

MCCC



News

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Fall Leadership Meeting

Outstanding Legislators Awarded

This year's Fall Leadership Meeting on Sept. 25 was a resounding success with almost 100 members attending and participating in some significant events.

After a keynote address on the status of higher education legislation in congress by our NEA director Len Paolillo, the main event of the evening was the presentation of awards to three legislators.

Legislative Awards

Each of the legislators honored was instrumental in advancing the 03 Creditable Service Bill and bringing it to a successful passage. The legislators were Sen. Joan Menard (D-Fall River), Majority Whip, and Joint Committee on Public Service co-chairs Sen. Patricia Jehlen (D-Somerville) and Rep. Jay Kaufman (D-Lexington).

In presenting the award to Rep. Kaufman, MCCC vice president and SAC chair Donnie McGee pointed out that in his first year as House chair of the committee Kaufman created a compromise that would help move the 03 bill forward, and he promised to support it all the way to enactment.

Kaufman noticed a number of Deval Patrick signs around the room, and he said that he had never felt so much hope in a gubernatorial campaign as he does in this one. He urged the audience to actively support the Patrick campaign because his election would give our agenda a much greater chance for success.

Sen. Jehlen was noted for her persistent support of the 03 bill and for her responsiveness to MCCC members in her district. In her own comments, Jehlen said that the award was premature because she hadn't finished the job. She pledged to continue to pursue the goal of health insurance for part-time faculty and staff.

McGee recounted that more than 12 years earlier Sen. Menard had come to Bristol Community College and been told about the 03 situation. "She listened, she acted, and today this legislation is a reality," McGee said. "For her perseverance and leadership on this bill and other related legislation, we are truly grateful."

Menard praised McGee, President Joe LeBlanc, the SAC team, and the entire MCCC for its outstanding effort in pressing its issues with the legislature. She pointed out the importance of building personal relationships with lawmakers, being persistent and being patient.

Each legislator was presented with an elegant glass bowl inscribed with the MCCC logo, the legislator's name and the words "MCCC Legislative Award 2006 Friend of the Community Colleges."

Breakout Sessions

Three breakout sessions were offered after a buffet dinner. There was something for everyone in these offerings.

"MCCC for Newbies: A Survival Guide
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Legislators honored with "Friend of the Community Colleges" along with members of the SAC Team: (from left) MCCC Lobbyist Charles Flaherty, MCCC Vice President Donnie McGee, Sen. Joan Menard (D-Fall River), MTA Lobbyist Jack Flanagan, Rep. Jay Kaufman (D-Lexington), Sen. Pat Jehlen (D-Somerville), MCCC President Joe LeBlanc and SAC Coordinator Roberta Albano.



On Oct. 4, Union and BHE representatives signed the ratified 2006-2009 Memorandum of Agreement. Seated are Chancellor Pat Plummer and MCCC President Joe LeBlanc. Standing, from left, Katie D'Urso, MTA; Peter Tsaffaras, BHE; Geri Curley, BHCC; Rick Doud MiCC; Roberta Albano, STCC; MCCC Vice President Donnie McGee; and Gail Stuart, NECC. The language is now in effect, and the cost item request has been sent to Gov. Romney's office. The Governor has 45 days from the date to submit the funding request to the legislature. The specific language is available at <http://mccc-union.org/CONTRACTS/index.html>. (Photo by Laura Barrett.)

MCCC Spring 2007 Elections

All Candidates

Nominations are open for MCCC elections for delegates to the MTA Annual Meeting and the NEA Representative Assembly. The MTA Annual Meeting is in Boston on May 11 and 12, 2007. The NEA Representative Assembly is in Philadelphia, Pennsylvania, from June 30 to July 5, 2007. The nomination form will also appear in the December newsletter and is available on the MCCC website. Nominations must be members of the Massachusetts Community College Council at the time of nomination and during the time

