

MCCC



News

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Commissioner Freeland Presents His Vision

Commissioner of Higher Education Richard Freeland came to the Jan. 22 meeting of the MCCC Board of Directors and gave a PowerPoint presentation on his plan titled “A Vision for Higher Education in Massachusetts.”

The vision calls on the Department of Higher Education to focus its work and to unify the campuses with a common direction.

We in the system know that we are doing many things well and that we make a significant contribution to the economic well-being of the Commonwealth. But in the shadow of the Harvards and MITs, we don’t get recognized for our strengths, and an important part of the Vision Plan is raising public perception of Massachusetts’ public colleges.

This state’s economy depends on knowledge-based businesses, and these businesses require an educated workforce at all levels. Public colleges are the places where many of these workers gain their skills. Ultimately, the effectiveness of our colleges has a significant influence on the state’s overall economic health.



Commissioner of Higher Education Richard Freeland presents his Vision Plan to the MCCC Board as Directors Claudine Barnes, CCCC and Roberta Albano, STCC look on. (photo by Joe Rizzo)

We will produce the best-educated citizenry and workforce in the nation.

The plan’s first step is to develop a set of outcomes that reflect the vision, and DHE would need to make achieving these outcomes its first priority. Metrics would be identified to track the progress towards the outcomes. The resulting statistics will be used to compare our performance with other states, and progress would be highlighted in regular *Performance Measurement Reports*.

Preliminary objectives are to make Massachusetts a national leader in areas

including the college attendance rates of high school graduates and the college graduation or other student success rates. We will also lead in students’ performance on normed, national assessments of learning as well as eliminating disparate outcomes among students of different ethnic/racial, gender, and economic groups.

Lack of funding has been a persistent problem in our system. Massachusetts has regularly been 46th to 49th in the nation in funding public colleges. The importance of the outcomes will point out our value to the Commonwealth and will help gain support. But Freeland said we can not let financial challenges defeat our aspirations.

The Commissioner has been consulting with various campus groups. He has given a similar presentation to the Community College Presidents and will continue to widen the circle. After refining the vision-linked outcomes, the plan will be brought to the Board of Higher Education for formal approval.

Commissioner Freeland took questions from Directors. He recognized that the current level of resources is challenging and that more would be needed to address many issues, including the full-time/part-time faculty ratios that members were concerned about. A primary intent of The Vision Project is to raise public awareness and political support for our system, and this can translate into increased budgets.

The Board thanked the Commissioner and appreciated his willingness to have open communications with the Union. The plan has some things in common with Massachusetts education reform that happened in 1993. This brought funding increases to municipal K-12 school systems at the price of MCAS exams. There are many things to support in the Commissioner’s plan, but there are also dangers.

MCCC Secretary Gail Guarino pointed out that the measurement system is a crucial component, and with all the effort that would go into creating and implementing it there is no guarantee that it will lead to the increased support everyone in the system knows is needed. She cited an aphorism that was used by NEA writers to describe the No Child Left Behind Act: “Every farmer knows you don’t fatten a pig by weighing it.” ■

Troubling Labor Relations Trends

DCE Grievance Coordinator Joe Rizzo made his spring report to the MCCC Board of Directors at the Jan. 22 meeting. MCCC Coordinators regularly report on trends in their respective areas.

He opened his report by saying that management has been displaying a pattern



MCCC DCE Grievance Coordinator Joe Rizzo. (photo by Don Williams)

of behavior that may be cause for concern. Although on the surface there appears to be a collegial labor/management relationship, an increasing number of incidents demonstrate a lack of regard for DCE faculty. Rizzo said, “These actions also show a lack of concern for positive labor relations.”

Rizzo presented some pending cases that illustrated his point. The Union successfully arbitrated a disciplinary action taken against a unit member at Bristol Community College that resulted in having references to the action expunged from the member’s file. But then the college sent the member a letter of non-reappointment for the fall semester saying that her presence had the potential to interfere with the college’s educational mission.

A grievance was filed, but non-reappointment cannot go to arbitration. The Union has filed an unfair labor charge at the Massachusetts Division of Labor Relations. The essence of the charge is that the college discriminated the unit member for asserting her contractual rights.

