

## Board Ok's PAC...

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active and retired members," he said. "Just this summer, the union told us to call legislators to preserve the 85/15 health insurance. Many retirees, seeing their health benefits threatened, were making the same calls and working for the same agenda. I can see this PAC makes sense on many levels."

State statute defines a PAC as "any committee which receives contributions or makes expenditures for the purpose of influencing the nomination or election of a candidate and which is not a candidates committee, a political party nor a ballot question committee..."

**Background:** In Spring 2002 the MCCC Board of Directors granted Wm. Brooks Smith, Cape Cod CC faculty and longtime political activist, release time in FY '03 to continue to work with MCCC lobbyist Charlie Flaherty and to research the possibility of this union starting its own PAC.

Flaherty says it is important that the MCCC establish its own unique identity and join many other organizations who contribute to key legislative races. Flaherty says an MCCC PAC will provide the union with further recognition in the State House. It will show the MCCC's commitment to political action. It will indicate a professionalism and sophistication in our work to promote our political interests.

In doing his research over the last few months, Smith has worked closely with the Office of Campaign and Political Finance (OCPF), an independent state agency that administers Mass. General Laws Chapter 55, a state statute governing the financing of political campaigns. Smith has become well versed in the law's complexities, including the following:

- The campaign finance law requires that PAC's disclose all contributions received and expenditures made.
- The law also provides for limitations and in some cases prohibitions on certain sources of campaign contributions.
- The law regulates "certain conduct in connection with the raising and spending of campaign funds, such as the activities of

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public employees and the prohibited use of governmental resources for political purposes". (Source: OCPF's Campaign Finance Guide)

PAC's are limited to making contributions of no more than \$500 per calendar year to a single candidate (or that candidate's political committee). Candidates may only accept contributions within the following aggregate limits:

- Governor: \$150,000
- State Senator: \$18,750
- State Representative: \$7,500

Recent OCPF research indicates that 85 percent of all PAC money goes to legislative contests. Money beyond these limits must be returned to the PAC's

The list of Massachusetts' PAC's is large and diverse, ranging from the African Americans for School Choice (first on the list) to Women's Republican Club of Melrose rounding out a list of nearly 400 PAC's registered with the Office of Campaign and Political Finance (OCPF). The General Contractors have their PAC in Wellesley while the Associated Subcontractors have their own PAC headquartered in Boston.

Fire Fighter's local unions contribute to their PAC's while Patrolmen's Associations donate to theirs. Business PAC's make up part of the list, including interests ranging from the Beer Distributors and CVS Pharmacies to Filene's and the New England Pest Control Association. Unions also have many, many PAC's. Local teachers unions, including Boston's, Lowell's, Billerica's, U.Mass Dartmouth's and others all contribute to their Political Action Committees.

**Establishing a PAC:** The process for forming a PAC, while not simple, is clear and straightforward. The MCCC's PAC was registered by filing form CPF 101PC. The PAC must have a name, in our case the Massachusetts Community College Council Political Action Committee. The PAC must also state its purpose: "This PAC has been formed to support educational issues and ideals unique to Massachusetts community colleges, their faculty, staff and students."

The PAC also requires a chairperson and a treasurer to serve as officers. Neither person may be an MCCC member. They may, however, be employees of the union, retired union members or others who may agree to serve. A new PAC must establish a bank account with a zero balance until the committee is organized with the OCPF. Once the PAC is established and running, fundraising must be conducted according to state statute. Some highlights follow:

- Individual unit members may give as much as \$500 per year to the PAC.
- State employees may not be involved in fundraising, but a PAC may raise funds to support its mission.
- The PAC may write letters introducing the PAC to members and solicit contributions.
- The PAC may hold fundraising events, though MCCC members (as state employees) are not allowed to sell tickets, solicit money or receive any money at the event. Non-members, however, may sell tickets, solicit contributions and collect money for the PAC at the event.
- While MCCC members are not allowed to host fundraising events, they are allowed to attend PAC and political fundraisers.
- The MCCC itself may contribute up to 10 percent of the previous year's gross revenue to the PAC. This must not exceed \$15,000.

After being advised by both Flaherty and Arline Isaacson, MTA Governmental Services, the Strategic Action Steering Committee will recommend the distribution of PAC funds. The PAC will then send checks to selected candidates. The PAC will then forward a report of their recommendations and actions to the MCCC Executive Committee. As provided by law, the PAC Treasurer will then be responsible to submit timely reports to the OCPF. ■

# DCE NEWS

## Know Your DCE Contract

### Reappointment Rights and Seniority

You earn reappointment rights after teaching five courses over three consecutive fiscal years at the college. These courses do not have to be in the same department. 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 year provide one-year seniority in each work area. Loss of accrued seniority results after a two-year break in service at the college. Canceled courses do not count toward a break in service.

