

# MCCC News



The Official Publication of the Massachusetts Community College Council / Volume 13, Issue 5 / February 2012

## Candidates for MCCC Offices

### Joseph LeBlanc

#### Candidate for MCCC President

Our union is busy in 2012. Our day bargaining team is working hard to bring you a tentative agreement that would effectively extend our present contract by two years with an extra 7 percent paid on base by Jan. 2015. The Governor has included a controversial plan to reform the community college system in an outside section of his House 1 budget. We will be insisting that the Governor and legislators listen to and



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### Donnie McGee

#### Candidate for MCCC Vice President

I am seeking re-election as your MCCC Vice President. Experienced leadership is needed to safeguard our union and its members, especially in these challenging times.

For six years, I have chaired MCCC's Strategic Action and ORP Ad Hoc Committees.

Currently, I represent the MCCC on the MTA Board and the Higher Education Leadership Council. I have testified at legislative hearings to strengthen benefits, written op-ed pieces to fund campuses, gone to Washington to support the repeal of the Social Security offsets, and partnered with MTA and State House leaders to promote our legislative agenda.

My union leadership has resulted in increased statewide activism that has brought about positive political change. I wish to continue this work. Continued grassroots organizing and experienced



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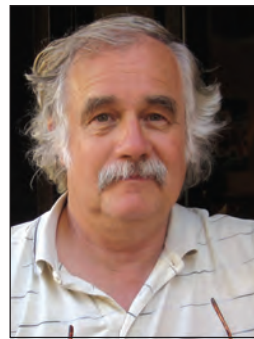
### Phil Mahler

#### Candidate for MCCC Treasurer

I have enjoyed serving as your MCCC Treasurer for the last nine and one-half years and, bottom line, I am asking for your vote to allow me to continue in this capacity for another two year term.

The treasurer's duties have grown to include supervising the MCCC office, and the scope of this has grown every year. Our staff of two full-time employees is busy year around processing our 2,000 full-time and 5,000 part-time unit members. I enjoy working with our current staff, and they do a wonderful job.

I have served the MCCC since 1984, from Chapter President for seven years, to MCCC Director, MCCC Vice President, and MCCC President. I served on four day bargaining teams and one DCE team. I served on the MTA Board of Directors for six years, and have served



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### NEW Electronic Voting Process

The 2012 MCCC Election for Officers, Delegates to the MTA Annual Meeting and NEA Representative Assembly, and Adjunct/Part-time Directors is being conducted online. You will be receiving MCCC Election materials in the mail at the end of February. The election materials will contain a website address (URL), UserName, and Password. You must use this information to vote.

Voting will take place between February 25, 2012 and March 23, 2012. For questions or problems contact Gail Guarino at:

[secretary.mccc@gmail.com](mailto:secretary.mccc@gmail.com).

### Mark Your Calendar

### Higher Ed. Lobby Day

**March 8, 2012**

**Statehouse, Boston**

**Tentative Time**

**10:00 A.M. - 3:00 P.M.**

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### Claudine Barnes

#### Candidate for MCCC Secretary

My name is Claudine Barnes and I ask for your vote to become MCCC Secretary. I am organized, enthusiastic, and not afraid to speak my mind. I believe in a strong union that supports all of its members, a union that will need to be strong given the

current fiscal crisis, growing anti-union sentiment, and state and federal efforts to change the functions of community colleges. We need to work as one, across the lines of faculty and professional staff, and the lines between full and part time members.

I am a professor of American History and Government at Cape Cod Com-



*Continued on page 2*

## Governor Patrick Proposes Radical Change to Community Colleges

Governor Deval Patrick's praising of community colleges in his state of the state address may have seemed as a welcomed highlighting of our importance to the Commonwealth. But a deeper look into what he said, and then the legislation he subsequently submitted, finds significant changes in the structure and focus of community colleges.

Building on a Boston Foundation report issued in December 2011 he noted that 240,000 people are unemployed in Massachusetts yet there are 120,000 unfilled jobs. He said, "Many of these jobs are for so called 'middle skills' jobs that require more than a high school diploma but not necessarily a four-year degree: jobs in medical device manufacturing or as lab technicians or solar installers, for example."

He cited the many important things community colleges do from preparing students for transfer to four-year colleges

to ESL instruction and then said, "For the work they do, community colleges rarely receive proper recognition, let alone adequate funding. I have visited their campuses and seen their good work. They are an important resource, and we must ask more of them."

