

# MCCC News



The Official Publication of the *Massachusetts Community College Council* / Vol. 22, Issue 3 / Winter 2022



## NOTICE

**Statewide  
All-member  
Zoom meeting  
to discuss  
MCCC/MTA  
relationship  
Wednesday,  
January 12  
5 P.M.**

**Look for meeting  
registration link email from  
your chapter president.**

## MTA Candidates Speak to MCCC

**T**his year will see elections for MCCC offices as well as for MTA offices. With the MCCC having ongoing discussions with MTA over the relationship between the two organizations, this election should be of special interest to all MCCC members.

The election of officers is held at the MTA Annual Meeting that will be held on May 20 and 21 in Boston. Only elected delegates from locals like the MCCC are eligible to vote. So it is vital that members nominate themselves for the election if they want to make their voices heard.

As one step in the process of educating members on the choices delegates to the MTA Annual Meeting face for the election, the MCCC Board of Directors has invited MTA candidates to speak to the board. Given the time constraints of the Board meetings, three candidates were invited to the November meeting, and three have been invited to speak to the January or February meeting.

Presidential and vice presidential offices are elected independently. The candidates that spoke in November were Eric Champy, candidate for president, and Donna Grady and Leonard Zalauskas, candidates for vice president. The candidates who have been invited for the next meeting are Meka Magee for president along with current vice president Max Page, and Deborah McCarthy is a candidate for vice president, running on a ticket with Page.

Donna Grady was the first to speak to the Board

over Zoom. She is currently an MTA Board member and a kindergarten teacher from Franklin, Mass. She started her presentation saying that, "MTA is a fractured organization," pointing out that if it were the "member

*Continued on page 2*



*Eric Champy, candidate for MTA president, spoke to the MCCC Board of Directors over Zoom at its November meeting.*

## GET INVOLVED

Nominations for MCCC officers and At-large Directors, NEA RA delegates, and MTA Annual Meeting delegates close on Thursday, Feb. 3 at 4:00 P.M.

The MCCC has over 60 MTA Delegate slots, and it is vital that we send a strong delegation to influence the directions that our state affiliate takes. Only elected delegates can vote on policies and for MTA president and vice-president.

Nominate yourself at the MCCC website at: [mccc-union.org](http://mccc-union.org)

**REMINDER—there will be no write-in nominations.**

MCCC Officer and Director candidates may submit a 250-word statement and a photograph to be published in the February issue of the MCCC News. These submissions are also due by 4:00 P.M. on Feb. 3.

Send photos and statements to MCCC Communications Coordinator, Don Williams, at [Communications@mccc-union.org](mailto:Communications@mccc-union.org).

# MCCC Year in Review



Don Williams,  
MCCC Communications  
Coordinator

It's hard to say, but 2021 seemed to be better than 2020. That's not saying much.

With hope that a new executive and legislative majority in Washington would calm down the social polarization, things fell apart pretty darn fast. It's calmer here in Massachusetts, and as much as many of us fear the loss of democracy, there wasn't much we could do to change things nationally.

But the MCCC had plenty of local issues to deal with in 2021, most of which we will continue address in the new year.

### COVID continued to plague us

The start of vaccinations brought down the threat of hospitalization and death, and they offered the hope of getting back to a semblance of normal. But changing understanding of the virus and its mutations made policies a moving target. The state has imposed some

employee requirements, and 15 colleges have had different approaches in how they approached on campus versus on line classes and services. Bargaining over the impact of these policies has kept Day Negotiations Chair Claudine Barnes and DCE Negotiations Chair DeAnna Putnam extremely busy.

### Enrollments impacted further

Community college enrollments were in decline nationally, and Massachusetts was more impacted than others. Declines varied among the MCCC campuses, but several had double digit declines as reported by MCCC Research Coordinator Hilaire Jean-Gilles. Continuing surges in COVID infections along with new variations have made it difficult for the colleges to plan services and course offerings for our non-traditional students. Plus, community college enrollments typically go up when unemployment increases, and down when employment goes up. Last year's low unemployment figures with the "great resignation" may have been a blessing for many workers, but probably was not positive for community college enrollments.

### MTA relationship

While the MCCC has been the largest local association in the Mass Teachers Association, higher

education is only about 10 percent of the total MTA membership, and MCCC is a minority within higher ed. How the MTA services locals reflect the needs and circumstances of municipality-based K-12 systems, unlike the state-based higher ed. sector. The Supreme Court *Janus* decision impacted the MCCC especially hard because of the high numbers of part-time members, a large number of whom do not pay dues to the union. Servicing these non-members has put a financial strain on the MCCC. This, along with other issues of contention were brought to MTA leadership, with the hope that through mediation, they could be resolved. So far this has not happened.

