

# 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 Board of Directors Meeting  
Mechanics Place, Worcester, Massachusetts  
Friday, August 22, 2008

*Present:* President Joe LeBlanc, Vice President Donnie McGee, Treasurer Philip Mahler, Secretary Gail Guarino; Liz Recko-Morrison (Be), Sara Satham (BH), Greg Sethares (Br), Claudine Barnes (CC), Rosemarie Freeland (G), Pennie Marcus (H.), Lois Martin (Ma), Joseph O'Neill (MB), Candace Shivers (MW), Stephen Proietti (NE), Rick Ponticelli (NS), Margaret Wong (Q, alt), Communications Coordinator Don Williams, NEA Director Robert Gilles

*Not Present:* Clark Grain (R), Roberta Albano (ST), David Kalivas (Mi), MTA Consultant Katie D'Urso, MTA Consultant Miles Stern

*Guests:* Tiffany Magnolia, Betsy Smith, John Cipora

President Joe LeBlanc called the meeting to order at 10:50 a.m.

The Order of Business was adopted with additions.

The minutes of the Board of Directors Meeting of June 13, 2008, were approved as corrected. Dale LaBonte (Q) was present at the June 13, 2008, meeting.

## **REPORT OF THE PRESIDENT**

President LeBlanc distributed a written report and discussed the following items from that report:

***Early Contact (New Member) Program:*** All chapters are encouraged to make use of the new member program. The application process for the new member program is simple, and the program can be adapted to best suit individual chapters. The purpose of the program is to welcome new members and introduce them to the MCCC.

***Fiscal news, re-opener, classification monies, etc.:*** This has been a successful year in a challenging fiscal environment on Beacon Hill. The Governor's attempt to increase our health insurance contribution rates was defeated, and a \$2 billion higher education bond bill was enacted. Disappointments include the Governor's veto of more than \$4 million from community college operating budgets, his veto of the COLA increase for retirees, and the legislature's failure to override these vetoes. Presently, two storm clouds are hanging over our heads. The first is the economy. While the Commonwealth has weathered the downturn in the economy better than most states, our prospects for the next fiscal year are uncertain. The second is the fate of the negotiations with the Federal government for \$2 billion in Medicaid reimbursements. If the negotiations go badly, the state could be forced to cut hundreds of millions from the fiscal year 2009 budget. Chapters are asked to have conversations with their Presidents about how they are planning to deal with these impending budget cuts.

The state's fiscal problems are having a negative impact on other higher education and state employee unions whose contracts expired on June 30, 2008. To date, no money has been put on the table. Meetings with Administration and Finance (A & F) have yielded the obvious concerns with fiscal issues

The MCCC's proposals for the re-opener (0.8 percent) and classification monies are still in the hands of A & F Secretary Leslie Kirwan.

**MassBay update:** This summer, President Carole Berotte Joseph terminated most of her leadership team. This story was covered by *Inside Higher Education*. President LeBlanc has filed Freedom of Information Act (FOIA) requests relating to the Education Alliance, communications regarding a recent mishandling of the appointment of an alumni trustee, and other issues at MassBay. Appeals may be filed with the Secretary of State over some of these issues. President LeBlanc has copies of Education Alliance contracts for Berkshire, Bristol, Holyoke, MassBay, Massasoit, Middlesex, and Quinsigamond community colleges.

President LeBlanc thanked North Shore Chapter President Tiffany Magnolia for sharing a PowerPoint presentation prepared for the North Shore CC Early contact program. The PowerPoint was presented at North Shore's new faculty orientation. It has been adapted for use in the MCCC's Early Contact Program.

### **REPORT OF THE VICE PRESIDENT**

Vice President McGee distributed a written report and highlighted the following:

**Organizing locally is crucial to the year ahead.** Challenges include the defeat of the income tax repeal initiative, election support and the Get Out the Vote (GOTV) campaign, DCE and Day contract negotiations, and Higher Education funding.

**Budget news:** The House and Senate passed a \$28 billion plus budget that increased the Governor's funding for public higher education by \$11 million. However, the Governor vetoed this increase, which means \$4.1 million less for community colleges. The Legislature did not override the Governor's veto. A public higher education funding gap of about \$385 million still exists. According to the Center for Study of Education Policy at Illinois State University, Massachusetts ranks 46<sup>th</sup> and 49<sup>th</sup> in higher education spending as a percentage personal income and population. Vice President McGee spoke at one of Governor Patrick's Town Hall meetings concerning the governor's vetoes, the chronic underfunding of public higher education, and the consequences of this underfunding. The Legislature initially supported a Cost of Living Adjustment (COLA) update for retirees. The Governor amended this COLA to apply only to pensions below \$40,000. The Legislature modified the Governor's change to phase in the proposed COLA for all after one year. The Governor vetoed the amendment. There was no time left in the legislative session to override this veto. The Governor may invoke 9C powers this fall. A section of Chapter 29 of the Massachusetts General Laws, 9C obliges the Governor to cut spending when revenues are insufficient. On a positive note, Vice President McGee reported that the Higher Education Bond Bill passed with \$2.1 billion allotted for capital construction on community, state college and university campuses. State and community colleges will receive \$1 billion for capital construction.

