

MCCC News



The Official Publication of the *Massachusetts Community College Council* / Vol. 22, Issue 1 / September–October 2021

MCCC Election Schedule 2021-2022

At its September meeting the MCCC Board of Directors approved the election timeline put forward by Andria Schwartz, chair of the Negotiations and Election Committee. This year we will be electing three officers, two at-large directors, NEA-RA delegates and MTA Annual Meeting delegates.

Nominations Open:

November 1, 2021

Nominations Close:

Thursday, February 3, 2022
at 4:00 P.M.

Ballot Access Information

Mailed:

February 25, 2022

Voting Closes:

Friday, March 25, 2022
at 4:00 P.M.

NOTE: There will be no write-in nominations allowed.

This year there are some significant changes in the process:

Nominations for the officer positions require the signatures of 50 members and for the two Part-time/Adjunct At-large Director positions 10 signatures are required. Directors are elected every year, and because of COVID restrictions last year, it was very difficult for At-large Director candidates to get the required “wet” signatures, resulting in no candidates being qualified for the ballot.

The Board approved allowing electronic signatures along with the traditional signatures in ink.

No system has been chosen yet; a few options are being investigated by the

committee, among them is one that has been successfully used by MTA.

Changes to the MCCC Bylaws made two years ago eliminated the elected Treasurer position. As with MTA, the elected vice-president will oversee the budget process, but day-to-day financial operations will be done by the office manager—in our case experienced former treasurer, Phil Mahler is in that role.

President Margaret Wong has announced that she will be a candidate for MTA vice-president thereby leaving a vacancy at the top of the MCCC election positions. Members should want to participate in this election because the results will have significant impact on our union.

Members should also want to run for MTA delegate positions. First,

only delegates get to vote for MTA president, vice president, and board of director members. If you want to help Margaret Wong succeed, you must be a delegate.

Secondly, the MCCC has had issues with the support we get from MTA. And the best way to increase our influence is to send a full delegation to the Annual Meeting to vote not just for candidates who support us, but also to influence MTA policies.

As one of the largest MTA local associations, the MCCC has a significant number of allotted delegate slots. We rarely send a full delegation, so if you put your name in, you most likely will be elected. Remember, there will be no opportunity to write in a nomination after Feb. 3. ■

Research Shows Troubling Trends

MCCC Research Coordinator Hilaire Jean-Gilles gave his Spring 2021 report via Zoom to the MCCC Board of Directors in September. This report focused on enrollment information, tuition and fees, salaries, compliance with classification hiring, and management hiring levels.

Enrollment trends was the first topic addressed. Citing national statistics, because of the effects of COVID-19 higher education, enrollments hit a new low in the Spring of 2021. Community colleges were the hardest hit “with 9.5 percent fewer students among all the undergraduate institutions.” Traditional college age students (18-24) as a group had the largest population decline (-5 percent), which hit community colleges hard with a 13.7 percent decline.

Massachusetts’ community college trends for each campus over the past decade were detailed in a table. While there were ups and downs across the years and campuses, the past year’s statistics were the most concerning, showing every campus with a loss. Quinsigamond suffered the smallest

decline at 4 percent. Bunker Hill, Massachusetts and Springfield Tech were tied at 16 percent declines, Holyoke at 17 percent, and Roxbury was hit the hardest at 33 percent.

Student tuition and fee increases was a related topic. While tuition is set by the state at a very low level, fees imposed by the colleges make up the overwhelming percentage. Jean-Gilles’ graphs showed the trends of costs over the past decade with the average cost of attending a community college now reaching \$6833 –\$6093 of that in fees. He also broke down the numbers in a detailed table for each campus over the past 10 years.

Another trend this report covered was faculty salaries. The 1999 Classification Study tried to peg MCCC salaries to national levels, and the union follows both to keep track of how our pay levels compare nationally. AAUP’s annual Faculty Compensation Survey data showed that overall salaries declined by 0.4 percent, the first such decrease since 2011-2012. It’s not that anyone’s salary declined, but because

of job losses and other COVID related changes, the average was affected.