Rizzo related a case from Holyoke Community College where the college took the unprecedented maneuver of initiating a legal action to prevent a case from going to arbitration. With increasing frequency the college presidents have been appealing arbitrators’ decisions to court trying to overturn the decisions. Arbitration has been part of MCCC contracts that were negotiated in good faith by both parties.

A pending case from North Shore Community College involves a full-time profession staff member who also taught in DCE. Last summer the member developed a medical condition that required accommodation through the Family Medical Leave Act. Her physicians recommended that she have frequent breaks from working on a computer to stretch. It was also recommended that she be allowed more flexible hours. The accommodation was not for an indefinite period and was modified as her condition improved.

Continued on page 2

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Election Dissection: Toward Campaign Perfection



Donnie McGee,
SAC Chair &
MCCC Vice President

That Senate election should just be old news, Incumbents, however, are singing the blues.

Our leaders aren't sure how to move on from here. Paralysis reigns: Fall elections they fear.

Pundits and pollsters and politicians claim: We know what this means. Those dear voters want change.

The people have spoken, but what have they said? Some surely dislike how their leaders have led. The tea party pourers have let off their steam. The patience of liberals has worn itself thin.

Some voters stayed home, on principle, of course. Independents placed bets on a different horse. As red and blue dollars poured into the state, Outsiders moved in to direct the state's fate.

Few leaders are safe, the Democrats now say, If Kennedy's seat can be taken away. The strategy, then, is to find the best spot Upon which to stand to get voter support.

Incumbents and newbies all know what to do. It matters not if they're red, green, Brown or blue. They'll heed this election to note what was done, So that they soon might be the one who has won.

A platform is needed that sounds good to all. Don't talk about details. 'Twill be your downfall. Capture the anger with catchy, strong phrasing - To rouse those vexed voters - and earn their praising

Craft something simple. Be clear - then repeat it. Stay on your message if you're to be heeded. Be sure that your slogans all say: We need change! Address voters angst to win any campaign.

Don't stop with the message. That's only the start. Spend time greeting voters to win minds and hearts. Shake hands in the cold, in the rain, in the dark. Drive that trusty old truck straight to Fenway Park.

Forget vacation when it looks like a win. Don't take votes for granted. Fight on 'til the end. Campaign like you mean it and like it and know Races aren't won without a bit of a show.

Upcoming elections are not far away. Brown's recent victory is sure to hold sway. So all must speak up to be sure leaders know What our votes really meant and what we want now.

Talk with your officials. Don't assume they'll guess. Begin now to end this political mess. Democracy won't work if we fume and wait. Before next Election Day: Communicate! ■

The people are hurting. They're scared, and they're mad.

The jobless are restless, and government's bad.

The deficit's looming. People are glooming. Big banks and war bombs just keep right on booming. Insurance reform has made little progress. Who is now holding those reins back in Congress?

We Are All Being Hyattized

By Ruth Kiefson
Roxbury Community College

About two dozen faculty and students from Roxbury Community College (RCC) along with fired Hyatt workers, held a spirited picket line at the Hyatt Hotel at Logan airport. The RCC chapter, with the support of the MCCC local, sponsored the rally in conjunction with Local 26, Unite Here, the Hotel Workers Union, to protest the vicious firing of the entire housekeeping staff, 90% Latinas, from the three Hyatt hotels in Boston. The firings occurred on August 31st after the housekeepers trained their own

replacements, who were outsourced workers hired at about half the pay. Meanwhile Hyatt's CEO was paid \$6.7 million in 2008 and its chairman received a bonus of \$1.4 million. So much for the company's claims of economic hardship!

The picket line was timed to coincide with the first day of a professional conference of TYCAE (Two Year College Association for Teachers of English), which English faculty from several community colleges had decided to boycott in solidarity with the Hyatt workers.

Through our signs and speeches at the rally, we made the connection between the



The Roxbury Chapter organized MCCC members and students from Roxbury Community College to protest Hyatt Hotel employment practices outside the TYCAE conference at the Logan Airport Hyatt.

Labor Relations Trends . . .

