their contract negotiations. They expect to ratify at the end of January and beginning of February, respectively. We must keep in mind that both of these segments went to the table in a much better position than the MCCC. On salary alone, the universities are higher than the national average and the state colleges are at or above the national average, and, as a result, their percent increases will translate into higher dollar amounts since their salaries are higher. The already superior and professional contract language did not require much refinement; whereas, the MCCC has to reform its entire contract. One of the last issues to be resolved in both contracts was the tuition/remission situation. A Memorandum of Agreement was signed stating that the Board of Regents would develop and implement a systemwide tuition/remission policy for 100 percent tuition waiver for day and evening courses for unit members, spouses and children to all state institutions except the Medical School. This policy is to be implemented no later than September, 1984, and may be retroactive to Spring, 1984.

## Plaudits

■ To the Berkshire Eight. Karen Border, Nancy Delaiti, M. Pat Fasce, Bernice Morehead, Barbara Nichols, Helen Plunkett, Beatrice Selig and Anne E. Wojtkowski charged the college president, Jonathan M. Daube, with sex discrimination in pay and academic promotions. The grievance arose after two men and no women were promoted to professor giving the school 21 male professors and only two female professors. In addition, 19 out of the 21 men receive higher salaries than the two women. President Daube conceded that there is an imbalance, but blamed it on the contract. The women have also filed with the Massachusetts Commission Against Discrimination and the Equal Employment Opportunity Commission in order to protect their rights since the Regents has not observed its deadlines in rendering decisions.

The MCCC is presently investigating the possibility of filing a suit patterned after the Framingham State College sex discrimination suit. Last July, a federal judge, after finding Framingham guilty of paying women less than men, ordering the institution to award \$500,000 in back pay to 50 female teachers.

## Boodits

■ To President Provo from Greenfield Community College for sending his director of personnel, Jeff Wallace, to take down the names of unit members demonstrating. Gov. Dukakis came to Greenfield to dedicate an industrial park, and unit members went to the train station to try and enlist the support of Gov. Dukakis with regard to the MCCC's negotiations. Mr. Wallace had been directed to make a list of all unit members participating in this demonstration.

## Plaudits

■ To President Clifford Peterson in the resolution of a grievance at Step I concerning a workload/harrassment grievance whereby he assured the grievant a compatible workload, equitable treatment and fair evaluations. In addition, all objectional materials were removed from her personnel file.

## Plaudits

■ To Quinsigamond Community College and other campuses who have set up a sophisticated unit member contact system. At QCC, each member of the Executive Committee is responsible for contacting, keeping informed, getting feedback and being aware of specific concerns of approximately eight unit members, thus enabling a constant flow of information.

## Boodits

■ At the present time, there are 23 unit members at the top of our salary scale. Of those 23, 15 are returning administrators, 5 are former Boston State faculty and only three are and have always been unit members.

## Plaudits

■ To the Legislature concerning the speed with which collective bargaining funding bills are clearing the Legislature. These bills have moved through very quickly which gives us reason to hope that once our contract is ratified and the cost items are submitted to the Legislature, approval will not be long.

## NEW LOBBYIST FOR HIGHER EDUCATION

The MTA has appointed Atty. Richard O'Neil, the MTA Consultant for the state colleges, to the position of full-time lobbyist. In addition to various committee assignments, he will be specifically responsible for lobbying the Public Service Committee on collective bargaining issues, and lobbying the Education Committee, the legislature and the administration on higher education matters. He will also be establishing a bill-tracking system with the various segments within MTA and will be a division liaison to higher education committees within MTA.

O'Neil will also develop the MTA Legislators Record System based on MTA roll calls and MTA sponsored bills, and will be meeting with the legislative representatives from the higher education segments to discuss the higher education bills as well as aid in the development of bills.

O'Neil came to the MTA in November, 1975 as a higher ed. consultant for four state colleges, one junior college and the MCCC. In March, 1977, he became the consultant for all of the state colleges and the U. Lowell and Lowell Tech. merger and was consultant for subsequent collective bargaining agreements.

## MCCC FILES PETITION FOR DCE EMPLOYEES

On November 1, 1983, the MCCC/MTA/NEA filed a petition with the MLRC on behalf of employees in the Division of Continuing Education seeking certification of the Employee Organization. On November 10, the MCCC received notice that the Commission determined that there was an adequacy of showing and accepted the petition. A meeting was scheduled for December 9 for the purpose of dealing with any unresolved issues raised by any interested party. Management requested a postponement, and challenged the petition stating that there were approximately 5,000 members. Attorney Judy Wong submitted a list from nine community colleges containing names of all DCE employees ranging from secretaries, security guards, and people who have not taught for two or three years. It is the MCCC's position that the proposed unit be comprised of professional employees who, during the 1983-84 school year teach students who are taking courses for credit and not the broad interpretation taken by management that includes everyone on the DCE payroll. The MTA has requested a hearing before any action is taken by the Commission.

