

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 Board of Directors Meeting
Mechanics Place/Worcester
Friday, September 15, 2006

Present: President Joe LeBlanc, Vice President Donnie McGee, Treasurer Philip Mahler, Secretary Phyllis Barrett; June Sprigg Tooley (Be), Geri Curley (BH), Catherine Adamowicz (Br), Claudine Barnes (CC), Rosemarie Freeland (G), Kathleen McDonough (H), Lois Martin (Ma), Ned McGuire (MB), David Kalivas (Mi), Ellen Madigan Pratt (MW), Gail Stuart (NE), Abe Sherf (NS), Margaret Wong (Q), Clark Grain (R), Roberta Albano (ST); Sara Satham, MTA Board; Communications Coordinator Don Williams; MTA Consultants Katie D'Urso, Michelle Gallagher; Operations Manager Phil Kennedy.

Guests: Anne Wass, MTA President; Paul Toner, MTA Vice President; Mark Lange (H), BHE Graduation Rates Committee.

President Joe LeBlanc called the meeting to order at 10:38 a.m.

The agenda was adopted, as amended, by consensus.

The minutes of the Board of Directors Meeting of August 25, 2006, were approved, by consensus.

REPORT ON THE BHE TASKFORCE ON GRADUATION RATES

Dr. Mark Lange, Professor of Psychology at Holyoke and the only unit member on this committee, reported that there is no draft yet of a committee report, though there may be one in time for the November Board of Higher Education meeting. The problem is that there is not yet consensus on the central issue: What is the importance of graduation and retention rates? Is this the best measure of how the colleges and the students are actually doing? What is the difference between being educated and being graduated? Mark reported that the committee has reviewed lots of literature and research on this and other issues, including the impact of the availability of financial aid and the need for developmental education on graduation rates. Their discussion continues.

REPORT OF THE PRESIDENT

President LeBlanc reported that members of the Day Negotiating Team visited thirteen of the fifteen chapters in the last two weeks (he personally visited eight campuses), fielding questions on the tentative agreement prior to the deadline for voting. Votes will be counted and the tally reported on Friday, September 22. He has also received approximately 45 emails about issues related to licensures and certificates, which would begin to be awarded points in this contract. He will ask the BHE to reconvene the joint management/union Licensures and Certificates Committee so that it can continue its work; volunteers for the committee are needed, since many of the original members have retired. President LeBlanc has also been busy planning for Fall Leadership Night on Monday, September 25.

Currently, President LeBlanc and others on the Day Team are working with the BHE and the college presidents to make sure that everything possible is done to expedite the preparation of the cost item request so that the *Agreement*, if ratified, can be submitted to the Office of Administration and Finance by October 6. Once the *Agreement* is in the hand of A&F, the leadership will work with the chancellor, the college presidents, and others to move it to the House and Senate Ways and Means Committees within

the 45 days allowed under Chapter 150E. The president and Vice President Donnie McGee also plan to meet with Representative Kevin Murphy (D-Lowell), Co-Chair of the Higher Ed Committee, to discuss the stalled Higher Ed Reform Act. President LeBlanc plans to invite Rep. Murphy and Co-Chair Senator Robert O’Leary to a future MCCC Board meeting. President LeBlanc continues to work personally with an adjunct to advise about a health care crisis, and he continues to field a range of individual questions related to the *Agreement*.

Soon President LeBlanc will be scheduling cluster meetings with chapter leaders for October and November, along with chapter visits and orientation sessions for new members. Invitations to chapters are welcome!

REPORT OF THE VICE PRESIDENT

Vice President Donnie McGee reported that the Springfield Educators Association has finally reached agreement on a new multi-year contract with the governor-imposed Finance Control Board. She urged members to thank legislators and the MTA leadership and legal staff for their help in this endeavor, and she stressed the importance of electing a new governor who values public education and respects unions and the collective bargaining process. Vice President McGee also reported that members will soon be receiving information in a payroll mailing about the new ’03 Buyback Law, which goes into effect on October 17. The vice president updated directors on the Higher Education Funding Bill, which would allot \$28 million for Public Higher Ed; the Joint Committee on Higher Education Leadership is showing an interest in resolving the impasse over central vs. local control of student fees and the bill’s cost. A massive capital spending bill, which includes funding for building projects on our campuses may also be voted this fall. Members are encouraged to call their Representatives in support of adequate funding for public higher ed. Noting that an application for the Legislative Internship Program was distributed in a recent state-wide SAC email update, she urged members to encourage strong students to take advantage of this valuable experience.

The SAC Steering Committee met on September 6 and set the following priorities for the fall semester: Contract Funding, Higher Education Funding, Adjunct Health Insurance, and the Optional Retirement Plan. Of course, another emphasis will be on the governor’s race and legislative contests. Vice President McGee outlined plans for Campaign 2006, emphasizing the need for a coordinator—either the SAC rep or another chapter leader—on each campus. Two or three legislative races will be targeted in each geographic area, with the goal of involving as many members as possible in holding signs, making phone calls, etc. The vice president reminded the Board that chapter representatives to SAC are still needed from Greenfield, Massasoit, Mass Bay, Middlesex, and Roxbury. Finally, Vice President McGee thanked SAC Steering Committee member Roberta Albano for her help in arranging for a tribute to three legislators who have been especially helpful in passing the ’03 Buyback Law and with other legislation. Senators Menard and Jehlen and Representative Kaufman will all receive Revere bowls engraved with the MCCC logo on Fall Leadership Night.

