

# Massachusetts Community College Council

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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 Delegate Assembly  
Worcester Crowne Plaza  
Saturday, April 25, 2009

President Joe LeBlanc called the Delegate Assembly to order at 9:46 a.m.

**MOTION:** Adopt the Order of Business, the minutes of the Delegate Assembly of April 26, 2008, and the Standing Rules (Robert Rogers/Rick Doud). **PASSED**

## REPORT OF THE PRESIDENT

President LeBlanc welcomed the delegates and thanked everyone who worked to make the MCCC effective in 2009. He acknowledged the work of the Executive Committee, the Board of Directors, the MTA Uniservs, and the bargaining teams.

President LeBlanc's presentation spoke to both the challenges and opportunities for the MCCC in the year ahead. The challenges include declining state revenues, rising unemployment, and a House 1 Budget that increases members' health insurance contribution rate by 100 percent. The good news is that the House Ways and Means budget has set higher education funding at FY 2006 levels, with the American Recovery and Reinvestment Act (ARRA) monies bringing the colleges to FY 2009 funding levels before the 9C cuts. The primary purpose of the ARRA funds is to prevent layoffs and reduce student fee increases. President Obama has acknowledged labor unions' role in the economic recovery and supports the Employee Free Choice Act (EFCA).

The MCCC, along with other higher education constituencies, has the opportunity to restructure the argument for improved support for public higher education both on Beacon Hill and nationally by uniting with one articulate voice. If and when there is an ARRA 2, it must include public higher education. The MCCC also has the opportunity to confront the over use of part-time faculty and professional staff. Combining the two bargaining units into one would give the Union more leverage and solidarity. With more than 6,000 MCCC members, we need to work together to improve working conditions and salaries for all. The current part-time/full-time faculty ratio in community colleges threatens the integrity of the institutions. In Minnesota, 70 percent of unit work must be done by full-time members; the Massachusetts State College Association contract has similar language. It's time to push for the Board of Higher Education's approved 75/25 ratio of full-time to part-time faculty.

During the ongoing DCE and Day contract talks, the MCCC will continue to advocate for all members, using the media and organizing members when appropriate. Members will be asked to contact legislators to advocate for less severe increases in the percent of health insurance premiums that members pay. President LeBlanc noted that over the past year the classification salary gap improved from 13.85 to 7.27 percent below peer states. This change can probably be attributed to peer states experiencing economic hard times and MCCC members receiving raises in 2008.

## **DAY BARGAINING**

Day Bargaining Team Chair, Rick Doud, thanked the members of the team, Claudine Barnes (Cape Cod CC), Mary Folan (Bunker Hill CC), Tiffany Magnolia (North Shore CC), James McDonagh (Roxbury CC), Andria Schwartz (Quinsigamond CC), Margaret Wong (Quinsigamond CC), and Diana Yohe (Bristol CC), and the team Spokesperson, MTA Uniserv Katie D'Urso for their work on the asking package. The final asking package will reflect input from the Day Bargaining Committee, Day Grievance Coordinator, Dennis Fitzgerald, Research Coordinator Hilaire Jean-Gilles, and the Professional Staff Survey.

A demand to bargain has been issued, and the team expects to meet with management in mid-May.

## **DCE BARGAINING**

President LeBlanc, Vice President McGee, and Chair Diana Yohe thanked the DCE Bargaining Team for the year and a half that they have been engaged in DCE negotiations. Members of the team are Richard Devine (Quinsigamond CC), Carole Dupont (Springfield Technical CC), Gail Guarino (Cape Cod CC), Patrick Lochelt (multiple campuses), Betsy Smith (Cape Cod CC), and Spokesperson Donald Williams (North Shore CC). MTA Uniserv Miles Stern serves as the team's consultant.

Chair Yohe pointed out that all members of the MCCC share common interests. Indeed, almost all full-time members attending the Delegate Assembly are teaching or have taught DCE courses. Chair Yohe reported that the DCE Bargaining Team rewrote the DCE contract with "parity" as the goal. The team asked for parity with full-time faculty in the following areas: salary, lab ratio, class size, student evaluation forms, discipline, and grievance procedures.

