

# Massachusetts Community College Council

## OFFICERS

Richard Doud, *President*  
Joseph LeBlanc, *Vice President*  
Philip Mahler, *Treasurer*  
Phyllis Barrett, *Secretary*



Philip A. Kennedy, Operations Manager

## COORDINATORS

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

Minutes of the Board of Directors Meeting  
Mechanics Place / Worcester  
Friday, November 18, 2005

**Present:** President Rick Doud, Vice President Joe LeBlanc, Treasurer Philip Mahler, Secretary Phyllis Barrett; Liz Recko-Morrison (Be), Geri Curley (BH), Claudine Barnes (CC), Michael Bathory (G), Kathleen McDonough (H), 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. **Guest:** Research Coordinator Hilaire Jean-Gilles. **Not Present:** Paulette Howarth (Br), Lois Martin (Ma).

President Rick Doud called the meeting to order at 10:45 a.m.

**MOTION:** Adopt the agenda, as amended (McGuire/Curley). **PASSED.**

**MOTION:** Approve the minutes of the Board of Directors Meeting of October 21, 2005 (Sherf/Mahler). **PASSED.**

## REPORT OF THE PRESIDENT

President Doud reviewed the current state of committee assignments. He reported that one person is still needed on the Professional Development Committee and that a couple of people are needed for the committee reviewing small department workload issues. More representatives from the 15 colleges are also needed to serve on the Negotiations Committee, which will develop the membership questionnaire in support of the new Day Contract. That committee is slated to meet for the first time on December 16 and will probably accomplish its charge in just one or two meetings.

President Doud shared information on a proposed higher ed consortium similar to the old TEAM concept. The founders of the initiative are hoping for financial support from MTA and other sources. The president also spoke about the current piece of draft legislation, spearheaded by Senators Panagiotakis and Rosenberg, proposing an overhaul of higher education. President Doud said that the college presidents are worried about proposed limits on tuition and fee increases in exchange for formula funding, which may turn out not to be the full funding the colleges had anticipated. His own concern has to do with the proposed complete tuition retention, which would mean the end of DCE as it has been defined over the years. How such a change would impact the MCCC's two units is at this point unclear. President Doud is seeking a legal opinion from MTA to see if more language is needed in the law before it is passed to ward off any problems and/or negative impact on the union as it is now configured. The president also reported he has received a legal opinion on the legislative intern program. Fortunately, there are no problems with the program as implemented.

President Doud reported that he recently attended a meeting at his own chapter, Middlesex, where a motion to return to work to rule failed. He and Consultant Gallagher also visited Roxbury recently, where the hot topic is under-enrolled courses and a strong grassroots effort is in place. President Doud will visit Berkshire on November 30.

## **REPORT OF THE VICE PRESIDENT/SAC/DAY BARGAINING**

Vice President Joe LeBlanc reported that, as his recent email messages have indicated, the contract funding is imminent. Lobbyists Flaherty and Muse are on the case, as are Ed Sullivan and Jo Blum from MTA. He reminded directors that the new contract is in effect now; for example, the student evaluation no longer requires a signature. Phil Mahler added that there are other provisions that affect part-timers in the contract, including days off, which campus administrations may need to be reminded of at MACER. The vice president stressed that the new Day Team is looking for member input for the next round of bargaining through the questionnaire which will be devised by the Negotiations Committee.

In Strategic Action news, Vice President LeBlanc reported that Arline Isaacson is back at MTA after a leave of absence. MTA's Richard Sanders gave a great presentation on chapter revitalization for SAC last night. Vice President LeBlanc asked that part-timers be encouraged to respond to the very brief health coverage questionnaire that he circulated by email recently. This information is crucial in the effort to determine the cost implications of such a benefit, information that has to be shared with legislators in order to get them on board in this campaign. Vice President LeBlanc stressed that SAC is targeting the bills on part-timer pension and health care this year. The vice president also thanked those chapters who participated in Campus Equity Week in support of adjunct colleagues. The next SAC meeting is February 9 at 4:00 p.m. Finally, the vice president noted that the MCCC-PAC will be soliciting donations soon.