The Massachusetts community college salary data showed a slight decline in average salaries for all full-time faculty ranks except instructor.

Another Classification System monitoring task that Jean-Gilles tracks is the compliance with the process for setting salaries for new hires. He flags new hires whose salaries don’t match the levels prescribed by the salary grid. The colleges may hire above the grid for specific reasons like market demand, but they must be explained. These are passed on to Day Grievance Coordinator, Dennis Fitzgerald to take action if there are irregularities. Most of the positions that exceeded the grid in this report were professional staff positions.

The report also presented a list of all the professional staff job titles and the number of members in each category along with their grade levels. The top four titles are Academic Counselor (114), Special Programs Coordinator (78), Academic Coordinator (71), and

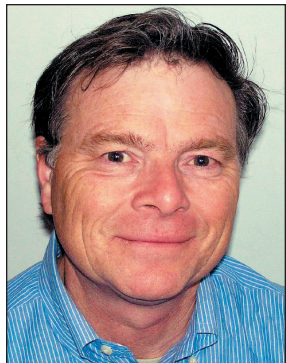


Research Coordinator Hilaire Jean-Gilles.

Senior Special Programs Coordinator (49). Jean-Gilles noted that “the number of Learning Specialists in the college system has sharply declined from 86 in the spring of 2020 to 27 in spring 2021.” The drop was probably due to the COVID-19 pandemic.

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Vaccine Resistance History



Don Williams,
MCCC Communications
Coordinator

Up until about 20 years ago, there was wide acceptance of vaccines. I'm old enough to remember the scourge of polio and how excited everyone was when first the Salk vaccine, and then the better Sabin, oral vaccine came out. People lined up to get them, and now the disease is virtually eradicated with only 33 cases reported worldwide in 2018.

After a 1998 research report linking childhood vaccines (mandated by almost all school systems) as a cause of autism, people like Robert F. Kennedy, Jr. became leaders of an anti-vaccine movement. The study has long been discredited, but the resistance continues and has spun off into opposing other vaccines—especially COVID. Unlike other vaccinations, the one

against COVID has become a political issue with party identification.

But this is not new. I've been reading a lot of Essex County History lately, and I came across a poignant story that applies to our time. In 1773 a small pox epidemic broke out in Salem and Marblehead—then one of the busiest ports and largest towns in the colony. The first response was a quarantine house on the far side of town, but the spread continued.

A group of notable citizens, including future Massachusetts Governor and U.S. Vice President, Elbridge Gerry, and hero of the 1776 Delaware Crossing, Col. John Glover, put up the funds and built a hospital on an island a mile off shore for smallpox inoculation.

This was a new process that required an incision made on the patient's skin and then a thread laced with live pustular matter was placed into the wound. It was hoped that the patient would get a mild case and then be immune. The process was crude, and some people got full-blown cases and died. The patients were largely civic leaders and the wealthy. They would be quarantined on the island

until the course of their disease had run, and then returned to shore.

While Marblehead was a leading community in revolutionary fervor, there was a large population of conservative loyalists in town as well, and they opposed the hospital itself and the treated patients returning to shore in their town.

On the night of January 26, 1774, a group of men went to the island and lit both the barn where patients left their old clothes and the hospital itself, with patients inside, afire. No one died, but they were left in the cold in the then version of hospital gowns.

Two of the ringleaders were identified, arrested, and locked up in the county jail in Salem. Their supporters mobilized and marched to Salem where they stormed the jail, overpowered the jailors and freed the prisoners. The sheriff organized a force of 500 to rearrest the culprits, but an equal number gathered in Marblehead to oppose them. Fearing complete mayhem, the sheriff gave up and left the men free.