Continued from page 1

Rizzo said, "The college was less than accommodating relative to her staff position, but subsequently dismissed her from her online DCE teaching assignment claiming that she could not teach online because of the FMLA request mandating a shorter work day." A grievance has been filed and a request for MTA legal services is in process.

Several campuses are not complying with an agreement between the MCCC and the Department of Higher Education regarding the frequency of salary payments through the state's HRCMS payroll system. Payments are supposed to begin as soon as possible and end about the time of final exams.

Other trends and issues discussed by Coordinator Rizzo included the following:

- The increasing frequency of placing DCE faculty on paid administrative leave for alleged wrong doing and not holding an investigation. Once the current semesters are over, the DCE faculty members are simply not reappointed for the next semester.
- The Higher Education Reauthorization Act provides standards for academically legitimate distance education. The possibility exists that some college administrators may use these standards as an excuse to implement policies that are in violation faculty members' contractual rights.
- Bristol CC was attempting to imple-

ment a policy that would restrict the number of DCE courses that can be taught by different categories of employees until the MCCC/MTA sent a cease and desist letter to the college's counsel. The college will not implement the policy.

Rizzo highlighted some case resolutions:

- Bristol CC Arbitration: Payment of \$1,000 to a faculty member for the late cancellation of a hybrid distance education class. An adaption fee of \$750 is part of the \$1,000 payment.
- MassBay CC Step One: Offer of an alternative assignment to a faculty member who had an assignment rescinded for dismissing a class when only five students showed up during a heavy snow storm.
- MassBay CC Mediation: Payment of lost salary to a DCE member who allegedly did not respond in a timely manner to an email assigning him a class. The college never filed an Electronic Communication Implementation Plan as required by the Collective bargaining agreement.
- Berkshire CC Mediation: Payment of \$5,844, expunging of personnel file, and resignation of a faculty member for alleged conflict of interest.
- Northern Essex CC Step One: All faculty members can seek secretarial support from divisional office support staff. ■

fired Hyatt workers (who are more vulnerable to attack because of racism and sexism), rising unemployment generally, cut-backs in social services, and the cut-backs in public

higher education that are putting our students' education and faculty/staff jobs in jeopardy. We voted with our feet to put labor solidarity ahead of professionalism. ■

PHENOM Rally

Please join PHENOM for an exciting Campaign Rally and March on **March 8 at 11:00 A.M.** on the Boston Common. The Rally will be the Eastern Massachusetts launch of *For a Great State of Mind: Invest in Public Higher Education*, PHENOM's multi-year grassroots campaign to bring Massachusetts up to the national average in state support for public higher education and down to the national average in costs for students.

Following the Rally, we will have a spirited march around the State House. Then at 1:00 P.M. we will gather inside the State House at the Grand Staircase to celebrate the historic founding of the Public Higher Education Caucus in the State Legislature.

Please encourage your fellow students, staff and faculty to attend. Bring

along your friends and family members and anyone who cares about public higher education. A bag lunch will be provided inside the State House. We will help coordinate transportation from campuses across the state. Please let us know if you need a ride or are able to offer a ride.

Whether or not you can attend, please go to www.phenomonline.org and sign a campaign statement asking every candidate for state-wide and legislative office to endorse PHENOM's goal to bring Massachusetts up to the national average in state support for public higher education and down to the national average in costs for students.

For more information please contact PHENOM at 413-577-4121 or write massphenom@gmail.com.

We look forward to seeing you in Boston on March 8! ■

Getting Ready for Campaign 2010



Joe LeBlanc,
MCCC President

Let the fun begin. The Governor's race promises to be one of the liveliest in years with candidates asking to be friended on Facebook, followed on Twitter, viewed on YouTube and supported with your cash online and grassroots organizing on the streets. In return you will be promised lower taxes, an unrelenting attack on state workers and never-ending nonsense.

Republican candidate Christy Mihos promises to put "people before politics." If elected, he'll cut that wasteful spending and lower the sales tax to 3 percent, a move he claims will be a "major stimulus" to our economy. He will also slash the state workforce by 5-10 percent and reduce salaries, saving the Commonwealth \$600 million. None of his numbers make any sense, but this is the silly season and linear thinking just isn't necessary.