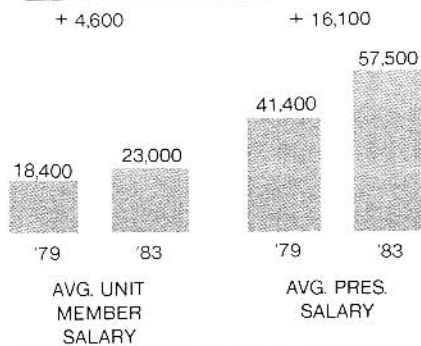
## Complaint Issued

■ A complaint has been issued by the MLRC against Paul Frydrych, Dean of Faculty from No Shore CC. The Complaint stated that the Frydrych had interfered with, restrained, and coerced an employee in the exercise of his guaranteed rights by threatening to retaliate against a unit member for pursuing a grievance, for refusing to consider the unit member for promotion in the future, and to not participate in good faith in the contractual grievance arbitration procedures.

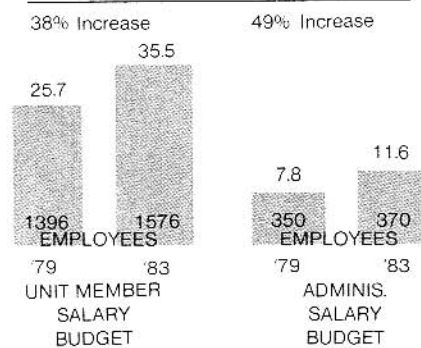
## Prohibited Practice Charge

■ A prohibited practice charge has been filed against President Provo of Greenfield C.C. and his director of personnel for intimidating, coercing, and interfering with unit members in the performance of their union activities.

## Presidents' salaries versus Unit Members'



## Budgets for Administrators' salaries versus Unit Members' In Millions



## ADMINISTRATIVE/PRESIDENTIAL AND UNIT MEMBERS' SALARY COMPARISON

The community college segment has the highest productivity with the lowest cost per student ratio in higher education. However, in looking at the three main recipients of salary-administrators, presidents and unit members-there are wide ranges. In the administrative area, the community college system has a high faculty to administrator ratio, 4-1, compared to, for example, the state colleges, which have a 6-1 ratio. Between 1979 and 1983, the total administrators have increased by approximately 20 while the total unit membership has increased by approximately 180. However, the salary increases for each group are disproportionate—49 percent for 20 people; 38 percent for 180 people.

Another comparison made is the presidents' salaries with unit members' salaries. The average increase in the unit member's salary since 1979 to 1983 is approximately \$4,600, or 25 percent. The average increase in the presidents' salary is approximately \$16,000, or 39 percent. An interesting aside is that this past fall, presidential salary increases, in some instances, reflected an increase to make some salaries more equitable within the system. Though it is admirable that the presidents and trustees are conscious of making presidential salaries more equitable statewide, it is curious why the MCCC met with such adamant resistance for a systemwide equity study. Further, it is curious why management continues to resist our demand for equitable salary adjustments and continues to propose a patronage pay package to be handed out at their discretion, lacking criteria and reasons thereby creating dissention and widening internal inequities.

## COMMUNITY COLLEGE CALENDAR

**End of first week of classes.** Faculty forward course/materials.

**Jan. 28.** Special Meeting of the MTA to discuss the issue of School Reform. All delegates elected to last year's annual meeting will comprise this one-day meeting in Burlington. If you have any specific concerns, please contact your local leadership or Jim Rice at QCC.

**Jan. 31.** Summary evaluations for unit members prepared by Feb. 1.

**Feb. 1.** Deadline for any constitutional changes in the MCCC By-Laws. These must be submitted to Ernest Therrien, Chair of By-Laws, at STCC.

**Feb. 14.** Dean's prioritized list for promotion must be received by eligible unit members on request.

**Feb. 15.** Termination notice must be provided to unit members who are in their first through third year of service.

**Feb. 17.** (Or three weeks from first Friday of classes) Faculty receive copies of course materials, and evaluations.

## MCCC Newsletter

MCCC/MTA  
20 Ashburton Place  
Boston, MA 02108

Editor: Catherine A. Boudreau,  
Massasoit Community College  
Design: Courtney McGlynn,  
Bunker Hill Community College

# 15

## Community Colleges

## Roads to Education