Three years later, facing a smallpox

outbreak that could decimate his army, George Washington in February 1777 ordered that all troops be inoculated. He followed this up a year later at Valley Forge, keeping the inoculations secret to not tip off the British of the biological threat to his soldiers. He saw the disease as a threat equal to combat with the Redcoats.

Now, Governor Baker has mandated that all state employees be vaccinated by mid-October. After being criticized by some in the union for opening colleges without a vaccine mandate, the community college presidents have announced that they will require vaccines for on-campus students and for non-union employees in the Spring semester.

The presidents will have to negotiate the impact of the mandate with unionized employees. We will have some opportunity to carve out exemptions for members who are vaccine hesitant, but what will qualify is yet to be determined. Religious and medical reasons have been granted in other jurisdictions and may be allowed here, for how else to work around the mandate we will have to wait and see. ■

NEWS BRIEFS

GCC President Resigns

On June 22, Greenfield Community College President Yves Salomon-Fernández announced that after serving three years she would be resigning on August 15, 2021 to take a senior vice president position at Southern New Hampshire University (SNHU). The college board of trustees have appointed Richard R. Hopper to serve as interim president while a full search is conducted. Hopper is the former president of Kennebec Valley Community College in Fairfield, Maine. He has family in the Pioneer Valley and is familiar with the region and GCC's history.

Community Colleges Mandate Vaccine

After taking criticism for not requiring vaccines for students this semester, the community college presidents have indicated that they will be requiring students and employees to be fully vaccinated by January in order to come on campus. Gov. Baker has mandated vaccines for all employees under the executive branch. They can do this unilaterally for students and non-union staff, but they are required to negotiate the impact with the unions.

Because their residential populations, UMass and the state colleges joined most private colleges in mandating vaccines for this semester. Their unions have already negotiated agreements that can serve as models to protect MCCC members who have medical or religious reasons that prevent vaccination.

UMass COVID Outbreak

Despite 96.6 percent vaccination rate of the 29,300 combined student, staff and faculty, UMass Amherst has seen a spike in COVID cases in the first two weeks of classes. In the first week 149 cases were reported: three staff, 19 students on campus and 127 students off campus. In the second week the number went up to 371 cases with 11 staff, 68 students on campus, and 292 students off campus. As reported in the *Boston Globe* on Sept. 16, UMass is one of only a few campuses that do not conduct weekly COVID tests. Northeastern University reported 93 new cases the same week; Boston College, 62, Boston University, 36, Harvard, 58, Holy Cross, 83, and Smith College, 3. While wearing masks and social distancing are being practiced on campus, UMass officials worry about off campus exposure. ■

Troubling Trends...

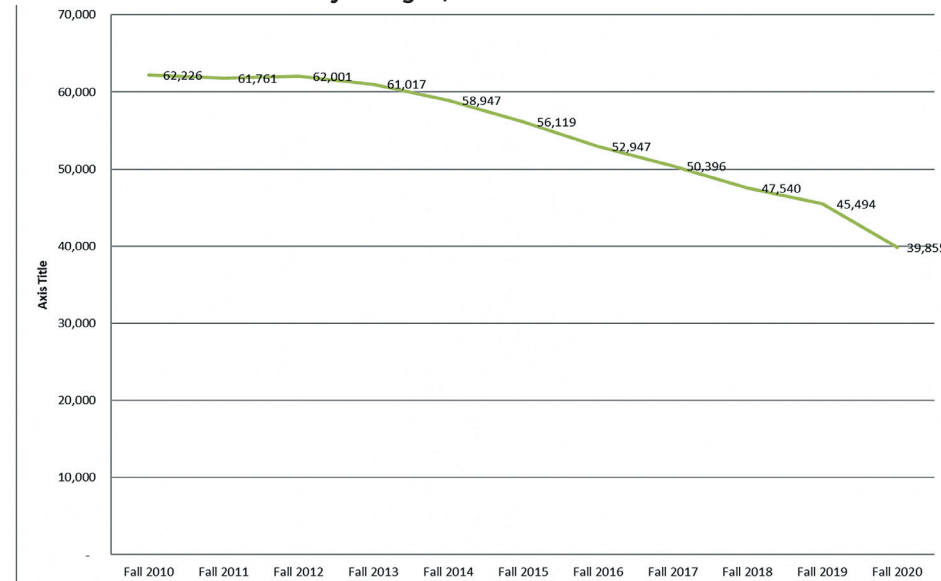
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Last year, at the request of the board, the levels of non-union, administrative positions at each college was added to this report. The results have been revealing. In a table for each college the number of full-time faculty was compared to the number of full-time administrators over each of the last 10 years. While the numbers vary year by year, looking at the summary of averages the colleges

