

MCCC NEWS

The Official Publication of the Massachusetts Community College Council / Volume 6, Issue 16 / April 2006

LeBlanc Wins Election

The votes for the MCCC election were reported on Apr. 3, and Vice President Joe LeBlanc was declared the winner in the contest for MCCC President over Margaret Wong, the two-term Director from Quinsigamond CC, by a margin of 53–47 percent

In a message to Union members, Wong said, "The knowledge I have gained from this campaign experience are invaluable, and will serve me well as I continue my work with and for our union." She went on to say, "I urge all of us now to work together and in solidarity with the newly elected leadership to continue to strengthen the MCCC."

Joe LeBlanc released a statement saying, "Congratulations to Margaret Wong for running an aggressive, hard fought campaign. Her campaign helped me to reflect on my past, present and future roles and work with this great union. I will be a better president as a result of her run for office."

"I'd like to thank our members for their support in my election as MCCC President. I pledge to continue to work to forge closer ties with our chapters and rank and file members, strengthen our union and pro-

mote an agenda that is both innovative and forward looking.

"I owe special thanks to my campaign supporters. This campaign has been great fun and I will not forget your many acts of friendship and kindness. I intend to work very hard in my new role and intend to have the time of my life in serving as your new president.

"Lastly, I'd be remiss if I didn't thank my wife, Gail. She puts up with much and supports me in every way possible. I am indeed much-blessed."

The nominees for the MTA Annual Meeting that were printed in the last issue of the MCCC News were all declared as elected given that there were fewer nominees than positions. The MTA write-in votes are being listed on page 3 as are all of the candidates—both nominees and write-ins—for the NEA-RA.

The top 15 vote getters for the NEA slots will receive funding from the MCCC to attend. Other elected delegates will have to pay their own expenses. ■

Position	Candidate	Full-Time Vote	Part-Time Vote	Part-Time Percentage	Total FTE Vote
President	J. LeBlanc	421	223	55.75	476.75
	M. Wong	370	223	55.75	425.75
Vice President	D. McGee	621	338	84.50	705.50
Treasurer	P. Mahler	612	333	83.25	695.25
Secretary	P. Barrett	619	326	81.50	700.25

2006 Delegate Assembly, Saturday, April 29



This year's Delegate will be held at the Crowne Plaza Hotel in downtown Worcester.

This year the annual MCCC Delegate Assembly will be held on Saturday, April 29 at a new location: the Crowne Plaza in Worcester. Registration will begin at 8:30 A.M., and the meeting will be called to order at 9:30 A.M.

There will be a continental breakfast served. The luncheon will be served buffet style with soup, fresh fruit salad, tossed garden salad and rolls and butter. Entrees will be chicken marsala and baked scrod served with wild rice and vegetables. Vegetarians should pick up a slip at the registration desk to receive a vegetarian pasta entree at mealtime.

As always, the major agenda item for this body is to adopt the annual MCCC budget. This year the budget recommended by the Finance Committee calls for an annual dues increase of \$9.00 for the MCCC portion of full-time members' dues, and a \$2.75 increase for part-time members' dues.

A summary of the FY 2007 Budget is presented on the last page of this issue of the MCCC News.

Another highlight of the meeting will be the presentation of the Jon G. Butler Award to the outstanding chapter president, and the presentation of the Raymond C. Lemieux Award for dedicated service to the MCCC.

This year's recipients are Peter Flynn of Northern Essex for the Butler Award, and Carolyn Tetrault for

the Lemieux Award. Flynn served as the President of the NECC chapter in the early 1990s and then was the MCCC Communications Coordinator for five years before



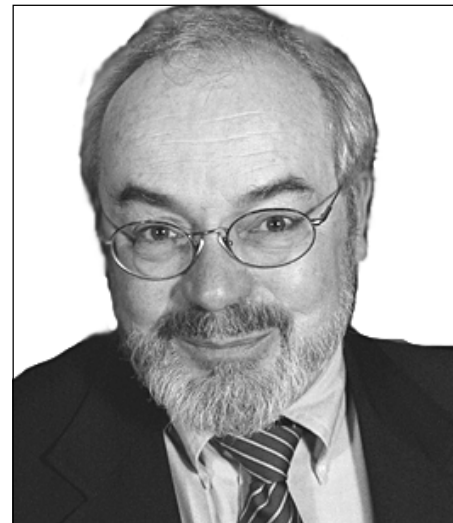
Past STCC chapter president, Carolyn Tetrault, will receive the Raymond C. Lemieux Award at the April 29 Delegate Assembly.

returning to lead the NECC chapter.