**Legislative update:** MTA's bill (S1631) that allows K-12 educators and higher education faculty to purchase up to three years of creditable service toward retirement for teaching service in non-public schools was passed by the Senate and awaits action in the House Ways and Means Committee. Legislative proposals of particular importance for the 2009-2010 legislative session are the Adjunct Faculty Health Insurance Bill (S15870), Adjunct Faculty Pension Bills (H2821), Peace Corps Plus Bill (S1619), Amendment of Contract Funding Process/Chapter 150 E (H2697), and the new Optional Retirement (ORP) legislative proposal. On the Federal level, the NEA has supported three new amendments for the Government Pension Offset/Windfall Elimination Provision (GPO/WEP). Nancy Mickunas (MTA retired) and Vice President McGee are working with Jo Ann Fitzgerald to activate an MTA Task Force to keep the initiative alive. Vice President McGee and Nancy Mickunas worked the Social Security booth at the NEA's Representative Assembly in Washington, DC, and at the MTA's Summer Conference in Williamstown. Both joined Jo Ann Fitzgerald at a presentation on GPO/WEP at

Williamstown. Vice President McGee urges members to help elect leaders and a President who support these GPO/WEP provisions.

**Optional Retirement Plan (ORP):** MTA's Jack Flanagan and Vice President McGee will meet in September with Senator Pacheco's office to finalize a legislative proposal that would allow ORP enrollees a one-time transfer to the State Employees Retirement System (SERS.) A key concern exists with orientation of new faculty about the ORP and SERS retirement options. Vice President McGee shared these concerns in depth with the Presidents and BHE Director Peter Tsaffaras at a recent Labor Relations Committee Meeting. The Presidents and Director Tsaffaras agreed to work with us to strengthen Human Resource orientations about retirement options. MCCC Chapter leaders should refer new faculty to ORP website at <http://www.mass.edu/test/foremployees/orp/comparisonkeyfeatures.asp>, and copy the ORP website documents to share with all new faculty.

**Strategic Action Committee (SAC):** A Statewide SAC meeting is planned for late September. SAC Steering Leaders are being sought; with applications due by August 30, 2008.

**NEA Representative Assembly (RA):** Twenty-two MCCC members attended the NEA RA. Vice President McGee sends kudos to all who participated and raised the profile of our colleges and public higher education in MTA caucuses and at the RA. The National Council of Higher Education (NCHE) caucuses were well attended by our MCCC members.

**MTA Board Meeting in Williamstown:** The emphasis at the MTA Board meeting in Williamstown was on the repeal of the state income tax initiative. The Higher Education Leadership Council (HELCC) emphasized the need to strengthen MTA's understanding of and advocacy for public higher education.

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

Treasurer Mahler reported on the personnel changes in the central office. Meg Kennedy has taken on bookkeeping, report filing, worker compensation audits, and other related tasks. The new hire, Angela Perno, is the membership staff person with primary responsibility for DCE membership. Edy Stodard continues as the membership staff person for the day membership and has assumed duties related to office and meeting support and management. Treasurer Mahler plans to focus efforts on the bookkeeping and accounting tasks as well as membership processing tasks.

The IRS rate for mileage has increased to 58.5 cents per mile. The current MCCC budget used a 50.5 cent rate. As the BOD adopted a policy of paying the IRS rate for travel, the impact on the projected budgets for the next four years is as follows: The total amount taken from reserves over the next four years increases from \$20,000 to \$30,000; the average dues increase over the next four years goes from \$1.25 to \$1.60. Although all MCCC members are welcome at BOD meetings, per policy, only invited guests are reimbursed for mileage by the MCCC.

The auditors will visit as soon as their schedule permits. A consultant continues to help the office staff prepare for the audit. The MCCC holds securities in the Federal National Mortgage Association (Fannie Mae.) The notes become due on January 15, 2009, and are earning 5.16 percent. Fannie Mae is having severe problems, but the Federal government should not allow it to default on its notes. As a precaution, the Fannie Mae securities are being sold and the money reinvested in Certificates of Deposit. The MCCC's financial reserves are solid.

The *Chapter Treasurer's Manual* will be distributed to all chapter treasurers, and training for chapter treasurers will be offered at the Worcester office. Chapter treasurers are the MCCC's link for contacting and enrolling new members and the chapters' link for procuring chapter funds from the MCCC. Treasurers need to keep accurate financial records and submit the annual report in a timely manner.

