

State of the Union

Volume 2, Issue 2

December 2004

We are the Union

*BY: Marilyn Martin
QCC/MCCC Union President*

Do you know the members of your Work to Rule Committee? Do you know what they do for all of us? If not, read on and join colleagues in shaping practice on the campus during this challenging time!

The Work to Rule Committee is at its core a flexible committee comprised of MCCC members but with no hard and fast membership roster. Our meeting times vary according to the needs of the Chapter, as does the membership of the group at the time. The purpose of our group is to make meaning out of Work to Rule so that we can make recommendations for the Chapter as situations arise which fall into the "gray" areas, as so many of this semester's activities have. Questions are brought to the group for consideration and discussion. Through consensus, we eventually come to agreement, and then we make recommendations to the Chapter. The Chapter, at its monthly meeting, votes to accept or reject the recommendations. The Committee decisions are never easy and the discussion is always lively and interesting. Personally, I find our process to be stimulating and empowering. Union members as well as non-union members ask me questions that begin with: "What is the Union's stand on..." As a result of the Work to Rule Committee, I have a local source for that answer. However, I must point out to Union members that a

INSIDE THIS ISSUE

- 2 Creating Networks of Activists
- 2 MCCC Meeting Dates, Times, Locations
- 3 It's Coming!
- 3 Union Votes on Further WTR Action
- 4 Work to Rule Activities Performed

DCE Contract Vote!

**WHEN: Monday & Tuesday,
December 13 & 14**

**TIME: 10:00am-2:00pm and 5:00pm-
7:00 pm**

WHERE: Faculty Lounge--Surprenant

better start to that question is: "What is our stand on ..."
After all, we are the Union!!

The membership of the WTR Committee is open. You do not have to attend every meeting, but if you let me know of your interest, I will put you on the list to be contacted when we meet.

***If we cannot get a decent DCE contract
from our own College president, I shudder
to think how bleak the negotiations with the
Governor will become.***

Although I am cautiously optimistic that our points will be funded by the end of January, I can muster no optimism about our contract negotiations. At this writing, the proposed DCE contract offers 10% over 4 years with serious take backs in language. The MCCC negotiates directly with the College presidents for this contract. The Colleges keep the money generated from DCE enrollments. If we cannot get a decent contract from our own College president, I shudder to think how bleak the negotiations with the Governor for our statewide contract will become. I believe we should continue Work to Rule until our next contract is funded. I believe the WTR Committee will be an active, increasingly important committee, which will make strategic directions in order to guide the Chapter as we use the tool, which shows our collective power.

Please forward your name to me and make the commitment to help us make recommendations to the chapter as we move forward together trying to make meaning of WTR on our campus! ❖

Creating networks of activists

BY: Dale LaBonte
QCC Reference/Serials Librarian

“We are all dramatically affected by information flow and webs of relationships within social networks. These networks often are not depicted on any formal chart, but they are intricately intertwined with an organization’s performance, the way it develops and executes strategy, and its ability to innovate. For most of us, networks also have a great deal to do with our personal productivity, learning, and career success.”

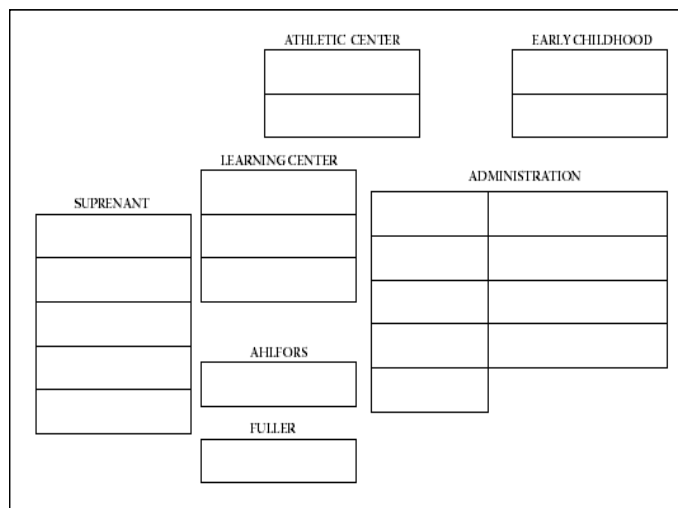
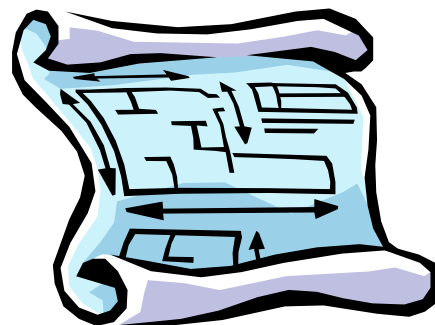
from p. 3 of The Hidden Power of Social Networks by Bob Cross and Andrew Parker, Harvard Business School Press, 2004.

When you call an office on campus to find out the answer to a question, do you speak with a person that you met at a Thursday chapter meeting? When something work-related is bugging you, do you wish you knew who you could discuss this with? Are your concerns on the agenda for union meetings?

To answer “yes” to these questions, MTA consultant Richard Sanders recommended that we develop networks of activists. He encouraged us to make the Union more prominent in our daily activities. We can do this by using the areas where we work and interact as points of contact. The initial project to identify leaders occurred during the summer and led to the August 5th meeting. It demonstrated the broad range of topics that interest Unit members and pointed out potential areas for us to address.

Now is a good time to implement work area networks. Being able to identify Unit members in our various buildings is a start. I have been working on a “map” of Unit members, indicating where professional staff and faculty have their offices. Right now this is more of a diagram than a map, but it can start to illustrate where we are in relation to each another. Once established, the area networks have the potential to make the Unit meetings more focused, the flow of communications more consistent, and the membership more involved.

