



MCCC NEWS



208

The Official Publication of the *Massachusetts Community College Council* / Volume 6, Issue 13 / December 2005

Contract Funding Passed

On Dec. 14, in informal session, both houses of the legislature passed the funding bill that contained the 2003-2006 MCCC Day contract. The governor now has 10 days to sign the bill. This is expected as he submitted all the contracts included in the supplemental funding appropriation.

MCC Vice President Joe LeBlanc, Chair of the Negotiating Team said, "In the end, we had some of the best lobbyists in the business pushing for the funding package along with perfectly timed member calls to the Speaker and Senate President. It was an example of the MCCC at its best with our agreement funded in less than the usual time."

LeBlanc noted, "That is not to say that the process was speedy, however. We'll be working with legislators to improve on that in the spring and give us a long overdue

tightening of the Chapter 150E timeframes given to the various parties involved in the contract funding process."

Once the funding is secured, then the BHE will be responsible for processing the payout of the funds. There is contention here as the BHE wants to do this over seven pay periods.

Many in the Union, and at least some of the colleges, would like to see the bulk of the raises paid at one time. Because virtually all of the raises are past due, it would be possible to have the bulk of them paid at once.

But it will be a complicated payout, no matter what, because there are three raises, all retroactive to Apr. 1, 2005. These are all based on the accumulation of Classification points, and the calculation of the points can be confusing. Then there is a raise due Oct. 1, 2005 that is also based on accumu-

lation of points and is also now retroactive.

The BHE wants to disperse each piece separately with an accompanying sheet to explain what is represented in each check. The individual colleges will be the ones who have to prepare the payrolls and issue the explanations. The multiple calculations and multiple explanatory sheets will place a burden on the college HR offices.

While the union believes that members have waited long enough for these raises, it recognizes the complexity of the payout which covers payments for a number of past years, changes in point values, number of points allowed, accumulated points, new hires, new degrees, etc.

Everyone, from the Union to the BHE to the college HR offices, wants to ensure that the calculations are done correctly and that every MCCC member gets exactly what they are entitled to. ■

**Officer & MTA/NEA
Nominations
are due by
February 2, 2006.
Use nomination form
on the website or
inside this issue.**

Proposed Bylaw Changes

The deadline for submitting proposed changes to the MCCC Bylaws and Standing Rules is no later than Feb. 2, 2006.

Proposals should be in printed format, double spaced (not hand written). They should include the following information:

- rationale for the proposed change;
- name of the maker of the proposal;
- campus (or MCCC committee/group) of the member making the proposal.

Proposed changes should be sent to

Bob Gillies
6 Wheelock Street
Oxford, MA 01540-2110

Negotiations Process Begins

While the funding for the 2003-2006 Contract is still awaiting the final signatures, the Union is gearing up for the 2006-2009 Contract Negotiations.

At the November meeting, the MCCC Board of Directors appointed the Negotiating Team members. They are: Phyllis Barrett, MCCC Secretary and an English Professor at Holyoke; Phil Mahler, MCCC Treasurer and a Mathematics Professor at Middlesex; Kathleen McDonough, MCCC Director and a Librarian at Holyoke; Gail Stuart, MCCC Director and a Librarian at Northern Essex. These people were all members of the previous team.

They are joined by three new team members: Roberta Albano, MCCC Director and a Dental Assistant Professor at Springfield; Donnie McGee, SAC Coordinator and an English Professor at Bristol and Geri Curley, MCCC Director and a Skills Specialist at Bunker Hill.

MCCC President Rick Doud and Vice President Joe LeBlanc are members of the team *ex officio*.

A meeting of the Negotiating Committee was called for Dec. 16, but it had to be cancelled due to bad weather. It will be rescheduled in January. This committee is comprised of members from every chapter and the MCCC President. The committee is charged with developing positions and accumulating data to assist the Negotiating Team.

The committee is expected to develop a survey to determine member interests and priorities. The Board has been in discussion with MTA about using their web-based electronic survey facility. Members would be directed to a web site to respond to the survey.

