

ORGANIZATION

- The MCCC has four elected officers: president, vice-president, treasurer and secretary. Each serves a two year term. Each is a faculty member, librarian, counselor, or other professional at one of our colleges.
- The MCCC Board of Directors consists of a representative from each of the 15 colleges, two at-large DCE/Part-time representatives, and the four officers; it meets monthly. The BOD reviews and votes on all policy matters and conducts the business of the MCCC.
- The MCCC employs four coordinators: Day and DCE Grievance Coordinators, Communications Coordinator, and Research Coordinator.
- Each college has an MCCC chapter that has its own officers and representative to the Board of Directors. Chapters hold regular meetings open to all MCCC members at that campus.

MCCC Chapters

Berkshire CC - Pittsfield

Bristol CC - Fall River

Bunker Hill CC - Boston, Chelsea

Cape Cod CC - West Barnstable

Greenfield CC - Greenfield

Holyoke CC - Holyoke

Massasoit CC - Brockton, Canton

MassBay CC - Wellesley, Framingham

Middlesex CC - Bedford, Lowell

Mt. Wachusett CC - Gardner

Northern Essex CC - Haverhill, Lawrence

North Shore CC - Danvers, Lynn, Beverly

Quinsigamond CC - Worcester

Roxbury CC - Boston

Springfield Technical CC - Springfield

- The MCCC office is in Worcester. Members are always welcome to call ahead to visit the office and meet the staff.

Welcome To The

MCCC

**Massachusetts Community
College Council**

for teachers in a

**Division of
Continuing Education**

DCE



Membership Information

&

Frequently Asked Questions

27 Mechanic Street
Worcester, MA 01608
1-877-442-MCCC toll free

Web: mccc-union.org

Email: Office@mccc-union.org

MCCC/MTA/NEA

WELCOME

The Massachusetts Community College Council (MCCC) is the professional organization and bargaining agent for the more than 2,000 full- and part-time faculty and professional staff members of the 15 Massachusetts Community Colleges, and the more than 4,000 faculty members who teach for the colleges' Divisions of Continuing Education. It is affiliated with the Massachusetts Teachers Association (MTA) and the National Education Association (NEA).

The MCCC negotiates contracts for pay and working conditions and provides contract enforcement through its Day and DCE Grievance Coordinators, MTA Consultants, and MTA legal services, and promotes the interests of its unit members in working conditions, benefits, distance education, and communications.

The strength of the organization derives largely from member participation. On the local level this means contract vigilance and maintenance, participation in MCCC committee work, and regular political action, much of which is accomplished through the MCCC Chapter at each campus.

HISTORY

Massachusetts Public Law 150E enables state employees to select bargaining agents to represent them in negotiations for wages and working conditions. In 1976 the MTA was elected to represent the day full and part-time professionals, and the MCCC/MTA/NEA was born. In 1987 the MCCC successfully organized the faculty of the continuing education division (DCE).

AFFILIATION

The MCCC is the largest local in the 77,000 member MTA, which represents Massachusetts educators including state college faculty, most state university faculty, and most public school K-12 teachers. A portion of every unit member's fees goes to the MTA.

In return the MTA provides two full-time consultants, legal services, political lobbying on contract-related issues, some printing and mailing services, some collective bargaining expenses, support for negotiations, and other benefits.

The MTA is an affiliate of the National Education Association, the largest association of teachers' unions in the country. The NEA works at the national level. A portion of every unit member's fees goes to the NEA.

The MCCC DCE UNIT

In the late 1980s Division of Continuing Education (DCE) faculty at the community colleges signed cards and requested that the MCCC represent them. This request was the

In the 10 years before the DCE faculty union, salaries were \$800 to \$1000 for a 3-credit course, and seldom went up. Since the first DCE contract, the average salary has almost tripled and the top salary is over \$3,000 for a 3-credit course.

result of practically no salary increases for DCE faculty, all of whom are part-time, for nearly 15 years, inconsistent reappointment procedures, and lack of professional rights. The MCCC

embarked on a two-year organizing effort followed by three years of contract negotiations. After management rejected an objective third-party fact finder's report, the MCCC engaged in a statewide DCE strike. The parties returned to the table and emerged with a contract following a summer of difficult negotiations.

In the entire 10 years preceding the DCE unit, adjuncts received a total salary increase of approximately 8%. In the years since the DCE unit has existed, salary increases have averaged 6.0% per year. The union has added a new fourth salary step for adjuncts with eight or more years of service. The union is working at the legislature to obtain health insurance and retirement benefits for DCE members that need them. It also created campus union management committees to give a greater voice to DCE members on each campus.

Your DCE dues support our continuing efforts to improve wages, rights, and working conditions.

FAQ

(Frequently Asked Questions)

Do I Have To Join The Union?

No, but under the terms of the labor-management agreement, it is a condition of employment that every faculty member pay either union member dues or an agency service fee. The MCCC's strength to represent your interests in contract negotiations, legislative concerns, and within the MTA/NEA, is based on union numbers and votes. We encourage everyone to join – but this is up to you.

What If I Don't Pay My Dues or Agency Service Fee?

