

Massachusetts Community College Council

OFFICERS

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



Philip A. Kennedy, Operations Manager

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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 19, 2004

Present: President Rick Doud, Vice President Joe LeBlanc, Secretary Phyllis Barrett; Liz Recko-Morrison (Be), Geri Curley (BH), Gail Guarino (CC), Michael Bathory (G), Kathleen McDonough (H), 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 Consultant Katie D'Urso. **Not Present:** Treasurer Philip Mahler; MTA Consultant Michelle Gallagher; Paulette Howarth (Br), Lois Martin (Ma). **Guests:** Research Coordinator Hilaire Jean-Gilles; DCE Team Chair John Palmer.

President Rick Doud called the meeting to order at 10:40 a.m.

The Order of Business was adopted, as amended, by consensus.

MOTION: Approve the minutes of the Board of Directors Meeting of October 15, 2004 (Curley/McDonough). **PASSED.**

REPORT OF THE PRESIDENT

President Doud reported that he and Vice President Joe LeBlanc have been greeted by good member turnouts at the chapters they have visited, most recently at Mass Bay, Bunker Hill, Bristol, and North Shore. They look forward to visiting the remaining chapters during the spring semester. He also reported that, at long last, all of the signatures have been gathered on the new Appeals Protocol MOA. The committee met on November 17. It is formalizing a process that will finally officially classify and set up an appeals process for the so-called "new hires." The committee will also be forwarding a proposal to the Board of Higher Ed concerning internal/external experience criteria as it applies to "senior" professional staff positions. Other outstanding issues will be addressed eventually, either through this process or through bargaining. President Doud stressed the importance of getting a market update to resolve many problems with classification. President Doud also reported that every chapter is now on work to rule. Chapters have generated great publicity on this issue and have gained support from students and trustees. The Executive Committee recently authorized expenditures from the Day Bargaining account for posters and additional buttons in support of work to rule. President Doud reported that DCE Negotiations are nearing an end and that John Palmer, chair of the Team, will make a presentation to the Board later today. Finally, President Doud reported that he, Vice President LeBlanc, and Treasurer Mahler met with Peter Tsaffaras on October 22. Several issues were discussed, but the main topic was the potential failure of the classification system if market updates are not done on a regular basis. It was noted that many colleges are hiring new MCCC members outside the salary grid because they are not able to attract candidates using the 1997 minimum salaries. The BHE has indicated a willingness to rectify this problem, but there has not been any concrete action so far.

REPORT OF THE VICE PRESIDENT/SAC/DAY BARGAINING

Vice President LeBlanc reported that the Strategic Action Steering Committee met earlier this week and stuffed about 700 envelopes with correspondence concerning the DCE benefits and 03 retirement issues. Sandy Howell (formerly Cutler) is looking for one or two adjuncts interested in helping her to organize a lobby day on the DCE issues for the spring. Roberta Albano and Donnie McGee are recruiting individuals interested in lobbying on the 03 retirement issue in the spring. The vice president thanked the more than 200 MCCC members who worked on the fall political campaigns. The vice president also thanked the co-chairs of the MCCC-PAC, Frank Leary and Thelma Halberstadt, for their efforts. Vice President

LeBlanc has written to congratulate each of the approximately 100 legislators endorsed by the MCCC; many have responded with thanks for the union's support. Vice President LeBlanc noted that the MTA's legislative agenda includes items on the part-time pension and health insurance issues and the 03 retirement buyback. He also reminded directors that it is time to nominate students for State House internships—a valuable learning experience for them and an incredible way for the union to gain access to legislators and to impress them with the mission and accomplishments of our colleges.