The electronic survey will allow the Union to get an immediate tabulation of the data, and will enable a wide variety of

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*Former chapter vice president, John Nelson,
now a North Shore Community College Trustee.*

Faculty To Trustee

Former Union Officer Becomes Trustee

After 32 years of teaching at North Shore Community College, and being involved with the Union for almost as long, John Nelson took the last early retirement program. But his commitment to the college did not end with retirement. Last year Nelson was appointed to the NSCC Board of Trustees.

Union members have often commented that it would be beneficial to have a faculty/staff on boards of trustees. Under state regulations employees of the college cannot be trustees. But there is no restriction on former or retired employees serving on boards.

Nelson was not appointed out of the blue. For several years, as part of his role as chapter vice president, Nelson attended the public meetings of the college trustees. His professional behavior helped forge a positive relationship between the trustees and Nelson. Ultimately it improved the rela-

tionship between the trustees and the Union.

Now, as a trustee, Nelson is very experienced in the operations of the board and familiar with many of the personalities on the board. This greatly enhances his ability to be an effective trustee.

Although not serving specifically as a Union representative, Nelson says that he comes at every issue from a faculty/staff point of view. He brings the direct experience from the classroom that most trustees lack.

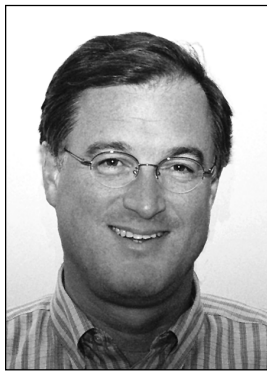
Nelson suggests that chapters would benefit from developing a closer connection with their boards of trustees. Having a chapter officer regularly attend trustee meetings is one way to begin that process.

John Nelson taught English and served as chapter vice president for several years. Besides serving on the board of trustees he is working on two books and traveling. ■

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Permit No. 82
Worcester, MA

MCCC Newsletter
27 Mechanic Street, Suite 104
Worcester, MA 01608-2402

Plutarch Had It Right: Politics As A Way Of Life



Joe LeBlanc,
MCCC Vice President

“They are wrong who think that politics is like an ocean voyage or a military campaign, something to be done with some particular end in view, something which leaves off as soon as that end is reached. It is not a public chore, to be got over with. It is a way of life.” So writes Plutarch about the need for daily involvement in politics.

Taking a page from Plutarch’s *Lives*, we have increased our involvement in politics in recent years. And the work is just beginning to pay off. The legislature recently funded our 2003-2006 in about the time it took for us to ratify our contract: two months. This is not exactly expeditious and it points to our need to reform Chapter 150E. While member calls helped to nudge

them to do the right thing in time for the holidays, there was never much of a doubt the Agreement would be funded in informal session.

In fact, Democrat and Republican leadership repeatedly said the Agreement was not controversial and that it made no sense to wait until formal sessions resume in January. They offered to do it in December as a separate supp rather than include it in other supplemental budgets that are still stuck in conference committees.

Legislative leaders offered to help and kept their promise to us. As our lobbyist Charles Flaherty said, “They know these (MCCC) are good people, and this makes it easier for them to find a way to help us.” They know us because we are not afraid to practice politics. Our politics is done both on the inside in work done by our lobbyists and our Strategic Action Committee and on the outside by our members who volunteer during each election cycle, attend events with the support of the MCCC PAC, and participate in in-district meetings with legislators.

Work awaits us on several fronts in the

first half of 2006. First, we’ll be working to move an amended version of HB530. Hearings on this bill to amend Chapter 150E were held last June before the Public Service Committee. Legislators realize the law is broken and needs to be reformed, though they are reluctant to take the Governor out of the contract funding process. Early in 2006, we’ll be meeting with a variety of experts – lobbyists, union officials, the college presidents, and legislators – to see how the process can be tightened with safeguards to insure that our contracts are funded in less time than the usual pattern of six months to a year or more.