Tetrault was one of the first presidents of the MCCC and went on to serve many years as STCC chapter president and director. She was deeply involved in a variety of MCCC activities before her retirement, including chairing the Ad Hoc Operational Audit Committee. The committee's report brought about the current structure of the MCCC that includes a permanent office with full-time staff to better serve the membership.

There is one proposed By Laws change this year related to part-time member voting status.

There will be time set aside for an open discussion about the status of the union president and whether the position should be full time. ■



Northern Essex chapter president, Peter Flynn, will receive the Jon G. Butler Award at the April 29 Delegate Assembly.

Annual MCCC Delegate Assembly April 29, 2006

NEW LOCATION
Crowne Plaza Worcester
10 Lincoln Square
Worcester, MA 01608
Phone: (508) 791-1600

Delegates will receive a Delegate Packet, with reports and the proposed budget at least one week before the meeting.

Chapters are allotted one delegate for every 10 members. The MCCC Bylaws state that "each chapter shall elect its own delegates."

Chapters should begin recruiting members to ensure full representation of the membership.

Registration at 8:30 A.M. Meeting Called to Order at 9:30 A.M.

DIRECTIONS

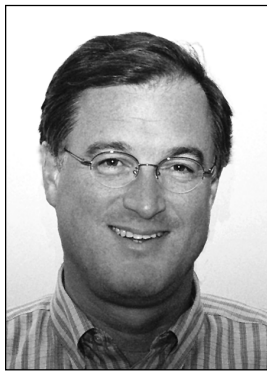
From Mass Pike take Exit 10 to Route 290E, take Exit 17-Rt9. Take a left at top of exit. At 2nd set of lights at bottom of the hill, go left onto Worcester Center Blvd. Hotel is on the right.

From Route 495 take Exit 25B, Route 290W. Take Exit 18-Rt9. Turn right at Lincoln Square/Worcester Center Blvd. Hotel is on the right. ■

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Public Higher Education Critical To Commonwealth's Future



Joe LeBlanc,
MCCC Vice President

Massachusetts voters are inattentive at best in their attitudes towards public higher education. Voters have little understanding about the importance of academic freedom and tenure, and most of them don't care much about those budget cuts. I don't know of a single legislator that lost a seat after the funding cuts enacted during the last fiscal crisis.

Students and their parents give good grades to their community or state college or university education, but they say that everything was ok when they went to college, so why spend more money now.

Unions and other public higher education stakeholders have dropped the ball in the public opinion wars. For decades, we have been kept busy dealing with the

never ending funding crises and usually manage to get back to ground zero or fight for budget increases that barely keep up with inflation.

Each summer we say, "thanks for protecting us" to our legislative friends and pledge to work on their next election. Maybe it's time to raise the bar and think less like victims. For decades, short term, crisis-driven thinking has brought us some of the worst public higher education budgets in the country. Budget cuts mean higher tuition and fees along with record use of adjuncts that are now teaching more than half the courses at community colleges.

Thinking less like victims means developing a long-range plan to strengthen our colleges and force legislators to do the right thing every year. Such a plan means becoming relevant. It means addressing fundamental questions like "Who do we benefit?" "What is the value of what we do?" "Why should the Commonwealth care about us?" "Who is our natural constituency and how can we get them to serve as allies in forcing politicians to consistently do the right thing?"

To win this war, we need to court middle class voters – that uneasy voting block that swings elections. Even at the community colleges, the middle class is a primary constituency being served an under-funded fare of credit and non-credit courses and degree programs. These voters work for companies that are struggling to find ways to compete with the global marketplace. These voters know this country is losing the trade war to Asia and Europe. What better time to take our case to the public and convince them that we are relevant and have some of the answers to the problems facing this country.

Public higher education is indeed as relevant today as it was in the 1960's, but we are failing to develop a strategy for success. We are failing to answer even the question of "What is the value of what you do?" in a way that will get the public's attention. Our parent union, the MTA, spends big time on an ad campaign that helps to deliver increases in funding to K-12 because that's where the votes are in Boston. Such a campaign for public higher education is largely lacking.

