

# Massachusetts Community College Council

## OFFICERS

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



Philip Kennedy, *Operations Manager*

## COORDINATORS

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

Minutes of the Executive Committee Meeting  
Mechanics Place/Worcester  
Friday, January 6, 2006

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

President Rick Doud called the meeting to order at 10:35 a.m.

The committee adopted the Order of Business, by consensus.

**MOTION:** Approve the minutes of the Executive Committee Meeting of December 2, 2005 (Mahler/Curley).  
**PASSED.**

## REPORT OF THE PRESIDENT

President Doud noted that the folder includes detailed information on two new classification specifications: Coordinator of Financial Aid and Coordinator of Library Services, both at salary Grade 6. These gains for unit members resulted from the recommendations of the new Appeals/Global Issues Committees. President Doud also reviewed discussions with Peter Tsaffaras at the Board of Higher Education concerning the payout of the salary increases in the 2003-2006 Agreement. President Doud, Vice President Joe LeBlanc, and Consultant Katie D'Urso have all been lobbying for a speedy payout, while acknowledging that the campus Human Resource Offices face challenges as they review individual unit members and compute each of the many different increases. President Doud has invited Mr. Tsaffaras to attend the January Board of Directors Meeting to explain the process; chapter presidents will be invited to join the Board that day.

President Doud also reported that the committees established by the new contract are meeting. He made specific reference to the recent meeting of the Committee on Under Enrolled Courses, at which members seemed to make headway in addressing the issues. The Negotiations Committee meeting needs to be rescheduled because of a weather problem; it was determined that the Board Room is available on the afternoon of Wednesday, January 25. President Doud will participate in the Leadership Academy at the State House, rescheduled for January 12.

## REPORT OF THE VICE PRESIDENT

**Day Negotiations:** Vice President and Team Chair Joe LeBlanc reported that payments due under the recently funded *2003-2006 Agreement* will begin with the 2003 and 2004 points being paid in the January 13 payroll. A full schedule of payments will be shared with members as soon as it is available in writing from the Board of Higher Education. As just decided, the Negotiations Committee will now meet on January 25 to work on the online questionnaire to be distributed to Day Unit members early in the semester. In the meantime, the Day Team will begin to meet and make general preparations for bargaining with the goal of beginning negotiations before Spring Break. Research Coordinator Hilaire Jean-Gilles is preparing an update of the 75<sup>th</sup> percentile data for presentation to the college presidents' Labor Relations Committee later this month. The goal is to have the presidents present this information to the Board of Higher Education. Vice President LeBlanc is preparing the

first of several *Day Bargaining Updates*, which will introduce the members of the team to the membership and provide an overview of the implementation of the *2003-2006 Agreement*.

**Strategic Action:** The vice president outlined a busy spring semester. It will be necessary to continue to push for SB1522, the 03 Creditable Service Bill, which has been released from the Public Service Committee with a favorable recommendation following our members' lobbying and testimony last spring. It was agreed that the support of other state employees' unions would be helpful in this battle. In addition, SB1535 (Adjunct Health Insurance) and HB 189 (Adjunct Pension) are expected to move out of the Public Service Committee and on to Ways and Means soon and must be monitored and supported. Vice President LeBlanc and SAC Steering Committee member Donnie McGee are optimistic that there will be good news on at least one of these bills next week, based on their meeting with the Public Service Committee Chair, Representative Jay Kaufman, last month. Developments on HB530 (the bill to amend Chapter 150E) and the Higher Education Reform Act are also anticipated.

SAC plans for the spring include another State House Lobby Day in support of the legislation mentioned above, as well as in-district meeting--one model for these is the highly successful regional meeting held at Holyoke last spring, where Springfield Tech, Greenfield, and Berkshire all joined their Holyoke colleagues--allowing members to meet with their legislators. Vice President Le Blanc is preparing a PowerPoint presentation for use by the chapters at these meetings. He will also be contacting members whose representatives serve on the Ways and Means Committee, asking for calls and letters in support of the MCCC's legislative priorities. Another issue members may want to weigh in on is the immigrant tuition bill, which will require a veto-proof majority to pass. Members can make a difference on these issues: note, for instance, that paychecks are already somewhat larger thanks to the reduced health insurance contribution which was lobbied for last spring and summer.

#### **REPORT OF THE TREASURER**

Treasurer Phil Mahler reported that spending seems to be apace with the budget. The Finance Committee will meet this week, with the goal of achieving a balanced budget with a dues increase at the CPI-U level, about four percent. The treasurer also reported that new employee Meg Kennedy continues to master more and more duties and will soon be ready to completely process the HRCMS payrolls and databases. She is currently sending out the second round of follow-up letters on accounts receivable (cash payers, mostly DCE), and she has sent out ineligible lists already. An extremely thorough final comparison of MTA and MCCC databases for all of FY'05 has been done. (The audit has been on hold pending resolution of this issue.)