Next, we will fight for the best possible version of the Higher Education Reform Act, a bill that aims to increase funding for public higher education and revitalize our system. We will testify at hearings before the Higher Education Committee and will fight both inside and outside the State House for the best bill for our members.

We will fight for health insurance and pension rights for many of our 3,000 adjunct members. We have recently tes-

tified at committee hearings, and are now working with the GIC to cost out the health insurance bill (SB1535) as well as answer legislators’ follow-up questions.

We expect HB189 (adjunct pension) to be released with a favorable recommendation from the Public Service Committee soon, but that’s just the beginning as it heads to Ways and Means. Look for both the adjunct bills to be a focus of our legislative agenda for early spring. With about half of the community college courses taught by DCE faculty, the situation is dire and an end to the exploitation is long overdue.

And don’t forget the redraft of SB1522, a bill to provide up to four years of creditable service to full-time members for their service as “03” employees. This bill, along with all the rest, will take work by all of us: lobbyists, union leaders and every single full- and part-time member.

But this is getting easier, right? We know that politics is an integral part of what makes us a union. For all of us, it is and always will be the right time for political action. ■

New Benefits For Part-time Professional Staff Members

In a continuing effort to improve conditions and benefits for all part-time unit members, the MCCC successfully increased benefits for part-time professional staff members in the 2003-2006 Day contract that is now in effect.

These benefits are provisions for all-purpose leave and rescheduling of hours when there is a school cancellation. The specific contract language follows:

Fringe Benefits for Part-time Professional Staff Members shall be provided as follows.

1) On July 1, 2005 and based upon the period 7/1/04 to 6/30/05, each part-time professional staff member who is paid on an hourly basis shall be credited with all-purpose paid leave hours according to the following schedule, based on the total number of hours worked in one or more Day Division unit positions during the previous fiscal year (July 1 - June 30):

- 0-224 hours in 2004-5 = 0 paid hours
- 225-900 hours in 2004-5 = 15 hours
- More than 900 hours = 22.5 hours

a.) Such all-purpose paid leave hours may be taken with the prior written approval of the supervisor, except that in the case of unforeseen circumstances the unit member shall notify the supervisor as early as practicable. All such leave must be taken in a minimum of a two hour block.

b.) Requests for all-purpose paid leave hours shall not be unreasonably denied.

c.) Any all-purpose paid leave hours credited on July 1 of each fiscal year must be used by the end of that fiscal year (the succeeding June 30).

d.) Should the unit member’s employment with the College end for any reason subsequent to the July 1 when the all-purpose paid leave hours have been credited, the unit member shall be paid for any unused hours.

e.) The crediting of all-purpose paid leave hours to part-time professional staff members who are paid on an hourly basis shall be implemented on a one year trial basis beginning July 1, 2005, and shall be reviewed by the parties for possible continuation no later than April 1, 2006.

2) Whenever a College is closed due to inclement weather or other emergency situations, a part-time professional staff member who is paid on an hourly basis may reschedule and work the missed hours no later than the end of the subsequent payroll period, with the supervisor’s approval, provided that in rescheduling such missed hours the professional staff member not work more than 37.5 hours in any week. Requests for rescheduling work shall not be unreasonably denied. ■

Editorial Comment

Who’s in the Corner Office?



Don Williams, MCCC
Commun. Coordinator

Two items of good news came for Day unit members at mid-December. The contract funding bill finally passed “before the holidays” as promised. And Gov. Mitt Romney announced that he would not

run for reelection.

Many union people believe the Romney administration has been the worst in memory in the way it treats unionized employees. The administration’s disdain for unions was demonstrated by almost completely ignoring them for three years. If you saw Romney’s announcement, you saw him praise himself and the legislature for Mass. students getting top scores on national achievement tests. He never mentioned the teachers who did all the really hard work.