With the pending enactment of the Higher Education Reform Act, it is tempting to think that we are entering a period of enlightenment and that public higher education budgets will simply increase because it is the right thing to do. Politics rarely works this way. The higher education bill is just the beginning of a long struggle to capture the voters' attention and drive home our message permanently.

The funding increases will end with the next budget crisis unless we set our goals high, develop a plan and act now. The MCCC will begin this process by running ads on the Boston Globe's opinion page in coming weeks. You can help by telling us – by telling everyone - how you and your colleges are making a difference in the lives of your students.

Our message must be brought to the governor, legislators and the public. We must push now and never quit. By forging and moving the argument that we are relevant and critical to the Commonwealth's future, we will ensure that politicians do the right thing year after year. ■



The MCCC Negotiating Team, from left, Katie D'Urso, MTA Consultant; Geri Curley, BHCC; Joe LeBlanc, MCCC Vice President, NECC; Phyllis Barrett, MCCC Secretary, HCC; Roberta Albano, STCC; Phil Mahler, MCCC Treasurer, MICC; Diana "Donnie" McGee, BRCC; Rick Doud MCCC President, MICC; and Gail Stuart, NECC. (Kathleen McDonough, HCC, not pictured.)

Day Negotiations Begin

Negotiations for the next Day contract have begun. The current three-year contract, which was only ratified last summer, will expire on June 30. New members should be aware that all the provisions of this contract remain in force until a successor agreement is in place.

The Negotiating teams met Mar. 22 to discuss the parameters of the negotiations and to set up a schedule of meetings. A meetings are scheduled for Apr. 12, Apr. 21 and May 1. Both sides have agreed that they want to get an agreement by the time the current contract expires.

The MCCC Negotiating Team members are MTA Consultant Katie D'Urso; MCCC President Rick Doud; MCCC Vice President Joe LeBlanc; MCCC Treasurer Phil Mahler; MCCC Secretary Phyllis Barrett; Bunker Hill Director Geri Curley; Northern Essex Director Gail Stuart; Springfield Tech Director Roberta Albano; Holyoke Director Kathleen McDonough; and Bristol Vice President Donnie McGee.

The MCCC Negotiations Committee, which has members from each chapter, met on Mar. 29 to analyze the member survey that was conducted on lime earlier in the month. Of approximately 1800 Day members, there were 669 responses to the survey that broke down between faculty and professional staff closely along the overall ratio.

The results of the survey are being held very closely by the Union. The committee put together a report to the Negotiating Team highlighting the major issues for a new contract and the relative importance of these issues. The survey was broken down into major areas such as salary, workload, benefits, evaluation, etc.

The electronic form of the survey also allowed for various sorting to show the differences in response between faculty and staff on any issue. The team will be able to have new sorts done if an issue comes up that requires more specific analysis of member attitudes.

MCCC Team Chair Joe LeBlanc will be releasing updates as negotiations progress and as the team deems appropriate. Typically, specific proposals are not publicized until agreement is reached because there can be a lot of fluidity as tradeoffs go back and forth across the table. ■



Legislative Breakfasts are being held at campuses across the state. Pictured here at NSCC are, from left, Josh Harrell, aide to Rep. Steve Walsh (D, Lynn); Senator Thomas McGee (D, Lynn); NSCC Chapter President Abe Sherf; SAC Coordinator Caroline Schwarzwald; and Rep. Robert Fennel (D, Lynn). Rep. Walsh had also attended but needed to leave earlier.

President's Message

April 2006



Rick Doud,
MCCC President

Unbelievable! Spring semester 2006 is almost complete. I feel somehow that this must be a mistake, because the last four years have just flown by. Assuming that I make it through the month of May I will have served four years as MCCC President! I would never have imagined when I started teaching twenty-seven years ago that I would have the honor of serving as president of a labor union that represents faculty and professionals in higher education.

I know that I have told this story before, but I think it bears repeating. In my first full-time job all those years ago, the faculty was locked in a tense struggle over a vote to become unionized. I listened intently to what all the "old-timers" were saying about the pros and cons of organizing a union in a college environment.