Charlie Baker promises to outdo the

Governor's pension reform plans. The Republican candidate's website asserts "widespread abuses," and "outrageous pension payments." Citing a Libertarian "small government is beautiful and state employers are unnecessary" think tank, Baker promises to cap pensions, "modernize" the retirement age and save the Commonwealth a minimum of \$500 million over the next decade.

The former health insurance executive and architect of the 1990's Republican Big Dig's financing boondoggle wants to bring the grown-ups to Beacon Hill. He pledges to spend our tax dollars more effectively and deliver a superior level of state services. Taxpayers will pay less and get more.

Treasurer Tim Cahill's smiling website promotes "middle class values." He wants to "make Massachusetts a place where people want to live, work, and raise their families." His website is full of videos, platitudes, and other intellectual whipped cream.

The Independent candidate, a self-proclaimed fiscal conservative, is still "reflecting" on a wide range of issues for future press releases in a campaign platform curiously devoid of numbers. But for now, Treasurer Cahill reassures us with this po-

litical gem: "taxpayers should come before taxes."

Green-Rainbow Party candidate Jill Stein promises "affordable health care for all," more green sector jobs, renewable energy, progressive taxes and a government free from those "monied interests."

Challenging a (mostly) liberal Democratic Governor in the Great Recession, Stein senses an opportunity to improve on her 4 percent showing in the Governor's race in 2002. She paints Patrick, Baker and Cahill with this intellectually-sloppy brushstroke: "since the three CEO/politicians heading for the ballot differ only in fine points of their shared Wall Street vision - they'll be splitting the business-as-usual vote three ways."

Grace Ross will challenge the Governor for the Democratic Party nomination. She will need and may not get 15 percent of the delegates at the June convention. To date, her candidacy is largely a plea to allow her to qualify for the primary ballot. The Governor's staff welcomes her to the race. Right.

Then there's the devil we know. Governor Deval Patrick took office promising to be a champion for public higher education. His vision for our system is the finest in the

history of our Commonwealth, but his record is mixed. He pushed to enact the \$2 billion higher education bond bill. Institutional funding has remained stagnant, however, and the system continues to charge students too much for an education that is mostly delivered by thousands of adjunct faculty and other part-time workers.

The Governor talks a great game - in this area, he will outclass his opponents - but he has earned mixed grades on labor issues. His recent attempt to re-open our collective bargaining agreement to request furloughs, another zero year and a delay in our piddling salary increases is wrong.

The Governor is serving in the worst of times. His record - yes, unlike his opponents, he has a record in running state government - started with a grand vision, but it stalled with too familiar Beacon Hill squabbling and eventually in the reality of the recession.

What's organized labor to do? For now, our best course may be to allow some of the election year nonsense to play out. Eventually, one of the candidates will actually ask for and then do something to earn our support. Until then, don't pay too much attention to Christy's facebook page or Charlie's twittering in this silly season. ■



Don Williams, MCCC
Communications
Coordinator

Remember one year ago? The nation had elected a new, young president with an agenda of change. A large majority felt that the country had been going in the wrong direction. There were many

problems that the public seemed to believe had to be addressed.

Then Scott Brown happened. And there has been a lot of gnashing of teeth trying to figure out what his unexpected election means.

Was it health care? Was it taxes? Was it disgust with the process voters saw in Washington? Was it to "send a message"? Was it misogyny? Was it the endorsements of Boston sports heroes? Was it Brown's attractive, high performing family? Was it the barn jacket or the pickup truck?

I don't believe any one of these is the one: I think it was "all of the above." Not for every voter, but rather, each of these reasons had a set of voters who were motivated by it.

What was incomprehensible to me was the neighbors I saw at my polling place who were enthusiastically holding Brown signs, and who 14 months ago had signs on their lawns for Obama. What message does that send? Surveys show that the President is still popular in Massachusetts, so many of the Brown voters still support the President, yet they voted to put Brown in the Senate, which stifles the President's agenda. If they hate the Washington gridlock, they just voted for more of it.