Board members received new member packets. If any chapters need more new member packets, please inform the Worcester office.

Treasurer Mahler distributed financial statements for FY 2007 and 2008 and a policy memo explaining reimbursement deadlines and procedures.

### **REPORT OF SECRETARY**

Secretary Guarino asked chapters to submit updated information for the Leadership Directory, which will be distributed by email at the end of September.

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

Consultant Stern submitted a written report. Both Consultants Stern and D'Urso were on vacation.

### **COMMUNICATIONS REPORT**

The September newsletter is in process. This issue of the newsletter will have cover articles on the HELC meeting and Chairman Clark's presentation at the Higher Education lunch at Williamstown, which will include prominent mention of the pool of up to 4 percent approved for administrators' raises. There will also be information on ballot Question 1 as it relates to Higher Education. The September newsletter will contain a notice of the October 6, 2008, Fall Conference with directions and a preview of the events. MCCC's new employee, Angela Perno, will be profiled.

There are copies of the May and summer newsletter issues for directors who want them for trustees or new members.

In an effort to increase MCCC membership, all DCE agency fee payers will receive a letter in October explaining the benefits of MCCC membership.

### **MTA BOARD**

MTA Board member McGee reported that the MTA is very involved in the fight against the tax repeal ballot initiative. The MTA is using a multi-faceted approach to defeat ballot Question 1. Both David Borer, New Executive Director of the MTA, and Donna Johnson, President of HELC, met with the MTA Board at their last meeting.

### **NEA REPORT**

NEA Director Robert Gilles reported that the NEA Board has 175 members representing 3.2 million educators. Of the seven Higher Education Directors, two are from Massachusetts. While in Washington, Director Gilles talks to Massachusetts' senators and representatives about higher education issues. As Director Gilles now sits on the NEA Legislative Committee, he meets with senators and representatives from across the nation. A June Legislative Update has been distributed. "The Academic Bill of Rights" is part of the recently passed education legislation.

### **CONFERENCE of COALITION OF CONTINGENT ACADEMIC LABOR (COCAL)**

Betsy Smith and John Cipora reported on their experience at the COCAL conference held in August in California. In comparison to some other unions, the relationship between adjuncts and full-time faculty in Massachusetts seems healthy. Both Mexico and Canada had representatives at the conference. Contingent faculty in some states, notably Tennessee, are treated far worse than Massachusetts adjuncts; contingent faculty in other states or districts are treated far better than Massachusetts adjuncts. Contractual arrangements make all the difference. Notable agreements in other states include the following:

- University of California Los Angeles: After six years, lecturers get a three-year contract, which has a dismissal clause that makes firing difficult.
- San Diego, CA: All contingent faculty who have 50 percent of a full-time workload receive full benefits.

- San Francisco, CA: Seventy percent of new hires come from adjunct ranks.
- Santa Monica, CA: Contingent faculty have salary parity with full-time faculty.
- Southern Illinois: After a year, adjuncts must be offered three courses before new adjuncts are hired. Management provides \$3,000 for professional development for both full and contingent faculty. After teaching 36 credits, contingent faculty have due process rights.
- Connecticut has health care provisions for contingent faculty

Of concern are the following facts: Across all Higher Education, a minimum of 50 percent of faculty are contingent. Discussions and workshops on bargaining emphasized the following:

- It is not enough to bargain a contract; the contract must be implemented.
- It is important to know about contingent faculty turn-over.
- It is important to form good relationships with legislatures and partnerships with students, family, and full-time faculty.
- Aligning with non-academic unions like AFL-CIO can be a powerful tool.
- Continuing engagement around policy issues with legislators and college management is essential.
- Contracts that substantially improved working conditions for contingent faculty required a strike or a threat of a strike.

### **STRATEGIC GRASSROOTS ORGANIZING**

Tiffany Magnolia, President of the North Shore CC chapter, shared a plan for grassroots organizing that uses the momentum from the campaign to defeat ballot Question 1 to garner support for contract negotiations organizing. The MCCC Executive Committee and the BOD will consider the plan at a later date. The BOD thanks Tiffany Magnolia for her efforts in support of the MCCC and its members.

### **NEW BUSINESS**

**MOTION:** Reinstate the ORP Ad Hoc Committee for a 10 month period until June 30, 2009.  
(McGee/ Recko-Morrison) **Passed** Unanimously

**MOTION:** At the 2008 Fall Conference, present legislative awards to Representatives. Marty Walsh and Kevin Murphy and Senator Robert O'Leary (McGee/ Ponticelli) **Passed** Unanimously

### **DISCUSSION/ANNOUNCEMENTS**

#### ***Campus Roundup***

Berkshire CC: Ellen Shanahan's husband is home. Four new full-time faculty were hired, one from the adjunct ranks. As financial constraints forced a freeze on new hires was instituted in July, no tutorial coordinator will be hired for the fall semester.