### Member organizing

By no longer requiring unit members to pay a service fee to the union, the *Janus* decision was expected to negatively affect union membership. When people had to pay something to the union whether or not they belonged, most decided it was better to pay a little more and join the union. It was unclear how the decision would impact our membership. The union has found that we are pretty much keeping existing members we already had, but as new people are hired, they are less likely to join. Steps began for establishing chapter-based membership committees, and this will continue as COVID restrictions abate. ■

## MTA Candidates Speak to MCCC . . .

*Continued from front page*

driven organization" that it portends to be, then higher ed. locals would be able to say what they want the MTA to do for them, not the other way around. She also criticized the use of MTA discretionary funds to support outside organizations, and instead those funds should be used to support MTA members.

Grady supports the idea of equal pay across higher ed. where UMass salaries are significantly higher than at community colleges for employees doing essentially the same work. When asked if she supported EDU, she said she had not been involved with the group.

EDU stands for Educators for a Democratic Union, which is a faction, or "caucus" as they prefer, within MTA that has dominated the leadership since Barbara Madeloni was elected president in 2014 with EDU support. Current president Merrie Najimy was vice president with her. The EDU agenda moved MTA into a more social activist direction.

Leonard Zaluskas, meeting by Zoom from his car, was the second vice presidential candidate to speak with the MCCC Board. A former president of the Education Association of Worcester, one of the largest local affiliates of the MTA, he said he has put in thousands of hours working on behalf of the union. He was proud of the fact that he negotiated and brought to ratification the first on time contract in EAW history. And he pointed out that he gets along with all three candidates for the MTA presidency.

However, he said that the MTA is not a real democracy if only a small number (typically 800-1000) of delegates elect the officers. The rest of the 115,000 members are disenfranchised. He was critical of the direction the union has been moving on saying, "We're losing with

efforts like "end MCAS." As vice president he would spend a lot of time at the State House working to advance the MTA's legislative initiatives, and he would support whatever agenda the new MTA president would be.

Asked about EDU, he said that he had supported some of their initiatives, but he feels that they have damaged union democracy. He voiced support for efforts to gain health insurance and pension reform for part-time faculty and staff, and when asked by Joe Nardoni, said he supported equitable funding for community colleges.

Eric Champy, candidate for MTA president, was the final guest of the meeting. Touting his 30 years of working in education from K-12 through higher ed. and many years in various union roles, he was highly critical of current MTA leadership. Citing the first line of the MTA Mission Statement, "The MTA promotes the use of its members' collective power to advance their professional and economic interests," he said that this has not been the primary focus. Collective bargaining and contract enforcement should be the most important role of the organization.

We should be investing in our members and supporting their needs. In the case of the MCCC, he said, "you are the experts in what your needs are." Referring to negotiations that MTA directly held with the community college presidents he said, "There is no reason for the MCCC to be blind-sided by an agreement without your input."

Another criticism of the recent leadership is its hostility to working with the State House. He said there have been seven years with no legislative successes for MCCC issues, seven years with no discussions with the governor. He noted that MTA has shown no interest in working to change the Social Security WEP (Windfall

Elimination Provision) that reduces the federal benefit many Massachusetts' retirees earn.

He noted that dues have gone up but no advantage has been gained for the membership. The president has a \$70,000 discretionary "slush fund" to use for special projects that has not gone to direct member issues. And he said that a hostile atmosphere at the MTA Quincy headquarters has impeded progress.

In closing he said that he would always be available to meet with the MCCC. He reminded the Board that the MCCC endorsed him when he ran for MTA president in the past.

The Board discussed proposals to hold both an all-member discussion of the concerns the MCCC has with the MTA relationship and a candidate night, with all the candidates invited. These would be held over Zoom in January before the closing of nominations for the election of MTA delegates from the MCCC. ■

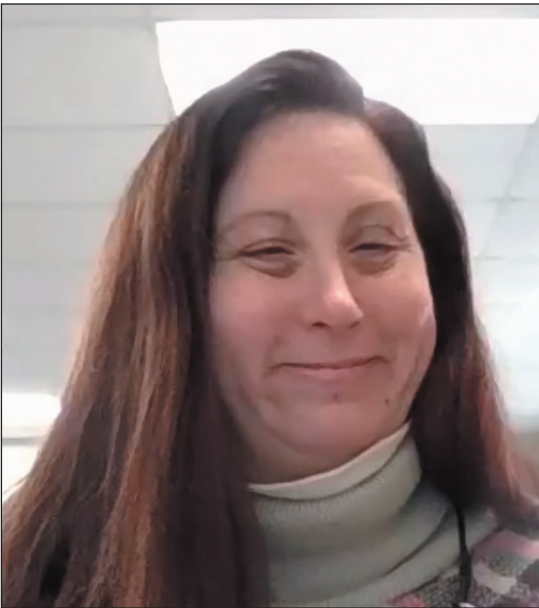
### MOVING?