In Day Negotiations, Vice President and Day Team Chair LeBlanc reported that the Team will meet again on November 22 to refine its demand package. Negotiations will begin on December 13 at Middlesex Community College in Lowell. He will prepare the first of a regular series of negotiation reports to the membership over the winter break. He continues to send out regular updates on work to rule activities and is always interested in news from the chapters. He emphasized the importance of work to rule as a tool during what are likely to be difficult contract negotiations this spring. The vice president also noted the effectiveness of the recent demonstrations at UMass-Dartmouth and outside the governor's home, thanking activists from Bristol, Roxbury, Mass Bay, and Northern Essex for their participation in these events. He suggested that the BHE meeting at Roxbury on December 7 might be another opportunity to leaflet. Chair LeBlanc reported that he recently spoke with Peter Tsaffaras at the BHE about the need to reconvene various contract committees; Mr. Tsaffaras has also agreed to respond to a letter from the chair concerning why a market update has not yet been done. Chair LeBlanc has recently received a draft of a research project being conducted by JBL Associates on professional staff issues for use in the upcoming negotiations. Finally, Chair LeBlanc reported that a BHE subcommittee may request a nine percent increase in public higher ed spending in FY'06, echoing remarks made by Senate President Travaglini recently and a growing concern in the legislature about the under-funding of public higher education.

REPORT OF THE SECRETARY

Secretary Phyllis Barrett reported that she will probably update the *Leadership Directory* next month as she is beginning to receive some contact information changes.

REPORT OF THE TREASURER

Treasurer Philip Mahler was unable to attend today's meeting. He is away on business related to the math organization AMATYC. His written report and financial statements were distributed. Operations Manager Phil Kennedy welcomed any questions.

HEALTH AND WELFARE REPORT

Trust Board member Abe Sherf reported that he anticipates a vote today on whether or not to institute an indemnity plan option for the dental insurance. There may also be discussion at today's Trust Board meeting about equalizing the contribution management makes for members of various units. Currently, management contributes \$8 a week for MCCC members and as much as \$11 for members of other higher ed unions. Another issue for discussion will be whether or not to stay with the current carrier, MetLife, and how to handle a likely decrease in benefits if contributions stay level. One option being considered is to use money from reserves to maintain benefit levels. It was suggested that this strategy might be acceptable for one year, giving the unions time to negotiate a higher management contribution to the fund.

MTA BOARD REPORT

Tom Parsons reminded directors that Phil Mahler distributed a written report on the most recent MTA Board meeting. Tom was impressed by a presentation at the meeting by Elaine Bernard and suggested that she might make a dynamic guest speaker for some future MCCC event. He also talked about the issue of legislative packages, pointing out that the MCCC is a large enough unit that its legislative priorities are likely to be given attention by MTA. On a note of caution, he reminded the MCCC Board that any legislative item which would result in the opening up Chapter 150, the collective bargaining law, is dangerous during a hostile gubernatorial administration.

REPORT OF THE MTA CONSULTANTS

Consultant Katie D'Urso reported that an arbitrator recently found for the grievant, a tenured faculty member, in a dismissal case at Mass Bay, on the basis that just cause was not established. This win on management's failure to follow procedure is an important one. Even if the decision eventually goes to court, a recent victory there provides a good precedent as well. A similar case at Mass Bay is pending.

COMMUNICATIONS

Coordinator Don Williams reported that the newsletter went out a bit later than usual this month in order to allow for reporting on the election results. The next issue will have a cover story and pictures on the demonstration at Governor Romney's house. Coordinator Williams has also been busy working on the pending DCE Contract Ratification vote and on designing and ordering posters in support of work to rule.

