

Massachusetts Community College Council

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Joseph LeBlanc, *Vice President*
Philip Mahler, *Treasurer*
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Dennis Fitzgerald, *Grievance*
Joseph Rizzo, *Grievance*
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Minutes of the Executive Committee Meeting
Mechanics Place / Worcester
Friday, August 5, 2005

Present: President Rick Doud, Vice President Joe LeBlanc, Treasurer Philip Mahler; Geri Curley (BH), Lois Martin (Ma), Abe Sherf (NS); Communications Coordinator Don Williams; MTA Consultant Katie D'Urso.

Not Present: Secretary Phyllis Barrett, MTA Consultant Michelle Gallagher.

President Rick Doud called the meeting to order at 10:45 a.m.

President Doud noted that the ratification ballots will be counted after the meeting is adjourned today. He also welcomed Lois Martin as a new member of the Executive Committee this year and reviewed the contents of the folder.

MOTION: Adopt the Order of Business, as amended (Curley/Sherf). **PASSED.**

MOTION: Approve the minutes of the Executive Committee Meeting of June 3, 2005 (Sherf/Curley). **PASSED.**

REPORT OF THE PRESIDENT

President Doud reported that language for the new day contract, if ratified, needs to be developed. This is true for the DCE contract as well. Katie D'Urso is working with the BHE/Counsel's office on the day language, and Michelle Gallagher is working with the BHE/Counsel's office on the DCE language. President Doud has been at Mass Bay and Quinsigamond recently, explaining the proposed day contract. He noted that many members do not understand how points are accumulated, or how they are used to determine one's salary. This issue is on the agenda for the fall leadership meeting.

President Doud also reported that Stan Rosenberg and Steve Panagiotakos are pushing to set up an organization to promote Mass public higher ed to include college presidents, alumni, and unions, the business community, and students. Clearly, at least these individuals seem to have a long term commitment to their higher ed task force. Higher ed union leaders may be asking the MTA, and their locals, for support. Vice President Joe LeBlanc noted that the state and community college presidents contributed this past year for PR. Rosenberg and Panagiotakos said this was a factor in getting the Senate's Higher Ed. Task Force off to a strong start this year with stronger college budgets, etc. Panagiotakos attended the meeting of higher ed union leaders. The MCCC is considering the possibility of a contribution to this initiative. There is an expectation of garnering wide and large support from the various constituencies.

The BHE wants to work on advocacy for higher ed, *per* its legislative mandate. The "advocacy" group will consist of a hired, external PR consultant. It doesn't look like there will be any advisory committee for this. The Appeals/Global Issues Committee is up and running. They have made proposals to the Chancellor on a Coordinator of Financial Aid, and a Coordinator of Library Services. There seems to be support at all levels for these initiatives. These would be Grade 6 positions, a distinct improvement. The Appeals Committee will next meet September 14, and will present these issues two weeks later to the Global Issues Committee.

REPORT OF THE VICE PRESIDENT/SAC/DAY BARGAINING

On the Day Bargaining front, Vice President Joe LeBlanc thanked the day team for the great job on negotiating, in a timely fashion, the proposed day settlement. He noted that team members visited Bristol, Greenfield, Mass Bay, Middlesex, Quinsigamond, and Roxbury to explain the proposed settlement. Team Chair LeBlanc is pushing for a speedy preparation of the cost request for the day contract. The vice president also reported that several campuses are “cross training” professional staff, and this could have a positive impact on their classification grades.

In the area of Strategic Action, Vice President LeBlanc reported that the testimony on HB 530 went well in June (the Quinn bill on “fixing” Chapter 150 E). Nothing has happened yet on this bill. SAC is urging members to write to Kauffman and Buoniconti to lobby to move this bill out of committee. Letters from members living in Kauffman’s and Buoniconti’s districts would be especially helpful. This fall there will be hearings on Sept 15, 22 and 29, which will include MCCC supported bills. Members are urged to continue to write to their legislators about HB 189 (adjunct health insurance), SB 1535 (adjunct pension eligibility), and SB 2063 (creditable service). Members should ask their own state reps if they would testify for these bills at the appropriate hearing. Vice President LeBlanc noted, also, the higher ed funding initiative being spearheaded by Panagiotakos and Rosenberg, and noted that the MCCC wants to be a player with this initiative. The vice president warned members to anticipate another threat next year on our percentage contribution on health insurance.