REPORT OF THE TREASURER

Treasurer Phil Mahler introduced the new office staff member, Edythe Stoddard, who began work on September 12. He reported that he did the initial review of over 140 applications for this position. He thanked Phyllis Barrett, Chair of the Personnel Committee, for helping to choose interviewees, and Phil Kennedy and Meg Kennedy for assisting in the candidate selection. He noted that at some point, the MCCC needs to consider offering employees a family health plan. He also reported that due to serious illness in her family, Mamie Leblanc has left her position somewhat earlier than planned.

MOTION: Appropriate up to \$600 for a parting gift for Mamie Leblanc (Barrett/Martin). **PASSED.**

Treasurer Mahler has also been busy reconciling MTA and MCCC membership lists. He also has added many items and features to the MCCC webpage, including some tips from Day Grievance Coordinator Dennis Fitzgerald and Strategic Action materials from Vice President McGee. President LeBlanc thanked Phil for all he does on the web page, noting that this is all volunteer labor and that the job is so big that it may warrant a paid position at some point. Like others on the Day Negotiating Team, Treasurer Mahler has been visiting chapters to talk about the proposed contract and fielding lots of email. The treasurer noted that the financial statements were distributed by email and again in today's folders. Finally, he alerted new members to the location of the Expense Report forms and reminded everyone of the new mileage rate: 36 ½ cents per mile.

PRESENTATION BY MTA PRESIDENT AND VICE PRESIDENT

MTA President Anne Wass said that the two current priorities of the MTA are the governor's race and the Strategic Directions Initiative. She stressed the importance of electing a new governor with leadership qualities and the inclination to support those of us who work in public education. She reported that all of the current gubernatorial candidates were invited to fill out an MTA survey of their positions; only Kerry Healey did not respond. Members are urged to participate in campaigns, to educate themselves on candidates' stances, and to vote wisely. More information about MTA's "100,000 Conversations" Campaign will be shared by Consultant Gallagher later today. President Wass said she was pleased that the MCCC has already expressed interest in participating in a Strategic Directions retreat. She also lauded the MCCC's plans for new member orientation programs. Finally, President Wass pointed out that there are over 50 committees of the MTA; members are needed, and, ideally, she would like to have a representative from higher ed on every committee.

MTA Vice President Paul Toner applauded the MCCC's request for an NEA grant to help fund new member orientations. He noted that in K-12, there is now a revolving door, with new teachers every year who need to be oriented to the union and encouraged to stay in the profession. He pointed out that the Strategic Directions Initiative is about finding and developing new leaders for locals and chapters. Strategic Directives' staffers Richard Sanders and George Luce will work with chapters and locals to establish and accomplish goals, thus strengthening the union.

REPORT OF THE SECRETARY

Secretary Phyllis Barrett asked directors for information on any changes to the *Leadership Directory* so that she can make a revision for distribution at the end of this month.

DAY BARGAINING

Day Team Spokesperson Katie D'Urso reported that she has visited seven colleges in ten days, as part of the Negotiating Team's effort to field all questions on the contract. Ballots are due Thursday, September 21, and votes will be counted in the MCCC office starting at 10:30 a.m. on Friday, September 22.

REPORT OF THE MTA CONSULTANTS

Consultant D'Urso reported that an environmental expert has been hired at Bunker Hill to solve a problem with mice. She complimented the Bunker Hill administration for being receptive to working on this potential health issue. Consultant D'Urso also reported that MTA has agreed to represent a suspended unit member at Northern Essex in a discrimination case. She pointed out that, had the individual been an agency fee payer rather than a member, this expensive service would not have been available to him.

Consultant Michelle Gallagher reported that she has filed six more unit determination (CAS) petitions in the last two weeks. The effort to achieve a global resolution in these matters is stalled again, so her strategy will be to continue to dispute any questionable position. Consultant Gallagher also reported that the Mass Labor Relations Commission has, unfortunately, dismissed a charge concerning an unnegotiated change to credential requirements in the Criminal Justice program at Bristol. *Per* recent legislation, CRJ faculty are now required to have Master's degrees. An appeal has been filed, and MTA Legal will be representing the MCCC. This case could set a dangerous precedent regarding management's obligation to bargain when changes are made through legislation.

HEALTH AND WELFARE TRUST REPORT

Trust Board member Abe Sherf reported that the group will meet next week.

COMMUNICATIONS REPORT

Coordinator Don Williams reported that he has prepared a flyer promoting Fall Leadership Night. Chapter presidents should communicate with him about estimated attendance and breakout session choices, if possible. The meal is a buffet, so there is no need to specify meal choices. Coordinator Williams also reported that members should have received the most recent newsletter at home by now. The next issue will feature Leadership Night, the outcome of the state primary election, the outcome of the contract ratification vote, and other timely issues.