The upcoming year should see an extreme focus on the gubernatorial election. And as one of the few state unions negotiating this year, the MCCC will have a lot at stake. There are two obvious Democrats in the race: Tom Reilly and Deval Patrick. And it is certain that Lt. Gov Kerry Healey will be running on the Republican side. She may be challenged by Christy Mihos.

What are the possible scenarios for the MCCC?

One is that with uncertainty about state finances and with a lot of other issues going on, our contract will get ignored by the administration. Romney will be a lame duck, busy out of state campaigning for president with little time or inclination to deal with 2000 community college faculty and staff. Lt. Gov Healey will be busy running for governor, but will have little input in negotiations.

Another scenario would put our issues out there for debate among the potential candidates. If we are motivated to make some noise, and especially if we can get a candidate to trumpet the importance of com-

munity colleges, it might get the administration’s attention and get us a contract roughly on time.

Kerry Healey’s positions are largely unknown. But she has at least been exposed to Massachusetts community colleges. She served on the North Shore Community College Foundation for a number of years. She is more liberal than Romney on social issues, but her attitude towards unions is not promising.

Tom Reilly has made some positive comments about public higher education, especially community colleges. His personal story of coming up from poverty and getting a break to get a college education, would make him a possible champion of community colleges. His website avows support to make UMass a school of national prestige, but there is no mention of community colleges.

Deval Patrick has already made advocacy of higher education one of his policy statements. On his website he highlights the importance of public higher education and references the suffering of higher ed. employees during the Romney years. He does not specifically address community colleges, but he would seem to be very favorable towards us.

If we don’t want to be ignored as in scenario one, we must get active early in the gubernatorial campaign—early both as a Union and as individuals. As individuals we need to go to public events to meet the candidates in person and put our issues in front of these people early.

Whether you’re a Republican, Democrat or Independent you should look for events in your area for any of these candidates and press them about their views on community colleges. This is the stage of campaigns where you can meet candidates for state wide office face to face. If you decide to support a candidate, get active in the campaign and keep our issues in the forefront.

As the Spring semester and negotiations progress, the campaigns will also heat up. The Democratic State Convention will happen in the late spring, creating a lot of buzz. At that point the campaigns go into a different mode, and it will be more of the Union’s role to make supporting commu-

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MCCC Research Coordinator, Hilaire Jean-Gilles, made his report to the Board of Directors at the November meeting.

President's Message

December 2005



Rick Doud,
MCCC President

As I reported in an earlier newsletter, in late March the Senate Task Force on Public Higher Education released a very promising report. The Task Force calls for the state to begin "investing in our future"

by significantly increasing state spending on public higher education over the next five to seven years.

The Task Force, co-chaired by Senators

Panagiotakos and Rosenberg, has laid out a plan that calls for:

1. Full "formula" funding, which will require an increase of \$400 million dollars in state spending on public higher education.

2. The use of general obligation bonds in order to increase capital spending at the state and community colleges by 1.2 billion dollars.

3. An immediate increase in needs-based financial aid of 7 million dollars for students attending public higher education institutions in the state.

4. An increase in funding directly related to hiring new faculty and professional staff.

5. The establishment of a general policy of retained tuition, and within one year a plan for community colleges to phase out the difference between Day and DCE unit work.

Recently, draft language of the legisla-

tion that would make this report a reality has been disseminated. Although the MCCC is very supportive of the legislation, there are a couple of problems with it in its current form.

First, draft language states that if a college gets ANY increase in funding from one year to the next, the college would lose control over its authority to set tuition and fees. If the draft language does not change, it would be the BHE that sets tuition and fees at public higher ed institutions.

Secondly, the draft language seems to call for the complete elimination of DCE, with no language protecting the collective bargaining rights of adjunct faculty. The MCCC, in cooperation with the MTA and the college presidents, is doing all we can to make sure that the final language of the bill that comes up for debate next year addresses these two major concerns.

Once final language is adopted and the bill is filed, we will be asking you to make phone calls to your legislators. We desperately need the increases in funding called for in the Task Force report, but we need to make sure that any legislation that is adopted does not place the power to set tuition and fees with the BHE. That authority must be maintained on our campuses.

