

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, April 6, 2007

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

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 March 2, 2007, were approved, by consensus.

REPORT OF THE PRESIDENT

President LeBlanc reported that he attended the meeting at which language was finalized on the DCE Under-Enrolled Course Agreement. He also chaired a Boston-area adjuncts meeting at Roxbury last month and attended the recent MCCC-PAC meeting. He noted that a letter has gone out soliciting contributions to replenish the PAC. President LeBlanc and Consultant Katie D’Urso visited chapter leaders and practical nursing faculty at Mass Bay recently; a plan was developed in support of faculty there who are upset over issues of academic integrity, alleged violations of the student grievance process by the employer, and rights to due process. President LeBlanc and Vice President Donnie McGee visited the Berkshire chapter, where there was interest in getting involved in the GPO/WEP, ORP, and adjunct health insurance issues.

President LeBlanc also attended the recent meeting of the governor’s Higher Education Task Force; among other things, the possibility of a Secretary of Education position was discussed. Earlier this week, President LeBlanc attended the Higher Education Committee hearings on the capital spending and higher education reform bills; MTA President Anne Wass also attended and did a nice job advocating for the governor’s plan to close corporate tax loopholes. SAC activist Brooks Smith and President LeBlanc met with House Ways and Means Chair Rep. Robert Deleo to discuss higher education issues, including SB1187, the adjunct health insurance bill. Brooks, Joe, and SAC Steering Committee member Roberta Albano also distributed a letter to legislators about a variety of Strategic Action issues.

President LeBlanc will be attending the Classification Task Force Committee meeting on April 9 and holding an adjunct regional meeting at Bristol on April 19. He will visit the Holyoke Chapter and hold a cluster meeting there on April 25, after assisting with the PHENOM event in Boston earlier that day. He noted that Holyoke’s president, Bill Messner, is actively supporting PHENOM and has given permission for classified staff to attend the event. President LeBlanc has requested a similar stance by the other college presidents. President LeBlanc is planning additional cluster meetings for the spring and is working on plans for the Delegate Assembly. He is also preparing remarks for a panel discussion on “Community Colleges: Challenges of Contract Negotiations in a Multi-Campus Environment” at a national conference in New York later this month.

REPORT OF THE VICE PRESIDENT

Vice President Donnie McGee submitted a written report. She has been sending frequent updates to the members on her activities and on important current issues.

REPORT OF THE TREASURER

Treasurer Phil Mahler reported that on April 2, he, President LeBlanc, DCE Team Chair John Palmer, and MTA Board Member Sara Satham met with MTA President Anne Wass, Vice President Paul Toner, and Executive Director Ed Sullivan to discuss increased MTA support for the MCCC. The MCCC is the MTA's largest local, and the DCE unit in particular is much larger and more complex and difficult to service than that of other higher education locals.

Treasurer Mahler also reported that the procedure for payment of DCE dues by credit card is now online. The link is <https://www.mccc-union.org/DCE/STORE/>. Work continues on setting up in-house accounting procedures for dealing with credit card fees; MTA has been notified that they will have to pay their share of this cost. The office staff is currently processing materials related to the election of the MTA and NEA delegates. The treasurer noted that this work is going well thanks to earlier voting this year and the use of email and the web page in contacting those elected. He also reported that the staff completed work on the spring DCE teaching lists in mid-March.

Treasurer Mahler added that he has supplied information on chapter delegate allotments and target attendance figures for the Delegate Assembly to help insure that there is a quorum. He also mentioned that his chapter, Middlesex, recently contributed \$500 to the MCCC PAC.

PERSONNEL COMMITTEE REPORT

Personnel Committee Chair Phyllis Barrett reported that the committee has completed the evaluation process for Research Coordinator Hilaire Jean-Gilles. Communications Coordinator Don Williams will be interviewed prior to this month's Board meeting as part of his evaluation process.