Later that year, the faculty voted not to become unionized. The prevailing attitude at that time was that college faculty were professionals, and there was no need for union representation. As professionals, weren't we capable of fighting our own battles, and defending ourselves? I wish I had known then how misguided that position was, and still is.

Both at that first institution, and at subsequent positions as a college professor, I became increasingly aware of the need for faculty unions. I saw faculty members terminated for frivolous reasons. I witnessed hard working professionals turned down

for promotions because they didn't fit in. I observed scholars denied tenure because the "weight" of their research was jealously determined to be insufficient.

When I came to Massachusetts nineteen years ago, I was elated to learn that a strong union protected faculty and professional staff rights. In the past nineteen years, I have been a proud and active member of an organized labor union.

To keep the MCCC strong, I believe our highest priority is to recruit newly hired faculty and professional staff to become active participants in the MCCC. I ask that the "old-timers" take some time to talk *Union* with the newly hired faculty and professional staff. Set up a Union mentoring system at your campus. Explain what the MCCC stands for, and recount the many battles that have previously been fought to protect their future employment and working conditions.

As community college faculty and pro-

fessional staff, we will face many challenges in the very near future. We need all of our members, "old-timers" and new hires alike, to be active participants in order to protect the many gains we have struggled to achieve. Our enemies in political power act as if unions are the problem in public higher education. We know better.

Attacks on public higher education unions will undoubtedly continue in the coming months. Our pensions, working conditions, job security, and even the right to unionize will be under attack. To prevail, we need to stand together.

Now, more than ever, we need each other. Through our collective action, the MCCC will continue to help ensure a working environment in which we can do what we were employed to do: Provide excellent, affordable, accessible public higher education to our students.

In Solidarity.
Rick

Editorial Comment

Community Colleges Get No Respect



Don Williams, MCCC
Commun. Coordinator

In a recent *Boston Business Journal* almanac seven Massachusetts Community Colleges were listed as among the 25 largest colleges in the state on the basis of number of students attending.

Middlesex CC was number 13, Bunker Hill was 14th, Massasoit 17th, Holyoke 18th, North Shore 20th, Springfield Tech 21st and Mt. Wachusett 23rd.

This is impressive given the internationally known powerhouse universities in the top five like BU, Northeastern, UMass Amherst, Harvard and Boston College.

The enrollment numbers that were used included both full-time and part-time students. All of the four-year schools had more full-time than part-time, and some, like Harvard had virtually no part-time students. In contrast, all of the community colleges, save two, had more part-time than full-time students.

Every one of these students is a full person who is positively affected by the education they receive. And those students attending community colleges are arguably affected far more than the more privileged students attending the prestigious private schools.

The *Journal* cited BHE statistics showing that community colleges are the fastest growing segment of higher education in the state (14 percent in a national study). Of all students in Mass. public colleges, over 43 percent attend community colleges. They serve over 200,000 students annually, 115,000 in credit courses. And over 5,000 of those courses are considered as workforce development. Middlesex CC was listed as the sixth largest trainer in the state of computer/software professionals.

We do all this on shoe-string budgets. Our full-time faculty teach more courses than their counterparts at the four year schools—more than twice as many courses as university faculty. And we do this on much lower salaries.

Part-time faculty are relied upon at much greater percentages than in the other segments. This over-reliance on contingent labor puts additional strain on the institu-

tions and the full-time employees. Our part-time faculty are also paid less than their counterparts at four-year schools.

Studies have shown that people with two-year degrees earn approximately 15 percent more than those with only a high school diploma. In Connecticut this was calculated to be an additional \$424,616 over a 34-year working life. And 80 percent of employees with associate degrees earn at least as much as their counterparts with baccalaureate degrees.

Because of the productivity of full-time faculty and the exploitation of part-time faculty, community colleges are able to make the financial and social advantages of education available to citizens of the state at very low cost—allowing many more to take advantage of the opportunity.

For all that we contribute to the Commonwealth, the best we get is lip service about our value. Government officials occasionally say good things about community colleges. But as recent events have shown, they are far more likely to highlight the negative. Rather than hold us up as contributors to the well being of the economy, it appears much more important for them to trash us in order to justify the meager support they provide.

We only have to look at the governor's budget proposal from February to see this. The UMass budget was increased by \$20.1 million, or 4.6 percent; the budget for state colleges was increased by \$10.2 million, or 5.3 percent; and the budget for community colleges was increased by \$8.1 million, or 3.8 percent.

