

Massachusetts Community College Council

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

Minutes of the MCCC Executive Committee Meeting
Mechanics Place, Worcester, MA
Monday, March 6, 2009

Present: President Joe LeBlanc, Vice President Donnie McGee, Treasurer Philip Mahler, Secretary Gail Guarino, At-Large Members Claudine Barnes, Rosemarie Freeland, and Lois Martin, MTA Consultant Miles Stern, MTA Consultant Katie D'Urso, Communications Coordinator Don Williams

President Joe LeBlanc called the meeting to order at 10:45 a.m.

The Order of Business was adopted.

The minutes of February 6, 2009, Executive Committee meeting were approved by consensus.

DISSUSSION

Butler/Lemieux Awards

The Raymond C. Lemieux Memorial Award and the Jon G. Butler Memorial Award were discussed in executive session.

Day Bargaining Survey and Day Negotiations Committee Report

In executive session, Consultant D'Urso shared the report that the Day Negotiations Committee sent to the Day Bargaining Team.

Research Data Availability Online

Vice President McGee discussed the need to keep the latest research data on the MCCC web site where it is easily accessible. President LeBlanc suggested that the Executive Committee generate a list of what data needs to be published. Suggestions for the list include, but are not limited to, enrollments by college, seniority lists, data extracted from the coordinators' reports, salary comparisons with peer states, and professional position grades and titles by college. All data would cite a source and date.

All requests for research should go to President LeBlanc.

Mission Statement

Director Barnes reported that chapters did not send suggestions for the proposed revision of the MCCC mission statement. Directors Barnes and Freeland, with input from Treasurer Mahler, will rewrite the mission for approval by the Executive Committee and Board of Directors. The chapters will be asked to endorse the new MCCC Mission Statement, which will be presented at the 2010 MCCC Delegate Assembly. During the discussion, Director Freeland expressed concern about mission "creep." Other executive committee members affirmed that the primary mission of the MCCC is to support its members, especially in these times of attacks on academic freedom, lack of state funding, and high school "creep." This primary mission is necessary to provide first-rate educational experiences at the community colleges.

Director Stipends and Part-time/Adjunct Director Stipends

Motion: Recommend to the Board of Directors that the MCCC pay each Part-time/Adjunct Director \$500 stipends each academic year starting with the 2008-2009 academic year. (Mahler/Martin) **Passed**

Organizing for In-district Meetings

Vice President McGee distributed a draft of talking points for in-district chapter SAC meetings with legislators. While recognizing the serious financial woes of the Commonwealth, members can emphasize the following points:

- Preserving community colleges' operating budgets because underfunding community colleges impedes their ability to serve students well;
- Preventing layoffs in the community college system;
- Reversing course by hiring more full-time faculty and professional staff;
- Maintaining the integrity of the community college system by becoming less dependent on contingent labor;
- Investing in education to stimulate the economy;
- Raising state revenues with long-term strategies to preserve state services, especially affordable, higher education.

Vice President McGee stressed the importance of making a balanced presentation to legislators. Members should communicate their support for new state revenues while emphasizing their opposition to the three-tiered health insurance proposal that would greatly increase costs for faculty and professional staff at our colleges.

Treasurer Mahler opined that MCCC members should also be asking legislators to meet the promise of pay parity with peer states. The Executive Committee was in agreement on this.

MCCC Office Closing for Inclement Weather

Motion: Recommend to the Board of Directors that the MCCC office close when Quinsigamond CC closes for inclement weather. The MCCC staff will be paid for hours lost due to closure for inclement weather.

(Mahler/Martin) **Passed**

MCCC Conference General Policy

At the suggestion of Secretary Guarino, the Conference section of the MCCC General Policies in the *MCCC Bylaws and Policy Manual* will be deleted. This section of the General Policies is redundant as the same information appears in the MCCC Financial Policies in the same manual.

DCE/Part-time Health Benefits Lawsuit

After a discussion with MTA's Arthur Pippo, President LeBlanc reported that the MTA's law suit seeking healthcare benefits for part-time employees will be filed in late spring. The MTA will be asking that the state, not the individual colleges, pay for the health insurance. The MTA is still waiting for a plaintiff from the Massachusetts State College Association (MSCA). The suit will impact part-time members in all of the MTA and AFT affiliated higher education unions. As money to pay for the healthcare benefits would come from the state and not from local college revenues, local campus expenses would not be impacted.

Chapter Association Employees Policy

As both the MTA and the MCCC's accounting consultant, Cindy Henderson, recommend that the MCCC follow Federal and state guidelines regarding employee status, Treasurer Mahler asked that the MCCC adopt a policy making all chapter officers making \$100 or more employees of the MCCC. These employees will be paid by the MCCC at a rate determined by the chapters. The MCCC central office will manage worker's compensation and other reporting requirements for these chapter/MCCC employees. Treasurer Mahler will propose policy and draft procedures for chapters and a memorandum to chapter leadership explaining the new policy.

Fiscal Year 2010 Budget

Treasurer Mahler explained that reserve spending of \$70,046 is built into the budget; the MCCC will not seek a dues increase for the coming year. The budget will be presented to the Board of Directors at the March 27, 2009, meeting. Treasurer Mahler will also discuss proposed revisions to the Investments and Reserves Policy at the March Board of Directors' meeting. The Finance Committee voted to recommend a

policy to the Board of Directors that would allow the DCE Bargaining Team up to two semesters of reassigned time or equivalent stipends.

Dues Issue: Who Should Be a Unit Member?

The Executive Committee went into executive session to discuss unit member recognition. More information and a Board of Directors' discussion are needed on this issue.

Teaching and Learning Conference Conflict

The April Board of Directors' meeting and the Teaching and Learning Conference at Springfield Technical CC are both scheduled for April 17, 2009. The Board of Directors will be asked if they want to reschedule the Board of Directors' meeting for Friday, April 24, 2009, the day before the MCCC Delegate Assembly.

MCCC Policy Review

The Executive Committee started a final review of pages 27 to 36 of the *MCCC Bylaws and Policy Manual*.

PHENOM and Free Community College

Vice President McGee distributed a PHENOM handout about a State House Reception for Legislators scheduled for March 12, 2009. She will be speaking at the event to underscore the challenges faced by state colleges, given recent cuts and their severe and chronic underfunding.

President LeBlanc will be inviting PHENOM leaders to the March Board of Directors meeting to discuss their Free Community College initiative and related white paper.

MassBay CC

The Executive Committee went into executive session to discuss the situation at MassBay CC.

ANNOUNCEMENTS

President LeBlanc announced that MTA Governmental Services has undergone personnel changes. Julie Johnson will be the primary staff person for higher education issues. GIC and pension issues will be handled by Jack Flannagan, who will continue to be the MTA staff person participating in the Public Employee Coalition. Julie or Jo Blum will attend HELC meetings.

Next meeting of the MCCC Executive Committee: Friday, April 3, 2009.

The Executive Committee meeting adjourned at 4:15 p.m.

Respectfully submitted,



Gail Guarino, Secretary