Chair Yohe stressed the need for member involvement in order to bargain a reasonable new contract. She asked that members of the Delegate Assembly bring a message to their College Presidents and Boards of Trustees. The current full-time/adjunct faculty ratio at the community colleges is having a negative impact on the integrity of the institutions. Adjuncts must be paid what they are worth, and the number of full-time faculty must be increased.

The DCE Bargaining Team hopes to bring a contract to the membership for ratification in June.

## **REPORT OF THE VICE PRESIDENT/STRATEGIC ACTION**

Vice President McGee welcomed the delegation and reviewed the Strategic Action Committee (SAC) Report and the MCCC/MTA Legislative priorities. Highlights from the SAC Report included the following:

- A Massachusetts House budget for FY 2010 that would cripple state services, programs, and local aid in an attempt to close a \$3.6 billion budget deficit through spending cuts rather than increasing revenues
- Increasing health insurance contribution rates to 30 percent of the premium cost for all state employees
- A *Stop the Cuts* State House Rally on Monday, April 27, 2009, sponsored by the MTA, MCCC, SCIU, and other unions.
- A retrospective of the 2008/2009 year including the repeal of Ballot Question 1, increased efforts by state and chapter leaders to connect with legislators, the filing of Optional Retirement Plan (ORP) legislation that allows a one-time buy back into the SERS, and growing participation in state and national conferences, which enhances education, networking, and leadership.

MCCC legislative priorities for the coming year include the following Board of Director endorsed state and federal legislation:

- MA House Bill 2570, an amendment to the contract funding process in Chapter 150 E
- MA Senate Bill 1082, a creditable service/pension bill for adjunct faculty
- MA Senate Bill 1143, a state group health insurance bill for adjunct faculty
- MA Senate Bill 1172, an act extending creditable service for Peace Corps service
- MA Senate Bill 1173, ORP enrollees bill
- Federal Government Pension Offset/Windfall Elimination Provision (GPO/WEP) repeal

Although the SAC agenda can be compared to Sisyphus endlessly rolling boulders up the hill, Vice President McGee urged all members to help build a stronger union by supporting SAC initiatives and the MCCC legislative agenda, getting involved with chapter leadership, interacting with and thanking legislators, joining the MCCC SAC team, attending MTA, NEA, and/or NCHE events, and participating on a candidate Evaluation team.

In conclusion, Vice President McGee shared a spring poem and thanked President LeBlanc, the SAC Steering Committee, SAC Chapter Representatives, the MCCC Executive Committee, the Board of Directors, MCCC campus leaders, and all members of the MCCC for their support of SAC initiatives. The SAC Steering Committee members are Roberta Albano, Caroline Schwarzwaldner, and Brooks Smith. SAC Chapter Representatives are Nick Camerata, Mike D'Entremont, Dale LaBonte, Aaron Levin, Jim McDonagh, Liz Recko-Morrison, Steve Russell, Jon Schaefer, Caroline Schwarzwaldner, and Greg Sethares.

Vice President McGee thanked the co-chairs of the MCCC PAC, Frank Leary and Thelma Halberstadt for their valuable service to the union. Frank Leary talked about the importance of supporting legislators who support the MCCC's legislative agenda, and Thelma Halberstadt encouraged donations during today's meeting.

*Note: The MCCC PAC collected \$1,479.*

### **KEYNOTE ADDRESS - Dr. Richard M. Freeland, Commissioner of Higher Education**

President LeBlanc introduced the keynote speaker, Dr. Richard M. Freeland, Commissioner of Higher Education, noting several instances of his support for higher education unions.

Commissioner Freeland thanked the MCCC members for the work we do and gave a brief outline of his background. Coming from a family of high school teachers and college professor, Dr. Freeland went to the "dark side" and has spent four decades in higher education administration at the University of Massachusetts in Boston, City University of NY, and as President of Northeastern University.

Acknowledging the anemic support for and balkanization of public higher education in Massachusetts as shown in the salary structure, weak scholarship opportunities, and subpar institutional funding with students now paying 40 percent of operating costs, Commissioner Freeland plans to improve public higher education both by improving support and efficiency. He has appointed Dana Mohler-Faria, President of Bridgewater State College, to chair a Collaboration and Efficiency Task Force. This task force will look at instituting system-wide efficiencies in purchasing and other back office functions. He has also appointed a task force to strategize about organizing more effectively for political power and funding. This task force is charged with telling the "story" of public higher education and empowering the million people who are impacted by the public higher education including students, families of students, alumni, and businesses. Administrators, business leaders, and union leaders need to form an alliance to promote public higher education. After visiting many of public higher education campuses across the state,

Commissioner Freeland is convinced that the energy, creativity, and dedication of faculty and students make a great story.