Please make sure the MCCC has your correct mailing address. This affects receiving the newsletter, elections, important mailings and notices.



Call the office at  
1-877-442-MCCC toll free  
or go online at  
[http://mccc-union.org/  
ChangeMyAddress/](http://mccc-union.org/ChangeMyAddress/)

## MTA Candidates for Vice President



Donna Grady from Franklin, candidate for MTA vice president, spoke to the MCCC Board of Directors over Zoom at its November meeting.



Leonard Zalauskas from Worcester, candidate for MTA vice president, spoke to the MCCC Board of Directors over Zoom at its November meeting.

## LABOR BRIEFS

### Resignations

If there is a silver lining to the COVID pandemic, it is that workers have found strength to stand up against the years of stagnant income and poor working conditions. The past year has seen the most significant increase in labor actions in decades with both successful strikes and new union organizing. This is good news for all unions because as workers see that they can be successful, they will fight harder and stick together knowing that their chances are much improved over the past.

The “great resignation” that’s been going on with many workers saying “take this job and shove it” has been a significant component of labor’s improved position without being consciously organized. It has been an almost organic movement.

Just as President Ronald Reagan’s breaking of the air traffic controllers’ PATCO union sparked a 40-year decline in union power, the recent union successes may indicate a turning tide. A Supreme Court hostile to organized labor is a major impediment, but hopefully legislators will recognize the rising power of unionized workers to act in their behalf. And public opinion is more favorable towards unions, so that both public and private employers feel pressure to settle disputes.

### Worcester Nurses

A settlement was reached after a nine-month strike by 700 nurses at St. Vincent Hospital in Worcester and Tenet Healthcare, the Dallas-based company that operates the hospital. Running 285 days, it was the second longest nursing strike in state history. The central issue was what the union considered unacceptably low staffing levels. Hospital officials hired hundreds of replacement nurses while their own staff nurses walked the picket lines outside. The settlement was facilitated by Labor Secretary Marty Walsh after federal mediators met with both parties for two weeks. Walsh thanked the Massachusetts Nurses Association for their “dedication to getting this done and for continuing to keep our community healthy.”

“Secretary Walsh was unbelievably gracious, so respectful,” vice chair of negotiating team Marlina Pellegrino said. “He facilitated and he made these sides come together, but at the end of the day, it’s really the strength and power of the striking registered nurses standing together.”

As this newsletter was finalizing, the nurses overwhelmingly ratified the contract on Jan. 3.

### Starbucks

Following the landmark success in unionizing a Starbucks location in Buffalo NY, a number of locations in New York and Arizona were joined by Boston area stores in organizing their own unions. Organizing committees with Workers United, an affiliate of Service Employees International Union (SEIU), have been active at 1304 Commonwealth Ave. in Allston and 277 Harvard Ave. in Brookline. Starbucks CEO, Kevin Johnson, released a letter on Dec. 7 saying, “We respect the process that is underway and, independent of any outcome in these elections, we will continue to stay true to our Mission and Values.” Commentators have pointed out that within the food/beverage industry Starbucks employees have better than average pay and benefits, and that the unionizing efforts represent a broader interest in unionizing.

### Kellogg Workers

About 1400 Kellogg workers ratified a contract on Dec. 21 ending a strike that began in October. One key objective of the strike was addressing an existing two-tier compensation system that paid employees hired after 2015 at a lower “transitional” employee rate than for “veteran” employees.” After rejecting a contract on Dec. 5, the company announced that it would begin to hire permanent replacement workers. President Biden weighed in saying that the plan to replace workers was “deeply troubling” and called it “an existential attack on the union and its members’ jobs and livelihoods.” The following week the parties went back to the table with a new tentative agreement that according to the *New York Times* sped up the transition of newer workers to veteran status. It included raising newer workers wages to over \$24 per hour and senior workers wages by \$1.10 per hour immediately.