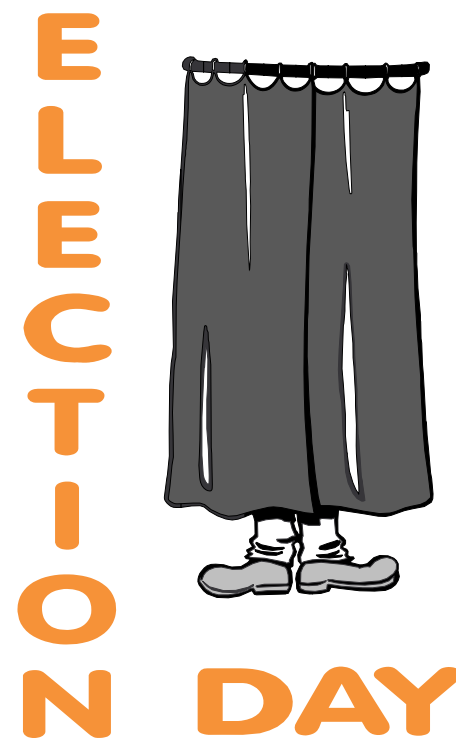
period for which they are elected as delegates.

The schedule for the election is as follows:

- Nominations will close at 4 p.m. on Thursday, February 1, 2007.
- Ballots will be mailed to all MCCC members on Friday, March 2, 2007.
- The deadline for returning ballots is at 4 p.m. on Thursday, March 22, 2007.
- Election results will be announced by Friday, March 30, 2007.

If the number of certified candidates for

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VOTE

November 7

Be sure to vote for candidates who support your professional interests.

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MCCC Newsletter
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Election 2006: Campaigning for Change



Donnie McGee,
SAC Co-chair &
MCCC Vice President

In the late 1950's, Massachusetts Governor Foster Furcolo led the charge to establish a quality college education system that was affordable and accessible to all segments of the state's population. His leadership resulted in the

birth of the Massachusetts community college system. On September 15, 1960, Berkshire Community College opened its doors to 150 students. Invited to speak at the opening ceremonies, the Governor was so overwhelmed at the realization of his dream that he openly wept. Forty-six years later, fifteen Community Colleges span this Commonwealth, with multiple campuses serving more than 80,000 students. Our MCCC faculty, librarians and counselors are deeply vested in these institutions, but Furcolo might once again weep if he knew how deeply challenged these campuses are today.

All is not well with his community college dream. Campuses are under serious strain. They are no longer state supported, but state-assisted, with multiple funding sources that are inconsistent and unpredictable, at best. Colleges struggle yearly to

ensure that access to quality education is a reality for those who need it most. Gubernatorial leadership has drastically cut support for public higher education and ignored safeguards that would sustain the integrity of our community college system. Those in the corner office have done much to denigrate this dream. It is time for another governor with vision and commitment to public higher education in Massachusetts. It is time for leadership change.

In the past four Romney/Healey years, enrollment at our colleges has skyrocketed, appropriate classroom space is lacking, adjuncts are replacing full-timers in record numbers, and tuition costs are among the highest in the nation for two-year public colleges. With Romney and Healey at the helm, state support for our colleges and universities has plummeted more than 15 percent. Massachusetts ranks 47th in the nation in terms of its support for public higher education. It is time to seek leadership change.

Educators have other reasons to pursue gubernatorial change. This administration failed to honor our 2002 MCCC Agreement and waged yearly battles to increase our health insurance premiums. The Romney/Healey Fiscal Control Board forced the exodus of more than 700 Springfield teachers. And now Kerry Healey wants privatization of our pensions and merit pay for teachers. Support for public education is painfully absent in this corner office. It is time to push for gubernatorial change.

With Healey as governor, our cam-

pus would struggle with more of the same. The Healey cry for tax cuts should have each of us worried. The Healey Plan does nothing to address the state's structural budget deficits. Communities would be further challenged if long-term reductions in education and other funding are once again ignored. Cutting taxes is not in the best interest of our communities if the overall well-being of the Commonwealth and its citizenry is diminished in the process. If income tax reduction correlates to property tax increases, education costs will further overwhelm local communities.

And it is simplistic and flawed for Healey to dismiss those who would not rush to cut income taxes with the label "tax and spend liberals." Name-calling does not win the argument. Governments are supposed to tax and spend to provide for the security and common welfare of those governed. More importantly, decision-making on taxing and spending should require an examination of the cost in terms of lives altered and services terminated, not simply account for dollars saved. We cannot ignore the need for gubernatorial change.