REPORT OF THE MTA CONSULTANTS

Consultant Katie D'Urso reported that the contract is ready for printing except for an index. There was discussion about whether or not an index is necessary, since the contract will be available online in a pdf file, which allows for word searches. Consultant D'Urso also reported that online receipt of pay advices will soon be an option; members can continue to opt for the paper version. In the future, management will be limiting the payroll deduction option for contributions to tax sheltered annuities to seven companies. Employees already making contributions will not be affected by this change, and all employees will remain free to contract with any company on their own, of course.

Consultant D'Urso shared a draft of a potential Memorandum of Agreement on nursing salaries. She stressed the need for a system-wide approach to this difficult issue. A discussion of more general concerns about salary inequities followed. Consultant D'Urso also shared the final agreement on Connect, a plan that allows more than one college to share a full-time faculty position. While some concern has been expressed about this idea, Executive Committee members agreed that the creation of a full-time position is preferable to the alternative: the hiring of two or more part-timers with no benefits. Consultant D'Urso also gave the committee an update on current grievances at Massasoit, Mount Wachusett, and Greenfield.

COMMUNICATIONS REPORT

Coordinator Don Williams shared mock ups of the proposed new banner and took suggestions on wording and fonts. It was suggested that it might make sense to get two of these. Coordinator Williams is

contacting chapters about attendance at the Delegate Assembly; so far, it is clear that Massasoit will have a large contingent. Coordinator Williams will look into the price of running an op ed piece in support of the Adjunct Health Insurance legislation and hiring additional full-timers.

HEALTH AND WELFARE BOARD REPORT

Trust Board member Abe Sherf reported that the benefit brochure that is sent to members is currently being updated.

NEW BUSINESS

A. Finance Committee Motion: New Chapter Support Formula

MOTION: Recommend that the Board of Directors adopt the chapter support procedure recommended by the Finance Committee (attached).

Rationale: The current Board has been educated about this proposal, the chapters have been made aware of it, and feedback has been solicited. There was no negative feedback. **PASSED.**

Because it would be a policy change, this motion will go to the Board for information only this month. The Board will vote on the motion after the Delegate Assembly, so the question of the \$9,000 increase in funding will be resolved at that time.

DISCUSSION/ANNOUNCEMENTS

A. BHE Graduation/Retention Rate Task Force

It was tentatively agreed that one or two representatives from each chapter will be solicited through a notice in the newsletter to attend a one-day meeting in late May for a discussion of how to respond to the report of the Board of Higher Education's Graduation and Retention Rate Task Force. Those interested in participating will be asked to contact their chapter presidents.

B. Adjuncts Regional Meetings

The adjunct regional meetings have been fairly well attended and have been a good source of information and concerns. Attendees at the Roxbury meeting expressed a strong interest in the establishment of an *ad hoc* Adjunct Committee similar to the Professional Staff Committee. This idea will be pursued.

C. Delegate Assembly Planning

Most of the preparation for the annual meeting has been completed. President LeBlanc will seek someone to handle the sign in table. Packets containing the proposed budget and bylaw changes will be distributed at the Board meeting. Other materials will be copied and made available at the meeting.

D. Butler and Lemieux Awards Policy

MOTION: In the policy for the Jon Butler Award, an award for an outstanding chapter president, under "Nominations,"

Change "Any member of the MCCC Board of Directors may nominate any recipient by completing a nomination form, which can be obtained from the MCCC (or see appendix),"

to "Any chapter president may be nominated by petition of five or more of that chapter's members; a nomination form can be obtained from the MCCC" (or see appendix). (Martin/Curley). **PASSED.**

The motion, which would change MCCC policy, will be presented to the Board for information at its next meeting and voted upon at a subsequent meeting.

It was also suggested that some revisions be made to the existing Butler and Lemieux nomination forms.

E. DCE Team Chair

There was a discussion about the possibility of some kind of compensation for the chair of the DCE Team when that individual is actively involved in impact bargaining and other activities related to current or future negotiations.

F. DCE Agreement Issues: Communications, Under-Enrolled Courses

It is not clear exactly when the agreement about class size and compensation for under-enrolled courses will take effect. It was suggested that the MCCC file a request for information from management in order to get a list of all DCE members. The discussion also continues on the implementation of the electronic communication agreement on the campuses.