## **REPORT OF THE TREASURER**

Treasurer Phil Mahler reported that the office is currently focused on reconciling the MCCC and MTA databases. There are roughly 7000 records in both lists. With luck, this is the last time this task will have to be done so laboriously. Once the office has Excel access to the MTA list, the process should be easier and quicker. Treasurer Mahler also reviewed the balance sheet and the three-year comparisons of profit to loss. He noted that income appears to be up somewhat compared to this time last year, but pointed out that much depends on precisely when the figures are gathered, given that money comes in and then goes out, either to MTA or to meet the payroll, etc. Regarding expenses, the treasurer noted that while printing costs seem to be down, contracts will likely be printed soon. Conversely, professional fees seem to be up, but the audit was begun earlier this year than last and is largely paid for already. Abe Sherf suggested that, in the future, the "snapshot" of the figures always be taken on the first of the month so that comparisons are more meaningful, and Treasurer Mahler agreed that this could be done.

## **REPORT OF THE SECRETARY**

Secretary Phyllis Barrett reported that she plans to update the MCCC *Policy Manual* this spring or summer, given that there have now been four new policies voted by the Board. These include two policies voted at the last Board meeting, one regarding travel reimbursement and one regarding the procedure for MTA elections, as well as two policies voted earlier, one concerning bad debt and one concerning investments and reserves. The secretary also reported that the Personnel Committee, which she chairs, will meet again on Monday, December 5, as it continues to review the treasurer's position and the overall operation of the office.

## **REPORT OF THE MTA CONSULTANTS**

Consultant Katie D'Urso reported that 2200 SEIU members at UMass-Boston, -Amherst, and -Lowell recently voted to join the MTA. There are 1100 professional staff in one of these units alone. MTA plans to hire one or two new consultants to support these new units. Consultant D'Urso also reported that the faculty grid for the Day contract has now been updated to include the changes to external experience that had already been agreed to for the professional staff. Unit members can now get points for up to 20 (previously 8) years of external experience. Finally, Consultant D'Urso said there is new "just cause" case at Bunker Hill: a faculty member has been denied tenure because of a poor passing rate in one of her courses, despite glowing overall evaluations.

Consultant Michelle Gallagher reported that the MTA is ready to go forward with a class action suit seeking health care benefits for those employed at least half time. DCE faculty who have a strong history of teaching two or more courses per semester on one campus are needed as plaintiffs. Anyone who is willing or would like more information should contact Consultant Gallagher at [mgallagher@massteacher.org](mailto:mgallagher@massteacher.org). The MTA Strategic Action Committee also plans to pilot a year-long internal organizing program; MCCC chapters are encouraged to take advantage of this opportunity for revitalization.

Consultant Gallagher put in a special plea for someone from Northern Essex to serve on the Under-Enrolled Courses Committee. She also reported that the Labor/Management Classification Committee has recommended the following new professional staff titles: Coordinator of Library Services, Admissions Coordinator, Coordinator of Financial Aid, and Learning Specialist. The positions still need the chancellor's signature. The committee will discuss Career Counselor titles at their meeting on December 19. The Campus Classification Representative Training Committee meeting will be held at Mechanics Place on December 3. Six campuses are currently represented on this committee. At the meeting, Consultant Gallagher will be sharing forms and reviewing how to assist individuals who wish to file appeals. Finally, Consultant Gallagher reported that she continues to work to resolve the hundred-plus disputed unit position (CAS petitions), including at least four new ones at Bristol.