This fall QCC members of MCCC have passed out leaflets, made calls for candidates, educated



students, and demonstrated their cohesiveness at department meetings. We have learned about the political climate and of how the veto of an appropriations bill can make or break a negotiated contract. Without refreshing the collective memory of members by discussing these efforts and ideas, how will the momentum to support the coming round of contract talks be sustained? An activist network will let each of us—member or leader—play a part by keeping in touch. ❖

Union Meeting Dates

All meetings will be held in Room 107A at 2:00pm on the following dates:

- **February 10**
- **March 10**
- **April 14**

Since we have pressing business this academic year turnout is very important. Please make an effort to attend. ❖

Your dues at work

*BY: Karen Cox
QCC/MCCC Treasurer*

It's been a busy fall semester and how exciting that we have so many new members.

Please Welcome:

Mark Bates
Amy Beaudry
Kirsten Daigneault
Marjorie Gessner-Matlock
Renee Gould
Erin Owens
Eileen Potvin
Donna Rollo
Andria Schwortz
Michael Sidoti

That makes our official total: 131 Members.

The total of sick leave bank days for Faculty and Unit Professionals is 132 days.

Our bank balance after expenses and ½ year salaries is approximately:
\$4400.00

If you have any questions, please feel free to call me at 4479 or visit me in B58A ❖

Teach-in a success

On Wednesday, December 1, 2004, members of the student senate and the QCC/MCCC collaborated to put on a day of educating the QCC community about Work-to-Rule issues. The day started with an Open Forum sponsored by the student senate. It featured Greg Whiting, president of the QCC Theatre Ensemble, who talked about why theatre club activities had been suspended in support of the faculty and professional staff. Afterwards, in a three-hour QCC/MCCC-sponsored Teach-In the faculty and professional staff introduced members of the QCC community to the history and issues of Work-to-Rule from their perspective. A letter to Governor Mitt Romney was available for students to sign after the Teach-In and over 100 students did in fact sign it. Generally speaking, by all measures, the Open Forum and Teach-In was a success. ❖

Union votes on further WTR action

The Work to Rule Committee made 6 recommendations to the membership. The Unit voted on Thursday, December 9. The results are as follows:

1. QCC/MCCC chapter members will not attend the College holiday party or Division party--**Unanimous**
2. QCC/MCCC chapter members will not attend the annual faculty and professional staff retreat--**Unanimous**
3. QCC/MCCC chapter members will attend an alternative lunch on All College Day--**Unanimous**
4. Externships are considered professional development and therefore should be exempt from work to rule prohibitions--**7 YES; 21 NO (It is the will of the group that unit members will NOT participate in externships.)**
5. QCC/MCCC chapter members will boycott the Teaching Learning Conference (being held on our campus April 1)--**Unanimous**
6. QCC/MCCC chapter members will not accept extra work to perform the writing assessment for developmental English courses--**Unanimous**

Additionally, at the December 9 Union Meeting, the group voted to perform informational picketing on the first day of classes, spring semester. We will picket at both the West Boylston and Burncoat Street entrances and leaflet at entrances to buildings. ❖



It's coming!! It's coming!! The new web site for our Chapter will be unveiled at our first unit meeting of the spring semester.

Work to Rule activities, fall 2004

*BY: Betsy Zuegg
QCC/MCCC Secretary*

To the members:

The following list reflects the activities that some of our members have taken to support the Work to Rule initiative on campus. If you have taken part in any activity that is not indicated on the list, please forward your action to me in a brief email, and I will add it to our ever-growing list.

- Professional staff resigned from Student Advocacy Initiative
- Faculty/Prof staff resigned as advisors to student clubs and activities
- Faculty interviewed for article in student newspaper (article on WTR)
- President of Unit met with Student Senate
- President and VP of Unit attended QCC Board of Trustees meeting
- Faculty member resigned from Library Collections Committee
- Faculty member resigned from Teaching Learning Roundtable
- Article in Open Door about the Theater Club's support of faculty in WTR
- Alumni Assoc. boycott of Holiday Craft Fair
- Sept., Oct. and Nov. Division meetings were adjourned
- Sept., Oct. and Nov. Work Area meetings were adjourned
- Article published in the Telegram and Gazette
- Coordinators did not participate in the College Open House
- Faculty and professional staff distributed informational handouts to guests at the Open House
- Board of Trustees sent letter to Governor Romney and legislators in support of faculty
- Psychology Club has been inactive since September
- Psi Beta Club (Psychology National Honor Society) has been inactive since September
- Member resigned from Vice President Search Committee
- Member resigned from the Enrollment and Student Services Committee, resulting in no representation from faculty on this committee
- Teach-in held on December 1 ❖

Guidelines for WTR

Professional Staff

- No work other than the assigned 37.5 hours per week; No accepting extra work for compensatory time; No work outside your job description; No taking on "other duties as assigned" unless there is a reduction in other duties in your E-7; No volunteering; No participation in student activities; College committees: meet and adjourn if possible.

Faculty

- Limit advisees to 18, unless other workload is reduced in accordance with the contract; No additional preps; No extra office hours; No overloads; No volunteering; No participation in student activities; College committees: meet and adjourn if possible.

Additionally, faculty and professional staff should support Unit votes on further WTR action. See page 3 for more information. ❖

MCCC UNIT MEMBERS

Please consider joining your fellow unit members on the WTR committee:

Work-to-Rule Committee - contact Marilyn Martin - participate in the discussion, education, and evolution of the work-to-rule campaign on this campus. We are looking for participation from diverse work areas.



Have a safe and restful holiday