Hope and help are on the way for anyone interested in leadership change. A state election is almost upon us. Candidate Deval Patrick has plans to transform the Governor's office. MTA and MCCC leadership believe Patrick can respond most effectively to these troubled times. He listens attentively, responds thoughtfully, and exudes optimism wher-

ever he goes. And he promises to work with educators and others to lead this state in a positive direction.

Patrick will invest in public education across the Commonwealth. He wants a quality higher education system that is affordable to students. He understands the correlation between the vitality of a state and the strength of its public colleges and universities. Patrick gives us hope that state leadership can and will be greatly improved upon were he to be our next governor.

But optimism and hope are not enough to ensure that the governor's office will change for the better. Wishing will not make it so. We cannot leave this election to chance. The well-being of our colleges, our students, and our colleagues is at stake. Each of us must get involved in this 2006 campaign. Whether it's making a phone call, holding a sign, or telling your friends and family that it is time for a pro-public-education governor, your help is needed to ensure leadership change. Of course, on November 7th, your vote will be needed as well.

If you are not sure how to support this campaign for change, contact your SAC or chapter leadership, or contact me. If you want more information about how Deval Patrick will work with us to change the leadership style of this corner office, please visit his website at www.devalpatrick.com

In the words of Deval Patrick: *Together we can ... make a difference.*

In solidarity,
Diana (Donnie) McGee



Winners of the \$100 door prizes at the Sept. 25 Leadership Meeting (from left) Sharron Gillies (QCC), Karen Cox (QCC), Ray Coleman (MWCC), Alex Asare (RCC), and Tom Montagno (MWCC). The gift check prizes were provided by MTA Benefits, the branch of MTA that offers a variety of services including discount car and homeowners insurance, mortgages, TSAs, etc. Visit them at www.mtabenefits.com.

Know Your Day Contract

October 2006

Oct. 30 Last day to opt out of sick bank p.13.
(Note: membership in sick leave bank is automatic upon first October of a member's employment.)

November 2006

Nov. 10 Veterans Day holiday

Nov. 21 Unit Personnel Practices Committee established p. 30

Nov. 23-24 Thanksgiving Holiday

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. ■

New Employee

Edy Stoddard

The MCCC office in Worcester has added a new staff person, Edythe Stoddard. She started on Sept. 12 and takes the place of Mamie LeBlanc, who retired.

Mamie was one of the first employees of the MCCC office and did tremendous work in getting the office off the ground and establishing procedures. She had already retired from one career and was working for the MCCC on a part-time basis.

Over 140 people applied for the vacant position, and the personnel committee along with the other office staff, Phil Kennedy and Meg Kennedy, all agreed that Edy was the best candidate. Stoddard comes to MCCC with a background in graphic design, and more recently office administration. She is familiar with community colleges having taken courses at Quinsigamond CC.

If a member calls the MCCC office, they most likely will be speaking to Edy



Edy Stoddard

first. She has a keen sense of humor and is quickly learning the office procedures and is well on track to learning about the 15 campuses and almost 5000 unit members. ■



MTA president Ann Wass and vice president Paul Toner attended the September MCCC Board of Directors' meeting. Pictured with them are new MCCC directors (from left) Rosemarie Freeland (GCC), Anne Wass, Catherine Adamowicz (BrCC), June Tooley (BkCC) and Paul Toner.

President's Message

Where We Go From Here...



Joe LeBlanc,
MCCC President

With the ink barely dry on the 2006-2009 Agreement, it's a perfect time to look at where we go from here. For the first time in the history of this union, we have time to focus on priorities like strengthening our chapters,

promoting a better sense of solidarity in our 6,000 member union and lobbying for our never-ending political action agenda.

Our locals are asking for help to strengthen their chapters, orient new members to our union and train a new generation of union leaders. At a January retreat, the MCCC will begin to chart our future course by participating in the MTA's Strategic Directions Initiative. This discussion about our future direction will also take place at

the chapter level this semester and next.

Later this month, the MCCC will begin our new member orientation program that will provide a structure for welcoming new faculty and professional staff to our union. Our goal is to teach our new members about our union and our contract in their first year. Topics covered will include the history of the MCCC and higher education unions, classification salary system, workload article, evaluation process, reappointment rights, the grievance process, retirement options, benefits and much more.