REPORT OF THE RESEARCH COORDINATOR

Coordinator Hilaire Jean-Gilles made his semester report to the Board. He noted that overall, enrollment is up at the community colleges; however, at Massasoit and Roxbury, there have been decreases. At Roxbury, FTE's are down 12%, an alarming figure. In public higher education in Massachusetts, community colleges have grown the most in FTE's of all institutions, with the University of Massachusetts second, and the state colleges third. The coordinator shared current figures for full time faculty and staff at all fifteen colleges. Interestingly, numbers of DCE faculty fell 7% system wide in the Fall of 2004. Fortunately, it looks as if full time faculty hirings have increased in the last few months and will continue to do so in the fall. Average salaries in our system continue higher than average for comparable institutions in other states, though we have obviously lost ground with the non-funding of the points and failure to do market analyses over the course of the current contract. Regarding professional staff, Coordinator Jean-Gilles noted that of the 38 recent professional staff postings, 29 were in compliance with titles in the Classification Study. Fortunately, the Following Coordinator Jean-Gilles' presentation, Vice President LeBlanc added that the coordinator has done a lot of work in support of the Day Bargaining Team, as well as in support of Day Grievance Coordinator Dennis Fitzgerald and of MTA President Catherine Boudreau.

NEW BUSINESS

A. Buttons

MOTION: Purchase 1000 additional "Tell Mitt" buttons at a cost not to exceed \$700, with the treasurer determining a source for the funds (possibly the Day Bargaining line item or the TLC Conference money) (Guarino/Parsons). **PASSED**

B. VP Travel Request

MOTION: Refer Vice President LeBlanc's request to attend a conference to the Finance Committee (Parsons/Curley). **PASSED.**

C. Sick Leave Policy

MOTION: Amend the employee sick leave policy by replacing "calendar year" with "fiscal year"(Finance Committee). **PASSED.**

DISCUSSION/ANNOUNCEMENTS

A. Work-To-Rule

Directors shared recent activities on the campuses. While the administrations at some colleges seem basically supportive, elsewhere attempts are being made to get around work to rule or to declare it over. In general, it appears that the work action is beginning to have some impact. It was also reported that members at Roxbury and Greenfield have suggested collaborating with other higher ed units. President

Doud noted that he is still trying to schedule the MTA president and vice president for a visit to the Board to discuss these and other issues.

B. Emerging Leaders Program

President Doud reminded the Board of previous discussions about developing new MCCC leaders through the Emerging Leaders Program. Another leadership training possibility would be to have an outside consultant work with interested chapters, as was done at Quinsigamond. President Doud has discussed this possibility with Priscilla Lyons at MTA and plans to seek financial support from MTA for this kind of grassroots organizing activity.

C. Ad Campaign

Vice President LeBlanc reported that a couple of chapters have suggested an ad campaign—broadcast, print, even bumper stickers—to address issues unique to the MCCC and to achieve better name recognition or “branding.” He would like to see an *ad hoc* group appointed and charged with brainstorming about how to get the good news out about the MCCC and public higher education. It was suggested that this project could start with the members of the SAC Steering Committee, who could then seek other volunteers.

D. STCC Letter

Director Roberta Albano brought a letter to the Board from Springfield Technical, containing several questions concerning bargaining. Vice President LeBlanc, chair of the Day Bargaining Team, and the rest of the Board agreed that good communication on these issues will be crucial once Day Bargaining begins.

As the vice president reported earlier, he plans to send regular bargaining updates starting in January. The focus until now has been on elections, work to rule, and the push to get the points funded, and communication on all of these issues has been copious. Members need to remember, of course, that confidentiality is also an issue while teams are at the table.

D. DCE BARGAINING

DCE Bargaining Team Chair John Palmer made a presentation to the Board on the situation in DCE Bargaining. He reported that the two sides are currently about one percentage point apart in the effort to agree on a money package. Chair Palmer reviewed some of the other issues discussed at the table, including member priorities like improving the evaluation process, insuring due process/just cause, and addressing the under-enrolled course/prorating of salary issue. Interestingly, the 1500 surveys returned—a remarkable number—did not prioritize such issues as health benefits or the right to a second course. The DCE Team will meet next week, and there is reason to think that a contract will go to the membership for a ratification vote this semester.

MOTION: Authorize President Doud to prepare to conduct a ratification vote for the successor DCE Agreement (Barrett/McDonough). **PASSED.**

The meeting adjourned at 3:35 p.m.

Respectfully submitted,



Phyllis Barrett, Secretary