

# Massachusetts Community College Council

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Joseph LeBlanc, President  
Diana (Donnie) McGee, Vice President  
Philip Mahler, Treasurer  
Gail Guarino, Secretary



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

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Minutes of the Board of Directors' Meeting  
Mechanics Place, Worcester, Massachusetts  
Friday, March 12, 2010

*Present:* President Joe LeBlanc, Vice President Donnie McGee, Treasurer Philip Mahler, Secretary Gail Guarino, Liz Recko-Morrison (Be), Svetlana Ordian (BH, alt.), Diana Yohe (Br), Claudine Barnes (CC), Rosemarie Freeland (G), Penny Marcus (H), Thomas Kearns (Ma), Orland Fernandes (MB), Rick Doud (Mi), Candace Shivers (MW), Margaret Wong (Q), Robert Rodgers (ST, alt.), John Cipora (DCE/part-time), John Farrenkopf (DCE/part-time), Communications Coordinator Don Williams, MTA Consultant Katie D'Urso, MTA Consultant Miles Stern, NEA Director Robert Gillies

*Not Present:* Stephen Proietti (NE), Rick Ponticelli (NS), Clark Grain (R)

*Guest:* Lois Martin, Member of the Officers Ad Hoc Committee

Vice President McGee called the meeting to order at 10:45 a.m.

The Order of Business was adopted by consensus.

The minutes of the February 19, 2010 Board of Directors' meeting were accepted.

## **REPORT OF THE PRESIDENT**

President LeBlanc distributed a written report and spoke on the following matters:

- The DCE contract was formally executed on March 11, 2010. The Electronic Forms Joint Committee and the Electronic Communication Procedures Joint Committee will begin their work next month.
- The Contract Funding Campaign for the Day Agreement will begin soon. Talking Points for the campaign were distributed to Board members. The funding campaign is a joint effort with other MTA Higher Education unions who are also seeking funding for their contracts. The MTA has asked the MCCC to set up meetings with key legislators to lobby for funding. This work will begin in late March.
- Despite an MTA legal opinion stating that members should be allowed to videotape Board of Trustees and Foundation Board meetings, members at MassBay CC were threatened with police action if they did not stop videotaping a Foundation Board meeting.
- Work continues on a resolution to the overtime issue at Bristol CC and Massasoit CC.
- The Adjunct Health Insurance lawsuit is proceeding. The defendants chose to answer the complaint rather than attempting to have the complaint dismissed. Fact finding is the next step in the process, and MTA Attorney Matt Jones is trying to see if an "Agreed Statement of Facts" can be developed so that the legal issues can be presented to the Court.
- A letter was sent to Commissioner Freeland regarding the new federal law on publishing textbook selections for classes. Massasoit is demanding that all textbook orders be in by April 22, which will preclude most DCE faculty from selecting textbooks for their classes. Some administrations are misinterpreting the federal law, which honors academic freedom and allows a TBA text designation for textbooks that have not yet been selected by the instructor. *Note: This issue has since been resolved at Massasoit, but chapters are urged to follow this issue closely and report problems as they arise.*

President LeBlanc also shared an apologetic email from Peter Tsaffaras, Deputy Commissioner for Employee Relations for the Department of Higher Education, regarding payment for Licensures and Certifications. The email is dated March 11, 2010, and states that "both the memorandum and the salary explanation worksheets

will be sent to campuses by the end of the day tomorrow.” Payments should be processed by the April 2, 2010 payroll.

### **REPORT OF THE VICE PRESIDENT and STRATEGIC ACTION COMMITTEE (SAC) CHAIR**

Vice President McGee reported on MTA’s Contract Funding Campaign and statewide lobbying effort on behalf of the Higher Education unions. Every MTA Higher Education union will set up in-district meetings with key legislators across the state. Other unions will be invited to attend once a meeting is set up. The goal is to have the in-district meetings by the first week of April. The MCCC SAC Steering Team will be setting up State House meetings with key legislators. Many legislators will need our support in November; higher education union members may be reluctant to support legislators if the contracts are not funded.

Six MCCC chapters participated in the PHENOM rally on March 8, 2010. Bunker Hill CC’s Mike D’Entremont attended with students and spoke to the challenges that many students face due to the lack of state funding. Director Recko-Morrison and Vice President McGee ran the “50-yard dash to the median.” Representative Sean Garballey and seven other representatives spoke on behalf of public higher education and pledged their support to the newly formed Higher Education Caucus.