that lead in the top-heavy management were Mt Wachusett with administrators at 154 percent of full-time faculty. Middlesex was second at 106 percent. Bunker Hill was the lowest at 57 percent with Greenfield and Bristol in the low 60 percent range.

The detailed Powerpoint with individual campus data is available on the MCCC website in the Research Coordinator's area. ■

Massachusetts Community Colleges / Fall Student FTE Trends from 2010 to 2020



The Research Report showed the dramatic decline in Massachusetts' community college enrollments over the past decade.

After Much Debate, MCCC Passes Motion to Encourage Vaccination

By reason of the percentage of adults in Massachusetts who have received at least one COVID-19 vaccine shot, it may appear that COVID-19 vaccination is not as controversial in Massachusetts as it is in states with lower vaccination rates. As of this writing, 86% of those aged 18-65 and 99.9% of those over 65 are vaccinated. Yet

I have received emails and calls from many union members who would like the MCCC to oppose a vaccine mandate for the community colleges, scheduled to be in effect by January 2022. On the other hand, since April of this year, many union members have indicated that they would like the MCCC to advocate for a COVID-19 vaccine mandate and are happy that the colleges are finally moving in that direction. Meanwhile, the official position of the MCCC with regard to the COVID-19 vaccine is this: The MCCC strongly recommends that all community college students, faculty, and professional staff are vaccinated before they return to campus.

Given that there is controversy over this issue, I thought it useful to explain how the MCCC arrived at its position. Essentially, an official MCCC position follows from motions passed by the MCCC Board of Directors (BOD). The BOD consists of the statewide officers, two at-large adjunct/part-time representatives, and a representative from each of the 15 community colleges who are elected by union members at each of the chapters. Elections run according to Chapter Bylaws which can be found on the MCCC Website: <https://mccc-union.org/chapter-bylaws/>. (Note that only union members in good standing may run for office or vote in elections.) At each BOD meeting, subjects for debate and discussion are put before the Board by the At-Large Representatives, the Directors representing their chapters, or the Executive Committee which has taken on issues brought to the attention of MCCC's elected officers or the Executive Committee's at-large members.

With regard to the vaccine mandate issue, the conversation about the MCCC taking a position on mandating the COVID-19 vaccine began with informal conversations by attendees

at the April 24, 2021 Delegate Assembly (DA). *Assumption University* in

Worcester had just announced on April 11, 2021 that they “will require nearly

“Members of the statewide Professional Staff Committee and Adjuncts Committee were also invited to add their thoughts. While most of the participants (80%) were in favor of a vaccine mandate, those who did not support a mandate were very passionate in their opposition.”

all students, faculty and staff to be fully vaccinated against the coronavirus prior to the start of the fall semester” <https://www.wbjournal.com/article/assumption-becomes-first-central-mass-college-to-require-covid-19-vaccine>
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Margaret Wong,
MCCC President

Know Your DCE Contract Reappointment Rights and Seniority, Fall 2021

DCE seniority is the basis of reappointment rights in this unit. Seniority is recorded on the DCE seniority list after one reaches the threshold for reappointment rights. Seniority is then determined from one's start date by the means provided by the DCE contract. Reappointment rights are effective after teaching five DCE courses over three consecutive fiscal years at the college. The fiscal year is July 1 – June 30. A summer course is attributed to the fiscal year in which it began. These courses do not need to be in the same DCE work area, but at least one course must be in one of the three consecutive fiscal years.