He then outlined a new structure for community colleges that would make them "a fully integrated part of the state's workforce development plan." "They must be aligned with employers, voc-tech schools and Workforce Investment Boards in the regions where they operate; aligned with each other in core course offerings; and aligned with the Commonwealth's job growth strategy."

Along with streamlining the funding and governance of community colleges, he proposed increasing funding by \$10 million and said he would encourage employers to match the increased funding.

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## Fitzgerald Outlines MTA's Higher Ed. Agenda

MTA's Interim Director of Higher Ed., Tim Fitzgerald, attended the MCCC's Board of Directors' meeting on Jan. 20 to update them on the status of the search for a full-time director and to outline MTA's agenda for higher ed. He will be meeting with all the other higher ed. locals' boards

of directors in an effort to coordinate action.

Fitzgerald first introduced himself to the members who didn't already know him. After a stint teaching high school math, he was hired as an instructor at the newly opened Massasoit Community

College in 1966. He worked with other faculty there to organize the first faculty association in the system (prior to the founding of the MCCC) where they negotiated an agreement, which included language that required hiring more full-time faculty when enrollments increased.

He became the first president of the MCCC when the colleges were consolidated into one state-wide system with a state-wide union and contract. He went on to become a consultant with MTA and served in that role assisting the MCCC to negotiate its second contract in 1980. Later he moved into the Governmental division to do lobbying. He left MTA and went to work for a number of other NEA affiliates and to go into labor consulting. But he has found himself called back to MTA twice on an interim basis as they searched for an Executive Director-Treasurer, and now Higher Ed. Director.

The director's position as written requires a candidate to be a manager, a lobbyist, and an organizer. Fitzgerald said that it is very difficult to find someone with all three qualifications and that MTA has hired a consulting firm to assist in a national search. He agreed to serve only until July 2012, so the search is intensifying.

As director, Fitzgerald has been charged with a four-pronged agenda:

- 1.) Assess the services that the various MTA Higher Ed. units are receiving and make equitable assignments for the staff and consultants.
- 2.) Develop a political action plan for higher ed. because the K-12 model is not effective in the college environment.
- 3.) Develop the capacities of the higher ed. locals. He said MCCC is a model for others with its structure of coordinators like communications, grievance, and research. This will allow the MTA consultants to do more political action.
- 4.) Develop clearer policies for higher ed. through the establishment of a Center for Education Policy and Practice (CEPP), which would work with MTA's Higher Ed. Leadership Council (HELCC) that is made up of the presidents of the various local associations.

For the immediate future Fitzgerald will focus on getting funding for the contracts currently being negotiated. The MTA is working on simplifying the complex process of funding higher ed. contracts for the future. Also, the division is conducting public polling on attitudes towards Massachusetts public higher ed. as it works towards the March 8, 2012 lobbying day. ■



Tim Fitzgerald, left, MTA's Interim Director of Higher Ed. explained what the association is doing regarding higher ed. for the near future as President LeBlanc looks on. (Photo by Don Williams)

## MCCC Candidate Statements Continued from front page

### Joseph LeBlanc

act on the concerns of our faculty and professional staff. Our adjunct health insurance lawsuit soon moves to the courts. Our executive committee is studying college social media policies and high school programs. We'll soon be negotiating the impact of these policies on our members.

I've asked MTA Legal to explore the possibility of suing the Commonwealth over chronic underfunding of public higher education. In the Commonwealth's Constitution, John Adams encourages literature as well as the pursuit of knowledge and wisdom. He writes that it is the legislature's and magistrates' duty to cherish and support these interests that are so critical to living a good life. Chronic underfunding undermines our students, our members and the future of this Commonwealth.

My life is full. I love serving as your president. Together we fight for justice and insist on a fair and equitable work environment for all our members. I ask for your vote in coming weeks and thank you for your support. ■

### Phil Mahler

on its employee Pension Committee for the last five.

My goal remains to support your elected leaders, negotiations teams, coordinators, committees and your chapter, in their efforts to serve you.

I work hard for the MCCC, and have your best interests at heart. I enjoy this challenging job and I would like to continue for another term. I would greatly appreciate your support. ■

### Donnie McGee

political leadership are needed to keep our union strong.

Though progress has been made in furthering our MCCC agenda, much work remains. Issues related to the new ORP legislation must be resolved and communicated. Current college hiring trends must be reversed. Part-time faculty and Professional Staff deserve pro-rated benefits and a professional path forward. Community colleges desperately need state funding to support their mission. Campuses need more full-time educators to serve students effectively.