Bristol CC: Satellite campuses seem to have a list of faculty they do not want teaching at their campuses. All faculty should be allowed to teach at all sites.

Bunker Hill CC: The campus community is saddened by Geri Curley's deteriorating condition. The Vice President of Academic Affairs has departed.

Cape Cod CC: The chapter leadership is dealing with the fallout from reorganization as some unit positions were negatively impacted. Five professional staff have retired or moved to management.

Greenfield CC: The campus received \$37 million from capital bond bill for asbestos abatement and rebuilding the core of main building. After much time and effort fighting an unfair labor practice, the administrator has apologized in person and in writing. The next step is to have the administrator apologize to the Union. It is the hope of chapter leadership that the entire incident will help to build a better management-union relationship.

Holyoke CC: The College has a new Vice President of Academic Affairs. Thirty members received off-grid raises last year. This issue is being resolved. The Nursing LPN program was suspended until spring because of unresolved contractual issues. Three Academic Counselors were hired at Level 3 when their jobs required a Level 5 designation. After the six month probationary period, all three appealed their classification and were reclassified retroactive to their start date.

Massasoit CC: Members are being required to show proof that Licenses and Certifications are still valid. Consultant D'Urso stated that this requirement is contractually valid.

MassBay CC: President Joseph fired all Vice Presidents, and her administrative assistant. The Board of Trustees says it will meet soon to decide on the president's future. An NEASC interim report was submitted that had little or no faculty or professional staff input. A NEASC complaint has been filed by former MassBay administrators. Membership morale is low with many members worried about job security. MassBay is looking for direction from MCCC and MTA.

Mount Wachusett CC: The College will initiate a Monday/Wednesday, Tuesday/Thursday schedule in the spring. Chapter leadership plans a new member orientation. The reassignment of a unit member to another department should be impact bargained.

North Shore CC: Members are embroiled in a faculty workload issue over college service. Administrators are allotting 1.5 hours a week instead of 4 hours for committee work.

Northern Essex CC: The new Vice President is following through with the hiring plan; 12 new full-time faculty have been hired. Campus renovations are underway.

### ***Question 1 Campaign***

The MCCC Executive Committee recommends that all chapters tailor campaigns to defeat ballot Question 1 to meet the need of their campuses. Suggestions for action include the following:

- Educate Chapter Executive Committees and members by using key points from web sites (<http://massteacher.org/campaign/> and <http://votenoquestion1.com/>) and materials distributed by the MTA.
- Urge members to complete pledge cards on line.
- Connect with MACER, AFSME and the student senate.
- Connect with community organizations.
- Urge every member to engage in 10 conversations about ballot Question 1.
- Fight for and with students.
- Get out the vote; help with or initiate a campus voter registration drive.

### ***Fiscal Year 2009 raises for non-unit professionals***

President LeBlanc reported that eleven colleges will pool 3.5 percent, not the 4 percent allowable, for non-unit administrator raises. Four colleges have yet to report on how they will deal with the non-unit administrator raises.

The DHE reports that community colleges have funded raises of **an average of 3.3 percent** for MCCC members in FY 2009. The state funded 3 percent with the colleges picking up the rest of the costs.

### ***Impact of fiscal year 2009 cuts:***

President LeBlanc asked that chapter leadership find out how the governor's recent budget vetoes and the possible 9C cuts will impact their college. For example, at Greenfield CC the deans were told to cut non-personnel items and a freeze was placed on new faculty positions.

### ***Fall Conference:***

Planning for the Fall Conference continues and should be complete by mid-September. Registration will begin at 3:30 p.m. on Monday, October 6, 2008, at the Crowne Plaza in Worcester. A keynote speaker, awards, two breakout sessions, dinner, and a raffle are being planned.

***Questions from Holyoke CC:***

What Colleges allow full-time faculty to teach adjunct sections during the day? What are the policies about professional staff teaching during the day? Responses from the BOD varied with most Colleges allowing full-time faculty to teach adjunct sections during the day, but requiring professional staff to use flex time or early/late class start times.

***Committee and team applications***

The due date for committee and team applications has been moved from September 4, 2008, to September 11, 2008.

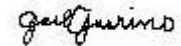
***MCCC Executive Committee retreat***

The MCCC Executive Committee had a productive retreat in mid-August. The BOD will receive a full report at its next meeting in September.

The meeting adjourned 3:40 at p.m.

The next Board meeting is scheduled for September 19, 2008, at 10:30 a.m.

Respectfully submitted,



Gail Guarino, Secretary