

MCCC NEWS

The Official Publication of the Massachusetts Community College Council / Volume 6, Issue 6 / March 2005

Quinsigamond Chapter Welcomes the BHE

The Board of Higher Education held its Feb. 16 meeting at Quinsigamond Community College, and the local MCCC chapter prepared a warm welcome for them.

Holding the MCCC's "Promises to Keep-Tell Mitt!" signs along with a variety of hand made signs pointing out that 962 days had passed since the last raise, over 60 protesters lined the building entrance and hallways leading to the meeting room. They made sure that Board members did not miss the point.

The Quinsigamond chapter established a Work to Rule Committee to coordinate contract activities, and this group planned and organized the protest. The virtue of having such a group was demonstrated when the college president, Sandra Kurtinitis, changed the location of a breakfast causing the rerouting of the board members. The committee was able to quickly redeploy the members for maximum exposure.

Chapter president Marilyn Martin asked the BHE "to advocate for us with the governor." She went on to emphasize "the length of time it had been since we had a raise, that we take pride in our work and that we do honor the contract, five courses and all."

The BHE's Director of Labor Relations, Peter Tsaffaras, who is the chief management negotiator for the MCCC Day contract, made a presentation on the status of various contracts and labor issues.

Tsaffaras expressed surprise that union members would be upset at not having a raise for 962 days. He went on to tell the Board members that he thought the protest was over local issues. Further, he questioned the count of the days.

The count of days since the last raise goes back to June 21, 2002. This was the last payday of the fiscal year that concluded the last full contract; on this date a raise was paid retroactive to July 1, 2001. This raise was supposed to be based on a market update that was never completed. Instead, the money in the pool (approximately 2.4 percent) was paid across the board.

Counting back to the last contractual date for a raise—Apr. 1, 2002—the figure would be 1065 days as of Mar. 1.

Members of the Massachusetts State College Association (MSCA) and the Association of Professional Administrators (APA), the two unions representing faculty, librarians and other professionals at the state colleges, joined in the protest. The MSCA has been protesting BHE meetings for a year. ■



Quinsigamond chapter president, Marilyn Martin speaks to Channel 3 news at the the BHE meeting (photo by Katie D'Urso).



Quinsigamond MCCC director, Margaret Wong (right) and Karen Kaletski Dufault hold signs for the BHE (photo by Katie D'Urso).



Quinsigamond demonstrators line up to greet the BHE (photo by John Solaperto).

As of
March 1, 2005
974 Days
Without a Raise

Promises
To Keep

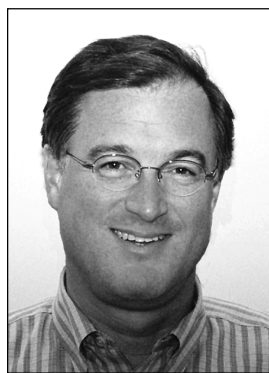


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MCCC Newsletter
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This May Finally Be The Year For Public Higher Education



Joe LeBlanc,
MCCC Vice President

If you didn't think Gov. Romney's House I budget was already in the shredder, think again. The Massachusetts Taxpayers Foundation reports an "extraordinary accounting change" used to shift \$450 million in Medicaid costs from FY 06 to FY 07.

While the governor's proposed budget does not use rainy day funds, it does use a technique from my financial bag of tricks from my days as a graduate student. To balance my checkbook with money to spare, I would sometimes write out checks with money I didn't have days before the next

payday. The creditors were happy when the checks cleared and I was spared a few dollars to spend at the local pub.

The administration is proposing to do the same on a larger scale. By balancing the state budget by delaying paying the bills until the next fiscal year, the governor can continue to proclaim that it's time to roll back the income tax to 5 percent and further cut state revenues in this still jobless recovery.

Senate Ways and Means Chair Therese Murray, D-Plymouth, sees a problem in this bill paying system. "This was done deliberately to balance the budget," she said in published reports. "The growth rate for Medicaid doesn't seem realistic for us."

Even in an environment of double digit increases in tax collections, the governor can't have it both ways. Massachusetts has yet to find a way to balance its books without tapping into reserves, and legislators say a tax cut is off the table.

Meanwhile, public higher education

waits for better days. Hopes have been raised. Chairs have been named to the new House and Senate Higher Education Committee. Both Sen. Robert O'Leary, D-Barnstable, and Rep. Kevin Murphy, D-Lowell, know there is much to do. After the worst funding cuts in the nation over the last few years and the loss of hundreds of tenure track faculty positions, our system is battered. Our students are paying record high tuition and fees for an under-funded college and university education.

