

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, November 3, 2006

Present: President Joe LeBlanc, Vice President Donnie McGee, Secretary Phyllis Barrett; At-Large Members Geri Curley, Abe Sherf; MTA Consultants Katie D’Urso, Michelle Gallagher; Communications Coordinator Don Williams; Operations Manager Phil Kennedy. **Not Present:** Treasurer Phil Mahler, Lois Martin (both at AMATYC Conference).

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 October 6, 2006, were approved, by consensus.

REPORT OF THE PRESIDENT

President LeBlanc is eager to visit the chapters, particularly those in transition to new leadership. During a recent visit to his own chapter at Northern Essex, he found that a lag in promoting new faculty from instructor to assistant professor is activating the membership. During a trip to Greenfield, he learned that the chapter’s efforts to attract new people to leadership positions are beginning to pay off. At Middlesex/Lowell, the president and Vice President McGee discussed the importance of the upcoming election, and the president debuted a PowerPoint presentation that gives an overview of the structure of the union and its work on members’ behalf. President LeBlanc has been working with Vice President McGee, SAC, and the MCCC- PAC during the election season. He and others attended a Deval Patrick rally in Worcester recently; an appearance by President Clinton was the highlight. President LeBlanc and both of the grievance coordinators also met recently with the new Academic Vice President at NECC, Dr. Lane Glenn, to discuss the college’s history of an inordinate number of grievances and other disappointing trends. V. P. Glenn was receptive to some contract training for administrators there. President LeBlanc also continues to track the contract as it wends its way through the funding process, contacting individuals and offices that may be helpful. He shared information about the “costing out” of the contract with the committee.

President LeBlanc asked the committee for advice regarding time and location of the regional orientation meetings for adjuncts. It was agreed that late afternoon, on convenient campuses, with light refreshments would work best, and that the meetings would begin in January. Tentatively, the western cluster will meet at Holyoke; the Worcester area cluster will meet at Quinsigamond; the northeast cluster will meet at NECC in Haverhill; and the Boston area cluster will meet at Roxbury. Vice President McGee offered to sound members out on the best location for a southeast cluster meeting. Meanwhile, Day Grievance Coordinator Dennis Fitzgerald is presenting his new Day unit member orientation program at Northern Essex later this month; other chapters should consider inviting him.

President LeBlanc will attend the BHE meeting on November 16. He, Consultant D’Urso, and Day Team Chair Doud will meet with the BHE’s Peter Tsaffaras in mid-November to facilitate the implementation of the contract. The president needs applications for membership on the Licensures and Certifications Committee by December 1. President LeBlanc concluded his report by urging everyone to vote—and encourage others to vote—on Tuesday.

REPORT OF THE VICE PRESIDENT

On the legislative front, Vice President Donnie McGee reported no action on the Higher Ed Bill; she, President LeBlanc, and SAC Steering Committee member Brooks Smith will meet with Rep. Kevin Murphy, Co-Chair of this committee, on November 9. The steering committee will meet in Boston that afternoon, and meetings with other legislators are also planned. Until then, the vice president is primarily engaged in activities related to the election on November 7. She attended an MTA Campaign 2006 meeting in Braintree last weekend; she has scheduled several chapter visits to promote the Patrick campaign; and she is working with Rep. Dave Sullivan on an event at Bristol Community College tomorrow at which Deval Patrick will be given a "Massachusetts 47th in the Nation" T-shirt. Vice President McGee noted that the PAC has been extremely active this election season; she thanked Phil Kennedy for keeping up with requests for fundraiser contributions.

Vice President McGee reported that fifteen members have volunteered for the *ad hoc* committee on the Optional Retirement Plan. The first meeting of this group is planned for November 16 in Worcester. The vice president also reported that some individuals are having trouble verifying their 03 service due to lack of records. It was stressed that the colleges simply need to attest to the fact that the service took place in order to solve this problem. Members are urged to be patient but persistent.

REPORT OF THE TREASURER

Operations Manager Phil Kennedy reported that the financial statements will be sent out next week. The office staff is currently prioritizing entering the DCE teaching lists. Mr. Kennedy also announced that there has been a change in the outside accounting consultant used by the office. (There was not enough work to justify the travel of the former consultant.) This individual works for us just a few days a year to help with preparation of the audit.

REPORT OF THE SECRETARY

Secretary Phyllis Barrett, in her capacity as chair of the Personnel Committee, reported that the committee has completed its evaluation of Day Grievance Coordinator Dennis Fitzgerald and is beginning the process for DCE Grievance Coordinator Joe Rizzo. The committee has received lots of positive feedback on both coordinators' performances.