Promoting solidarity amongst our 6,000 full- and part-time faculty and professional staff provides us with a challenge, but John L. Lewis provides some guidance: "The labor movement is organized upon the principle that the strong shall help the weak." Solidarity begins with listening to and whenever possible acting on the concerns of all our members, but we have a special responsibility to help our weakest members.

Our professional staff members provide an example of such work. In recent years, our Professional Staff Ad Hoc

Committee has advocated for salary and workload equity. Their research has been critical in our efforts to fight to equalize payment of "points" in the last two contracts and to eliminate grade 1 in our new agreement. This committee, now chaired by Kathleen McDonough (Holyoke) and Ned McGuire (Mass Bay), hopes to become a permanent standing committee because their work has just begun.

Adjuncts often feel they are used and sometimes abused by their employer and that the union could do more for them. While our union has fought for financial gains for our adjunct colleagues since the faculty strike and first collective bargaining agreement in 1990, much work remains to be done before salaries reach pro-rata with full-timers. Health insurance and pension bills have not yet been enacted into law.

In coming months, I'll be meeting with adjuncts throughout the state to listen to their concerns. We have also applied for an NEA grant to fund a DCE faculty orientation program to help us

better organize this potentially powerful force within our union.

Our work on Beacon Hill never ends. In coming weeks, months and years we'll be working to electing governors and legislators friendly to public higher education, lobbying to enact the delayed Higher Education Reform Act and the much-delayed capital spending bill, protecting our health insurance and pensions and organizing a Community College Day at the State House. We'll also be fighting for bills to reform Chapter 150E, provide benefits to our adjuncts, hire more full-time faculty and staff while finding a way to keep the classification system's promise of equity and salaries pegged to the 75th percentile of comparable states.

Our efforts to build stronger chapters, welcome a new generation of union members, promote solidarity, and fight for our political action agenda begin and end with each of us. I look forward to working with you as we begin this journey together.

In solidarity,
Joe LeBlanc

In Memorium

Gretchen Watson, professor of English at Greenfield Community College, died suddenly on Oct. 4 in Santa Clara California. She had gone to California for the funeral of her father.

Born in Kansas, Gretchen had been at GCC for 21 years. She had taught at other colleges previously, including a stint as an adjunct at Northern Essex Community College. She had made many important contributions to the college such as developing a program to help new students be successful in college and developing courses in Latin American Literature and Literature and Technology.

She served in a number of MCCC positions including chapter Director, Communications Coordinator and President (1998-1999). Most recently she had agreed to serve on the Distance Education Committee.

She had been a pioneer in distance learning, being one of the first professors at GCC to offer on-line courses. And she was instrumental in developing GCC's distance learning program. This year she was a recipient of the Massachusetts College On-Line Association's Course of Distinction Award.

Gretchen is survived by her husband, James Gardner and two children, Andrew and Sophie.

A scholarship fund has been established in her name at GCC. Donations can be sent to the Gretchen S. Watson Scholarship Fund attention of the Greenfield Community College Foundation, 270 Main St. Greenfield, MA 01301. ■

MCCC Elections...

Continued from Page 1

MTA delegate is less than equal to the number of slots allocated to the MCCC, then the certified candidates will be deemed elected. The MTA delegate election will be conducted only for write-in candidates to fill those slots not already allocated to certified nominees and to establish a list of successor delegates.

Write-in candidates should contact the MCCC office by the deadline for ballot returns to establish their willingness to serve and to verify contact information. ■

Leadership Meeting...

Continued from Page 1

for new Faculty and Staff" was a session principally conducted by Day Grievance Coordinator Dennis Fitzgerald. In it he detailed some of the contract conditions that new full-time faculty and staff confront in their first few years on the job.

Members were heard commenting that they wished they had some of this information before they were hired. But much of the information was useful going forward. There was time for questions.

In "Building a Stronger Chapter," MTA's Richard Sanders talked about the process of turning the union into a more member-driven organization from the bottom up. Sanders has been working with the MCCC Executive Committee and this was an opportunity to present the processes he uses with a more diffuse group of union members.