### **REPORT OF THE RESEARCH COORDINATOR**

Coordinator Hilaire Jean-Gilles reported that he regularly reviews professional staff job titles to see if they coincide with existing titles; the majority do. He also reviews starting salaries and has found that 83% of the time, these do not match what seem to be the appropriate classification salaries. Some individuals appear to be underpaid, while some are dramatically overpaid. He reminded the Board that chapter presidents are privy to this information and could be checking to make sure that people are not short-changed. He also shared data on the number of part-time professional staff (726) and faculty (190) in the Day Contract at the fifteen colleges. He pointed out that some part-timers are actually working full-time hours and yet are not showing up on the part-time list. He has been pursuing this issue on his own campus, where he knows of an individual who has two part-time jobs, no benefits, and pays no union dues. (It was suggested that Dennis Fitzgerald be consulted about this situation at Bunker Hill.) On the other hand, some half-time job postings offer pro-rated benefits. Coordinator Jean-Gilles reported that the current number of full time members is 1823—marking a gradual recovery from dramatic drops in full-time membership since 2001. He has received 173 job postings between February and November—76 for professional staff positions and 97 for faculty. In response to a question from Michael Bathory, Coordinator Jean-Gilles said that more women are being hired than men, but that men are hired at slightly higher salaries. President Doud thanked Coordinator Jean-Gilles for his report.

### **COMMUNICATIONS REPORT**

Coordinator Don Williams distributed galleys of the next newsletter. Nominations and election information will be included in upcoming issues. Coordinator Williams also reported that he is working with Michelle Gallagher and Katie D'Urso on printing the DCE Contract and the addendum to the Day contract.

### **HEALTH AND WELFARE REPORT**

Abe Sherf reported that all of the higher ed units got one dollar more per week to cover the dental insurance in the recent round of negotiations. The other units are up to \$11, and the MCCC is up to \$9. The coverage is the same for those in all units. He also reported that the fund is healthy, with strong reserves. One complaint about the availability of dentists in the Greenfield area was brought to his attention recently, and he has been in touch with MetLife about the situation. In general, members are pleased with the service and the Trust Board plans to stay with MetLife rather than spend money shopping for alternative plans.

### **MTA BOARD REPORT**

Board members Phil Mahler and Sara Satham reported that the Board will meet on December 3-4.

## NEW BUSINESS

### A. Executive Committee Motion on Day Team Appointments

**MOTION:** Appoint the following individuals to the new Day Bargaining Team: Roberta Albano (ST), Phyllis Barrett (H), Geri Curley (BH), Phil Mahler (Mi), Kathleen McDonough (H), Donnie McGee (Br), Gail Stuart (NE). **PASSED.**

The president and vice president also serve, *ex officio*.

### B. Executive Committee Motion on Committee Appointments

**MOTION:** Appoint Jean-Marie Magnier (ST), Jim Tressel (Ma), Ruth Kiefson-Roberts (R), and John Palmer (Q) to the Under-Enrollment Committee; and appoint Bill Steward (NS/BH), Phil Mahler (MCCC Office), and John Palmer (Q) to the Electronic Information Committee. **PASSED.**

### C. Release Section/ Office Manual Creation

**MOTION:** Grant one section of reassigned time to Secretary Barrett this spring to create an Operations Manual for the office (Sherf/Kalivas). **PASSED.**

### D. "No Sweat" Participation Motion from SAC

**MOTION:** Apply to the No Sweat Participant Program. Once the application is approved, the MCCC will post a link on its web page. Proceeds from sales on the No Sweat site will go directly to the MCCC-PAC for use in its political action activities (LeBlanc/Barrett). **PASSED.**

No Sweat is a retailer of union-made casual clothing.

## DISCUSSION/ANNOUNCEMENTS

### A. Day Negotiations Committee

Chapters who do not yet have representatives on this body need to recruit them and send names to President Doud.

### B. Work to Rule Chapter Reports

President Doud polled directors and determined that there are now eight chapters on work to rule and seven off.

### C. Greenfield Motion

Michael Bathory reported that his chapter recently passed a motion outlining crisis activities to begin on February 8 if the contract has not been funded. During discussion, it became clear that there is frustration around this issue on other campuses as well. In response to a question, Vice President and Day Team Chair LeBlanc gave a detailed description of the likely funding process now that the legislature is not in formal session. Both he and Geri Curley, who had talked with her representative recently, expressed optimism that the deed would be done soon.

The meeting adjourned at 1:30 p.m.

Respectfully submitted,



Phyllis Barrett, Secretary