

# State of the Union

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## MCCC Purchases a Permanent Home! 27-29 Mechanic Street, Downtown Worcester

*BY: Maria Estela Carrion  
QCC MCCC Day Grievance Coordinator*

Did you know that your union, the one representing you and the faculty and professional staff at the state's 15 public community colleges, the one collecting over a million dollars in dues revenue every year, was operating out of people's basements and living rooms since their inception! Well, no more! Pushed by the damning report of an external consultant and by the equally forceful work of the MCCC Operational Audit Review Committee (OARC), the MCCC was forced to "professionalize" its operations and administration and bring these into the 22<sup>nd</sup> century. In 1999, former MCCC President Susan Dole championed efforts to have the MCCC sub-let its first office space in central Massachusetts on Route 12 in Auburn, MA. With Dole's support, and under the auspices of MCCC Treasurer Maria Estela Carrion, the "central office" expanded to its own office suite at the same location and began the

*continued on page 2*

### INSIDE THIS ISSUE

- 1 An Article from Your Union President
- 2 MCCC Meeting Dates, Times, Locations
- 3 Union Dues Information
- 3 NEA Regional Assembly in Dallas, Texas

Want a Union question answered? E-mail [smcpher@qcc.mass.edu](mailto:smcpher@qcc.mass.edu) and some of your questions will be answered in future issues of this newsletter.

## Welcome Back!

*BY: Marilyn Martin  
QCC MCCC Union President*



Let me join the many voices welcoming all full and part time faculty and professional staff back to campus. I especially want to say a warm hello to the many new MCCC unit members. I hope that those of us who did not have the summer off at least had an opportunity for some rest and relaxation. Now we can all turn our hearts and minds to the academic year ahead. Budget concerns are quite prominent, so many of the issues I will raise here will be related in some way to that topic.

The recent early retirement incentive resulted in thirty valued employees leaving the College. Ten of those were unit members. The Unit requested information regarding the impact the resulting vacancies would have. In a meeting with management I expressed two major concerns: that unit work is either being performed by non-unit members or that not filling the positions will result in a diminishment of services to students. Management assured me that any unit positions not currently filled would be filled when the budget allows. We will continue to monitor the situation.

*We all must participate if the Union is to be effective.*

Article 21.02, Merit Based Performance Bonus, has been a source of concern for many Unit members. We should all be proud of the 16 Unit members who received the \$2500.00 one-time award, which was not applied to their base salary. There is no doubt that those people deserved the award. My question to Management

*continued on page 2*

tedious work of setting up auditing and accounting systems with internal and external controls consistent with the best “generally accepted accounting and business principles” of the day. Six years after those damning consultant and OARC reports, the MCCC has not only achieved squeaky clean audits in record time, but was able to amass considerable savings to build a healthy fund operating balance. The re-established fiscal health of the organization, and its commitment to not return to home-based operations again, led the board to authorize the purchase of a permanent office home for the MCCC.

The new MCCC home is located at 27-29 Mechanic Street in Downtown Worcester, 01608 (directly across from the Outlet Mall.). This is an especially convenient location for Quinsigamond members since it provides easy access to membership services, dues billing and payment information, and meetings (many committee meetings are held at Central office or in central Massachusetts. The MCCC moved into their new space this past summer and are in the process of remodeling part of the new suite to create convenient meeting space and file archives. All are encouraged to stop by and get to know your hard working MCCC staff: Phil Kennedy, Operations Manager; “Mamie” Leblanc; and Aaron Poirier from Membership Billing and Services (Poirier is a QCC alumni!).

**MCCC**

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*Maura Tighe Stickles is the DCE Grievance Coordinator. Unit Members can reach her at 508-854-4533, or visit her in office 427A.*

is why was the number of awards spread out evenly among the Academic Deans and Vice President Ann Carol? It is unlikely that the 16 most meritorious Unit members would automatically distribute themselves into a nearly perfect spread across divisional and work area lines. If one work area has two or even three times the number of eligible Unit members, does it not seem possible that the number of meritorious award recipients would be higher in that area? Management had no answer for me. The criteria for selection are outlined in article 21.02 and the awards are not grievable.

I will close this message with a request. We must all participate if the Union is to be effective. I am not the Union. You and I together are the Union. We can make it effective and we can make it a positive source for change if we all work together. I am asking each of you to remember that our dues do not create the Union – we do! Come to Union meetings and learn what is going on and what we must do to make the QCC/MCCC strong and effective. ❖

**QCC MCCC meetings for the 2002-2003 year will be held on the following dates in Room 107A at 2:00pm:**

- 9/12/02**
- 10/10/02**
- 11/14/02**
- 12/12/02**
- 2/13/03**
- 3/13/03**
- 4/10/03**

**We invite everyone to join us!**

## Your Dues At Work

BY: *Karen M. Cox*  
*QCC MCCC Treasurer*

The FY 02 budget was balanced and submitted to MCCC.

Our closing balance was **\$5,331.37**.

In compliance with the DCE and Day contracts, MCCC has submitted to each community college the membership and agency fee rates for FY03.

