

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, September 17, 2004

Present: President Rick Doud, Vice President Joe LeBlanc, Treasurer Philip Mahler, Secretary Phyllis Barrett; Liz Recko-Morrison (Be), Paulette Howarth (Br), Geri Curley (BH), Gail Guarino (CC), Michael Bathory (G), Kathleen McDonough (H), Lois Martin (Ma), Tom Parsons (MB), Ken Dunn (Mi), Bonnie Toothaker (MW), Gail Stuart (NE), Abe Sherf (NS), Margaret Wong (Q), Clark Grain (R), Roberta Albano (ST); Communications Coordinator Don Williams; Operations Manager Phil Kennedy; MTA Consultants Michelle Gallagher, Stan Smith.

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

MOTION: Adopt the Order of Business, as amended (Sherf/Mahler). **PASSED.**

MOTION: Approve the minutes of the Board of Directors Meeting of August 20, 2004, as amended (Sherf/Mahler). **PASSED.**

REPORT OF THE PRESIDENT

President Doud reported that, as everyone knows by now, the points were included in the supplemental budget. He noted that this has been an eighteen-month long saga, and, while this does not represent all that much money, it is a victory for principle. Lobbyists Charlie Flaherty and Michael Muse, as well as Executive Director Ed Sullivan were very effective in winning the support of legislative leaders. Now the matter is on the governor's desk. President Doud also reported that the BHE has still not signed the Memorandum of Agreement for the new Appeals Committee, but the committee is meeting regularly nevertheless. The group will be addressing "global issues" at its next meeting. President Doud thanked MTA Consultant Michelle Gallagher for her great work on the committee, and Consultant Gallagher had high praise for the MCCC representatives and the management representatives on the committee. President Doud also reported that he and Vice President Joe LeBlanc met with the college presidents' Labor Relations Committee on August 25. A variety of topics were discussed: the points payments, the Appeals Protocol, the Agency Fee issue, and DCE Bargaining. President Doud characterized the meeting as open and candid and helpful to both sides. On September 2, MTA President Cathy Boudreau, MSCA President Pat Markunas, APA President Dave Morwick, and President Doud met with BHE Chair Stephen Tocco. The only agenda item was the discussion of the proposed elimination of the agency fee clause in the next round of collective bargaining in higher education contracts. The BHE has asked for a meeting with the governor and A&F Director Eric Kriss to discuss the divisiveness of this issue. Finally, President Doud reported that he and Vice President LeBlanc will be visiting the Greenfield chapter on September 22 and the Massasoit chapter on September 29. Other chapters are encouraged to invite them.

REPORT OF THE VICE PRESIDENT/SAC/DAY BARGAINING

Under Day Negotiations, Vice President and Team Chair Joe LeBlanc reported that he is somewhat optimistic in the long run about the next round of bargaining, particularly because of the research support from JBL Associates, a respected educational research firm. The Team met this week to discuss strategies and priorities. The plan is to push for contract talks beginning this winter and finishing up in the spring. Of course, much depends on the 2004 elections. In response to a question, the vice president said that the research in support of the Day Contract will begin soon, whether or not BHE representatives are involved in a conference call with JBL and MCCC leaders.

On the political front, the vice president reported that, after recent press coverage of trips to Salt Lake City and Athens, it looks like Governor Romney's popularity may be waning. Meanwhile, the governor is working hard to elect his friends to the legislature. The MTA has identified nine key Senate races; if some of these seats go to Romney candidates, the veto-proof Senate is in jeopardy. While the push for the points came from a handful of SAC activists, many volunteers will be needed in this effort to elect candidates friendly to public higher education. Vice President LeBlanc suggested that if each Board member could draft four or five friends to participate in campaigns, it would make a difference. Vice President LeBlanc also distributed a comprehensive list of contested races and candidates. Many have received MTA's endorsement. The vice president reminded directors of the importance of a good turnout on Monday for the Fall Leadership Meeting, which will include a breakout session on these issues.

