

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, October 6, 2006

Present: President Joe LeBlanc, Vice President Donnie McGee, Treasurer Philip Mahler, Secretary Phyllis Barrett; At-Large Members Lois Martin, Abe Sherf; MTA Consultants Katie D'Urso, Michelle Gallagher; Communications Coordinator Don Williams; Phil Kennedy, Operations Manager.

Not Present: Geri Curley. **Guest:** Richard Sanders, MTA Affiliate Services

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

The agenda, as amended, was adopted by consensus.

The minutes of the Executive Committee Meeting of September 8, 2006, were approved, by consensus.

REPORT OF THE PRESIDENT

President Joe LeBlanc asked for a moment of silence in memory of Gretchen Watson, former chapter president at Greenfield, who died suddenly in California after attending the funeral of her father. He also acknowledged receiving a thank you note from Mamie Leblanc for the gift of fruit and flowers sent by the Board of Directors in recognition of her six years of dedicated service in the MCCC office.

President LeBlanc's recent activities include numerous trips to the campuses in support of the ratification effort; members of the team visited fourteen of the fifteen chapters in eleven working days. President LeBlanc and Vice President McGee also met with the MCCC PAC Committee recently. The PAC will be seeking support from members and chapters during this important fall election season. The president also attended the recent HELC meeting, a meeting of the DCE Grievance Committee, and participated in the counting of ballots, a session finalizing contract language, and the contract signing ceremony, which provided him with an opportunity to chat with the new chancellor, Pat Plummer.

Current priorities include moving the cost item for the contract to the Office of Administration and Finance, probably today, and lobbying to move the contract to the legislature as soon as possible. MCCC Lobbyist Charles Flaherty will be contacting A&F Secretary Tom Trimarco, and Chancellor Plummer has promised to do the same. President LeBlanc is also arranging chapter and cluster meetings and working on new Day member orientation materials. Soon he will be contacting committee chairs, offering to assist in their work and to attend as many meetings as possible. On October 10, he will chair his last ad hoc Professional Staff Committee meeting before turning the reins over to new co-chairs Kathleen McDonough and Ned McGuire. On October 12, along with Vice President McGee and the SAC Steering Committee, he will meet with State House leaders to see when the higher ed and capital spending bills are likely to be considered. The president will also attend the BHE meeting on October 19 and a chapter meeting at Greenfield on October 25.

REPORT OF THE VICE PRESIDENT

Vice President Donnie McGee began her report with a Strategic Action Committee/Legislative update. As noted in President LeBlanc's report, a meeting is planned with Chair O'Leary and Vice-Chair Panageotakos of the Higher Ed Committee to discuss the status of the higher ed and capital spending bills. SAC steering committee members also hope to meet with House Chair Kevin Murphy soon. Bills to be re-filed include an amended HB 530, concerning Chapter 150E and the contract funding process, and the Adjunct Health Insurance Bill. The full Strategic Action Committee met on October 5, with nine chapter representatives and three MTA consultants present. Richard Sanders and George Luce conducted a workshop on MTA's Campaign 2006 for the group, outlining the 100,000 Conversations Campaign and focusing on what is at stake in the gubernatorial election particularly. Vice-President McGee distributed

copies of the SAC agenda which included guidelines for state races and SAC priorities, including a request for input on these from the chapters. A copy of MTA's recommendations for the General Election was also distributed.

The vice-president's other recent activities included presenting the Legislative Awards on Fall Leadership Night; attending the contract signing; attending a meeting with Jo Ann Fitzgerald at MTA on the social security issues (WEP/GPO), along with SAC Steering Committee member Roberta Albano; chairing the SAC meeting; meeting with Rep. John Quinn when he visited a colleague's class at Bristol. She will meet with President LeBlanc this week to identify MCCC endorsed candidates for the General Election.