In addition, we cannot allow our DCE bargaining unit to lose its ability to deal directly with the college presidents in future rounds of negotiations.

The time to invest in our future is now, but the necessary legislation to increase funding should not grant more power to the BHE and limit each college's ability to set its own tuition and bargain directly with its adjunct faculty.

In Solidarity,
Rick

Call for Nominations

Raymond C. Lemieux Memorial Award

Raymond C. Lemieux (1931-1987), Professor of Economics at Springfield Technical Community College, was a Massachusetts Community College Council treasurer, negotiator, grievance coordinator, and Health & Welfare trustee. His service and dedication to higher education, to the Massachusetts community college system, and to the MCCC / MTA / NEA immeasurably enhanced the lives of those around him.

Purpose

The purpose of the award is to recognize an individual whose service, leadership, and dedication have contributed significantly to the Massachusetts Community College Council.

Nominee Qualifications

To be eligible for this award, an individual must meet the following criteria:

- service to higher education and the labor movement in the quest for improved working conditions and high standards of professional excellence.
- demonstration of leadership in MCCC and higher education.
- exemplification of the concerned and caring approach of Raymond C. Lemieux, much of whose life was dedicated to the betterment of faculty and professional staff.

Who May Nominate

Any MCCC Board of Director or Chapter President may nominate by completing a nomination form which can be obtained from the MCCC.

Jon G. Butler Memorial Award

The Jon G. Butler Memorial Award for outstanding Chapter President was established in the Fall of 1984 in honor of Jon G. Butler, former chapter president at North Shore Community College, former MCCC Research Coordinator, and an outspoken and active proponent of unit members' rights.

Purpose

The purpose of the award is to recognize the Chapter President(s) whose leadership, acts, or support have made a significant impact on MCCC unit members.

Nominee Qualifications

Individual nominees must be current MCCC Chapter Presidents.

Who May Nominate

Any MCCC Director may nominate by completing a nomination form which can be obtained from the MCCC.

Nomination Process

Nominations are due by Feb. 15. Nomination forms can be found on the MCCC Website, mccc-union.org.

Massachusetts Community College Council Nomination Form - 2006

A candidate must file this form (or a copy) with the MCCC Elections Committee by Thursday, February 2, 2006, 4 p.m. **Nomination papers that arrive late will not be accepted.**

Check all that apply:

MCCC OFFICER*

- President
 Vice President
 Treasurer
 Secretary

MCCC DELEGATE

- MTA Annual Meeting Delegate
(Boston May 5 and May 6, 2006)
 NEA Representative Assembly Delegate*
(Orlando, Florida June 30 - July 5, 2006)

*Nomination requires signatures of at least 50 MCCC members.

**Candidates for NEA/RA may submit biographical statements.

Name _____ SS # _____

Full Home Address _____ Tel # _____

College _____ Tel # _____

Unit membership: Full Time Part Time Day DCE
For ALL Candidates: Black Asian Pacific Islander Caucasian
 Hispanic - Chicano Native American

Visit the MCCC Web Site
<http://www.mccc-union.org>
to fill out on-line or download this form

OR **Mail a completed document to**
Roberta Passenant (Elections Chairperson)
MCCC
27 Mechanic Street, Suite 104
Worcester, MA 01608-2402

Signature _____ Date _____
(Signature may be typed)

Deadline: MUST BE RECEIVED by Thursday, February 2, 2006, 4 p.m.

*Bio or Statement for NEA Rep. Assembly Candidates only (Optional) - 50 word limit (1 word per box)

Instructions

1. Type or print clearly using both upper and lower case letters as you expect the final statement to appear.
2. Insert no more than one word per box except when combining letters (ex. MCCC) or hyphenated words.
3. Insert punctuation in the same box immediately after the word you want it to follow.

