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MCCC News

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MTA Services Reorganizing

Many MCCC members may not pay much attention to what goes on in our relationship with the Massachusetts Teachers Association. Rank and file members see most of their union contact with chapter and MCCC statewide leaders. So when MTA undergoes a reorganization of affiliate services, members might not pay much attention to it.

But the relationship with MTA and NEA is a significant part of your union membership. Almost half of full-time member dues goes to MTA, another 20 percent goes to the NEA, and that leaves 30 percent for the MCCC operations. Money and services do flow back to the MCCC from MTA, although it decides how that support is returned. Members should be concerned about how their dues are spent.

Working closely with a consultant, MTA's All In Member Blueprint Working Group designed a Local Needs Assessment survey and distributed it to all local presidents in both preK-12 and higher education. Two hundred forty-four surveys were completed, covering nearly two-thirds of locals of all sizes, regions, and jurisdictions. The restructuring of Affiliate Services now being transitioned into is the result of the survey data.

MCCC leaders have expressed concerns over the changes. To go through the changes and explain the advantages and take questions, MCCC Executive Director Lisa Gallatin appeared via Zoom at the October MCCC Board of Directors' meeting. For a follow up discussion, MTA Director of Higher Ed Suzanne Wall appeared at the Nov. 5 Executive Committee meeting.

Gallatin said, " The old structure was 10 years old when the Janus decision came in, and it hadn't changed. The Blueprint project was looking at the new realities."

Background

As an affiliate of the MTA, the MCCC is awarded representation on the MTA Board of Directors based on the membership numbers. Because of its statewide nature, the MCCC is the largest single local in the MTA, and that results in us having two directors. Currently they are MCCC Vice President Rosemarie Freeland and Joe Nardoni From Middlesex. They attend regular, monthly MTA Board meetings.

The assignment of field representatives was also on a *per capita* basis. Providing field reps and support for them is part of what the MTA returns to the MCCC. Historically, the MTA provided the MCCC with one full-time field service representative to deal with the MCCC Day Unit, and a second, half-time rep. for the DCE Unit (usually shared duties by representing the similar DCGE Unit at the state universities). The assigned field representatives served all 15 MCCC

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MTA Director of Higher Ed., Suzanne Wall, met with the MCCC Executive Committee via Zoom to discuss the reorganization of MTA's Field and Organizing Division.

MCCC 2021 Nominations Open

Beginning November 20, 2020 Nominations will be accepted for the following MCCC elected positions:

- Adjunct/Part-time At-large MCCC Directors (2)
- MTA Annual Meeting Delegates
  Springfield, MA April 30 and May 1, 2021
- NEA Representative Assembly Delegates
  Denver, CO, July 2–6, 2021

Nominations Close Tuesday, Feb. 9 at 4 P. M.

Election will be conducted online. Materials will be mailed out the first week of March with unique member IDs and PINs.

NOTE: Write-in nominations will not be accepted for NEA-RA and MTA Annual Meeting delegates.

Voting will close Friday, March 26 at 4:00 P. M.

Nomination Forms are available on line at the MCCC website: *www.mccc-union.org*

Wanted: Day Negotiation Team Members

The MCCC will soon begin the process of forming a team to negotiate a successor Day Collective Bargaining Agreement. The team negotiates with the employer over wages, hours, and conditions of employment. The current contract expires June 30, 2021.

This is an opportunity for members to shape the working conditions affecting over 2000 members for the next three years and beyond.

The team will be made up of five (5) Day Contract members plus the MCCC President and Vice President *ex officio*.

Preferred applicants will represent the diversity of the collective Day bargaining unit that includes full-time faculty, part-time Day unit faculty, and all professional staff both full-time and part-time.

Team members have traditionally been compensated with reassigned time to allow them to regularly meet. Additionally, being on the Negotiation Team is counted as college service.

Bargaining generally requires at least a one-year commitment.