The two-party system is collapsing nationally, and that is part of the gridlock. In Massachusetts 52 percent of the electorate are unenrolled, independent voters. Roughly 34 percent are Democrats and 12.5 percent are Republicans. So the majority of voters are not part of an organized party. (Will Rogers would say

The Paucity of Hope

86 percent are not in an organized party.)

While some of these independents regularly vote with one of the two major parties and have a clear philosophical underpinning for determining how to vote, as a group they are very unpredictable. Among them is group that I have heard comprise about 6 percent of the electorate who have no clear political philosophy. They don't pay attention to elections until the last minute. Generally they don't participate in primaries, and they are highly susceptible to television ads. Given the recent Supreme Court decision over corporate campaign contributions, this gets really scary.

These are the folks who in late October 2008 said they didn't know much about the candidates. These are the folks who voted against Al Gore because he sighed at a debate, these are the folks who vote for the candidate that they would like to have a beer with. These are the folks who vote for Democratic legislators and Republican governors. They are a very dangerous group.

An AFL-CIO survey of 810 Massachusetts' households found that 49 percent of union members voted for Scott Brown. Karen Ackerman, the AFL-CIO's political action director, called it a "working class revolt." By 61 percent to 33 percent, those polled said they were picking the best candidate for Massachusetts rather than sending a message to Washington. Another poll found that two-thirds of people without a college education voted for Brown.

Union members voting against their best interests is a serious problem. That Brown drives a truck like many of them doesn't mean that he supports their issues. Martha Coakley was a lousy candidate. She sat back on a lead, she relied too much on Democratic voters, and she was caught unawares of Brown's surge. She did not inspire people, not even the women voters who were her strongest supporters. And Brown deserves credit for running an excellent campaign. But shouldn't people vote for someone who represents their issues?

Did those union members who voted for Brown know how he would vote on the Employee Free Choice Act? On National Labor Relations Board appointees? The senate Republicans are dead set on denying any improvements in the status of unions in America. Since Ronald Reagan too many union members have been lured into voting against their unions' recommendations.

Brown's election has struck fear in Democrats here and across the nation. Any talk of progressive legislation will be stifled. Just see how the lunatic fringe has attacked Gov. Patrick's proposal for in-state tuition for illegal immigrants. Personally, I think most of our congressional delegation is secure. Nikki Tsongas should probably be the most worried given her short tenure and this state's lack of support for female candidates.

A few state reps. and senators may be seriously challenged, but the Democratic majorities on Beacon Hill will still be significant. That doesn't mean that they won't turn to the right and be gun-shy from passing any progressive legislation.

The politician who has the most to fear is Gov. Patrick. He has two serious challengers: Republican Charles Baker, Jr.; and former Democrat, now independent, State Treasurer Tim Cahill. Both are credible candidates. The governor has made a few mistakes, and he has done some things that the MTA and MCCC are not happy with. But the other two candidates have made cutting taxes their major campaign themes, and as state employees this does not bode well for our members.

We can already see some of the future campaign rhetoric. "The unfortunate truth is that Beacon Hill is broken and our state is a mess," Baker said. "While the governor gave state workers a raise, he watched unemployment spike to 9.4 percent." Baker was Gov. Bill Weld's Secretary of Administration and Finance when state employees went four years without raises.

However disappointed we might be with our current employment situation, there is

no question that it could get a lot worse. MCCC members are educated people who like to think for themselves, and we don't like to be told how to vote. But our unions have a vastly stronger voice than individuals. And that voice is diminished when members don't stand together and support their unions' agendas.

If you vote for politicians who don't respect what you do, you have no right to complain about the nasty stuff that comes down the pike. As a public employee you can't vote for anti-tax politicians and then expect that your employment situation will improve. ■

Write Us

The MCCC News
welcomes contributions.

Letters to the Editor

Only submissions by MCCC unit members will be accepted. Letters should be no more than 200 words in length. The author must include name and chapter affiliation, which will be published with the letter. Authors must provide the editor with contact information in the form of either email address, mailing address or telephone number. Letters will be published on a space available basis and may be edited for length and appropriateness. Not all submissions can be published.