Letter To The Editor

To the Editor:

This past week, on Monday and Tuesday, there was a special election for two offices on the executive board at the union chapter at 4Cs. Two people offered to run for each office. Taking to heart Geri Curley's exhortation from last June that adjuncts involve ourselves on our campuses, I was one of the four. Thirty out of just under seventy full-time faculty, or just under 50%, voted. Five out of more than 200 DCE faculty, or less than 5%, voted.

The question of why adjunct turnout was so poor is a perplexing one. Is it reflective simply of adjunct apathy? Hard to say. Perhaps the workings of the chapter board are opaque to most of us, so who sits on the board doesn't seem to make much difference.

Is the fact that notification was done only by e-mail a factor? I know many adjuncts who read their campus e-mail, but I know others who don't. Of those who do check, the frequency with which they do so varies greatly. Strategically placed signs or flyers in boxes might have brought in additional voters.

To what extent does the fact the election took place on only two days play a role? I happened to teach on both nights. However, it is highly unlikely that I would have driven to campus, a 40-mile, hour-long round trip, just to vote for a couple of

vacancies on the chapter board had I not already been at school.

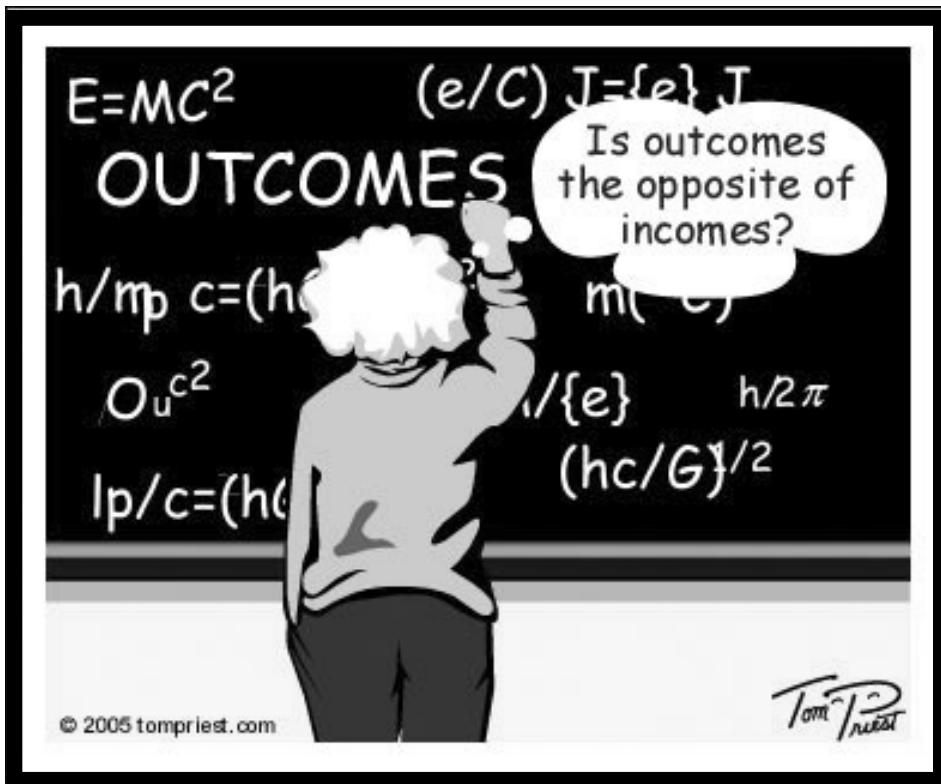
How significant is it that DCE faculty have only a 1/4 vote? I knew that, when I cast my ballot, it was a less-than-effective way for me to express my preferences. Why did I take the trouble to walk over to the library, in the cold, in the dark, to register my 1/4 vote? Maybe because I have an exaggerated sense of civic responsibility. Maybe because I was one of the candidates, and the least I could do (and the most, unfortunately), was to put my 1/4 vote where my mouth is.