MTA BOARD REPORT

Board members Phil Mahler and Sara Satham reported that there was no meeting last month.

NEW BUSINESS

A. SAC Motion: Establishment of ORP Ad Hoc Committee

MOTION: The Board of Directors will create an *ad hoc* Optional Retirement Plan (ORP) Committee to explore the concerns of members enrolled in the ORP and develop an appropriate action plan. **PASSED.**

B. Election (MTA and NEA) Dates for Spring 2007

MOTION: Adopt the Nominations and Elections Committee's proposed dates (Mahler/Curley). **PASSED.**

Nominations close at 4 p.m. Thursday February 1, 2007
Ballots mailed on Friday March 2, 2007
Ballots must be returned by 4 p.m. Thursday March 22, 2007
Election results announced by Friday March 30, 2007

C. Committee Appointments

MOTION: Approve the committee appointments (attached) (Curley/Sherf). **PASSED.**

DISCUSSION/ANNOUNCEMENTS

A. Weingarten Rights

Consultant Gallagher reported that a recent legal opinion affirms that a unit member is entitled to have a union representative present during a meeting with management whenever that individual's job might be threatened. She stressed that management does not have the obligation to remind a unit member of this

right; the unit member must assert it. If it is denied, there are remedies. Coordinator Williams will address this issue in an upcoming issue of the *MCCC News*.

B. Springfield Teachers Contract

President LeBlanc reported that the Springfield Educators Association has finally ratified a new contract after years of struggle with a governor-appointed Control Board. He noted that, interestingly, the agreement was described in more detail by the Boston *Globe* than by the Springfield *Republican*. Among other things, it calls for merit pay based on student performance, a dangerous precedent.

C. Professional Staff Ad Hoc Committee Issues

President LeBlanc is still looking for one or two professional staff to chair/co-chair this committee.

D. Campaign 2006

Consultant Gallagher outlined the MTA's "100,000 Conversations" Campaign. The purpose is to educate our own membership about the importance of voting in their own best interest, including in the choice of a new governor. The organization is large enough that, with the addition of friends' and family members' votes, it could sway an election. Her goal is to have a representative from each MCCC chapter involved in the planning of the campaign. Regional meetings—no longer than two hours--will be held on two Saturday mornings, September 30 and October 21. Anyone who is interested, even if unavailable on one or both of these dates, should contact Consultant Gallagher: mgallagher@massteacher.org.

E. QCC Resolution

Margaret Wong (Q) presented the Board with a resolution concerning the proposed contract which was unanimously supported at a chapter meeting on her campus. The resolution expresses displeasure with the contract talks and with the proposed agreement. Several Board members took issue with the accuracy of some of the information in the resolution and with its tone. However, there was support for most of the goals included at the end of the resolution, including continuing to fight to achieve and maintain salaries at the 75th percentile for comparable states.

F. Contract Question

June Sprigg Tooley (Be) asked for help in implementing the enrollment cap for writing intensive courses on her campus. President LeBlanc offered to do an email survey of the situations on other campuses, and Secretary Barrett offered to share the policy drafted at Holyoke.

The meeting adjourned at 3:15 p.m.

The next Board meeting is scheduled for October 20.

Respectfully submitted,



Phyllis Barrett, Team Secretary

MCCC Committee Appointments: 2006-2008

Bylaws:

Bob Gillies, chair
Gail Stuart, Northern Essex
David Kalivas, Middlesex
Catherine Adamowicz, Bristol
Claudine Barnes, Cape Cod

Finance Committee:

Geri Curley, Bunker Hill
Ken Czuchra, STCC
Clark Grain, Roxbury
Gail Guarino, Cape Cod
Lois Martin, Massasoit
Phil Mahier, exofficio

Nominations and Elections:

Sharon Gillies, chair, Quinsigamond
Arlene Ford, Massasoit
Paula Velluto, Bunker Hill
Lori Pennel, Bunker Hill
Geri Curley, Bunker Hill

Personnel Committee:

Phyllis Barrett, chair, Holyoke
Joe LeBlanc, Northern Essex
June Tooley, Berkshire
Margaret Wong, Quinsigamond
[one more coming...]

Strategic Action Steering Committee:

Donnie McGee, chair, Bristol
Roberta Albano, STCC
Caroline Schwarzwaldner, North Shore
W. Brooks Smith, Cape Cod

Appeals/Global Issues Committee:

Rick Doud, Middlesex
Marilyn Martin, Quinsigamond
Laurie Ranger, Middlesex
Gaby Adler, Bristol

Health and Welfare Trust Fund:

Abe Sherf, North Shore

Joint Study Committee:

Donnie McGee, chair, Bristol
Don Williams, North Shore
Dennis Fitzgerald, Massasoit

BOD Approved Ad Hoc Committee:

Charge: *To create a Code of Ethics and Conduct and Whistleblower Policy and Conflict of Interest and Related Policies*
Susan Dole, chair, Bunker Hill
Ellen Pratt, Mt. Wachusett
Joe O'Neill, Mass Bay
Mike D'Entremont, Bunker Hill
[one more coming...]

Approved by the Board of Directors September 22, 2006