A work area is not necessarily synonymous with an academic department. Work area organization can differ from one college to another. DCE work areas are often discipline specific such as Biology and Physics but organizationally housed in a Science Department within a STEM Division.

Teaching two or more courses per year in a work area at the college earns one-year seniority. One course in one area and one course in another area in a fiscal year provide one-year seniority in each work area. Most people first appear on the DCE list with 2 or 3 years of seniority, depending on their work history. The DCE Seniority List is published at each college every August 15 and reflects the seniority accrued as of June 30 of the year. The DCE seniority lists are sent to the MCCC and are found on the MCCC website, [DCE Seniority Lists \(mccc-union.org\)](https://mccc-union.org)

Example 1: ADCE instructor teaches one English course in a fiscal year and then two English courses in the next two consecutive fiscal years. This individual would first appear on the college's DCE Seniority List with 2 years seniority in English. If this DCE instructor had taught two courses in the first fiscal, they would have 3 years seniority in the English work area.

Example 2: ADCE instructor appears on the DCE Seniority List with 10 years seniority in Nursing. In the eleventh fiscal year, this instructor teaches a course in Psychology and a course in Nursing. They would then have 11 years seniority in Nursing and 1 year in Psychology.

Loss of accrued seniority results after a break in service at the college of two consecutive fiscal years unless on an authorized leave of absence. Canceled courses do not count toward a break in service. An impact bargaining agreement concerning the pandemic provides that any DCE faculty member currently with seniority will not lose any previously accrued seniority if they do not teach a class in Fall 2020; such DCE unit members shall not lose any previously accrued seniority unless they would otherwise lose seniority and do not teach a class before January 2022. A subsequent Spring 2021 Covid-19 agreement includes, in this regard, not teaching a DCE class in the spring 2021 semester and that such unit member shall not lose any previously accrued seniority unless they would otherwise lose seniority and do not teach a class before May 2022.



Joe Rizzo, MCCC DCE Grievance Coordinator

The DCE seniority list is significant because everyone with reappointment rights must be assigned one course. Those with higher seniority would be assigned a course before those with less seniority so that seniority order is important when there are fewer courses than previously were available. Reappointment rights refer to the assigning of DCE courses and are college-based rather than system wide. The time limit to file a grievance is 30 days from the violation. Given the reduced course availability, it is advisable to review your DCE seniority on the MCCC website and contact HR at your college if you believe that there is in error. You should also contact your local Chapter representatives if you need assistance or have questions.

Joseph Rizzo
MCCC DCE Grievance Coordinator
Grievance-dce@mccc-union.org ■

MCCC Passes Motion to Encourage Vaccination...

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vaccine. Those in the post-DA Zoom room felt the MCCC should advocate for the community colleges to be similarly vaccinated by Fall 2021.

In the weeks that followed, as other Massachusetts colleges and universities announced fall vaccine mandates, more MCCC members began to ask why the MCCC was not advocating for a vaccine mandate. The strongest push came from adjunct faculty and unit professional staff, two of MCCC's most vulnerable constituencies with regard to COVID-19. Professional staff could be asked to return to campus at any time, and adjunct faculty have fewer opportunities than full-time faculty to teach online (asynchronously or synchronously).

To get a fuller picture of what members thought of a vaccine mandate, several weeks' Offices Hour that Vice President, Rosemarie Freeland, and I held over the summer were dedicated to this subject. I also set up a Google Doc and invited Chapter Presidents and Directors to contact members at their respective chapters to add their viewpoints. Members of the statewide Professional Staff Committee and Adjuncts Committee were also invited to

add their thoughts. While most of the participants (80%) were in favor of a vaccine mandate, those who did not support a mandate were very passionate in their opposition.