Whatever the reason, or reasons, for the apparent lack of interest in this particular election, the more important issue is how we can energize and involve a larger number of part-timers in chapter activities and MCCC activities. Together with our full-time colleagues, we are the union; conversely, the union is us. Unless we come out and vote, unless we participate in decision-making, unless we are active at all levels, the union will not address our concerns or meet our needs.

It is time now for us to have some discussion about how to motivate ourselves so that we are not just dues payers but actively involved members. Together we can make a difference.

—Betsy Smith

Cape Cod Community College



Tom Priest is an adjunct faculty member at BHCC and NECC.

Negotiations...

Continued from Page 1

sorting to configure the data to the team's need. Having it on the web does require members to take a few extra steps to do the survey, but it saves the Union a lot of time and increases efficiency.

The survey will be conducted after the Spring 2006 semester begins. There will be advanced notification through a variety of outlets to inform members of the survey.

The MCCC leadership is determined to work for a good contract on time. The current contract expires June 30, 2006. ■



Season's Greetings
and Best Wishes
for a Happy, Healthy,
and Prosperous
New Year!

your MCCC leadership team



MCCC News
<http://mccc-union.org>

Editor:
Donald R. Williams, Jr.

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



Abe Sherf, MCCC Representative to the Health and Welfare Trust

Report Your Dental Insurance Concerns

Anyone having concerns about the Met Life dental plan should report them to:

Abe Sherf
402 Paradise Road
Swampscott, MA 01907
Fax or Phone 781-592-1330

Editorial Comment...

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nity colleges an issue.

If we have learned anything in the past 15 years, it is how much a governor can affect us. With no clear front-runner at this point, we may be able to affect the campaign. The ultimate result would be to elect a governor who understands and appreciates the important things that go on at community colleges and the huge contribution we make to the Commonwealth. ■



MCCC Participates in "No Sweat"

The MCCC has joined the "No Sweat" Program of Bienestar International, an apparel company that promotes clothing made by union workers both in foreign countries and the U.S.

By going to the MCCC website mccc-union.org and clicking on the No Sweat icon you can access their website. The webpage will guide you to the various casual wear products that they offer. Jeans are one of their specialties.

When someone goes to the No Sweat website through the MCCC website that person is identified with MCCC. If a person who went through the MCCC makes a purchase, then No Sweat credits 7 percent of that purchase to the MCCC.

In deciding to participate in the program, the MCCC Board of Directors agreed that any proceeds from No Sweat will go into the MCCC PAC. ■

Directors' Notes

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

- The Board approved the appointment of the new Day Bargaining Team: Roberta Albano (ST), Phyllis Barrett (H), Geri Curley (BH), Phil Mahler (Mi), Kathleen McDonough (H), Donnie McGee (Br), Gail Stuart (NE).

- The Board approved the appointment of members to two DCE Contract committees. To the Under-Enrollment Committee the appointees are Jean-Marie Magnier (ST), Jim Tressel (Ma), Ruth Kiefson-Roberts

(R), and John Palmer (Q). To the Electronic Information Committee the appointees are Bill Steward (NS/BH), Phil Mahler (MCCC Office), and John Palmer (Q)

- The Board approved one section of reassigned time to Phyllis Barrett for the spring semester to create an Operations Manual for the MCCC Office.

- The Board endorsed participation of the MCCC in "No Sweat", a program promoting union-made clothing that shares revenues with participating organizations. The Board intends that any funds received will go into the PAC. ■

Know Your Day Contract

December 2005

Dec. 24 Last day fall semester can end (p. 34)
Dec. 25 Christmas (p. 16)

January 2005

Jan. 15 Sabbatical recommendations for fall semester from committee to president (p. 18)
Jan. 16 Martin Luther King Day (p. 16)
Jan. 19 Earliest date for professional day (p. 34)**
Jan. 23 Earliest date classes can begin (p. 34)**
Jan. 23 Summary evaluations for part-time faculty due (p. 43)
Jan. 28 Faculty schedule changes due to chapter presidents

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. ■