G. Meeting Scheduling Issue

President LeBlanc recently received correspondence from a member requesting that Saturday meetings (of the Delegate Assembly, for instance) be avoided because of his religious affiliation. It was lamented that it is impossible to accommodate all members' needs in the scheduling of meetings.

H. MCCC News Idea

An article on the issue of the shift to electronic communication with DCE unit members was suggested.

I. Medicare Tax Issue

It has recently been discovered that eighteen people at Massasoit, including some unit members, have not had taxes taken out of their paychecks for Medicare coverage for the past twenty years. Consultant D'Urso asked that someone who may be affected by this gaff (by having to pay the back taxes or by being deemed ineligible for coverage) contact her so that she can file a legal request on the issue.

J. MCCC News Letters and Guest Column Policy

Coordinator Williams shared his draft of revisions to the current policy on letters to the editor and guest editorials in the *MCCC News* and received several suggestions. He will bring a revised draft to this month's Board meeting.

The meeting adjourned at 2:52.

The next Executive Committee meeting is scheduled for May 4, 2007.

Respectfully submitted,



Phyllis Barrett, Secretary

Proposal on Chapter Reimbursement
From the Finance Committee
Chapter Support
Spring 2007

The Finance Committee has set as a goal more equitable support for the chapters. It invites Board discussion and chapter discussion and feedback on this proposal.

Originally the Finance Committee considered increasing support for smaller chapters and decreasing support for larger chapters. This was with the observation that a good number of chapters have large bank balances, which would indicate the MCCC is spending too much money on chapter support in some cases.

However after much discussion about decreasing the amount given to any chapter based on size, the committee consensus is now to adopt a model as described below, which does not decrease the amount sent to any chapter.

Background: Each chapter currently gets \$17 per FTE per year as chapter dues rebates, and up to an additional \$10 per FTE per year as 50% reimbursement for operating costs and stipends. FTE is defined as the number of full-time members plus 25% of the number of part-time members. Thus, the support given to chapters is entirely related to the size of the chapter. This leads to a situation in which the smallest chapter gets about \$2,500, at most, and the largest chapter qualifies for almost \$7,400, practically a 3 to 1 ratio. A further indicator that FTE alone is an ineffective criterion is that the largest chapters don't need to request their full entitlement. This can be seen in Chart 1.

The Finance Committee feels that there should be a base amount which a chapter would get, which may be related to size but not in a formula which is just paying for FTEs. This recognizes that all chapters need stipends for officers, should hold meetings, etc. The committee does feel that chapters should get additional compensation for having more members, but at a smaller rate.

Additionally the committee feels that by far the most work for a chapter is related to full-time members. This is due to the nature of the work environment and no other reason, but it is a fact. It discovered that "fair" results occur if a smaller ratio is used for part-time employees. Eight (8%) percent seems to work better than the current 25% for purposes of allocating chapter resources. By fair results the committee means a level of support that reflects what larger chapters currently spend, but that gives a boost to smaller chapters.

Finance Committee Sept 2006 to August 2008

- Geri Curley, BHCC, Professional Staff, Board of Directors, Executive Committee
- Ken Czuchra, STCC, Professional Staff, Chapter Treasurer
- Clark Grain, RCC, Board of Directors, Past Chapter President
- Gail Guarino, CCCC, Past Chapter President, Past Chapter Treasurer
- Lois Martin, MACC, Faculty, Board of Directors, Executive Committee, Chapter Treasurer
- Philip Mahler, MCCC Treasurer, ex officio, non-voting
- Philip Kennedy, Office Manager, ex officio, non-voting

The Proposed Model

The model which is presented here is the result of over a year of discussion at the Finance Committee. It has the following features:

- **BASE:** A variable base which is related to chapter full-time size. It is calculated as follows:

| FT | Base Amount |
|--------------|-------------|
| Less than 90 | \$3,500 |
| 90 to 129 | \$4,000 |
| 130 to 174 | \$4,500 |
| 175 and up | \$5,000 |
- **PER MEMBER FACTOR:** this is calculated using 8% of the part-time members and the rate is \$8 per resulting FTE.
- The proposed model subsumes dues rebates and chapter support into one chapter support amount. It would be paid in the fall and spring on the same schedule as the current dues rebates schedule.
- The proposal eliminate one filing requirement for chapter treasurers, and for the MCCC office – namely filing requests for chapter support.