Application Process

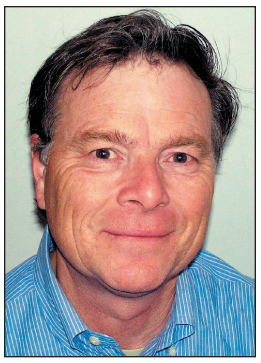
Interested MCCC Union Members should send a letter of intent to MCCC President, Margaret Wong at presmwong@mccc.union.org. Include in the letter the following:

- Full Name
- Non-college email
- Phone number
- Division/department in which you do your Day Contract work
- Resume
- Statement about why you would like to be on the Day Contract Negotiations Team. Also include any bargaining experience, leadership rolls you have held, and any past or present union activities you have taken part in (e.g., attending union meeting, supporting contract actions, etc.)

Deadline: November 30, 2020.

Applicants will be interviewed on December 4, 2020. The interview slots will be assigned in the order in which the applications are received. ■

In Solidarity



Don Williams, MCCC Communications Coordinator

The Road Ahead

So much for optimism. In my last month's column I opined that the election had the potential to bring big change to Washington—change that could make big improvements for higher education.

The polls showed that several conservative senators were in trouble and behind significantly. If the Democrats took the Senate as well as the Presidency there was reason for optimism.

The election results were far off from the polls. Only three seats were changed with a net gain of just one seat. Two steps forwarded and one step back. While the presidency changed (someone please convince Donald Trump), but seats in the House were lost. So much for that "hopey-changy stuff."

It is down to the two Senate seats in Georgia for a runoff in January. A flood of money will flow into those races, and it promises to be a blood-bath of negative ads. The two Republican candidates are already attacking their own Secretary of State, and who knows how desperate they will get to keep control.

There is still slight hope, but at best it will be by the slimmest margin. A 50-50 split with the advantage of the Vice President as a tie breaker is not really a governing majority. And there is not much we can do from Massachusetts except pray (and donate money). But the results will be significant for us.

A stimulus bill from the federal government is desperately needed to save the economy, both the private and public sectors. But Mitch McConnell refuses to allow a bill that would help the states. The costs of COVID-19 treatments and the resultant business losses have been devastating and requires the $2 trillion plus that the U. S. House has passed.

Gov. Baker and the Massachusetts House have proposed a budget that would level-fund higher ed. for this fiscal year. That gives our community colleges a little breathing room, but without federal stimulus money, next year could be brutal.

The enrollment crisis documented in this issue should give every MCCC member chills. Enrollments have been declining for a few years. The union has maintained that the existing funding has been way too low, but the state hasn't shown much interest in increasing it. With all the demands from other groups, including K-12 schools, even if federal support does come through, funding for higher ed will be a struggle.

Both Gov. Baker and Speaker DeLeo have rejected any talk of tax increases. Raising fees for Uber and Lyft is the best revenue enhancement they have come up with. Even if federal government does come up with significant relief, there's no guarantee that it will benefit community colleges, and we will have to guard against serious cuts.

It is hard to hold optimism in this environment. The reorganization of MTA services to locals dramatically increases the focus on organizing and increasing our political activism by building broader coalitions to support education. Even if the two Georgia seats go to the Democrats, we will still have to worry. We all need to channel our hopes into action. ■

MTA Services Reorganizing . . .

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campuses across the state. Assisting with grievances, mediations, arbitrations and negotiations, these two regularly attended the MCCC Board of Directors and Executive Committee meetings to report on what was happening at the various campuses.

MTA members overwhelmingly work in K-12 schools, only about 10 percent is in higher education. K-12 units negotiate with local school boards, many of which are small towns, and their school boards have independence in negotiating contracts. Plus the school committees are elected in the same communities where many of the union educators live.

Higher ed. units are in very different bargaining situations. UMass units negotiate with the UMass Trustees, and the MCCC and state university units negotiate with the Board of Higher Education (BHE). MTA covers a wide range of employee categories in the UMass system. Between the Amherst, Boston and Lowell campuses MTA represents not just faculty and professional staff unions, but also some craft and custodial units. The Dartmouth campus is not affiliated with the MTA.