### Salary

Independent of the calculation of seniority rights, you will move from the step one salary to the step two salary upon teaching your sixth class and move to step three upon teaching your eleventh class. You will advance to step 4 effective upon attaining 8 years of seniority at the college. New faculty at the college start at step one, but may start at step 2 or 3 of the salary schedule based on degrees, qualifications and experience.

Step 1 - \$736 per credit

Step 2 - \$789 per credit

Step 3 - \$848 per credit

Step 4 - \$891 per credit (8 years of seniority)

The laboratory component of a course will be paid at the rate of 1.5:1 (1.5 contact hours per week during a regular semester = 1 credit salary).

### Appointment

Faculty with reappointment rights will be provided a course interest and availability form. A tentative appointment for one course shall be assigned first to those unit members with the longest seniority. You should, under normal circumstances, be notified of your tentative assignment five weeks prior to the beginning of classes. You should be given a contract indicating the course(s) and salary to which you have been assigned. Your course must run in the event that an administrator who hires, fires, or evaluates DCE faculty is teaching a course in DCE.

### Course Material

Faculty must submit the course syllabus within one week of the beginning of classes. This should include the items appearing on the course material checklist contained in the collective bargaining agreement. Note, however, that faculty enjoy academic freedom which pro-

## Union Endorses O'Brien...

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studying the issue and did not lobby EPA head Christie Todd Whitman when she stumped for his candidacy earlier this month.

Of even greater interest to our community colleges are O'Brien's views about welfare reform. While Romney's views largely parallel the punitive measures being considered in Washington, O'Brien looks at a better way, saying it is unwise to force poor women to move through a series of dead end jobs in order to continue to receive benefits.

"What we need to do is to make sure that people get the training that they need, that this is not punitive," O'Brien said while visiting a Boston anti-poverty agency. O'Brien says it makes no sense to force women to work 20 hours a week when they could be spending the 20 hours in classes or job training. Research indicates that women working to earn an associate's degree are much less likely to need state welfare assistance ever again. ■

vides for professional latitude in fulfilling one's contractual obligations in this regard.

Instructors have the right to choose the text book(s). The exception to this is when it is a departmental selection and you are given an opportunity to participate in the decision making process, or when the appointment is made as the semester is to begin.

### Evaluation

A classroom observation must be conducted prior to the unit member attaining reappointment rights. Student evaluations are to be conducted during the second or third to the last week of the course. Classroom observations can only be conducted after that point for stated written reasons.

If you have any questions on the DCE contract, call DCE Grievance Coordinator Joe Rizzo at 603-898-6309 / Grievance-DCE@MCCC-union.org. ■

## Recruitment For DCE Bargaining Team

The current DCE contract expires December 31, 2003. Applications are now being accepted for the MCCC Negotiating Team for the 2003-2006 DCE contract.

### Team Composition and Responsibilities

The team is composed of the President and Vice-President of the Council and a minimum of five members of the DCE unit, appointed by the Board of Directors. The team has the responsibility to negotiate with the employer on behalf of the Council and the unit on all matters relating to hours, wages, and conditions of work. The team's term of office ends upon the expiration date of an agreement or the formation of a new team.

### Commitment

Applicants should understand that membership on a team constitutes a large time and energy commitment, a commitment to training, a commitment to serving the team as required as spokesperson, chair, vice chair, secretary or member at large, and in any other related way as required to serve MCCC members. Attendance at the Negotiations Track at the MTA Summer Leadership Conference at Williams College, August 2003 and/or other training may be required of all team members.

### To Apply

DCE unit members interested in applying should submit a cover letter and résumé to the MCCC office. The following information should be addressed in these materials.

1. Union experience at chapter level, statewide level, or in other systems
2. Academic background
3. Bargaining experience
4. Knowledge and understanding of labor relations
5. Reasons for wishing to serve

Applications must be postmarked no later than March 1, 2003, and mailed to:

DCE Negotiating Team Application  
MCCC  
27 Mechanic Street Suite 104  
Worcester, MA 01608

Interviews and selection will be conducted in March and April, and the team will be appointed by the June, 2003 Board of Directors meeting. ■

## MCCC News

<http://www.mccc-union.org>

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