Sanders stressed the importance of having a broad discussion of what we feel are our "core values." We need to ask ourselves some key questions: What do we feel is the role of the union? What should we be doing? What do we do well? What do we not do well?

This prompted some direct discussion as Ruth Keifson of Roxbury said that the union should be taking a strong position against the war in Iraq and to take action in support of that position. Joe O'Neill of Mass Bay responded saying that he might agree with her position on the war, but the MCCC should focus its energy on improving the working conditions and pay for community college faculty and staff.

Sanders said that this was exactly the kind of discussion that needs to go on at every level of the union. Ultimately the union should be what a consensus of the members want it to be.

"What You Need to Know as You Get Closer to Retirement" was presented by MTA Retirement Consultants Harold Crowley, and Ed McCourt from Mass Bay Community College.

Wrap Up

At the end of the breakout sessions there was a brief wrap up session where President Joe LeBlanc thanked everyone for coming. At that point there was a drawing for five \$100 door prizes. These American Express gift checks were provided by MTA Benefits, the branch of MTA that provides a variety of services to union members. The prize winners were Sharron Gillies (QCC), Karen Cox (QCC), Ray Coleman (MWCC), Alex Asare (RCC), and Tom Montagno (MWCC). ■

Newly Hired Faculty Members

Optional Retirement Plan Versus State Retirement Plan

As a new faculty member, within the first 90 days of your employment you are required to make the very important decision of whether to join the defined benefit State Retirement Plan (State Plan) or the defined contribution Optional Retirement Plan (ORP). Here are some points to consider when making your choice:

See a Financial Planner:

It is important and advisable to seek the advice of an independent, qualified financial planner before you make this decision. College/University representatives and Union representatives are not qualified to advise you regarding which choice is better for you.

Once you choose the ORP, you cannot join the State Plan:

Under the law, once your choice to join the ORP is finalized (90 days after you start working for the State), you will not be allowed to return to the State Plan. You are not allowed to "buy back" into the State Plan (i.e. you cannot retroactively pay back all of the money that you would have contributed to the State Plan and get back in).

The ORP is highly portable, the State Plan is not as Portable:

Once you are vested in the State Plan

(i.e. after you have worked as a state employee for 10 years), you cannot re-invest the funds in your State Plan in another fund like you can with the ORP. In the event that your employment with the State of Massachusetts ends, your State Plan is frozen at this point.

Early Retirement laws do not apply to members of the ORP:

From time to time the Massachusetts Legislature passes an Early Retirement law that awards state employees 5 additional years of age or creditable service in the event they retire by a certain date. These Early Retirement laws only apply to members of the State Plan.

Talk to your new colleagues about the two plans:

There are many other variables to consider when making this important retirement decision. There are differences in survivor benefits, ability to transfer prior creditable service, disability benefits, social security implications and many other differences between the two plans. Before you make your decision, we suggest you talk to your new colleagues about their experience with both plans and call the retirement office at the Massachusetts Teachers Association at (617) 742-7950, Extension 8240 for assistance. ■



MCCC Day Grievance Coordinator Dennis Fitzgerald makes a presentation on contract basics for new members.

Your Union at Work For You

A significant case over the summer yielded a decision that is important for members to be aware of.

Search Committee Records: The Binder Arbitration

A Mt. Wachusett Community College adjunct faculty member, Nancy Binder, had applied for a full-time position at the college and was not hired. She filed a grievance, which went through the process up to arbitration.

A significant impediment to the arbitration process was the fact that the college had destroyed all of the notes and related documents of the search committee. This left the arbitrator with no concrete evidence as to whether Ms. Binder's rights were or were not violated.

While the resolution did not go in Ms. Binder's favor, the arbitrator strongly criticized the college's hiring process and record keeping practices. Arbitration findings do have system-wide implications, so this should have an impact at all campuses.

It is recommended that chapters take up the issue of record keeping procedures for search committees at their local MACER meetings. Individual unit members serving on search committees should insist that all relevant documents be preserved at least through the 30 calendar day period for filing Step-1 grievances. ■



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. 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

Massachusetts College On-Line Awards

Community college professors accounted for twelve of sixteen faculty who were recognized as E-Learning pioneers at the third annual Massachusetts Colleges Online (MCO) Sharing Best Practices in E-Learning Conference held in June at Middlesex Community College.