As your Vice President, I will continue to work hard to promote both respect and optimal working conditions for all MCCC members. I believe my commitment, enthusiasm, and experience will help to keep this union strong. Please support me for Vice President when you cast your ballot in March. ■

### Claudine Barnes

munity College and have been actively involved in the union since 2004. I have served on the Board of Directors for 7 years, the Executive Committee for 4 years, and also chair the Bylaws and Rules Committee. Currently, I am a member of the Day Bargaining Team.

Through my statewide work with MCCC, I was fortunate to have the opportunity to apply and graduate from the NEA Emerging Leaders Academy in 2008. I have also attended the MTA Annual Meeting since 2005 and NEA Representative Assembly.

I am currently Chapter President at CCCC where we have made substantive efforts in contract enforcement, grievance resolution, and member outreach. I actively participate in MACER, both Day and DCE, and have previously been the Strategic Action representative from my campus.

I am dedicated to this union and hope to be able to serve as MCCC Secretary. Thank you for your support. ■

### Know Your Day Contract

#### February 2012

- Feb. 10 Summary evaluation rebuttals due (p.51)
- Feb. 15 First year professional staff evaluation conference (p.52)
- Feb. 20 Course materials returned (p.50)
- Feb. 28 New full and part-time hire list due MCCC

#### March 2012

- March 15 Dean's recommendations for Title change due (p.59)

March 15 Unit Personnel Practices recommendations for tenure due (p.38)

March 30 Department Chair evaluations (p.68)

March 30 Preferred schedules and course submitted (p.40)

March 31 Department chair vacancies announced (p.67)

March 31 Fall assignments to faculty, fulltime schedules to chapter (p.41)

*N.B. 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. Page numbers refer to the last printed 2010-2013 contract. ■*

# Governor Needs to Step Back, Reconsider His 'Reform' Plans



Joe LeBlanc,  
MCCC President

“There are 240,000 people still looking for work in Massachusetts – and nearly 120,000 job openings. Why? How can we have so much opportunity available and so many people still looking for a chance? Business leaders tell me

over and over again that it is because the people looking for jobs don't have the skills required. Many of these openings are for “middle skills” jobs that require more than a high school diploma, but not necessarily a four-year degree: jobs in medical device manufacturing or lab technicians or solar installers, for example. And a lot of those forced by the economic

downturn to make a change in their careers, people in their thirties or forties or fifties, don't have the proper training for those jobs. We have a skills gap.” Gov. Deval Patrick, State of the State Address, Jan. 24, 2012

Community colleges have been getting lots of attention lately. The Governor has released his community college reform plan. Its purpose is to ensure “...that the Commonwealth's community colleges are aligned to execute a coherent mission that best serves students and are responsive to the needs of the workforce and employers in the region where each college operates...”

The numbers and the Governor's public statements don't add up: \$10 million in new state support – less than a 5 percent increase – would be distributed by a beefed up Board of Higher Education. Take that money and divide it by those 120,000 prospective jobs/workers/students and it comes out to \$83.33 per job/

worker/student. This would make it the leanest, meanest, most cost-effective training program in the history of higher education.

But, maybe the Governor and his beefed up BHE would have other plans. We are assured that our traditional transfer role and multi-faceted locally-driven missions will be protected, but just think of the money that could be saved by cutting faculty positions and closing programs that don't seem to service our workforce needs. English 101 or Introduction to Philosophy (or fill in the blank with your favorite Humanities course) fulfill core general education requirements, but all that can change in a world where it's all about jobs and the beefed up BHE is running the show in the leanest, meanest, most cost efficient manner possible.

The Governor's community college reform plan would centralize power. The newly beefed up BHE would allocate state funding to individual colleges, set local fees, assess local operational goals, institutional performance and curricula, improve local mission statements, and hire

and fire local presidents. Within 45 days of this act becoming law, the Governor would be empowered to replace each local board of trustees chair.

Maybe in the end, it will all be about jobs and systemic reform may be the answer to better serving our students in an anemic funding environment of never ending cuts and rising expectations. But for now, it's time to step back and reconsider. The Governor knows first-hand about the transformative power of education. He majored in English; some might say he made an impractical choice. But his choice, my choice, your choice makes all the difference in our striving to attain lives well-lived.