This model does not diminish support for any chapter but does benefit the smallest chapters. The cost of the increased support for the smaller chapters in this model would require \$3 in a dues increase.

Chapter Stipends

After many trials, and much discussion, the committee decided not to try to recommend a schedule of stipends for chapter officers and appointed positions, but the committee feels the Board should require that a minimum of 60% of the base be spent on stipends. This is not out of line with most current practice at the chapters.

Because of the \$3 dues increase implication, the finished recommendation from the Finance Committee depends on the final budget recommendation, and chapter feedback. However it is important to share this proposal with the MCCC leadership as soon as possible.

Charts and Tables

Chart 1 shows, for each chapter, the current actual chapter support, the proposed chapter support, the maximum level of chapter support, and the gain/loss from current actual support. Not all chapters get their maximum because they do not have sufficient expenses to warrant this.

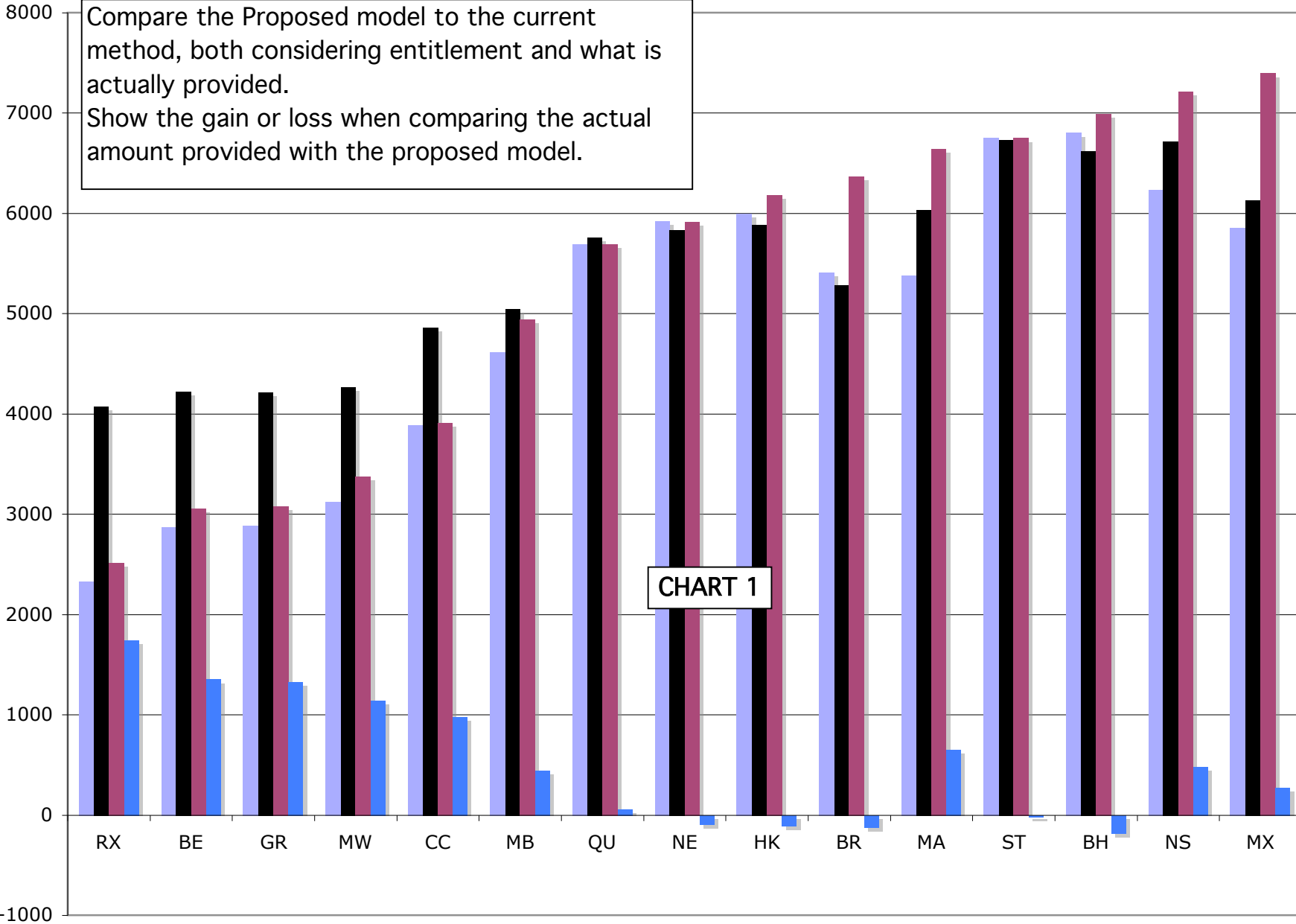
Chart 2 shows the proposed and current actual amounts. This information is also in Chart 1 but is presented here for clarification.