REPORT OF THE TREASURER

Treasurer Phil Mahler referred to several handouts he distributed. Newspaper articles touting the 75th percentile for college presidents underscore the fairness of maintaining that percentile for unit members, he noted. The financial reports were distributed, complete with written comments by Operations Manager Phil Kennedy. Treasurer Mahler reiterated that last year the MCCC finished "in the red" and that he and Phil Kennedy are working to learn exactly why. They also are spending a lot of time on such matters as replacing health insurance and worker's compensation plans, as neither will be renewed by the insurers when they expire in December. Meeting paperwork demands and complying with various regulations is an enormous task. On September 22, the office staff will meet with membership personnel from MTA to facilitate communications between both parties. The office staff also met recently with Research Coordinator Hilaire Jean-Gilles to discuss database maintenance. The office provided each campus with new member packets this year and office staff are preparing packets for the Fall Leadership Meeting as well. Treasurer Mahler reported that the Finance Committee will meet on September 29, October 21, November 10, and December 16.

REPORT OF THE SECRETARY

Secretary Barrett reported that an updated *MCCC Leadership Directory* will go out next week by email. She thanked those who responded to her recent request for changes to their personal or chapter information.

HEALTH AND WELFARE REPORT

Trust Board Member Abe Sherf said there is still some opposition to an optional indemnity plan. Some feel it would be better to negotiate a management contribution rather than allow for a voluntary additional payment. But Abe feels the majority of union votes will support securing the option. Management has reservations about the additional administrative work that would be created by the option.

MTA BOARD REPORT

Board member Tom Parsons noted that the Board meets next week. From the recent HELC meeting, Tom reported that Arline Isaacson from MTA Governmental made the point that legislators get miffed with MTA and MCCC members at this time of year when they don't show up to help with their campaigns. They see union members as only approaching them when they want something. Even holding a sign for one hour and identifying oneself as an MCCC member is important public relations work.

REPORT OF THE MTA CONSULTANTS

MTA Consultant Stan Smith explained the MTA plan for orchestrating campaign volunteer efforts, particularly phone banks. Consultant Michelle Gallagher reported that she will be doing a presentation on the agency fee issue for the DCE Grievance Committee, to be followed by similar presentations to the Executive Committee and Board. Consultant Gallagher also reported on progress on the DCE Contract, saying she thinks it is critical to get the contract resolved by the end of this month. Consultant Gallagher distributed a draft of a proposed MCCC Emerging Leaders Program, which was discussed at the

Executive Committee's Annual Retreat in August. The idea came originally from DCE Grievance Coordinator Joe Rizzo. The purpose is to develop the next generation of MCCC leaders. Consultant Gallagher has conducted this kind of program at the MTA Summer Leadership Conference for many years. The thought is to have this program overlap the Executive Committee Retreat, with both separate and joint activities for the two groups. Participants in the Emerging Leaders Program would be individuals not currently, or only recently, in a leadership role. President Doud pointed out that the budget implications need to be considered, and that the Finance Committee needs to be consulted. Treasurer Mahler also expressed some concern about the cost. Consultant Gallagher was asked to see if any grant money might be available from MTA or NEA, and directors were asked to give this idea some thought before the Board takes it up for a vote.

COMMUNICATIONS

Coordinator Don Williams reported that this month's newsletter has been mailed. There was so much material for this issue that some articles had to be deferred to next time. In addition, the November issue will include an article about adjuncts who have been hired into full-time positions. Coordinator Williams, who has been collecting names for the Fall Leadership Meeting; reported that about 55 have signed up at this point. He asked that people let him know soon of additional participants, and a couple of directors gave him additional names.

NEW BUSINESS

A. Committee Appointments

MOTION: Accept the committee appointments (Sherf/LeBlanc). **PASSED.**

President Doud pointed out that all three at-large members of the Executive Committee have volunteered to serve on a committee and thanked them and the others who volunteered for these important jobs, including Board members Bonnie Toothaker and Margaret Wong, who have joined the Personnel Committee, and Gail Guarino, who has joined the Finance Committee.