The MCCC intern program is seeking nominations again. Excellent students with initiative, a 3.0 GPA, who would represent community college students well, are sought. Chapters should forward recommendations to Vice President LeBlanc. He stressed that the students do not have to serve in the State House. They can serve in a local office of a representative or senator.

Vice President LeBlanc is scouting locations in the Worcester area for next year’s delegate assembly.

REPORT OF THE TREASURER

Treasurer Mahler reported that the office is busy with end-of-the-year tasks as well as new academic year tasks: chapter support payments, chapter dues rebates payments, entering DCE membership cards (80 per day), continuous work on keeping the membership list up-to-date and keeping the MTA membership list the same as the MCCC’s. A notable project is collecting past-owed dues – largely dues not collected in members’ first year, because dues collections don’t start until October or November for most new members. With luck, this problem will not occur in the future, with the new contract language on variable dues deduction amounts. Aaron Poirier has collected over \$15,000 out of \$40,000 owed so far. Phil Kennedy also noted that Mamie LeBlanc, in particular, has exhibited a great deal of tact and patience with members questioning their bills. Phil Kennedy prepared a report comparing FY 2005 with the previous 3 years. It shows that our income is very close to our expenses, and in fact we may have run a small deficit last year. It is hard to make an exact determination until the full audit is completed.

REPORT OF THE MTA CONSULTANTS

Katie D’Urso reported the settlement of an unfair labor practice charge at Massasoit, where administrators were doing a significant amount of advising work. Massasoit will cross train almost all professional staff there to advise, and up them to at least grade 5. This is viewed as a positive outcome. Some members will see a \$10,000 salary increase through this settlement. Consultant D’Urso also noted that Mass Bay Madness is rampant again. The Mass Bay president wants certified transcripts for all employees, even for long-term employees. Impact bargaining over this issue will be scheduled soon.

An arbitration case was also discussed, related to employer reporting of hiring salaries. Consultant D’Urso also reported that there may be an election soon of 2,700 SEIU members at UMass to see if they would like to join and be represented by the MTA. They were formerly affiliated with the AFL-CIO.

Consultant Michelle Gallagher was absent but submitted a written report. This included reports on the classification appeals process and committee and on a successful settlement with North Shore CC concerning forcing DCE members to sign letters of termination to withdraw their OBRA contributions. Also included was planning for the fall leadership night, and preparation for printing the DCE contract. Further, she discussed training on the appeals process for chapters.

COMMUNICATIONS

Don Williams reported that the ballot for ratification was successfully mailed. He also pointed out that the return rate for the ratification voting by mail has not been higher than it was when ratification votes were conducted on the campuses in the past. Coordinator Williams also reported that the MCCC is now mailing 200 more newsletters to legislators because copies go to both their homes and their offices.

DISCUSSION

A. **Fall Leadership Night**

Planning, including discussion of door prizes, was discussed. A flyer should go out to the chapters about mid-August.

B. **DCE Contract Printing**

Contracts will be printed once final language is completed by Counsel and the Union.

C. **Contract Committees**

The MCCC is actively looking for good volunteers for the committees mentioned in both the new day and DCE contracts.

D. **Chapter Appeals Training**

It is a goal to train one person from each chapter, this fall, to be a chapter expert on filing appeals.

E. **Chapter Presidents Meetings**

In response to a request from a chapter president that they meet once or twice per year, the Executive Committee recommended that the president invite chapter presidents to the August and January board meetings. This would provide the best opportunity for interaction of chapter leadership just before the beginning of each semester.

F. **New Day Team**

The process for soliciting and choosing the next day negotiations team was discussed. Since the new day contract expires June 30, 2006, less than one year from now, the next team should be in place prior to December.

G. There was discussion about the importance of ensuring that that the BHE and college presidents realize that we are not maintaining the 75th percentile.

Respectfully submitted,

Philip Mahler
Treasurer

Post Script: The Executive Committee counted ratification ballots for the proposed settlement, after the meeting, and the results were as follows:

YES - 865
NO - 101
Challenge/Invalid - 5
Arrived after deadline - 33