Chart 3 shows the FTE number of day-full-time and DCE/part-time day members at each chapter, as currently calculated. It shows that the number of part-time members does not correlate well with the number of full-time members.

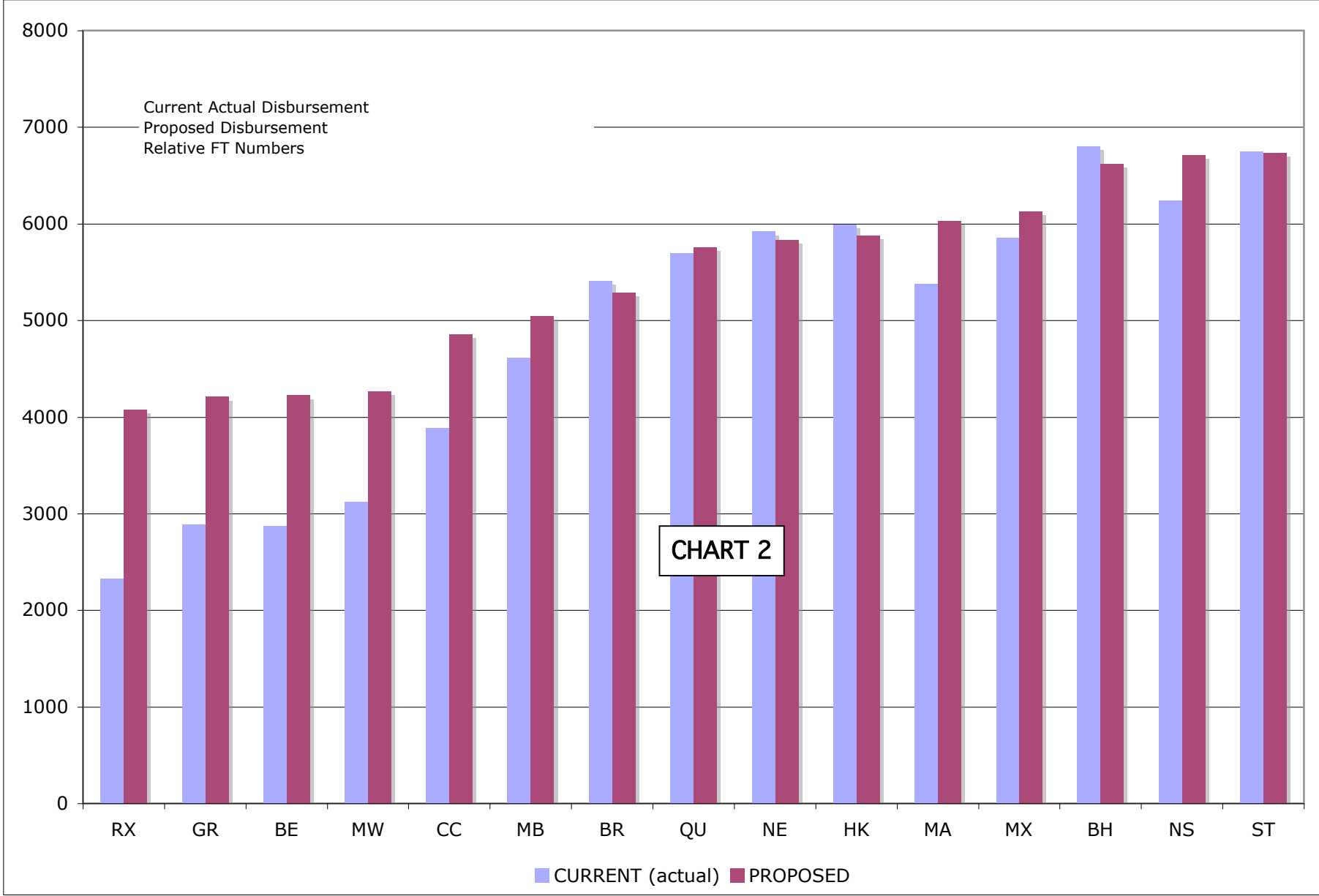
Table 1 shows the stipends paid by chapters. It is intended to be a guide for chapters.