The situation is dire at our community colleges. Since fall 1999, enrollment is up from 43,230 to 49,059 FTE or 13.5 percent. At the same time, full-time faculty slots have dropped from 1,641 in 1993 to 1,418 today. Use of adjuncts has increased by 25.7 percent from 2,702 in 1993 to 3,397 today.

Later this semester O'Leary and Murphy will be hearing from the Senate's Higher Education Task Force. Chaired by Senators Steve Panagiotakos and Stan Rosenberg,

the task force will propose a significant increase in state support for public higher education over the next decade.

In addition to long-term stabilized funding, the task force may also recommend tuition retention for the entire system, bolstered support for private fundraising initiatives, and elimination of the state statute governing evening classes, which must currently be offered at no cost to the Commonwealth.

Missing from the equation so far are benchmarks for full-time hiring, though increased funding should help replace the hundreds of veteran faculty who have already left as well as those who will leave state service over the next decade.

Legislators say they need the support of all the stakeholders – college administrators and trustees, students and parents, the business community and unions – to give the proposal a chance to pass in what may finally be the year for higher education. ■

Work To Rule Continues

Although the legislature did pass funding for the 2003 points in a supplemental budget on Feb. 15, the actual funding is far from done.

All 15 MCCC Chapters have been on work to rule for months to protest the governor's veto of the previous funding bill. The campuses have been practicing this action with varying levels of intensity and success.

The Bristol chapter has formed a Work To Rule Ad Hoc committee with the mission to provide a forum for discussing WtR, to respond to questions and/or suggestions from members, and to discuss and suggest strategies for the chapter to conduct WtR effectively.

The committee has set some objectives for WtR that include holding up the governance process while not giving up on the concept of shared governance. They also pointed out that "work to rule is NOT qualified by "not to hurt students." The committee recommended that standing committees meet, and without discussion table all agenda items, then adjourn. Minutes of the meeting should be sent to the college's Central Committee.

The Berkshire chapter issued a set of guidelines to members that included limiting office hours and advisees to contractual limits and adjourning most college meetings. Members will not participate in a variety of special events such as the Renaissance Fair, articulation meetings, forums and the Honors Convocation. They will participate in search committees, professional development and in a limited fashion in new faculty orientations.

Since last May, Cape Cod members have been adjourning almost all meetings and with minor exceptions are not advising student clubs. An informal poll showed overwhelming support for staying on work to rule until a new contract is negotiated and funded.

The Greenfield chapter had been seriously engaging in WtR. At a recent meeting they voted to go off of it because the legislature had approved the point funding, but they immediately voted to go back on it to support negotiations for a new DCE contract. Members have been participating in search committees, and have used that participation for their college service obligations.

Mass Bay members have come up with an interesting WtR twist: they decided to resume writing student recommendations but on the condition that the student writes a letter to Gov. Romney urging contract settlement before the faculty will release the recommendation.

At North Shore motions to adjourn have generally been successful in stopping most committee meetings. There have been some problems when members did not attend meetings and there were insufficient votes to adjourn. Tension has developed as committee chairs who are compensated for additional college service have their stipends or release sections threatened because the committees are not conducting business. At a recent meeting the chapter voted by a slim margin to go off work to rule when the point funding is enacted into law.

Northern Essex has not been adjourning meetings because they do not conduct them by Roberts Rules. They have been vocal in expressing displeasure with the situation by speaking up at Trustees and all college meetings and wearing their Work to Rule T-shirts.

Quinsigamond has been very active in conducting work to rule. Like Bristol, they have a WtR committee that develops and recommends activities to the chapter to vote on. The chapter used their organization to share the responsibilities among many members to plan and execute a very effective protest of the BHE meeting on Feb. 16.

The Roxbury chapter had been very intense initially in their Work to Rule action, and they sponsored the event at Gov. Romney's house last fall. Chapter Director Clark Grain reports that some of the intensity has been fading recently.

Both Springfield Tech and Holyoke have new college presidents and have been trying to strike a balance between protesting the lack of raises with establishing positive relations with their new leaders. Both of the presidents understand the union's plight. Springfield's new president, Ira Rubenzahl, is in fact, a former MCCC president.

Holyoke members went ahead with a fund raising talent show they had planned, but they used the opportunity to turn performances into protests by writing skits that ridiculed the governor and the contract situation.

Massasoit and Middlesex both continue WtR, but both are undergoing accreditation and members have been participating in related activities.