Individuals who don't pay dues or a fee are not eligible to teach at any of the Massachusetts Community Colleges.

How Much Do I Have To Pay?

Dues/fees paid to the MCCC include payments to the MTA and NEA. Rates are determined by these organizations based upon the amount you earn as a DCE faculty member from July 1 through June 30 of the following year, as well as whether you elect to be an MCCC member or pay the agency fee. These rates can be found at <http://mccc-union.org/Dues>.

I Already Pay Dues As A Full-Time Or Part-Time MCCC Member; Do I Have To Pay DCE Dues Also?

Probably not. You pay a DCE dues differential only if your DCE dues exceed dues you already pay. Complete your DCE enrollment form. The office will process the form and invoice you if any differential is due.

I Paid For The "Under \$6,000" Rate. What Happens If My Earnings Exceed \$6,000?

Unless you are sure your DCE earnings from July 1 through June 30 of the following year will exceed \$6,000, you should pay the under \$6,000 amount. If at some point in that membership year your earnings go over \$6,000 you will be billed for the difference.

What Are The Benefits Of Being a Non-Union Member – i.e. what do I get for my agency fee?

Agency Service Fee Payer Benefits:

- All rights under the collective bargaining law. The union works to protect and preserve your rights under the collective bargaining agreement and state law, and works for you and with you to negotiate improved salary, benefits and working conditions
- Full representation in grievances through the arbitration step – the highest step available to anyone
- Input into contract negotiations – what would you like to see improved...
- Vote on contract ratification
- Receive the MCCC News

What Are The Benefits Of Union Membership?

There are several important differences between being a union member and an agency fee payer (non member).

Agency Service Fee Benefits (above)

+ PLUS +

- Eligible to vote in union elections
- Eligible to hold union office
- Eligible to attend chapter meetings at your college
- Eligible to be elected to be a delegate to the MCCC, MTA, and NEA annual delegate assemblies
- Covered by NEA \$1,000,000 Professional Liability Insurance
- MTA Legal Assistance
- MTA Discount/Benefit Programs*
- Legal Representation at Unemployment Hearings
- Being part of an organization dedicated to your professional dignity!

** Save \$\$\$ on home and car insurance, entrance to museums and other New England attractions. Please see <http://www.MTABenefits.com> or call 800-392-6175 for more information.*

I Only Teach A One-Credit Course And Earn Very Little; Do I Still Have To Pay Dues/Fees?

All persons who teach at a community college must pay member dues or an agency fee. If you teach less than 3 credits, you are eligible for a rebate. Please call the office for information.

I Already Pay MCCC and/or MTA and/or NEA Dues Through Another School or College; Must I Pay Them Again?

No. Indicate the school or system in the appropriate section on your enrollment form and pay the MCCC amount. The office will verify your status. If you have any questions, please call the office.

Note: UMass Dartmouth is not an MTA/NEA-affiliated college. Some other schools and colleges at <http://mccc-union.org/AllDues>.

Can I Have The Dues Or Fee Taken Directly Out Of My Paycheck?

YES. PAYROLL DEDUCTION is the easiest way to pay your dues or fees. If you wish to have your dues or fee deducted from your paycheck, make sure you check the appropriate box on the membership form in print or online. **Please Note:** You are still liable for your dues or fee if your form arrives after the school's payroll date or if the school does not process the deduction.

Does The MCCC Accept Personal Checks?

Yes. The MCCC accepts personal checks and money orders.

Does The MCCC Accept Credit Cards?

Yes. You can pay dues or fees by credit card or a PayPal account. Go online to the union website <http://mccc-union.org> and select the DCE/Part-time link.

Teaching a Distance Ed Course?

The MCCC has negotiated a forward-looking Distance Education Agreement. It sets guidelines for compensation, assessment and property rights involving delivery of distance education instruction by MCCC unit members. It's on the union web site – see "Where Can I Get a Copy of My Contract?" in the next column.

Who Are The Union Representatives On My Campus, And How Do I Get Information On My Contract And Rights?

Visit the MCCC website mccc-union.org for a complete listing of your leadership and representatives among many other things.

Where Can I Get a Copy of My Contract?

You can download a copy of the DCE contract and related documents such as the distance education agreement by following the "DCE and Part-Time Portal" at the union web site <http://mccc-union.org>. You can also call the MCCC Office and a copy will be mailed to you.

Who Are the Current Elected Officers?

Your statewide elected officers are faculty and professional staff in the system. The current officers are always listed on the web site at <http://mccc-union.org/BOD.html>.

To find your campus elected officers go to the link for your campus at the union web site, <http://mccc-union.org>.

Joe Rizzo, your DCE Grievance Coordinator, teaches at Northern Essex Community College.

Who Should I Contact for More Information About...?

- Membership procedures? Contact the office-see elsewhere in this pamphlet.
- Contractual rights? Contact DCE Grievance Coordinator Joe Rizzo: Grievance-DCE@mccc-union.org 603-898-6309.

Pay Dues and Fees Online

Information related to everyone, and information specifically for DCE faculty.

<http://mccc-union.org>