The ORP Survey is live on-line until March 26, 2010. The survey report will be completed by the end of March 2010. MSP, MSCA, and the UMass Dartmouth Faculty Association have been invited to take the survey. Vice President McGee thanks MTA’s Meg Secatore, Katie D’Urso, and Sarah Nathan for their help with the survey. Currently, the ORP Bill awaits review by the Ethic and Rules Committee, who are dealing with language and IRS issues. Vice President McGee will be meeting with MTA’s Arthur Pippo, Michael Muse, and Lobbyist Charles Flaherty to strategize about ways to move the bill forward. The next ORP Ad Hoc Committee meeting is on March 22, 2010. The Connecticut Committee on Retirement Equity and faculty from MSCA and UMass Boston will be visiting the committee.

Ten chapters attended the Strategic Action Committee meeting on March 8, 2010 at the Boston office of the MTA. MTA’s Cathy Fichtner discussed the rapidly changing political landscape and two new troublesome ballot petition initiatives, one to reduce the sales tax to 3 percent (a \$2.5 billion loss of revenue) and the elimination of the alcohol tax (an \$8 million loss of revenue.) MTA’s Julie Johnson provided a legislative update and discussed the Contract Funding Campaign. MTA’s Jo Ann Fitzgerald reported on GPO/WEP repeals and the MTA’s retirement membership program. Vice President McGee reported on the MTA’s Revenue Enhancement campaign, which will be rolled out at the March MTA Board meeting.

### **REPORT OF THE TREASURER**

Treasurer Mahler reported that the office operations are unchanged. His next large project is assuring that the MCCC conforms to the new Massachusetts data security/privacy law. Treasurer Mahler attended a human resources training session on February 12, 2010. The Finance Committee met on March 4, 2010, and reviewed the proposed 2011 budget and the Financial Policy revisions.

Chapter treasurers must inform the MCCC office about their chapter payrolls by Friday, March 26, 2010.

Treasurer Mahler distributed and discussed the year-to-date Profit and Loss Statement and Balance Sheet of the MCCC. Cash is down by \$42,968.49, which is approximately the amount of the planned deficit spending for fiscal year 2009. He also distributed MCCC Delegate Assembly entitlement numbers for the chapters.

### **MTA CONSULTANTS’ REPORTS**

Consultant D’Urso reported that she has been dealing with reorganization issues at Holyoke CC, Mount Wachusett CC and Greenfield CC. She and the Day Bargaining Team Chair Rick Doud had productive discussions concerning reorganization and seniority lists at Greenfield CC. Termination cases are on the rise with seven termination cases, five of tenured faculty members, currently pending.

President LeBlanc distributed and reviewed Consultant Stern’s written report. The consultants will be arguing four prohibited practice charges this month, three of which involve retrenchments and/or terminations. The fourth charge involved reorganization at Greenfield, which may have been resolved through impact bargaining.

In the Bristol Advising Case, the Union is attempting to negotiate a settlement because management unilaterally removed work from the unit by assigning advisees to non-unit professionals. Similar situations should be reported to Consultant Stern or Coordinator Fitzgerald.

### **COMMUNICATIONS REPORT**

Communications Coordinator Williams reported that the March 8, 2010, PHENOM event at the State House will be featured in the April *MCCC News*. Most members received the *MCCC News* election issue before they received the ballot for the spring 2010 MCCC election. The election mailing went smoothly, but Coordinator Williams suggested that the election and newsletter schedules need revision.

### **MTA BOARD REPORT**

MTA Board members Margaret Wong and Donnie McGee are making campus visits to listen to member concerns so that they can better represent the MCCC membership at the MTA Board meetings. To date, they have visited Greenfield CC and Springfield Technical CC.

### **HEALTH AND WELFARE TRUST FUND REPORT**

A written report was distributed. The Trust is currently dealing with the new data security regulations that took effect on March 1, 2010. These new regulations impact the data that is currently required by MetLife. The Trust is working with MetLife to resolve these issues.

### **NEA REPORT**

Director Gillies reported that the next NEA Board of Directors' meeting is at the end of April. Representative Capuano hopes that there will be a vote on the health care reform bill in March 2010.

### **NEW BUSINESS**

**Motion:** Recommend the following MCCC Mission Statement to the MCCC Delegate Assembly.

#### **Mission Statement of the Massachusetts Community College Council (MCCC)**

March 2010

*Purpose:*

We, the faculty and professional staff at the fifteen community colleges of the Commonwealth of Massachusetts, have organized into a politically active Union to protect the professional rights and advance the economic well-being and working conditions of our members, as well as maintain and improve the quality of education in our community colleges.