Commissioner Freeland reported the Department of Higher Education is working on the following initiatives:

- Transitional issues –high school to college and transfer among colleges.  
The state needs to gather better data to inform constituencies about how to do a better job preparing students for transitions. The Commonwealth Transfer Advisory Group (CTAG) recommendations for a uniform, portable general education package will be implemented in Fall 2009. By 2011, every community college student should be able to transfer general education credits seamlessly.
- Undergraduate programming quality and how it relates to citizenship and workforce needs.  
Businesses and non-profits will be asked for input.
- Workforce development  
Community colleges have an important role in preparing students for the workforce. Alliances and alignments with regional economies will be developed.

Commissioner Freeland held a Q & A session, answering questions from several delegates.

### **JON BUTLER MEMORIAL AWARD**

This year's Jon Butler Memorial Awards for an outstanding Chapter President went to Paulette Howarth of Bristol CC and Karen Riedl of Holyoke CC.

Greg Sethares presented the award to his chapter president, Paulette Howarth. Greg said that in her six years as chapter president, Paulette has been the driving force that transformed the chapter. She has been devoted to the well being of individual members and has brought relevant workshops to the campus. Paulette thanked her leadership team for their strength and dedication. Her words of wisdom for other leaders are, "Feed them and they will come."

Pennie Marcus presented the award to her chapter president, Karen Riedl, whom she described as "charged with energy." In her two years as president, Karen has worked with the nurses to resolve salary issues, kept an open door for all unit members, and been responsive to individual concerns. She started a Unity and Community Committee to reach out to new members and involve all members. Karen thanked her chapter, especially her Executive Committee and MACER "buddies," Phyllis Barrett and Pennie Marcus. She said she has gone from "Army strong to Union strong." Karen thanked the state-wide leadership team, the Day Grievance Committee and Coordinator, and the MTA Uniservs Katie D'Urso and Miles Stern for being instrumental in the recent successful arbitration. She said that it was gratifying to work with a team that was "smarter and better" than the administration's team. Lastly, Karen thanked her husband, Bob Riedl, for all his support.

### **RAYMOND C. LEMIEUX AWARD**

This year's Raymond C. Lemieux Award, for outstanding contributions to the MCCC, went to Roberta Passenant of Berkshire CC.

Liz Recko-Morrison and Ellen Shanahan made the presentation, describing Roberta as "a pillar" of union life. Roberta was always active at the chapter, serving as chapter president, Director, and member of the elections committee. Roberta thanked members for continuing the mission of the Union and remembered the beginning of MCCC, frozen salaries, and Raymond Lemieux's tireless work for the Union and its membership.

## **ADOPTION OF THE FY 2009 BUDGET**

Treasurer Mahler presented the FY 2009 Budget, summarizing significant changes in expenditures including increases in mileage, committee, and release time expenditures. He reported that the MCCC recently received audits for FY 2006 and FY 2007. The FY 2008 audit is in process.

Once again, the MCCC is not asking for a dues increase, but plans to spend some of its substantial reserves to balance the FY 2009 budget.

**MOTION:** VOTED, by a majority of those present at the annual meeting on April 25, 2009, to adopt the MCCC operating budget of \$1,003,680. This FY 2009 budget represents a FY 2009 MCCC dues rate of \$253 (no annual increase) for DAY unit members, based on approximately 2,000 Day unit members, and a MCCC dues rate of \$76 (no annual increase) for DCE unit members, based on approximately 4,360 DCE unit members. Dues for agency fee payers and others qualifying for other rates will be discounted accordingly. (MCCC Board of Directors) **PASSED**

**MOTION:** Have the MCCC finance three (3) members per chapter for the MTA Summer Conference. (Paulette Howarth/Gabriella Adler) **PASSED**

*Note: If all chapters send three members to the MTA Summer Conference, the cost is approximately \$6,000 per year.*

## **REPORT OF THE BYLAWS AND RULES COMMITTEE**

Chair of the Bylaws and Rules Committee, Robert Gillies, thanked the members of the committee, Roberta Albano, Rosemarie Freeland, Gail Stuart, and President Joe LeBlanc, ex officio.