#### **REPORT OF THE SECRETARY**

Secretary Phyllis Barrett reported that she will send out a call for corrections to the *Leadership Directory* soon so that an updated version can be distributed as the semester begins. In her capacity as chair of the Personnel Committee, she reported that the next meeting of the group, which is currently reviewing the treasurer's position, will be held following the Executive Committee Meeting on February 3. She also plans to meet with Treasurer Mahler in a week or so to get started on creating an *Operations Manual* for the office staff.

#### **REPORT OF THE MTA CONSULTANTS**

Consultant Katie D'Urso reported that she is still engaged in talks concerning one of the two reinstated faculty members at Mass Bay. She is also involved in another termination case, this one at Bunker Hill. Consultant D'Urso also reported that the official Demand to Bargain a new *Day Agreement* went out today.

Consultant Michelle Gallagher reported that the lawsuit to obtain health insurance and other benefits for DCE members who are at least half-time employees is going forward. There are five or six individuals who have volunteered to be plaintiffs in the case, and another planning meeting with Ann Clarke at MTA Legal is scheduled for Monday. Consultant Gallagher also reported that some research into the OBRA retirement plan, which DCE members are required to pay into, reveals that administrative costs probably offset any gains in interest. Consultant Gallagher will bring this information to Ann Clarke's attention and suggested approaching the GIC and informing legislators of this situation. She noted that her own advice has always been that people pull their money out of OBRA at the end of each semester. Consultant Gallagher reviewed a full schedule of meetings in

the coming two months. There was also discussion of the plan for providing strategic training for interested chapters.

## **REPORT OF THE COMMUNICATIONS COORDINATOR**

Coordinator Don Williams was unable to attend today's meeting but filed a written report.

## **NEW BUSINESS**

### **A. Appointment to Appeals/Global Issues**

In Executive Session, the Executive Committee voted to recommend to the Board of Directors an appointment to the Appeals/Global Issues Committees. The motion will go to the Board at the January meeting.

## **DISCUSSION/ANNOUNCEMENTS**

### **A. Bargaining Survey**

Consultant Gallagher reported the Negotiations Committee, at the meeting now rescheduled for January 25, will review possible questions for the electronic bargaining survey in support of Day negotiations, which will then be produced by MTA.

### **B. SAC Release**

There was a discussion of needs for SAC for the spring and possible budget implications.

**MOTION:** Recommend a stipend in lieu of one reassigned time for Brooks Smith for Spring 2006 in recognition of his efforts this past fall and those anticipated in the coming semester (Curley/Martin). **PASSED.**

It was noted that there is one remaining release section in this year's budget.

### **C. President's Release Time**

John Palmer, Chair of the DCE Team, has asked to address the Board of Directors regarding his opinion that the MCCC president should be on full release. Members of the Executive Committee agree that the president's job is enormous and that schedule flexibility is crucial so that the president can attend numerous meetings. However, members also argued the importance of the president's continuing to do unit work in order not to lose touch with the membership. Consultant Gallagher pointed out that the NEA has a grant to support the piloting of a full-release presidency and offered to bring more information to the Board.

### **D. Williamstown**

Lois Martin suggested that the Executive Committee hold its retreat at Williamstown next summer as part of the effort to make the MTA Summer Leadership Program more meaningful for MCCC members. Consultant Gallagher reminded the committee that she is very busy with other activities there that week. The committee agreed to discuss further how the two activities might be integrated through careful scheduling.

### **E. Part-Time Dues**

Treasurer Mahler expressed concern about dues levels for unit members who work very few hours, especially part-time professional staff. He noted that this issue has been debated for years and that the policy is that anyone who works at all has to pay dues or the agency fee.

## **F. New Web Pages**

Web Master Phil Mahler asked for help with creating at least two new pages for the web site: an Appeals page with the latest information on new positions, contact information for campus representatives, etc., and a Legislative Action page, where current bills would be explained and tracked. The committee was supportive, and Consultant Gallagher and Vice President LeBlanc agreed to review and contribute to the two new pages.

## **G. Awards**

President Doud reminded committee members of the February 15 deadline for nominations for the Butler and Lemieux Awards. The current newsletter includes guidelines for making nominations.

## **H. Bargaining Strategies**

President Doud reiterated Consultant D'Urso's news that the Demand to Bargain has now been filed. He also reminded the committee that a meeting has been planned with representatives of the college presidents to discuss the importance of unit members' salaries being placed at the 75<sup>th</sup> percentile and to provide the presidents with data on this issue. Vice President LeBlanc suggested that there be a meeting with Chancellor Gill, BHE Chair Tocco, and Peter Tsaffaras soon as well. He also suggested that the new Director of Administration and Finance be contacted to help to set the stage for successful negotiations this spring. The importance of helping the membership understand the convoluted nature of the bargaining process was emphasized.

The meeting adjourned at 2:50 p.m.

Respectfully submitted,



Phyllis Barrett, Secretary