Dealing with community college reform in an outside section of the Governor's budget is deeply disrespectful. Our students, our system deserve better. Gov. Patrick, please reconsider. Start fresh. Engage our stakeholders in a conversation about how we can improve all of public higher education. Such an inclusive approach would show wisdom as well as respect for our colleges and the critical role they play in our Commonwealth. ■

## Governor Patrick . . . Continued from front page

The governor followed up his speech with an outside language proposal to his budget legislation that focuses on making community colleges more responsive to the needs of the workforce and employers in each college's region. Ironically, this would be dictated from a central authority in Boston. It would shift the focus of community colleges to regional work training and skill development. The proposal contains the following points:

It would invest the BHE with the authority assess enrollment, operational goals, and performance for each campus and incentivize institutional action with regards to labor market and board priorities.

It would take away the authority of local community college campus trustees to hire and fire college “chief executive officers” – note that the word “president” is not used – and invest the process with the Board of Higher Education. It would also limit the trustees' authority to set fees and allocate financial resources. It would essentially remove faculty and staff input from the presidential hiring process.

It would give the governor the authority to appoint the chairs of the boards of trustees from the already serving appointed trustees or from the outside if a vacancy occurs.

It would create a 15 member commission to develop a new, consolidated funding plan for all of higher education which would strive for one budget line for all the institutions. The members would include the secretary of education, the chairs of the BHE and UMass trustees, with a combination of six legislators, four people appointed by the secretary of education, one appointed by the secretary of housing and economic development, and one appointed by the secretary of labor and workforce development.

*The Boston Globe* has been support-

ing the governor's proposal, but other papers around the state have been more supportive of continuing local control.

The community college presidents have generally opposed the plan. In an op-ed piece in the *Lawrence Eagle Tribune*, Northern Essex President Lane Glenn said, “Undoubtedly, there may be some advantages to greater centralization or coordination of some activities — but the roots of ‘community’ colleges lie deeply in the communities we serve, and changes to a system that is already functioning very effectively should be considered carefully.”

North Shore Community College President Wayne Burton, who chairs the community college presidents' council, made the following statement to the Board of Higher Education at its January meeting.

“The 430,000 students who have received degrees and certificates from the fifteen Massachusetts community colleges the past five years give evidence to the proposition that we are not the problem. We are, in fact, the reason the Commonwealth did so well during the recovery and is leading the nation now. My question is, then, why would anyone tie the hands of the presidents and their institutions with bureaucratization when the colleges are performing so well? I point out that we are the strongest link in the educational chain and that the enormous gap in achievement is occurring at the secondary level, not ours.”

In a letter published in the *Globe*, MCCC President Joe LeBlanc said, “Dealing with such big issues in an outside section of next year's budget is inappropriate. This language should be stripped from the budget...the governor and his education advisers should start from scratch, seek input from all the system's stakeholders, and file a new bill.” ■

## In Memoriam Lois A. Martin

Lois Martin passed away on January 28 after a long battle with a glioblastoma cancer.

Lois, a Professor of Mathematics at Massasoit Community College, full-time since 1982 and adjunct prior to that, retired from full-time teaching in 2009 but continued as an adjunct. She had served many roles at her chapter and statewide. This included Chapter Treasurer, Chapter Director to the MCCC Board of Directors, and member of the MCCC Executive Committee up to May 2011. Lois served many years on the MCCC Finance Committee as well.

As a statewide representative and committee member Lois was known for her attention to detail, asking the hard questions, and helping to provide answers to any question. Lois' personal interest and skills helped many MCCC members get the full amount owed them to buy back part-time “03” teaching for retirement purposes, and she is also personally responsible for many retired members getting additional thousands of dollars in separation pay at several chapters, including many members already retired, because she took the time to check the facts – one of her well-known traits. It was not a surprise to anyone who worked with her that Lois is the 2011 recipient of the Raymond C. Lemieux Award.

In addition to her service to her colleagues through the union, Lois was a renowned mathematics educator. She recently served on a Board of Higher Education committee. She was awarded a nationwide Teaching Excellence Award in 2007 by the American Mathematical Association of Two-Year Colleges, and in 2009 was inducted into the Association of Teachers of Mathematics in Massachusetts Hall of Fame. Because she was the impetus and ongoing driver for the creation of its student math league, the New England Mathematical Association of Two-Year Colleges named its top annual award the “Lois A. Martin NEMATYC Student Mathematics League Award”.

Lois touched and changed many lives – former students of hers are math educators at Massasoit and Bristol Community College. She will be missed by many across the state and the country, but as her husband and accomplished union officer and math educator Cliff said, “Lois' wonderful spirit will be carried on in each and everyone one of us who has had the privilege of knowing her.” ■



# Candidates for At-Large Part-Time/Adjunct MCCC Director

**George S. McDermott**  
Quinsigamond



**Randeen "Randi" Zanca**  
Quinsigamond

Hi everyone! My name is Randi Zanca and I am running for one of the At-Large Adjunct/Part-Time MCCC Director positions. I am a part-time instructor at Quinsigamond Community College and teach mostly introductory level English composition classes. I am interested in representing you, my MCCC community college colleagues, in your endeavors.