Guest Columns

Guest Columns should be no more than 400 words in length. Columns by authors who are not MCCC members may be accepted. The author's name and affiliation will be published with the column.

Mail to:

Donald Williams
North Shore Community College
One Ferncroft Road
Danvers, MA 01923

Or email:

Communications@
mccc-union.org ■

DIRECTORS NOTES

At the January 22 meeting of the MCCC Board of Directors the following actions were taken:

- The Board voted to strongly oppose reopening of the Day contract at this time.
- The Board voted to approve a resolution to the College Presidents to respect contract provisions negotiated in good faith regarding arbitration decisions, and to request that the colleges cease and desist from refusing to implement final and binding arbitration awards. The resolution is to be sent to Commissioner Freeland, The Board of Higher Education, as well as to the College Presidents.
- The Board approved the appointment of Gail Guarino and Margaret Wong to the PCA Negotiating Team. [N.B. The Professional Coordinators Association (PCA) represents the MCCC Coordinators.]
- The Board voted to approve changes to the MCCC policies.
- The Board approved the John A. Palmer III Memorial Award. The award is to recognize an adjunct faculty member whose service, leadership, and dedication have contributed significantly to MCCC adjunct faculty, as exemplified by the life of John A. Palmer III.
- The Board authorized donating \$1000 to the Partners in Health "Stand with Haiti" Fund.
- The Board approved a previous expenditure of \$1,500 that paid a \$50 stipend to 30 MCCC members to defray expenses for attending the Dec. 4 and 5 MTA Higher Ed, Conference.
- The Board accepted the auditor's report presented by Alexander, Aronson, and Finning Co., P.C. for the fiscal year ending June 30, 2009. ■

Know Your Day Contract

February 2010

Feb. 28 New full and part-time hire list due MCCC

March 2010

March 1 Faculty in their first three years receive reappointment letters (p. 37)

March 5 Request leave of absence recommendations due (p.26)

March 15 Dean's recommendations for Title change due (p.59)

March 15 Unit Personnel Practices recommendations for tenure due (p.38)

March 17 First Evacuation Day Holiday (p.22)

March 30 Department Chair evaluations (p.70)

March 30 Preferred schedules and course submitted (p.32)

March 31 Department chair vacancies announced (p.55)

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. Page numbers refer to the 2006-2009 contract. ■

Nominees for MTA Annual Meeting

The MCCC has been authorized 93 delegates. There are currently 85 nominees. The MCCC provides a shared hotel room in Boston for delegates who live more than 25 miles from the city, and all MCCC delegates receive \$50 per day for expenses.

Vice President Donnie McGee is running for MTA Executive Committee, and only MTA Delegates at the Annual Meeting may vote in the election on Saturday May . Members are encouraged to attend and help elect Donnie to this influential position.

Write-ins are accepted, but to be validated write-in candidates must register on the MCCC website [http://mccc-union.org/Nominations_2010/Form2010_Writein.html] before the close of voting.