*Objectives:*

- Engage in collective bargaining
- Promote livable, equitable, and competitive wages
- Improve salary and benefits
- Promote professional working conditions, including professional development opportunities, adequate resources, and safe working environments
- Ensure reasonable workloads and work schedules
- Protect professional rights
- Protect and maintain academic freedom
- Promote full-time employment
- Promote equitable employment conditions for part-time unit professionals and adjunct faculty
- Promote quality public higher education and integrity of curriculum
- Promote job security
- Promote political action through education and organizing

(Executive Committee)

**Passed**

**Motion:** Approve the MCCC General Policy Revisions.

The General Policy revisions were reviewed. Action on the motion will take place at the April Board of Directors' meeting. (Executive Committee)

**Motion:** Approve the MCCC Financial Policy revisions.

The Financial Policy revisions were reviewed. Action on the motion will take place at the April Board of Directors' meeting.  
(Finance Committee)

**Motion:** Approve the following members to DCE Joint Committees called for in the 2010-2013 DCE Contract.  
DCE Electronic Forms Committee: Richard Devine (QCC), Harry Bowen (NSCC), Mark Bashour (QCC)  
DCE Electronic Communication Procedures Committee: Gail Guarino (CCCC), Patricia LaRoche (QCC), Lois Martin (MaCC), Donald Williams (NSCC)  
(Doud, Shivers) **Passed**

**Motion:** Approve the following award recipients.

Jon G. Butler Memorial Award: Margaret Wong and Claudine Barnes  
Raymond C. Lemieux Memorial Award: Phyllis Barrett  
John Palmer III Memorial Award: Betsy Smith  
(Executive Committee) **Passed**

**Motion:** The MCCC Board of Directors recommends the 2011 budget proposal and the following motion to the Delegate Assembly for adoption as the Fiscal Year 2011 MCCC Budget.

Voted, by a majority of those present at the annual meeting on Saturday, April, 24, 2010, to adopt the MCCC operating budget of \$1,029,293. This FY 2011 budget represents a FY 2011 MCCC dues rate of \$260 (\$7.00 annual increase) for Day unit members based on approximately 2,100 Day unit members and an MCCC dues rate of \$78 (\$2.00 annual increase) for DCE unit members, based on approximately 4,800 DCE and other part-time unit members. Dues for agency fee payers and other qualifying for other rates will be discontinued accordingly.

(Mahler/Guarino) **Passed**

**Motion:** Consider Bylaw amendments for recommendation to the MCCC Delegate Assembly.

*(Bylaws amendments will be distributed with the recommendations of the Bylaws and Rules Committee and the Board of Directors before the MCCC Delegate Assembly.)*

## **DISCUSSION**

### ***Officers Ad Hoc Committee***

Director Wong presented the report of the Officers Ad Hoc Committee and led the discussion about the committee's recommendations for the reorganization of MCCC's leadership structure. The committee's recommendation eliminates the Treasurer's position and creates an Executive Director position and a SAC Coordinator position, along with assigning web maintenance duties to the Communications Coordinator. The Board recognized that the office oversight situation is problematic, but felt that the reorganization plan need more deliberation.

### **Part-time/Adjunct Dues Structure**

Treasurer Mahler initiated a discussion on the part-time/Adjunct dues structure at local, state, and national levels. To insure a more equitable assessment of dues, Treasurer Mahler will introduce a MCCC bylaw change at the 2011 Delegate Assembly and work with MTA leaders to update their dues structure. Secretary Guarino has agreed to initiate a discussion of the NEA dues structure at the NEA/AFT Higher Education Conference and the NEA Representative Assembly.

## **ANNOUNCEMENTS**

### ***Coalition of Contingent Academic Labor (COCAL) Conference***

The ninth annual COCAL Conference will be held in Quebec City, Quebec at Université Laval on August 13 to 15, 2010.

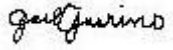
### ***Press Round-up***

President LeBlanc distributed several articles.

The meeting adjourned at 4:50 p.m.

The next Board of Directors' meeting is scheduled for April 16, 2010, at 10:30 a.m.

Respectfully submitted,

A handwritten signature in black ink that reads "Gail Guarino". The signature is written in a cursive style with a loop at the end of the last name.

Gail Guarino, Secretary