

Massachusetts Community College Council

Joseph LeBlanc, President
Diana (Donnie) McGee, Vice President
Philip Mahler, Treasurer
Phyllis Barrett, Secretary



Don Williams, Communications
Dennis Fitzgerald, Grievance
Joseph Rizzo, Grievance
Hilaire Jean-Gilles, Research

Minutes of the Executive Committee Meeting
Mechanics Place/Worcester
Friday, February 2, 2007

Present: President Joe LeBlanc, Vice President Donnie McGee, Treasurer Phil Mahler, Secretary Phyllis Barrett; At-Large Members Geri Curley, Lois Martin, Abe Sherf; MTA Consultants Katie D’Urso, Michelle Gallagher; Communications Coordinator Don Williams; Operations Manager Phil Kennedy.

President Joe LeBlanc called the meeting to order at 10:45 a.m.

The agenda was adopted, as amended, by consensus.

The minutes of the Executive Committee Meeting of January 5, 2007, were approved, by consensus.

REPORT OF THE PRESIDENT

President LeBlanc reported that last weekend’s Strategic Directions Retreat was a great event; he thanked Richard Sanders, George Luce, Michelle Gallagher, and Katie D’Urso from MTA and the twenty-eight MCCC participants. He cited the quality of the conversation about the future of the union and stressed that this event was just the beginning. Some of the participants are expected later today to discuss the next steps.

President LeBlanc has asked that changes to language in Article 13.02—having to do with recording college service-- not go into effect until next fall because the funding has not come through yet. The Board of Higher Education and the college presidents have agreed with this request. The new workload form *is* in effect. The president reported that he was asked to co-chair the meeting yesterday for PHENOM, the new advocacy organization for all of public higher education. At the meeting at Framingham State, attendees came to agreement on principles and a process for revising the roadmap document. They also got an overview of pending higher education legislation. The group’s next activity is a launch and lobby day in Boston on February 14. President LeBlanc drew attention to the importance of passing the law that would provide health care coverage for some of our adjuncts; otherwise, they may have no choice but to participate in the pending state health plan, which will provide less coverage at a higher cost. In an effort to facilitate better communication between the college president and new chapter leadership at Mass Bay, President LeBlanc recently had a conversation with them over lunch. A variety of issues were discussed, and the meeting went well. President LeBlanc will attend a conference at Hunter College in April; he will be on a panel titled “Community Colleges: Challenges of Contract Negotiations in a Multi-Campus Environment” with Peter Tsaffaras and others. The president is seeking two more members for the Licensures and Certifications Committee. He noted that we erred in making appointments to the Nominations and Elections Committee recently; that committee’s appointment cycle is out of sync with that of all other committees.

REPORT OF THE VICE PRESIDENT

Vice President Donnie McGee gave a SAC/Legislative update, noting that the governor’s budget (House 1) is due by the end of the month. The Public Higher Education Operational Funding Bills have been re-filed by Senate Chair O’Leary and House Chair Murphy, and the Capital Funding Bills have been re-filed by Senators Rosenberg, Panagiotakos, and O’Leary. An important focus this week is on the Social Security Fairness Act; Jo Ann Fitzgerald from MTA and Carole Dupont, GPO/WEP activist from STCC,

will be guests at next week's SAC Steering Committee meeting. A call to action will be going out to members by email. Vice President McGee also reported on the 03 Buyback issue: She clarified that time requested is proportional to time in position (e.g. 8/9 months academic year vs. a full year of credit) and that service credit is given only when the 01 position in which the individual was eventually hired resembles the position previously labeled 03. There have also been some problems with Human Resources offices' completion of forms. Anyone who is denied an 03 buyback opportunity by the State Retirement Board should contact Consultant D'Urso with a request that MTA legal services review the denial and then file an appeal, if appropriate.

The Strategic Action Steering Committee will meet on February 8; MTA lobbyists Jack Flannagan and Arline Isaacson will give legislative and budget updates and discuss the Optional Retirement Plan (ORP) oversight hearing; and, as noted above, Jo Ann Fitzgerald, MTA Retirement Consultant, and Carole Dupont will discuss WEP/GPO. There will also be a discussion of the recent retreat, of the re-filed bills, and of plans for the PHENOM launch and lobby day and a State House tour. The full Strategic Action Committee will meet on March 1. Arline Isaacson will present at that meeting as well, and plans for the State House tour and a visit to legislators will be discussed. The vice president also reported that she attended the PHENOM planning meeting and recently attended a fundraiser for Senate President Travaglini along with SAC activist Brooks Smith.