B. Work-to-Rule

President Doud reviewed the issue: At the April 23 Board of Directors Meeting, the Board voted to recommend that the chapters go on work-to-rule on September 1 if the Contract Extension was not funded in a supplemental budget expected to be voted upon in July. On July 20, the Board voted to delay the action, given that the supplemental budget had not yet been addressed by the legislature. The "supp" was passed this week, and the points are included in it. The governor has until this Sunday at midnight to veto the entire supp or specific line items. There was lengthy discussion of what recommendation the Board should make to the chapters at this point. Ken Dunn reported that Middlesex is on work-to-rule, pending both the payment of the points and progress on a successor contract. Margaret Wong reported that Quinsigamond is also on work to rule, in a phased-in strategy. There is strong unit and non-unit support for this action, she reported, as well as support from student leaders. The other 13 chapters are not currently on work-to-rule.

MOTION: All chapters are requested to go on work-to-rule immediately if the governor vetoes the points in the supplemental budget (Parsons/Grain). **PASSED UNANIMOUSLY.**

C. Spring Elections Schedule

MOTION: Approve the schedule for the elections of MTA and NEA delegates this spring, as presented by Roberta Passenant, Chair of the Nominations and Elections Committee. (Executive Committee Motion). **PASSED.** (The schedule is attached at the end of these minutes.)

D. Senate Endorsements

MOTION: That the MCCC endorse all of the candidates on a list recommended by the MCCC Strategic Action Committee (LeBlanc/McDonough). **PASSED.** (The list is attached at the end of these minutes.)

DISCUSSION/ANNOUNCEMENTS

A. Fall Leadership Night

Plans are complete for this Monday, September 20, at the Best Western (formerly Ramada Inn) in Auburn. It now appears that there will be at least 60 attendees.

B. Part-time Health Insurance

Consultant Michelle Gallagher discussed the strategies that are being pursued to procure health insurance for part-time employees who would appear to be eligible by law for such benefits. Pension benefits are automatically part of the issue as well. Several lawyers at MTA Legal are working to determine if there is an avenue for a legal suit. Those discussing the issue will meet again soon.

C. Day/DCE Issues

Michael Bathory reported that the administration at Greenfield plans to continue to assign DCE courses (work after 4 or before 8) to Day faculty as part of their regular workload. Administrators say they do not think they are out of compliance with the contract. President Doud reminded Board members that the MCCC has agreed to this practice in cases where it would avert a retrenchment. He also reported that the college presidents, as a group, are on record as being against this practice. Director Bathory also expressed concern that GCC administrators want to allow full-timers to teach a Day DCE course. President Doud noted that this is common practice on most campuses. President Doud said the Executive Committee would discuss the options for addressing the first issue.

D. State of Chapters

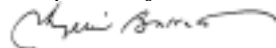
Michael Bathory reported that his chapter is losing leadership and participation. He attributes the problem to the fifth course, to the fact that unit members are being recruited as administrators, to a new governance structure, to early retirement, and other factors. Directors responded by reporting that some other chapters are in a similar situation, while others are revitalizing. Margaret Wong reported that a guest speaker from MTA helped them move from a hierarchical approach to broader based participation at Quinsigamond; turnover in the unit and new members have also helped to revive the chapter. Lots of tips were shared.

MOTION: Since the MCCC Day Contract expired on June 30, 2002, and since all possible progress has been made on funding the 2002-2003 Contract Extension, the MCCC Board directs the Day Bargaining Team to commence vigorous negotiations this fall (Mahler/Parsons). **PASSED UNANIMOUSLY.**

MOTION: Since the Executive Administration has not been willing to conform to Chapter 150E with respect to negotiating in good faith with public unions, and since the governor has announced a public push to get tough on teacher unions, the MCCC Board strongly encourages all MCCC members to actively participate in the legislative campaigns in conformance with their personal judgment and values (Mahler/Grain). **PASSED UNANIMOUSLY.**

The meeting adjourned at 2:55 p.m.