### Graduate Student Workers

Graduate students have been organizing across the nation and taking action to improve their pay and working conditions. Locally, Harvard graduate student-workers organized with the United Auto Workers in 2015, and staged a strike in the fall of 2021 to secure a new contract. On Nov. 27, the HGSU-UAW accepted a contract with raises of 5 percent retroactive to July 1, 2021, 4 percent for 2022 and 3 percent for 2023 and 2024. MIT grad-workers are currently organizing with the United Electrical, Radio, & Machine Workers of America to establish their own union.

### Harvard University Custodians

The union representing custodians at Harvard also won a contract that increased salaries by 15.25 percent over four years. In June 2020 the union faced a threatened layoff of half their members. They were able to turn back the action and keep their members. Roxana Rivera, executive vice president of 32BJ SEIU, in a statement said, “They were only able to achieve this victory by standing together with each other and with supportive elected leaders, students, and other union workers to demand that Harvard offer nothing less than the family-sustaining raises and protections they need and deserve.” Starting pay is currently \$24.67 per hour. Harvard’s endowment now surpasses \$53 billion. ■

## Visit The MCCC Online! [www.mccc-union.org](http://www.mccc-union.org)

The MCCC website is the best and most up-to-date source for late breaking developments important to Day and DCE Unit members in addition to being a valuable resource for MCCC contact information, bargaining and legislative updates, contracts, committee assignments, bylaws, local chapter leadership, calendar of meetings and events, and the MCCC News newsletters (current and past).

Find links to NEA, MTA and MCCC on Twitter and Facebook. Bookmark the site for frequent referral.

There is a “Members Only” area with additional information. You log on to that with the same credentials as your MTA Members account. Don’t have an account? Create one using your membership card info at [MassTeacher.org](http://MassTeacher.org).

# Free Life Insurance for Union Members

Members of the MCCC are also members of the National Education Association, and as an NEA member you are automatically covered by the NEA Complimentary Life Insurance (formerly known as NEA DUES-TAB) term life insurance. It is a guaranteed benefit for Active and Life members. All you need to do is register your beneficiary.

The free program offers \$1,000 of term life insurance, up to \$5,000 (depending on years of membership) of accidental death and dismemberment coverage, and up to \$50,000 of AD&D insurance for any covered accident that occurs while on the job or serving as an association leader.

To register your beneficiary or to obtain more information call 1-800-637-4636, or go to <http://www.neamb.com/insurance/nea-complimentary-life-insurance.htm> ■



## MCCC News

<http://mccc-union.org>

Editor:

Donald R. Williams, Jr.

President:

Margaret Wong

Vice President:

Rosemarie Freeland

Secretary:

Ellen Pratt

Treasurer:

Henry "Chip" Bradford

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](mailto:Communications@mccc-union.org)



Like us  
at  
**mccc.union**

## MCCC Meetings Calendar 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
2022	JANUARY	7	21	
2022	FEBRUARY	4	18	Nominations Due 2/3
2022	MARCH	4	18	3/1 Bylaws Proposals Due
2022	APRIL	4	22	4/23 MCCC Delegate Assembly
2022	MAY	6		5/20-5/21 MTA Annual Meeting
2022	JUNE	1 (Wed)	15 (Wed)	
2022	JULY	-	-	7/2-7/6 NEA-RA Dallas, TX

## Know Your Day Contract

### January 2022

- Jan. 15** Sabbatical recommendations from committee to president. (p. 25).
- Jan. 17** Martin Luther King Jr. Holiday (p. 21).
- Jan. 29** Course materials (Form XIII-E2) for Spring semester must be distributed to students and submitted to supervisor before end of drop/add period. (p. 54).

### February 2022

- Feb. 1** Summary Evaluation returned (p. 55).
- Feb. 1** First Year Professional staff evaluations completed. (p. 57).
- Feb. 1** Sabbatical Recommendations forwarded to boards of trustees (p. 27).
- Feb. 10** Summary evaluation rebuttals due (p. 55).
- Feb. 15** First year professional staff evaluation conference (p. 57).
- Feb. 21** Presidents Day Holiday (p. 21).
- Feb. 20** Course materials returned (p. 54).
- Feb. 28** Preferred schedules and courses submitted (p. 45).
- Feb. 28** New full and part-time hire list due MCCC.

**NOTE:** 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. Cited page numbers are from the 2018-2021 Agreement.



## 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](mailto:Communications@mccc-union.org)

## MCCC Office Hours

The MCCC office normally is open Monday through Thursday from 9AM to 3PM. There is no in-office staffing on Fridays. Masks may be required to enter the office.