So despite community colleges' higher growth rate, our budgets get the smallest percentage increase. The same funding inequity happens with our salaries. Both the university and state college unions received higher percentage raises in the last contract negotiations.

A the legislative breakfast at my campus I asked a legislator what he saw as the reason for the lower level of support for community colleges. His response was that we need to better publicize the good work we do. The college presidents do some of this, but it doesn't seem very effective. The BHE is woefully lacking in this endeavor.

If the esteem of community colleges in Massachusetts is to be raised, it will come down to us to do the job of publicity. If we are effective, maybe we can embarrass the state into providing the kind of support and respect that we deserve. ■

MCCC ELECTION RESULTS

MTA Write-ins 2006

Name	School	Votes
Howarth, Paulette	BRCC	29
Riedle, Robert	HCC	4
Woolhouse, Maureen	QCC	4
D'Entremont, Michael	BHCC	2
Kiefson-Roberts, Ruth	RCC	2
LaBonte, Dale	QCC	2
Puopolo, Diane	BHCC	2
Puopolo, Michael	BHCC	2
Schwarzwalder, Caroline	NSCC	2
Zefzaf, Mohamed	MBCC	2
Boch, Alex	NECC	1 1/4
Dole, Susan	BHCC	1 1/4
Jefferson, Esther	NECC	1 1/4
Palermo, Mark	NECC	1 1/4
Adamowicz, Catherine	BRCC	1
Asare, Alex	RCC	1
Barnes, Claudine	CCCC	1
Camerota, Nicholas	STCC	1
Czuchra, Kenneth	STCC	1
Dutcher, James	HCC	1
England, Sandra	QCC	1
Ferland, Donald	MBCC	1
Garcia, Nancy	NECC	1
Leonard, Cecil	BRCC	1
MacLachlan, Thomas	NSCC	1
MacWade, Kevin	MACC	1
Magnolia, Tiffany	NSCC	1
Martin, Marilyn	QCC	1
Mathis, Steve	NECC	1
McCutcheon, Frances	MACC	1
Nutter, Michael	NECC	1
Pennel, Lori	BHCC	1
Ponticelli, Rick	NSCC	1
Russell, Stephen	NECC	1
Sherf, Abe	NSCC	1
Sommella, Laraine	QCC	1
Tufo, Nancy	NSCC	1
Warr, David	BRCC	1
Washington, Pat	RCC	1
Daly, John	NECC	1/2
Padora, Richard	NECC	1/2
Cameron, Dwayne	MACC	1/4
Cantin, Robert	STCC	1/4
Devine, Richard	QCC/BRCC	1/4
Dubson, Michael	BHCC	1/4
Goldberg, Jeffrey	MBCC	1/4
Laurie, Robert S.	MACC	1/4

MTA Write-ins 2006 (cont.)

Name	School	Votes
LeBlanc, Donald	NECC	1/4
Maggiore, Judith	HCC	1/4
McGuinness, Richard C.	NSCC	1/4
Nettler, Jan	HCC	1/4
Smith, William Brooks	CCCC	1/4
Sullivan, Mary	CCCC	1/4
Schwartz, Andria	QCC	1/4

NEA-RA Delegates 2006

Name	School	Votes
Wong, Margaret	QCC	494.5
Fitzgerald, Dennis	MACC	404.5
Boudreau, Catherine	MACC	370.25
Rizzo, Joseph	NECC	364.75
Parsons, Thomas	MBCC	356
Donahue, Pamela	NECC	337.25
Curley, Geri	BHCC	333
Parsons, Ellen	MBCC	312
Salvo, Tom	NECC	308.75
Guarino, Gail	CCCC	303
Anania, Kenneth	MACC	302.75
Gillies, Robert	QCC	299
Palmer, John	QCC	291.25
Gillies, Sharron	QCC	286.75
Takvorian, Kenneth	MWCC	285
Camillo, Henry	MACC	281.75
Hoeth, Christopher	BRCC	280
Puchot, Raymond	BRCC	244