Respectfully submitted,



Phyllis Barrett, Secretary

Attachment: Senate Endorsees

Proposed Spring 2005 Election Schedule
Roberta Passenant Chair, Nomination & Elections Committee
September 9, 2004

The following categories will be voted upon this spring:

1. MTA Annual Meeting delegates
2. NEA Representative Assembly delegates

The proposed events and dates are:

1. Inclusion of a nomination form in the MCCC newsletter: October, November, and December 2004
2. Nominations opening date: October 15
3. Nominations closing date: Thursday, February 3, 2005, at 4 p.m.
4. Mailing of ballots: Friday, March 4, 2005
5. Date on which ballots must be received: Thursday, March 31, at 4 p.m.
6. Results announced: April 8

We plan to count ballots on April 1 and 2, so we should have the numbers to you earlier than the eighth. The April 8 date protects us in case of bad weather, illness, etc.

Roberta Passenant

MCCC State Senate Endorsements

- Number needed to keep veto-proof majority: 27
- Numbers in the current senate: 33 Democrats, 7 Republicans
- *** indicates races the MCCC will target for special attention (phone banking, etc.)

Incumbent Democrats:

1. Robert Antonioni - Worcester & Middlesex *** (MWCC, Middlesex)
2. Steven Baddour – First Essex
3. Stephen Brewer, Worcester, Hampden, Hampshire and Franklin
4. Harriette Chandler - 1st Worcester (endorsed in June) *** (QCC, MWCC)
5. Robert Creedon, Second Plymouth and Bristol
6. Cynthia Creem - 1st Middlesex & Norfolk
7. Susan Fargo - 3rd Middlesex *** (Middlesex, NECC, MBCC)
8. John Hart, First Suffolk
9. Bob Havern - 4th Middlesex
10. Richard Moore - Worcester & Norfolk
11. Therese Murray - Plymouth & Barnstable *** (CCCC, Massasoit)
12. Andrea Nuciforo – Berkshire Hampden Hampshire & Franklin
13. Robert O'Leary - Cape & Islands *** (CCCC, Bristol)
14. Marc Pacheco - 1st Plymouth & Bristol
15. Steve Panagiotakos - 1st Middlesex
16. Pam Resor - Middlesex & Worcester *** (Middlesex, MBCC, MWCC)
17. Stanley C. Rosenberg – Hampshire and Franklin
18. Steve Tolman - 2nd Suffolk & Middlesex
19. Robert Travaglini - 1st Suffolk & Middlesex
20. Susan Tucker – Second Essex and Middlesex *** (NECC, Middlesex)
21. Marian Walsh, Suffolk and Norfolk

Democrats running unopposed:

22. Jarrett Barrios, Middlesex, Suffolk and Essex
23. Fred Berry, Second Essex
24. Brian Joyce, Norfolk, Bristol and Plymouth
25. Thomas McGee, Third Essex and Middlesex
26. Joan Menard, First Bristol and Plymouth
27. Mark Montigny, Second Bristol and Plymouth
28. Michael Morrisey, Norfolk and Plymouth
29. Charles Shannon, Second Middlesex
30. Diane Wilkerson, Second Suffolk

Democrats running for seats being vacated by Democrats:

31. Ed Augustus – 2nd Worcester (Guy Glodis' seat)
32. Stephen J. Buoniconti – Hampden (Linda Melconian's seat)
33. Representative Karen Spilka – 2nd Middlesex & Norfolk (D. Magnani's seat)

Seats for open seats held or formerly held by Republicans:

34. Katherine Clark – Middlesex & Essex (opposed by Sen. Richard Tisei)
35. James Timilty – Bristol & Norfolk (Joanne Sprague is retiring)
36. Angus G. McQuilken – Norfolk, Bristol and Middlesex (opposed by Sen. Scott Brown)

Republicans:

37. Brian Lees, First Hampden and Hampshire
38. Michael Knapik, Second Hampden and Hampshire