Parliamentarian Patty Legault-Frank served as a consultant to the committee. The Bylaws and Rules Committee proposed the following changes to the MCCC Bylaws:

### ***Proposed Amendment 1:***

#### ***ARTICLE VII – STANDING COMMITTEES, Section 3A***

**MOTION:** Amend Article VII, Section 3A. Nominations and Elections Committee to read as follows:

“A. Place in nomination for President, Vice-President, Secretary and Treasurer candidates who have secured at least fifty (50) signatures of active members in support of their candidacy, and for At-large Part-Time Member Director, candidates who have submitted at least ten (10) signatures of active members in support of their candidacy.” **PASSED**

### ***Proposed Amendment 2:***

#### ***ARTICLE VII, Section 3D***

**MOTION:** Amend Article VII, Section 3D to read as follows:

“Conduct the elections during the month of March.” **PASSED**

### ***Proposed Amendment 3:***

#### ***ARTICLE VII, New Section 14***

**MOTION:** Add Section 14, Adjuncts Committee to Article VII to read as follows:

“Section 14: Adjuncts Committee

The Adjuncts Committee shall consist of one member selected by each chapter to serve a one-year term. The chapter may select an alternate to attend meetings when the member cannot attend. The committee shall be chaired by an adjunct appointed by the President with the approval of the Board of Directors. It shall be the responsibility of the Committee to:

- A. Explore issues deemed important to the adjunct faculty.
- B. With the approval of the President, consult as necessary with the MCCC DCE Coordinator, MTA UniServ consultant, and any other committee or union officials deemed appropriate.
- C. Provide an annual report to the MCCC Board of Directors including any findings and recommendations of the committee.” PASSED

***Proposed Amendment 4***

***ARTICLE VII, Section 12***

**MOTION:** Amend Article VII, Section 12 Professional Staff Committee to read as follows:

“Section 12 Professional Staff committee

The Professional Staff Committee shall consist of one member and one alternate selected by each chapter to serve a two-year term. The chapter may select an alternate to attend meetings when the member cannot attend. The committee shall be chaired by a minimum of one representative from the MCCC Board of Directors appointed by the President with the approval of the Board of Directors. It shall be the responsibility of the Committee to:

- A. Research issues and advocate for concerns of professional staff.
- B. With the approval of the President, consult as necessary with the MCCC Negotiations Committee and any other committee deemed appropriate.
- C. Provide an annual report to the MCCC Board of Directors including any findings and recommendations of the committee.” **PASSED**

***Proposed Amendment 5***

***ARTICLE VII, Section 13***

**MOTION:** Dissolve the Campus Classification Representative Committee and remove Article VII, Section 13 from the Bylaws. **PASSED**

***Proposed Amendment 6***

***ARTICLE V, Section 4***

**MOTION:** Amend Article V, Section 4 so that alternates to the Board of Directors have voting rights. The amended article would read as follows:

“Section 4 Quorum and Voting

A majority shall constitute a quorum. Each member or alternate shall be entitled to one vote, and decisions shall be by majority vote.” **PASSED**

***Proposed Amendment 6***

***ARTICLE III, Section 3A and ARTICLE VI, Section 1***

**MOTION:** Amend Article III, Section 3A and Article VI Section 1 to read as follows:

“Article III--Membership, Section 3A.

For purposes of election to the Delegate Assembly and the Board of Directors, and of officers of the Council and chapter officers, all active members shall have a full vote.

Article VI, Section 1

The number of delegates that each chapter is entitled to shall be based upon the active membership it has on January 1 of each year.” **FAILED (47 yes, 45 no)**

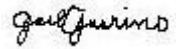
In closing, President LeBlanc asked for questions and comments from the delegates. Delegates expressed concern about the following issues:

- The impact of above grid salaries on the closing of the classification salary gap
- Pushing for more part-time members to become full-time members.

- Raising the level of funding for the NEA Representative Assembly so that attending is not a financial hardship for newer members.
- Adjunct programs that will keep the adjunct membership involved and informed.

The meeting adjourned at 2:59 p.m.

Respectfully submitted,



Gail Guarino, Secretary

*Nota Bene: The delegate count for this year's Delegate Assembly was 109.*

*Parliamentarian: Patricia Legault-Frank*