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|----------------------|------------------|------------------------|-----------------|
| Charles Adie | Northern Essex | Susan McCourt | Bristol |
| Gabriela Adler | Bristol | George McDermott | Quinsigamond |
| Roberta Albano | Springfield Tech | James McDonagh | Roxbury |
| Ravitha Amarasingham | Bristol | Diana (Donnie) McGee | Bristol |
| Kenneth Anania | Massasoit | Jean McLean | Quinsigamond |
| Dan Avedikian | Bristol | Linda Mulready | Bristol |
| Claudine Barnes | Cape Cod | Jean Nicholas | Quinsigamond |
| Mark Bashour | Quinsigamond | Joseph O'Neill | Mass Bay |
| Dadbeh Bigonahy | Quinsigamond | Esther Palermo | Northern Essex |
| Sheila Booth | Quinsigamond | Mark Palermo | Northern Essex |
| Cynthia Brenner | Bristol | Rick Ponticelli | North Shore |
| Henry Camillo | Massasoit | Ellen Madigan Pratt | Mount Wachusett |
| Marie Caruso | Middlesex | Kathy Proietti | Northern Essex |
| Martin Comack | Mass Bay | Stephen Proietti | Northern Essex |
| Karen Cox | Quinsigamond | Liz Recko-Morrison | Berkshire |
| John Daly | Northern Essex | James Rice | Quinsigamond |
| Michael Dentremont | Bunker Hill | Joseph Rizzo | Northern Essex |
| Richard Devine | Quinsigamond | Paul Robillard | Bristol |
| Susan Dole | Bunker Hill | Stephen Russell | Northern Essex |
| Pamela Donahue | Northern Essex | Sarah Sadowski | Quinsigamond |
| Richard Doud | Middlesex | Thomas Salvo | Northern Essex |
| Carole Dupont | Springfield Tech | Caroline Schwarzwalder | North Shore |
| Patrick Faiella | Massasoit | Andria Schwartz | Quinsigamond |
| F. John Farrenkopf | Bunker Hill | Greg Sethares | Bristol |
| Dennis Fitzgerald | Massasoit | Candace Shivers | Mount Wachusett |
| Rosemarie Freeland | Greenfield | Anne Shull | Quinsigamond |
| Darlene Furdock | Middlesex | Stephen Slaner | Northern Essex |
| Sharron Gillies | Quinsigamond | Betsy Smith | Cape Cod |
| Linda Grochowalski | Quinsigamond | John Solaperto | Quinsigamond |
| Gail Guarino | Cape Cod | Kenneth Takvorian | Mount Wachusett |
| Christopher Hoeth | Bristol | Howard Tinberg | Bristol |
| Paulette Howarth | Bristol | Charulata Trivedi | Quinsigamond |
| Ntohm Izuchi | Quinsigamond | Mary True | Bristol |
| Eileen Kelley | Holyoke | Ellen Vangel-Brousseau | Quinsigamond |
| Pamela Kennedy | Holyoke | Suzanne VanWert | Northern Essex |
| Dale LaBonte | Quinsigamond | Ronald Weisberger | Bristol |
| Joseph LeBlanc | Northern Essex | Donald Williams | North Shore |
| Gerald LePage | Bristol | Margaret Wong | Quinsigamond |
| Aaron Levin | Holyoke | Nancy Lee Wood | Bristol |
| Kathleen Lewando | Quinsigamond | Maureen Woolhouse | Quinsigamond |
| Tiffany Magnolia | North Shore | Diana Yohe | Bristol |
| Philip Mahler | Middlesex | Steve Zona | Quinsigamond |
| Lois Martin | Massasoit | | |



MCCC News

<http://mccc-union.org>

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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. Members' letters up to 200 words and guest columns up to 400 words will be accepted and published on a space-available basis. 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

Visit The MCCC Online!

<http://mccc-union.org>

**Toll Free Phone:
877-442-MCCC**

The MCCC website is the best and most up-to-date source for late breaking developments. Additional documents of interest and import to Day and DCE unit members have been added. The MCCC Webpage is a valuable resource for MCCC updates, job opportunities and linkage to the NEA and MTA resources available to MCCC unit members. Calendars of MCCC meetings, and committee assignments may be found there. Additionally, MCCC events and news are available, as well as "old news" in the form of archived newsletters. Bookmark the site for frequent referral.

MOVING?



Please make sure the MCCC has your correct mailing address.

This affects receiving the newsletter, elections, important mailings and notices.

Call the office at
1-877-442-MCCC toll free
or go online at
<http://mccc-union.org/ChangeMyAddress/>

Your PAC Needs Your Help

The MCCC Political Action Committee—MCCC PAC—has been very effective over the past few years in advancing the issues of community college faculty and professional staff on Beacon Hill.

But political stature does not come without cost. Your PAC has made many contributions in the last election cycle, and it is important for all members to give their financial support, so that the PAC can continue to support you.

In this election year, the PAC will need to be very active given the recent mid-term election for US Senate. It is important that the MCCC PAC the resources are kept at a level sufficient to fulfill its mission.

Individual members and MCCC chapters can contribute up to \$500 annually.

Thank You,
PAC Co-chairs Thelma Halberstadt and Frank Leary.

Send your checks to
Meg Kennedy PAC Treasurer
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27 Mechanic Street Suite 104
Worcester MA 01608