The vaccine mandate issue was taken up by the Executive Committee at its June 9, 2021 meeting. After rigorous debate and discussion, the Executive Committee passed a motion to recommend "the MCCC Board of Directors takes no position on the COVID-19 vaccine." The MCCC Board of Directors subsequently passed this motion at its June 16, 2021 meeting. At its August 4, 2021 meeting, with COVID cases rising, the Executive Committee took up this issue again, and, after much debate, passed the motion spelled out above to strongly recommend vaccination. The Board of Directors at its August 18, 2021 meeting discussed and debated the motion at great length before passing it.

None of the Board decisions regarding the COVID-19 vaccine were unanimous. Rarely are decisions made by the Board unanimous. And that is a good thing. It is important that opposing viewpoints be presented by this group of largely voluntary, dedicated union leaders. The debate follows the orderly rules of parliamentary procedure, moving forward until the debate is closed by a majority-supported motion or the fact that there is nothing more to say. A vote is then taken and those involved in the discussion, however much they disagreed with one another, accept the results. In Roberts Rules, the majority rules. That's how a deliberative body operates on its best day as well as its worst day.

I want to circle back briefly to how this column began -- the proposed

COVID-19 vaccine mandate to be in place for all MCCC unit members by January 2022. It is yet another turn in the saga of the deadly global pandemic we have all been living with for the better part of two years. In the context of its official position on the COVID-19 vaccination, the MCCC will do what it can to mitigate the harm of this new condition of employment and continue to make sure its members are safe from a highly contagious disease that has already claimed more than 4.5 million

lives worldwide and afflicted more than 240 million people with short and long term COVID-19. This is a balancing act born from messy democracy. It's not great, but it is probably the best we have. ■



MCCC Meetings Calendar 2021-2022

Meetings will be conducted virtually until further notice. Members who wish to attend a meeting, but are not regular meeting attendees, should request access from President Wong in advance of meeting.

YEAR	MONTH	EXECUTIVE COMMITTEE	BOARD OF DIRECTORS	OTHER EVENTS
2021	SEPTEMBER	3	17	
2021	OCTOBER	1	15	
2021	NOVEMBER	Oct. 29	19	
2021	DECEMBER	3		
2022	JANUARY	7	21	
2021	FEBRUARY	4	18	Nominations Due 2/3
2021	MARCH	4	18	3/1 Bylaws Proposals Due 4/23
2021	APRIL	4	22	MCCC Delegate Assembly
2021	MAY	6		5/20-5/21 MTA Annual Meeting
2021	JUNE	1 (Wed)	15 (Wed)	
2021	JULY	-	-	7/2-7/6 NEA-RA Dallas, TX



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

Know Your Day Contract

October 2021

- Oct. 1** Tenure eligibility list distributed (p. 46).
 - Oct. 1** Sick leave bank open (p. 21).
 - Oct. 2** Furnish employer with dues to be deducted per employee (p. 18).
 - Oct. 6** Supervisor shall return Course Materials to faculty members by end of fifth week of semester. Members have 14 calendar days to respond to supervisor's concerns (p. 59).
 - Oct. 11** Columbus Day holiday observed (p. 25)
 - Oct. 15** Notice of termination at end of fifth year or later (p. 45)
 - Oct. 24** Accrued professional staff vacation time in excess of 64 days (480 hours) converts to sick time. This now occurs twice per year, falling on the end of the last pay period of April and October (p. 24).
 - Oct. 30** Last day to opt out of sick bank (p. 21).
(Note: membership in sick leave bank is automatic upon first October of a member's employment.)
- N.B. Dates may vary depending on the first day of classes. Most of these dates are "last date."

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:

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