Compare the Proposed model to the current method, both considering entitlement and what is actually provided.
 Show the gain or loss when comparing the actual amount provided with the proposed model.

CHART 1



■ CURRENT (actual) ■ PROPOSED ■ CURRENT (entitlement) ■ Gain/Loss (actual)



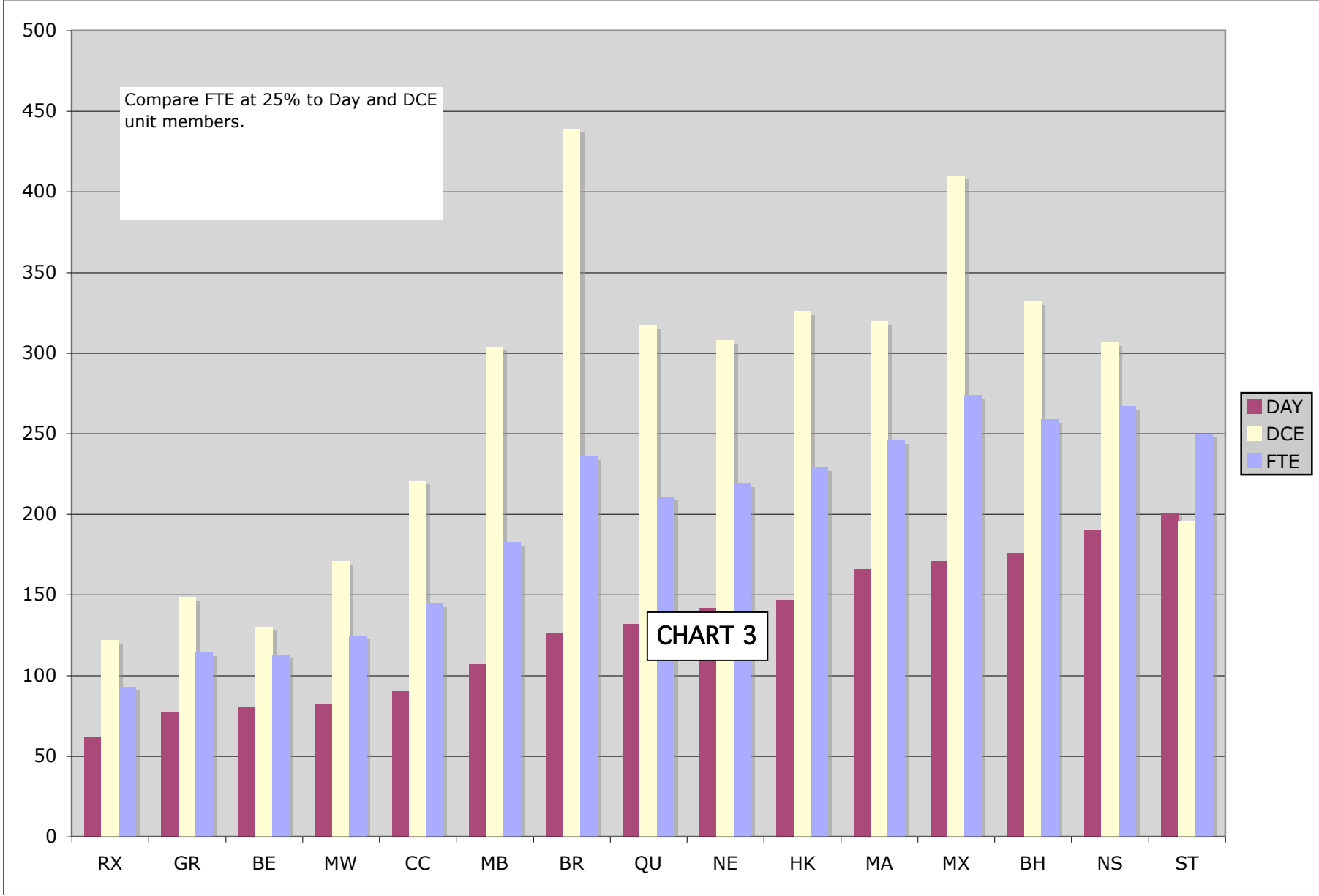


TABLE 1

| FY 2006 Stipends | Average of those Paid | Median of those Paid | RCC | GCC | BECC | MWCC | CCCC | MBCC | BRCC | QCC | NECC | HCC | MACC | MICC | BHCC | NSCC | STCC |
|-----------------------|-----------------------|----------------------|---------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| FT | | | 62 | 77 | 80 | 82 | 90 | 107 | 126 | 132 | 142 | 147 | 166 | 171 | 176 | 190 | 201 |
| PT | | | 122 | 149 | 130 | 171 | 221 | 304 | 439 | 317 | 308 | 326 | 320 | 410 | 332 | 307 | 196 |
| President | 866 | 1000 | 600 | 599 | 240 | 1000 | 500 | 750 | 200 | 1000 | 1000 | 1000 | 1200 | 1178 | 1300 | 1428 | 1000 |
| Vice President | 351 | 300 | | | 240 | 525 | | 350 | 199 | 400 | 300 | | 200 | 400 | 800 | 150 | 300 |