NEA-RA Delegates Write-ins 2006

Name	School	Votes
Howarth, Paulette	BRCC	9 1/4
Ruth Kiefson-Roberts	RCC	8
Riedl, Robert	HCC	2
Zefzaf, Mohamed	MBCC	2
Albano, Roberta	STCC	1
Burke, Tom	NECC	1
Dole, Susan	BHCC	1
Malone, Mary	NSCC	1
Sommella, Laraine	QCC	1
Cameron, Dwayne	MACC	1/2
Daly, John	NECC	1/2

Know Your Day Contract

April 2006

- April 15** Dean's tenure recommendations due (p.30)
- April 15** Title changes announced (p.49)
- April 30** Fall assignments to faculty, fulltime schedules to chapter (p.32)

May 2006

- May 1** President's tenure recommendations and sabbatical notification due (pp.30 & 18)
- May** **Last Day of classes** Faculty submit college service and student advisement form (p.41)
- May 21** Tenure decisions due (p.30)
- May 29** Memorial Day observed
- May 30** Professional staff College service and student advisement forms (p.42)

N.B. 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. ■

Directors' Notes

At the February meeting of the MCCC Board of Directors the following actions were taken.

- The Board authorized the Executive Committee to purchase up to two paid Op Ed pieces in the Boston Globe at approximately \$6900 each.

- The Board passed a motion to require that anyone receiving at-cost reassigned time make a report on their activities. For fall reassigned sections the report would be presented at the February Board meeting and for spring reassigned sections the report would be presented at the June Board meeting.

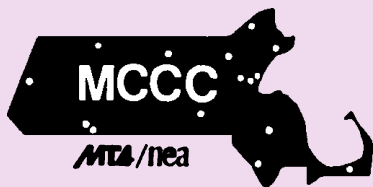
At the March meeting of the MCCC Board of Directors the following actions were taken.

- The Board voted to recognize Peter Flynn, Chapter President at Northern Essex, with the Jon G. Butler award at the annual Delegate Assembly.

- The Board voted to recognize Carolyn Tetrault, Professor Emeritus from Springfield Technical, with the Raymond C. Lemieux award at the annual Delegate Assembly.

- The Board voted to recommend the 2006-2007 Budget of \$850,159 to the Delegate Assembly.

- The Board voted to adopt a new policy providing reimbursement for phone service within the local area to the representative to the Health and Welfare Trust. (As a policy change, this requires a one-month period before final adoption.) ■



MCCC News

<http://mccc-union.org>

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President:

Rick Doud

Vice President:

Joseph LeBlanc

Secretary:

Phyllis Barrett

Treasurer:

Phil Mahler

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. 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. e-mail: Communications@mccc-union.org

MCCC BUDGET FY 07 July 1, 2006 to June 30, 2007

EXPENSES	FY 05	FY 06	FY 07
PERSONNEL			
Payroll	240,982	266,083	277,509
Course Reassignment	140,000	105,000	126,284
Consultants	34,000	37,000	40,000
Payroll Taxes	21,231	27,140	28,307
Travel: Individual	19,000	20,000	21,000
Meals: Individual	4,920	11,000	1,500
OFFICE			
Condominium Expense	35,000	35,000	30,000
Condominium Depreciation	9,500	9,500	9,500
Rent	500	500	0
CHAPTERS			
Dues Rebate	46,223	45,798	45,798
Office Support	27,190	26,940	32,000
Newsletter	5,000	5,000	-
Strategic Action	5,000	5,000	-
CONFERENCE			
NEA Representative Assembly	12,000	12,000	10,000
MTA Annual Meeting	15,000	10,000	9,000
MCCC Delegate Assembly	4,500	4,500	6,500
MTA Summer Leadership	4,000	4,000	5,000
MCCC Fall Leadership	4,500	3,500	3,500
Exec. Cmt. Retreat	1,200	1,200	500
COMMITTEES			
Travel: Committee	15,000	18,000	22,000
Meals: Committee	16,000	12,000	16,500
CONTRACT ENFORCEMENT			
Arbitration Services	13,000	22,000	20,000
Mediation Services	13,000	9,000	8,000
INTERNAL SUPPORT			
Printing/Copy	37,515	34,265	35,000
Postage	21,000	21,000	23,000
Office Supplies	17,835	13,985	13,308
Prof. Development	5,000	3,000	4,000
Subscriptions	2,919	3,319	3,400
Prof. Memberships	1,850	1,050	1,200
Non-depreciated Equipment, Repair	8,060	3,000	1,000
TELEPHONE			
Voice, Cell, Fax, Internet	18,191	23,470	22,833
MISCELLANEOUS			
Uncollectible Dues	21,800	21,800	
Depreciation & Insurance	8,600	8,000	6,500
Donations & Misc Exp	3,000	3,000	3,000
Bank Fees & Interest	2,220	2,220	2,220
Miscellaneous	200	200	-
Amortize Investment Cost	26,500	-	-
TOTAL Expenses	\$846,645	828,471	850,159
INCOME			
Dues	744,061	726,885	748,816
MTA Support/Grants	72,000	72,000	72,000
Investment Income	30,689	30,000	30,000
TOTAL INCOME	\$846,750	828,885	850,818