The **membership rate** for full time unit members is:

<b>MCCC:</b>	<b>\$229.00</b>	<b>Sept 01</b>	<b>\$218.00</b>
<b>MTA:</b>	<b>\$342.00</b>		<b>\$332.00</b>
<b>NEA:</b>	<b>\$130.00</b>		<b>\$126.00</b>
<b>Total:</b>	<b>\$701.0</b>	<b>Total:</b>	<b>\$676.00</b>

**This is an additional \$25.00 annually**

The payroll union dues deduction rate for FY 03 will be \$29.59 per pay period based on the first (2) two pay periods each month.

The DCE **membership dues** for faculty earning more then \$6,000. per fiscal year is:

<b>MCCC:</b>	<b>\$68.75</b>
<b>MTA:</b>	<b>\$103.00</b>
<b>NEA:</b>	<b>\$67.50</b>
<b>Total:</b>	<b>\$239.25</b>

The DCE membership dues for faculty earning less than \$6000. per fiscal year is:

<b>MCCC:</b>	<b>\$68.75</b>
<b>MTA:</b>	<b>\$52.00</b>
<b>NEA:</b>	<b>\$36.25</b>

**Total:** **\$157.00**

If you need more specific information, please feel free to call me at X4479 or drop by B58A. ❖

## NEA Regional Assembly 2002 Dallas, Texas

BY *Maria Estela Carrion*



*From L to R: Bob Gillies, Sharon Gillies, Maria Estela Carrion*

The 81<sup>st</sup> NEA Representative Assembly ended in Dallas on July 6<sup>th</sup>, 2002. The major accomplishments of the assembly were the election of new officers (Reg Weaver won overwhelmingly with 65% of the vote to replace Bob Chase as NEA's new President) and the commitment of major NEA staff and NEA dollars to defeat or counter the negative aspects of amendments made to the federal ESEA (Elementary and Secondary Education Act) made by President Bush and his administration.

For those of you who have never attended an NEA meeting, you should try one on for size. It is always scheduled for the July 4<sup>th</sup> holiday week making it difficult for some to get away. Why this impossible weekend? Because... when the NEA was first started, it was the only time "nationally" that the organization could be assured that all teachers would be out on summer break. The tradition has stuck and for some members, keeping that week "free" so they can attend the NEA assembly is now a must. The assembly is an impressive example of democratic decision-

*continued on page 4*

making. It will surely test your commitment to democratic decision-making as 10,000 delegates from all 50 states and territories debate resolutions, motions, and business-items on the convention floor. Your duly elected MCCC delegate sits in an uncomfortable folding chair for 8-10 hours a day for 3-5 days of business! The delegates not only endure uncomfortable seating, but also marathon long waiting lines at the restrooms. Delegates must be able to follow the agenda and Robert's Rules of Order as hundreds of business items are shuffled on the daily agenda. Photographers are busy catching sneak "photos" of delegates snoring and asleep in their chairs! Raffles are held daily offering "cash rewards" to participating delegates who stay on the floor the longest – you can only collect if your name is called and you are on the convention floor. Names are drawn randomly!

What could possibly occupy so much agenda time at an NEA? Aside from the elections and approval of the budget – which, in my opinion, took the least discussion and time, are resolutions from individuals and caucuses on every conceivable topic. The educational institution and process, apparently, touches everything. Resolutions that members had to entertain and decide on ran the gamut from:

ADOPTED: “The NEA will develop a comprehensive national strategy for fully funding and, as appropriate, amending the Elementary and Secondary Education Act (ESEA). This strategy will be based on input received from NEA members and affiliates, and will reflect NEA's dual commitment to promote the cause of quality.....” You get the gist of the language. There were a dozen resolutions related to defeating or changing the ESEA and the floor and back-room discussion to iron out the subtleties of everyone's needs and intent took hours of hard sweat and tears to work out.

ADOPTED: “The NEA will work with the Education International (EI) to support the teachers in Colombia by establishing fraternal or sisterly relationships between displaced teachers in Colombia and NEA locals and state affiliates. Among other things, NEA and NEA locals should....” This motion was to support teacher organizing and union work abroad where their activism was a life-threatening activity.

Items voted “not to consider”, “amended” or “withdrawn” ranged from the oppression of the Falang Gong in China; the effects of welfare reform on students and children; banning of transportation of chemicals near schools; NEA recognition of new ethnic groups; NEA recognition of the attempted genocide of Native Americans, allocation of some funds to combat the Unz “English only” legislation movement, etc., etc., etc.

Due to the large and continually growing number of resolutions, delegates also sought new “rules” to limit items and debate time. A wonderful argument could be made for the educational relevance of every single one of those items – yet, as delegates continue to discover, democracy is a messy and very time consuming business. AND YET, EXHILARATING IT WAS to see teachers speak out passionately about the education issues that affect them and their students and institutions. To be in a room with 10,000 other educators who share similar professional ideals and commitments is energizing and can re-ignite the most fatigued of teacher souls.

NEA NETWORKING: Each state is housed in their own “hotel” and has its own “daily caucus” meeting. The state caucus meetings provide delegates the opportunity to meet members from other towns and union chapters. It also provides the state with an opportunity to discuss and bring forward any business item of particular importance to that state. Each state also organizes a series of “social events” to help delegates to combine business with pleasure. The Massachusetts caucus not only went to a baseball-game at the new stadium (ask QCC's Bob Gillies about his adventure at the stadium) but also went to Billy Bob's rodeo bar for some excellent Tex-Mex food and dancing (which three QCC members wound up on the mechanical bull at the bar?). The next NEA assembly will be held in July 2003 in NEW ORLEANS!