Under the Board of Education, only faculty and professional staff units are represented by MTA at the state universities and community colleges. Non-professional unions like the classified staff at community colleges are represented by AFSCME.

The diversity of circumstances even within higher ed. the Our 15 Community colleges are spread across the state from the Berkshires to Cape Cod. The nine state universities are scattered, too, but less so. Both have to negotiate with the BHE that has significant influence of the governor. And UMass has its three campuses who all negotiate with their more independent Board of Trustees.

Current Field Rep Structure

Over the last few years MTA's Higher Education Division has shifted to regional assignments for multiple field representatives. There are four reps assigned to serve the MCCC by chapters regionally, but they also serve other higher ed. units in their regions. Given the wide-spread locations of MCCC campuses across the state, regional assignments made some sense on economic and time efficiency bases.

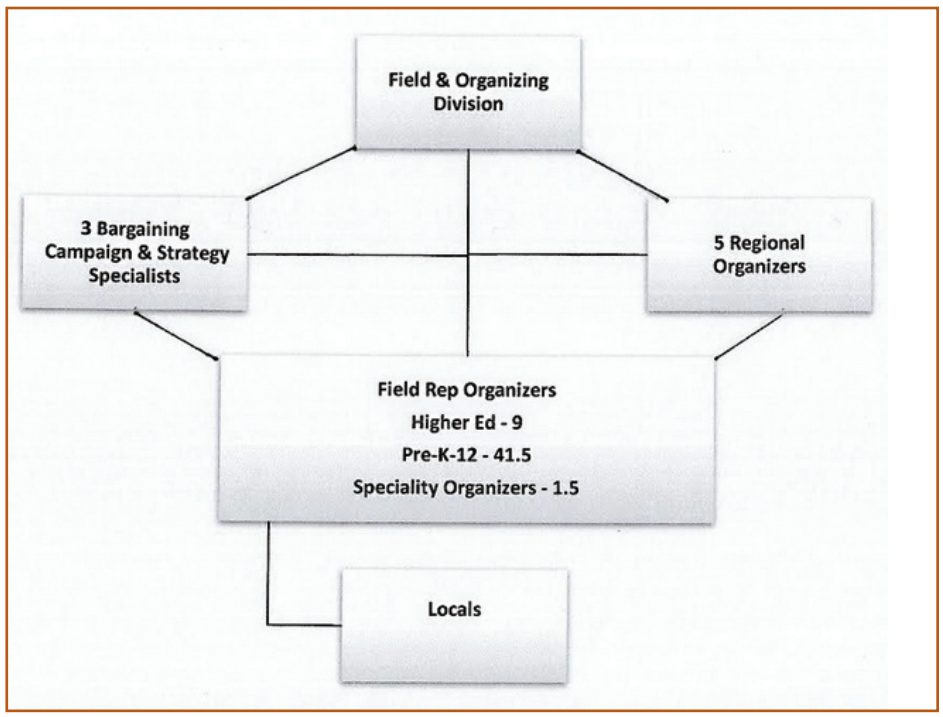
One field rep. is assigned as the overall rep. for the MCCC, but he only directly serves three northeast MCCC chapters: NSCC, NECC, MxCC and then Salem State University. Other reps have overall assignments to other higher ed. locals (UMass and state universities) and then serve a few MCCC chapters within their regional assignments.

This structure has only been in effect for a couple of years and is still settling in. Chapter leaders are still getting to know their regional reps and how to deal with the various issues that come up.

Proposed New Structure

The new field rep structure is very different. It reflects the MTA Board's Blueprint Strategic Framework to increase membership and member involvement. First the job title is changed to Field Rep Organizer, reflecting a change in the reps' role to spend more time on internal organizing.

The Division of Higher Education, which had its own director and dedicated field reps will be folded into the new, overall Field and Organizing Division that will also include all the Pre-K-12 locals. Higher ed. units will still have a cadre of nine field rep organizers, which is an increase, dedicated to that segment and continue with the regional assignments. The intent, Gallatin said, was in part to overcome the lack of collaboration between K-12 and higher ed.