**Betsy Smith**  
Cape Cod

Spring 2000, and it didn't take me long to become a union activist. I first got involved in the struggle to open health insurance to contingent faculty and have repeatedly testified and written in favor of the Legislature's changing the law to include us. They have been very slow in considering the motion, so I am currently one of the plaintiffs in the MTA's law-suit to obtain health insurance for us.



I have been involved in union activities since I started as faculty two and a half years ago. I have attended two MCCC delegate assemblies (2010, 2011) and my first MTA Annual Meeting and NEA-RA this past year. In July of 2011, I got up the courage to interview before my town's (Northbridge's) current school committee and Board of Selectmen, and was appointed to Northbridge's school committee. I enjoy being the sole teacher on my committee, being involved, and making a difference at the Pre-K through Grade 12 level. Now it is time to see what I can do for higher education.

\*\*You will see that Rev. George S. McDermott and I are both from QCC, and that we are both running for the At-Large Adjunct/Part-time MCCC Director positions. We are not running against each other. We work incredibly well together and are hoping that you will see that we both really care about adjuncts' issues and think that, together, we can make a difference for the membership. We hope you will vote for both of us and see where this "thinking-outside-of-the-box" kind of perspective can take you. Thank you for considering us. ■

**Linda Grochowalski**  
Quinsigamond  
(no photo available)

## REMINDER

Voting will take place online between February 25, 2012 and March 23, 2012.

You will be receiving MCCC Election materials in the mail at the end of February. The election materials will contain a website address (URL), Username, and Password. You must use this information to vote.

For questions or problems contact Gail Guarino at: [secretary.mccc@gmail.com](mailto:secretary.mccc@gmail.com).

## DCE Salary Increase- January 2012

DCE faculty will receive a 3.5% salary increase pursuant to the terms of the collective bargaining agreement. The DCE per credit salary schedule is as follows:

Step 1 \$889	Step 3 \$1023
Step 2 \$952	Step 4 \$1,075

DCE faculty will move from salary Step 1 to salary Step 2 upon teaching the sixth class and move to Step 3 upon teaching the eleventh class. Step 4 is effective upon attaining 8 years of seniority at the college. New faculty at the college would normally start at Step 1, but may start at Step 2 or 3 of the salary schedule based on degrees, qualifications, and experience. Members are encouraged to become familiar with the schedule so that any error can be easily addressed.

Unit members compensated on an hourly basis shall receive a 3.5% increase to their current hourly rate for assignments effective January 2012.

The laboratory component of a course will be paid at the rate of 1.5:1 (1.5 contact hours per week during a regular semester = 1 credit salary).

**The DCE Collective bargaining agreement and other relevant documents are available on the MCCC website <http://mccc-union.org/dcecontract.htm>. A hard copy of the DCE contract can be obtained from your local MCCC chapter. ■**



## 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. e-mail: [Communications@mccc-union.org](mailto:Communications@mccc-union.org)*

## Day Bargaining Update

The Day bargaining team chair, Rick Doud, reported to the MCCC Board in January that the team has met several times since the first of the year trying to work out the details of the initiative from the state first suggested last August. This



Day Negotiating Team Chair, Rick Doud, reported on contract progress at the January meeting of the MCCC Board of Directors. (Photo by Don Williams)

is being offered as a new, 3-year contract that would cover the period from July 1, 2012 through June 30, 2015.

The last year of the current contract would become the first year of the new contract, and the Union has insisted that the flat dollar raises of that contract be preserved. These will be essentially the same as the raises due June 30 of this year.

All of the discussion so far has been on how to distribute the raises of years two and three of the new contract. The Commonwealth has offered the same amounts that NAGE and SEIU agreed to earlier of four 1.75 percent increases of the total MCCC payroll. The new raises would be distributed on July 1, 2013; Jan. 1, 2014; July 1, 2014; and Jan. 1, 2015. The Union has been trying to negotiate a distribution that would be a combination of flat percentages and classification points.

Originally the intent was to conclude negotiations by the end of January, but that date has been extended to Feb. 22. Both sides have agreed to bring a limited number of language changes to the table in the hope of concluding the negotiations within the limited time frame. ■