| Secretary | 274 | 300 | | 200 | 240 | 100 | | 250 | 300 | 400 | 300 | | 250 | 300 | 300 | 350 | 300 |
| Treasurer | 395 | 375 | | 200 | 240 | 150 | 750 | | 200 | 400 | 400 | | 350 | 400 | 300 | 752 | 599 |
| DAY Gr. | 569 | 465 | 300 | | 480 | | 500 | 350 | 1000 | 1000 | 400 | 800 | 450 | | 300 | 250 | 1000 |
| DCE Gr. | 356 | 400 | | | 240 | | 500 | 250 | 500 | 0 | 400 | | | | 600 | | |
| Macer | 325 | 350 | | | | | | | | 400 | | 100 | | | 300 | | 500 |
| Director | 317 | 300 | | 200 | 240 | | 500 | 250 | 400 | 200 | 300 | 500 | 100 | | 300 | | 500 |
| Lcl Chptr BoD | 263 | 175 | | 600 | | | | | 100 | | 100 | | | 250 | | | |
| Membership | 300 | 300 | | | | | | | 200 | | | 400 | | | 300 | | |
| | Average | Median | Totals | | | | | | | | | | | | | | |
| | 2757 | 2750 | 900 | 1799 | 1920 | 1775 | 2750 | 2200 | 3099 | 3800 | 3200 | 2800 | 2550 | 2528 | 4500 | 2930 | 4599 |
| SAC | | | | 500 | | | 500 | | 200 | 500 | | 400 | | | 500 | 500 | 500 |
| Newsletter | | | | | | | 500 | 250 | | 500 | 500 | | | | | 250 | 500 |