REPORT OF THE TREASURER

Treasurer Philip Mahler shared the financial statements and took questions. He pointed out that costs for printing are up due to the ratification mailing; another additional expense this year was the op ed piece in the *Boston Globe*. On the other hand, the recent change in the contract that makes all reassigned time billed at Step 2 of the DCE contract is already saving the organization money. The treasurer reported that he and the office staff are spending many hours on reconciliation of MTA/MCCC membership for FY'06; because of the programming he has been doing this fall, he anticipates that this work will take much less time in the future. The difficulty has been with getting the right collection information. He anticipated the need to appropriate funds to do a mailing of agency fee materials, and agreed with others that we might need to look to MTA for financial support for these membership-related tasks. The treasurer also shared copies of letters being sent to members who have failed to pay dues or the agency fee.

Treasurer Mahler also reported that he recently purchased one new computer and one new monitor for the office. Finally, he reminded the committee that attention needs to be turned to the election of delegates to MTA and NEA. There are slots for 29 delegates to NEA, and the MCCC supports 15 at \$800 each. The final number of slots for MTA delegates is not set until March 1; usually the MCCC is allotted 75-90 delegates. The treasurer circulated a list of nominees.

Committee members thanked the treasurer for the extraordinary amount of time he has been devoting to all of these office tasks.

REPORT OF THE SECRETARY

Secretary Phyllis Barrett reported that she has distributed the updated *Leadership Directory*. In her capacity as chair of the Personnel Committee, she reported that plans are underway for the evaluation of the communications and research coordinators, with interviews scheduled for March 23 and April 13.

REPORT OF THE MTA CONSULTANTS

Consultant Katie D'Urso reported that the Community College Survey of Student Engagement, which the college presidents want to administer system-wide, will be voluntary and not evaluative or disciplinary; participants will not be identified individually. It was agreed that Day Team Chair Rick Doud, President LeBlanc, and Consultant D'Urso will sign the agreement for the MCCC. Consultant D'Urso also

reported that there has been a request by the college president at Mass Bay that faculty transcripts be placed in the personnel files; discussions on this issue are underway. On February 12, Consultant D'Urso, Day Grievance Coordinator Fitzgerald, Vice President McGee, and Day Team Chair Doud will be at Massasoit/Canton to discuss a proposal for shared faculty among campuses.

Consultant D'Urso also reported that two grievances involving workload and academic freedom issues have been resolved at Middlesex, and that she and Day Grievance Coordinator Fitzgerald have also settled a classification salary case at Roxbury.

Consultant Michelle Gallagher reported that thirty-three new unit determination (CAS) cases have been filed; the mediator's report on resolving many of the backlog of cases by category is expected in March. Consultant Gallagher also reported that the Classification Appeals Committee will meet on February 7 to review three new appeals and to discuss the issue of retroactivity for librarians who achieved a new classification status through the appeals process. Consultant Gallagher is also trying to reconvene the joint Under-Enrolled Courses Committee to wrap up its work and issue an agreement. Consultant Gallagher shared DCE Grievance Coordinator Joe Rizzo's concern that a monitoring mechanism be put in place to make sure that the Electronic Communication initiative in the new DCE contract is implemented in a timely manner. Consultant Gallagher and Coordinator Rizzo will find out if the administration plans to administer the Community College Survey to DCE members and determine whether or not the matter would need to be negotiated.

COMMUNICATIONS REPORT

Coordinator Don Williams reported that a photo essay on Governor Patrick's inauguration will be a feature of the next issue of the newsletter. He is also working on an article on classification and a piece on Rosa Parks Day at STCC. Anyone with pictures of that event should contact him. The issue will also include the job posting for the communications coordinator position and information about this spring's election of MTA and NEA delegates.

DISCUSSION/ANNOUNCEMENTS

A. FY'08 Budget

Treasurer Mahler reported that the Finance Committee will meet on February 8. So far, they have received no suggestions for changes to the proposed budget.

B. BHE Graduation/Retention Task Force

President LeBlanc noted that Mark Lange's written report on the last meeting of this joint committee was included in today's folders. It was agreed that Mark will be asked if he would like to report to the Board again now that this activity is wrapping up.

C. PCA Negotiations

President LeBlanc noted that the contract with the MCCC's coordinators expires this spring. A team will be needed to negotiate a successor agreement.

D. Classification Task Force

President LeBlanc reported that Peter Tsaffaras of the BHE is in communications with Maximus Inc., the company that did the original Classification Study, in preparation for discussions about verifying the union's 75th percentile salary analysis. While concern was expressed that various constituencies might be less than happy with the choice of this company to do further research, because of the long delays encountered in the original study, it was noted that the goal is to simply update in as timely a fashion as possible a

study that was found valid by the BHE, the college presidents, the Office of Administration and Finance, and the legislature.

The meeting adjourned at 2:00 p.m.

At 2:00, Roberta Albano (STCC), Claudine Barnes (CCCC), and Rosemarie Freeland (GCC) joined some members of the Executive Committee to follow up on last weekend's Strategic Directions Retreat.

The next Executive Committee meeting is scheduled for March 2, 2007.

Respectfully submitted,

A handwritten signature in cursive script, appearing to read "Phyllis Barrett", written in black ink.

Phyllis Barrett, Secretary