Their domination of the awards demonstrated the extraordinary commitment to innovation and to serving students that are hallmarks of our community college faculty.

Courses taught by these professors were selected from over 1000 courses offered through MCO, a consortium of the nine state and 15 community colleges in Massachusetts, to receive an MCO Course of Distinction (COD) Award. In addition to accepting an award plaque at a special luncheon at the conference, COD recipients were invited to present their course at the conference as part of the Best Practices Showcase.

Selected to receive an MCO Course of Distinction (COD) Award for successful and innovative online courses were:

Sheila Booth of Worcester,

Associate professor, English,
Quinsigamond Community College
"Internet Communications"

Dona Cady of North Reading,

Associate professor, Humanities,
Middlesex Community College
"English Composition II:
An Introduction to Literature"

Arthur Centanni of Hingham,

Professor, Criminal Justice Program,
Bunker Hill Community College
"Race, Ethnicity, and Cultural Issues"

Susan Coleman Goldstein of Gardner,

Associate professor, English, Mt.
Wachusett Community College
"Journalism I"

Priscilla Grocer of Hingham,

Chair, Computer Information Systems
Department, Bristol Community College
"Open Source Database"

Linda Kollett of Norton

Professor, Biology Department,
Massasoit Community College
"Anatomy and Physiology I"

Christopher Laney of Pittsfield

Assistant professor, History, Berkshire
Community College
"Western Civilization II"

Madelyn Logan of Danvers

Retired department chairperson and
professor, North Shore
Community College
"Biology I: The Basics of Life"

Lisa Rapp of Wilbraham,

Program coordinator, Biotechnology,
Springfield Technical
Community College
"Nutrition"

Dr. Stephen Russell of Pepperell

Instructor, Department of History,
Government, Philosophy and Economics,
Northern Essex Community College
"U.S. History I"

**Dr. Candace Schulenburg of
Barnstable,**

Adjunct faculty, Cape Cod
Community College
"Developmental Psychology: Life Span"

Gretchen Watson of Greenfield

Professor, English, Greenfield
Community College
"Composition II: Exploring Literature"

DCE News

Know Your DCE Contract

The DCE Collective bargaining agreement is available on the MCCC website <http://mccc-union.org> or a copy can be obtained from your local MCCC chapter.

Reappointment Rights and Seniority

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

Salary

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

For courses taught fall 2006 – summer 2007.

Step 1	-\$797
Step 2	-\$854
Step 3	-\$918
Step 4	-\$964

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

Unit members compensated on an hourly basis shall receive a 3% increase to their current hourly rate for assignments taught summer 2005 – summer 2006.

Faculty will be paid, at a minimum, three times during the fall and spring semesters. This timeframe will be approximately at one-third intervals throughout the semester.

Appointment

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

Course Material

Faculty must submit the course syllabus within one week of the beginning of classes. This should include the items appearing on the course material checklist contained in the collective bargaining agreement. Please note that faculty enjoy academic freedom which provides for professional latitude in fulfilling one's contractual obligations in this regard.

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

Evaluation

A classroom observation must be conducted prior to the unit member attaining reappointment rights. Classroom observations can only be conducted after that point for stated written reasons. **Beginning in the fall 2006 semester, a new observation evaluation form will be utilized.** Student evaluations are to be conducted during the second or third to the last week of the course

Professional Development

DCE Faculty have the opportunity to participate in a number of professional development activities. Check with the Professional Development Office on your campus.

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

HELP YOUR PAC HELP YOU



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 staff on Beacon Hill.

The recent enactment of the 03 Creditable Service bill is a testament to the political stature that the MCCC has achieved in recent years.

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

that the PAC can continue to support you.

Upcoming legislative issues of importance include:

- Funding the 2006–2009 Day Contract
- Passing part-time employee health insurance benefits
- Passing part-time employee pension benefits

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

PAC Co-chairs and retired faculty Thelma Halberstadt and Frank Leary and PAC Treasurer Phil Kennedy.

Send your checks payable to the "MCCC PAC" to
MCCC Political Action Committee,
27 Mechanic Street, Suite 104, Worcester, MA 01608