The chart above shows the breakdown of the staffing of the new MTA Field and Organizing Division for local associations like the MCCC.

A new, separate group of five Regional Organizers, each assigned to one of MTA's regional offices (Auburn and Lynnfield as examples) is being established. They will focus on strengthening regional and campus coalition organizing and they will partner with the Field Rep Organizers to develop local organizing campaigns. They will work with all levels of MTA locals and with student, parent and community organizations to build bargaining and political power.

Another new component added is a group of three Bargaining Campaign and Strategy Specialists. Working out of the MTA headquarters in Quincy, these people will bring expertise in contract language and bargaining strategies. At the Executive Committee Wall explained that this could include activities like researching the costs of a health insurance benefit for adjuncts. She pointed out that the MCCC had benefitted from the expertise a field staff rep brought in creating the Salary Grid for the Day contract. That is the kind of resources these specialists

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BHE Enrolment Report

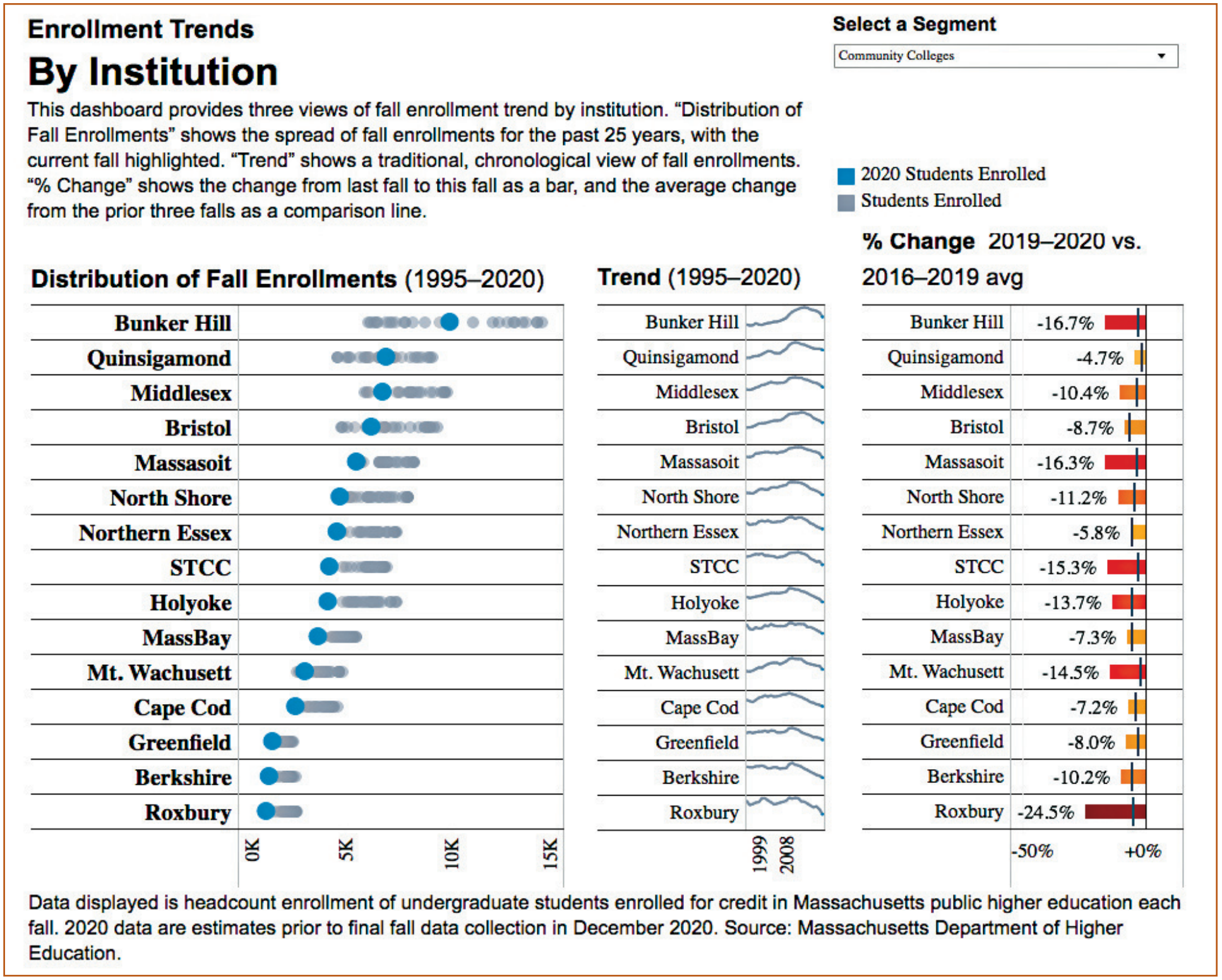
At its October 20 meeting, the Board of Higher Education discussed the declining enrollment in the state's public higher ed. system and the results were especially dire for community colleges.