REPORT OF THE TREASURER

Treasurer Phil Mahler reported that office operations and dues collection remain the focus of the office staff. The new staff member, Edy Stoddard, is working out well; the treasurer thanked Phil Kennedy and especially Meg Kennedy for training and mentoring Edy. As a result of everyone's efforts, the DCE teaching lists are being processed at about the same rate as in previous years. Treasurer Mahler is writing some "RealBasic" programs for facilitating the task of comparing dues collections and also member address updates with MTA information. The office will also be formatting addresses in a manner closer to USPS recommendations to facilitate these comparisons. The treasurer is also working on implementing a process for collecting dues by credit card; the target date for credit card payment is July 1.

Representatives from Alexander, Aronson, and Finning will be in on Friday, October 13, to begin the audit process. Treasurer Mahler has been busily entering new features on the web page, including nominations information, which will "go live" on October 15. The treasurer will chair a Finance Committee meeting on October 19. He will also attend a meeting of the MTA Pension Committee on November 5 and the MCCC Nomination and Elections Committee meeting on November 8. Finally, the treasurer shared upcoming priorities, including evaluating the success of the recent billing of part-timers in the Day contract, efforts aimed at facilitating electronic communications with DCE members, and a meeting with MTA membership staff for MCCC staffers Meg Kennedy and Edy Stoddard.

REPORT OF THE SECRETARY

Secretary Barrett reported that she recently distributed an updated edition of the *Leadership Directory* in pdf format. Just a couple of additional changes have come in since. These will appear in the next edition, probably in December or January. In her capacity as chair of the Personnel Committee, Secretary Barrett reported that both the Day and DCE Grievance Coordinators will be evaluated this fall; the process is already underway. She also noted that she would be introducing some discussion items related to personnel policies later in the meeting.

DAY BARGAINING REPORT

Team Spokesperson Katie D'Urso reported that representatives of the BHE and the MCCC Negotiating Team signed the Agreement in Boston on Wednesday, October 4. She, President LeBlanc, and Team Chair Rick Doud met beforehand with BHE Spokesperson Peter Tsaffaras to do the final editing. Mr. Tsaffaras has also requested a review of the contract at some point to delete untimely and redundant material. The contract has now been ratified and agreed to and is in effect and on its way into the convoluted funding process.

REPORT OF THE MTA CONSULTANTS

Consultant Katie D'Urso reported that a nursing settlement has gone awry at Mount Wachusett; she will talk to President Asquino again soon. She also reported that on six campuses unit members are being asked to fill out a new form justifying their reassigned time. There is also a new policy on some campuses limiting the number of Day DCE courses that unit members may teach. It was agreed that this issue should be addressed at MACER first, with the goal of a consistent and fair policy. Katie offered to draft something providing direction for unit MACER teams.

Consultant Michelle Gallagher reported that the MCCC will have the support of the MTA president and vice president as it pursues grant support for the membership campaign. Consultant Gallagher also gave an update on committee activity: The DCE Grievance Committee met recently and certified for arbitration a case at Roxbury concerning an administrator taking a course assignment from a DCE unit member with seniority. The Campus Classification Representative Committee met on Fall Leadership Night; the group is interested in a name change and standing committee status. The joint committee on Electronic Communication has completed its original charge but will meet at least once more to discuss implementation issues. The joint Under-Enrolled Courses Committee is waiting for a costing out of its recommendations; at least one more meeting is planned. The Classification Appeals Committee will meet on October 25 to consider pending appeals.

STRATEGIC DIRECTIONS RETREAT

Richard Sanders, MTA Affiliate Services, visited the committee to discuss possible dates, the format, and goals of the proposed Strategic Directions Retreat for the MCCC Board and chapter presidents. A tentative decision was made to move the January Board meeting to the fourth Friday of the month to allow for a Thursday-Friday retreat on January 18-19, i.e. during the semester break. Richard and his colleague George Luce will probably meet with the Executive Committee again in December to firm up the plans.

COMMUNICATIONS REPORT

Coordinator Don Williams reported that he will be wrapping up work on the next edition of the newsletter this weekend; the issue will include coverage of the recent Fall Leadership Night. The November and December issues will include nominations and election information, including directing members to the web site for applications.