Part Time Unemployment and OBRA Withdrawals

Unemployment

Adjunct faculty are entitled to unemployment compensation during semester breaks. Even if you are scheduled to teach a course for summer session or the fall semester, you are still eligible for unemployment benefits during your break in teaching because this only constitutes an offer of employment.

Although your personal experience may be that the course(s) you traditionally teach always run, overall, given the nature of community college courses, there is no guarantee that a course you have been offered will run. Therefore adjunct faculty in our system are eligible for unemployment benefits unless other ongoing employment makes them ineligible.

If you have any difficulties in applying for unemployment compensation, contact Joe Rizzo, MCCC DCE Grievance Coordinator by email at Grievance-DCE@mccc-union.org or by phone at (603) 898-6309. MTA will provide an attorney to represent Union members, but not agency fee payers, at the Department of Employment Security.

OBRA Withdrawals

Adjunct faculty who are required to participate in the state's OBRA Pension are able to withdraw their money at the end of each semester and put the money into private pension plans.

The OBRA is not the same as a 401k plan, and many financial planners are not aware of its particulars. In short, OBRA contributions are placed into a low rate savings account and, therefore, do not provide any additional financial gain beyond what you as an individual can do by withdrawing the funds and putting it into your own savings account (or better yet pay down higher interest rate loans).

You may be told that you are not allowed to withdraw the money, but that is not the fact. When the semester is finished adjunct faculty are no longer employed by the state, and therefore eligible to withdraw their pension contributions. (It is the same reason adjunct faculty are able to collect unemployment benefits over semester breaks.)

You can get more information by visiting the MCCC website mccc-union.org and clicking on the link under DCE and Part-time. You can also call the fund administrator, ING, at (877) 457-1900 to get more information and to service your account.

As always you should consult a financial planner in making financial decisions. However, be sure that your financial advisor is fully aware of the OBRA policies. ■

VOLUNTEERS NEEDED For MCCC Standing Committees

The union needs the participation of its most talented members if it is to meet the challenges it faces. Please give special thought to volunteering your services to the MCCC.

The following are three key MCCC committees. All MCCC committee appointments are for two years and start September 1. Committee members must be approved by the Board of Directors.

Personnel Committee: Five members

- Develop and periodically review job descriptions and annual performance evaluations for MCCC Coordinators and other employees and present its recommendations to the Executive Committee and the Board of Directors.
- Review periodically rates of compensation for MCCC Officers, Coor-

dinators, and other employees and present its recommendations to the Executive Committee and the Board of Directors.

- Develop, maintain, and recommend revisions of the personnel policies of the organization.

Finance Committee: Treasurer and five additional members

- Prepare a balanced budget which reflects the program objectives and goals of the organization and identifies all revenue and expenses.
- Recommend the amount of annual dues.
- Administer, maintain, and recommend revisions of the financial policies of the organization.
- Monitor the fiscal affairs of the organization to maintain awareness of trends or patterns in financial matters and to advise

the Board of Directors on courses of action.

- Review capital expenditures and either approve them or recommend their approval to the Board of Directors, as consistent with organizational policies and practices.

Bylaws and Rules: Five

- Make a report at the March meeting of the Board of Directors and subsequently make recommendations to the Delegate Assembly for action by the delegates.

- Receive proposed amendments to the Bylaws and Rules of the Council.

Contact Rick Doud, MCCC to apply or if you have any questions 978 256 7345; email: President@mccc-union.org; mail: Committee MCCC 27 Mechanic Street, Worcester, MA 01608. ■