Looking at the slide from the report below, the Trend column graphs show that every community college campus, save two, now have enrollments lower than they had in 1995, and some have even fewer students.

Results for the state universities were more mixed. Only one, MCLA, was below 1995 levels and the majority was well above. And almost all of the UMass campuses were well over 1995 levels with only Dartmouth below its 2010 levels.

The 2016-2020 percentage change was in double digits for all but three community colleges. For the state universities, six of the nine campuses had two-digit drops, but ones smaller than at most community colleges. Over this period UMass Amherst and Lowell did see a 12-13 percent drop, but the Boston campus actually saw a 5.2 percent increase in enrollment.

A copy of the full report is available at the BHE website www.mass.edu under the October Meeting Agenda. ■



Write Us

Letters to the Editor: Only submissions by MCCC unit members will be accepted. Letters should be no more than 200 words in length. The author must include name and chapter affiliation, which will be published with the letter. Authors must provide the editor with contact information in the form of either email address, mailing address or telephone number. Letters will be published on a space available basis and may be edited for length and appropriateness. Not all submissions can be published.

Guest Columns: Guest Columns should be no more than 400 words in length. Columns by authors who are not MCCC members may be accepted. The author's name and affiliation will be published with the column.

Mail to: Donald Williams, North Shore Community College, 1 Ferncroft Road, Danvers, MA 01923

Or email: Communications@mccc-union.org

Like us at mccc.union

Know Your Day Contract

November 2020

Nov. 21 Unit Personnel Practices Committee established (p. 46).

Nov. 26-27 Thanksgiving Holiday (p.25).

Nov. 28 Professional Staff must use one of the three off campus days (p. 56).

December 2020

Dec. 1 Applications due for Sabbatical Leave beginning July 1 for professional staff or Fall semester for faculty (p. 25).

Dec. 22 Last day fall semester can end (p. 53).

Dec. 24 **Last Day of classes** Faculty submit college service and student advisement form (p. 60).

Dec. 25 Christmas (p. 25).

Dec. 30 Professional staff submit documentation of performance of duties and responsibilities including, but not limited to a log of student advisement, if appropriate, and college service activities (p. 61).

NOTE: *Cited page numbers in parentheses are from the 2018–2021contract.*

Dates may vary depending on the first day of classes. Most of these dates are "last date" standards. In many instances the action can be accomplished before the date indicated. ■

MCCC MTA nea

MCCC News

http://mccc-union.org

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The MCCC News is a publication of the Massachusetts Community College Council. The Newsletter is intended to be an information source for the members of the MCCC and for other interested parties. Members' letters up to 200 words and guest columns up to 400 words will be accepted and published on a space-available basis. The material in this publication may be reprinted with the acknowledgment of its source. For further information on issues discussed in this publication, contact Donald Williams, North Shore Community College, One Ferncroft Road, Danvers, MA 01923. email: Communications@mccc-union.org

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could bring to negotiations. One of these positions would be dedicated to higher education.