HEALTH AND WELFARE

Abe Sherf reported that the Trust Board met last Friday. The fund continues to run in the black. MetLife is making a good profit, and members have few complaints about the service. It was noted that the new contract will gradually raise the state's contributions for community college members, improving the overall health of the fund for all participants.

NEW BUSINESS

A. MCCC-PAC Contribution

MOTION: Donate \$2500 to the MCCC-PAC (McGee/Martin). **PASSED.**

B. By-Law Change for Election Dates

MOTION: The Executive Committee recommends the following change to the Bylaws:

In Article VII—STANDING COMMITTEES, Section 3. Nominations and Elections Committee, D.,

Change “Conduct the elections during the month of April,” *to* “Conduct annual elections, including elections for officers, MTA and NEA delegates, between February 15 and April 15”(Sherf/Mahler).

PASSED.

Rationale: It is impossible to conduct elections by mail ballot in the month of April. Both the NEA and MTA want delegate information in early April. The proposed motion gives the Board, through the Nominations and Elections Committee, the leeway it needs to do what in fact it currently does, without tying its hands unnecessarily with a narrow window.

DISCUSSION/ANNOUNCEMENTS

A. Fall Leadership Night

The group agreed that the night went very well, with the legislative awards and strong topics for the breakout sessions the highlights. It was also agreed that the name tags were a good idea. Suggestions for next year included reconsidering the name of the event; being prepared to hang both the MCCC and the

MTAB banners; trying to have everyone seated together in one room for dinner; and improving the wrap-up session at the end of the evening. It was also suggested that chapter presidents collect participant names/numbers since there was confusion with some people reporting to Don Williams and others not.

B. Policy Manual Issues

Secretary Barrett asked for advice/consent from the committee to submit several proposed changes to the language in the Personnel Policies. The intention is to avoid confusion concerning the role and make-up of the Personnel Committee/Performance Review Committee; to make the timelines for evaluating coordinators more realistic; and to clarify intent in the language regarding reassigned time for coordinators. Secretary Barrett will draft motions and bring them to the committee for approval. The recommendations will then be discussed with the PCA, the union representing the coordinators, before being brought to the Board of Directors.

C. Adjunct Ad Hoc Committee

President LeBlanc asked for advice on forming a committee for adjuncts patterned on the Professional Staff Ad Hoc Committee. After a discussion of the purpose or charge of such a committee, it was agreed that the best place to start might be to invite adjuncts to regional cluster meetings where they could meet with him, Consultant Gallagher, and Grievance Coordinator Rizzo, ask questions, and discuss issues.

D. New Day Unit Orientation Update

President LeBlanc continues to work on an orientation packet and presentation, which he will pilot at Greenfield and a few other chapters this fall.

E. CAS Petitions

President LeBlanc reported that he recently spoke with James Brown, who represents management in the discussion over unit determination cases, and that he hopes for a breakthrough in this matter.

F. Licenses and Certifications Committee

President LeBlanc is seeking recommendations for new members for this committee.

G. Listserv Request

In response to a request that the member listserv started by Andria Schwartz from QCC be linked to the MCCC web page, it was agreed to file a legal request with MTA regarding possible liability.

H. AAUP Stand on Adjuncts

President LeBlanc noted that today's folder includes an article about an AAUP proposal that tenure be available to part-timers after a certain number of courses and/or years of service.

I. Graduation Rates Report by Hilaire Jean-Gilles

President LeBlanc shared a report from Research Coordinator Jean-Gilles regarding national findings on community college graduation rates and the likely reasons for failure to graduate.

J. NEA Human and Civil Rights Awards

President LeBlanc shared information on the many awards that are available. Nominations are welcome.

K. MCCC News Idea

Stories highlighting the union's work in support of members are sought for the newsletter. Coordinator Williams also noted that he has some ideas for human interest stories about members.

The meeting adjourned at 3:28 p.m.

Respectfully submitted,



Phyllis Barrett, Secretary