REPORT OF THE MTA CONSULTANTS

Consultant Michelle Gallagher reported that President LeBlanc's intervention seems to have moved the stalled unit determination cases (CAS) issue. Management's representative has finally submitted his brief, and the matter will now go to the mediator. Consultant Gallagher also reported that she has made sure that the MCCC grant request for support of the orientation programs is in NEA's application pool; MTA President Anne Wass will contact them in support of the proposal, which dovetails with the MTA's Strategic Directions focus. Consultant Gallagher announced that the Campus Classification Representative Committee meeting has been re-scheduled for December 5.

Consultant Katie D'Urso reported that there are two new serious employment issues: one involves non-reappointment of a nursing faculty at Mount Wachusett for what appears to be "whistle-blowing," the other is a sexual harassment charge made by one faculty member against another at Massasoit. Consultant D'Urso also reported that she and Day Team Chair Rick Doud recently met with senior nurses and administrators at Mount Wachusett to discuss salary concerns. The Executive Committee discussed strategies for a system-wide approach to resolving this issue. There was also discussion of how to address the issue of the new forms for reassigned time which have materialized on some campuses.

COMMUNICATIONS REPORT

Communications Coordinator Don Williams reported that the election issue of the *MCCC News* is on its way to homes. In the next issue, he plans articles on new chapter presidents and on adjuncts. He asked committee members for feedback on the *Globe* op/ed advertisement that he and President LeBlanc are preparing, which congratulates the new governor, touts the community colleges, and advocates for increased state aid for community colleges and particularly for hiring full-time faculty and staff. The Board voted funds for two such pieces last spring. This one should run on Friday, November 17. There was also discussion of other ideas for upcoming issues of the newsletter: the currently stalled Higher Ed Bill and the issue of nursing faculty salaries were mentioned as possibilities.

HEALTH AND WELFARE

Trust Board member Abe Sherf reported that there was a meeting of the Board last week. The fund is in good financial shape, and the insurer made a good profit the last three years as well. Abe continues to lobby for an optional indemnity plan, but the idea is opposed by both management and some of the other higher education units covered by the plan. There was discussion about how to determine member interest in such a plan.

NEW BUSINESS

A. Mailing for DCE Regional Meetings

MOTION: Recommend that the Board authorize the expenditure of up to \$1893 for a postcard mailing inviting adjuncts to regional orientation meetings (Sherf/Curley). **PASSED.**

DISCUSSION/ANNOUNCEMENTS

A. Professional Staff Committee

The committee received a draft of a proposed bylaw change, making the current *ad hoc* committee a standing committee of the MCCC.

B. Campus Classification Representative Committee

The committee received a draft of a proposed bylaw change from this committee, also seeking standing committee status.

MOTION: Refer both of these proposals to the Finance Committee for an estimate of cost implications so that these can be included in the proposals going to the Bylaws Committee (Sherf/McGee). **PASSED.**

C. Day Unit Orientation Program

There was a discussion of what should be included in these orientation programs. Consultant D'Urso offered to contact Day Grievance Coordinator Dennis Fitzgerald to review his presentation for "newbies" at the recent Fall Leadership Night.

D. Listserv

President LeBlanc shared correspondence and research on the issue of establishing a link between the members' listserv started by members at Quinsigamond and the MCCC Web Site. There are both legal and practical concerns. (It was noted again that the current web master, Treasurer Phil Mahler, is both

overworked and unpaid for his work on the union web site.) The discussion and investigation will continue. In the meantime, the QCC group is encouraged to proceed with their current effort, which is similar to the adjunct listserv established some time ago and still running. Members are also reminded that Letters to the Editor of the *MCCC News* are always welcome.

E. Email Use Questions

Vice President Donnie McGee expressed concern about confusion over the rules for political comment via college email. It was suggested that a recent concern at Massasoit be discussed in MACER there. Vice President McGee will follow up with the chapter.

F. The Board's Strategic Directions Retreat

The retreat is scheduled for Friday and Saturday, January 26 and 27. MTA Affiliate Services' Richard Sanders and George Luce will attend the December Executive Committee to do further planning after meeting with Consultants D'Urso and Gallagher.

The meeting adjourned at 2:55 p.m.

The next meeting is on December 1.

Respectfully submitted,



Phyllis Barrett, Secretary