MCCC Concerns

Board and Executive Committee members expressed reservations to both Gallatin and Wall about the changes. MCCC President Margaret Wong made a case for returning to the old structure. Concerns were also expressed that the Board gets regular reports from the principal field rep, who directly serves three MCCC chapters, but don't get the same level of information from the other regional reps as they can't all attend the monthly Board meetings.

Claudine Barnes who serves as Day Negotiations Chair and Cape Cod chapter president said, "I participated in three surveys and none of my input was taken." She has had 40 impact bargaining cases all over the state since the spring semester, with four in just the last week. Regional field reps participate in these meetings and Barnes said, "Scheduling meetings is insane." "They're working in a bad structure that doesn't work for a state-wide local."

The new structure is not completely in effect yet, and the MCCC leadership continues to work on influencing changes that reflect the union's needs. Our two directors on the MTA Board can use their influence. But all MCCC members are also MTA members, and as such you can run to be a delegate for the MTA Annual Meeting in April. We have rarely filled our allotment of delegates, but delegates still need to be elected. Nominations are now open for the MCCC election that will occur in March. ■

NEWS BRIEFS

RCC Nursing Program Reinstated

Roxbury Community College will be opening a new, completely redesigned nursing program to begin in September 2021. There has been no nursing program at the college for a year after the Massachusetts Board of Registration took away accreditation for deficiencies. Newly appointed nursing director Stephanie Victoria was quoted in the Boston Herald saying, "It's a brand new [program], completely new courses, completely new textbooks, completely new faculty." RCC President Valerie Roberson pointed out the diversity of their student body, and the need for diverse medical practitioners to serve the needs of Boston's diverse population. Victoria said she's excited to be hiring new faculty and expects to have strong student interest when applications open April 15, 2021.

STCC Chapter Continues Fight

The Springfield Tech chapter continues to fight back over the closing of seven career technical programs by taking their issues to the college board of trustees. In an *Ad Hoc* meeting in October, college president John Cox was pressed by the trustees to defend cutting the programs, which he implemented without informing them first. Cox maintained that he has the authority to make the cuts as the STCC financial administrator. As the Springfield Republican reported, Cox said that the programs were "becoming burdensome to maintain," before the impacts of COVID-19 and uncertain future funding. Faculty members pointed out flawed information used in the decision-making, and were particularly disturbed that their Academic Program Reviews, in which they were encouraged to look at how to improve, were used to justify the closings. The trustees invited chapter president Renae Gorman to speak at their Nov. 17 meeting and further advocate for reversing the cuts. Some trustees have shown interest in reopening at least some programs. Gorman told the Republican, "I am encouraged that the trustees recognize the importance of the faculty voice and the role our institution has in the greater Springfield community."

MCCC Negotiations

The MCCC will find itself in the unusual situation of negotiating both contracts in the same year during 2021. With DCE bargaining just beginning this month on a contract that was extended from August 2020 to February 2021, those negotiations are likely to go into next year. Meanwhile, the union is gearing up for bargaining the Day contract that expires June 30, 2021. As the first step, a Negotiating Committee, made up of a representative from each chapter, is being formed to determine bargaining priorities. Next, the Board of Directors is soliciting candidates for the Negotiating Team that will actually do the bargaining. The team will be appointed in December, giving members so that they will be ready to start work in the new year.

SSU Furloughs Faculty

Salem State University has announced employee furloughs of three weeks for all employees in response to a projected $26 million shortfall. While the AFSCME unit of classified staff and the MTA-affiliated Association of Professional Administrators (APA) have accepted the furloughs, as have all non-unit administrators, but the Massachusetts State College Association (MSCA) union of faculty and librarians has refused to meet over them. SSU president John Keenan intends to impose the furloughs on faculty without their consent. He was quoted in the *Salem News* saying, "We're all a team here and want to share the sacrifice." MSCA chapter president Tiffany Chenault said the faculty have already made many sacrifices such as redesigning courses over the summer for remote learning, without compensation, and now having on line courses "way beyond" normal class sizes. Chenault said the union will proceed with an unfair labor practices (ULP) charge with the Massachusetts Department of Labor Relations. ■