As a job action Work to Rule is relatively weak, but it is one of the few legal options open to faculty and staff. As these reports show, there is a range of ways to practice it. Although the conditions causing the current action may soon be over, new situations may soon arise to cause a resumption of Work to Rule. ■

Annual MCCC Delegate Assembly May 7, 2005

Royal Plaza Best Western
181 Boston Post Road West • Marlborough, MA 01752
Phone: (508) 460-0700 • (888) 543-9500

Dinner choices must be pre-ordered by one week before the meeting. Delegates will also receive a Delegate Packet, with reports and the proposed budget at least one week before the meeting.

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

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

DIRECTIONS
Royal Plaza Best Western
181 Boston Post Road West
Marlborough, MA 01752
Phone: (508) 460-0700 • (888) 543-9500

Take exit 24b off Interstate 495. Hotel is one mile on the right.

Mark your
calendar!

Arbitration Award



MCCC Day Grievance Coordinator,
Dennis Fitzgerald
reports to the Board of Directors.

Last month we reported on an arbitration award in a case from Mass Bay Community college. At that time the arbitrator had found in favor of the grievant, but the arbitrator's decision had to be sent to the college's president (in this case an acting president) to be implemented or to be rejected.

Acting President Scibelli did reject the decision, and the union appealed to the arbitrator. Arbitrator Stutz on remand ordered a final and binding award of reinstatement and a make whole remedy for Prof. Panse.

MCCC Grievance Coordinator, Dennis Fitzgerald, said "This is a great victory for Prof. Panse, our union, our members and the arbitration decision clearly reinforces the just cause language in our contract."

Fitzgerald explained that contractually, in dismissal cases, if the arbitrator issues an award, the arbitrator must remand the case back to the President for reassessment of the case while retaining jurisdiction. On December 8, 2004, the interim President issued a three paragraph decision affirming the prior decision of the President. The Union filed an appeal with the arbitrator and received a final and binding award reinstating the grievant with seniority, full back pay and benefits.

A new president for Mass Bay was approved by the Board of Higher Education at its Feb. 17 meeting. Dr. Carole M. Berotte Joseph will take office on Mar. 1. It will now be up to Dr. Berotte Joseph to implement the award. ■

President's Message

March 2005...



Rick Doud,
MCCC President

What I wouldn't give for a good night's sleep.

I have had this recurring nightmare that just will not go away. The dream starts out pleasantly enough. I dream it is the summer of 2002. Late

that summer I dream that the MCCC signs a one-year contract extension with the BHE.

The state agrees to pay all our unit members a very small pay increase. I wish this agreement was for more money, but we agree to such a modest increase because the state is truly in a deep financial crisis.

We are doing the right thing. But then the dream turns sour, as an evil governor refuses to send the contract to the legislature, effectively killing the agreed upon pay increase. Two years pass in my sleep, and it is now the summer of 2004. Countless hours of meetings and discussions have been dragging on and on, and yet we still have not received our pay increase.

As I desperately try to awaken myself from the horrible dream, things seem to brighten. The legislature finally passes a supplemental budget that restores our two-

year-old pay increase. Just at that time the evil governor reappears and for no apparent reason, other than his hatred for public sector employees, vetoes our long-awaited pay increase. Now this nightmare just seems to be getting old and repetitive.

In my dream it is now February 2005. Once again the legislature approves another supplemental budget that restores the pay increase, but, as I am sure you guessed, the evil governor reappears to again veto our pay increase.

I am awake now, but afraid to go to sleep. It has been two years and six months since this nightmare began. By the time you read this, I hope that the legislature will have overridden the governor's veto so that this nightmare can at long last be finished.

This terrible, long, boorish nightmare about "the points" was truly pointless. It took the Commonwealth two-and-one-half years to honor a signed contract.

What a nightmare indeed! I am sorry that all of you had to share this nightmare with me. Thanks to all of you who contacted their legislators during the last couple of years on this issue. Without your help, this nightmare may have never ended.

Perhaps I can get a good night's sleep sometime soon, but I doubt it. After all, we just started bargaining a new three-year contract with the BHE, and the evil governor still lurks in the corner office.

In Solidarity,
Rick

MASSACHUSETTS COMMUNITY COLLEGE COUNCIL ELECTION 2005

CANDIDATE STATEMENTS FOR DELEGATE TO 2005 NEA/RA.

Anania, Kenneth (Massasoit CC)

Vice President Massasoit Chapter. Former Chapter President.

Bourbeau, Maureen (Springfield Tech CC)

My name is Maureen Bourbeau. I am the Day/DCE Grievance Officer at STCC and a member of the Classification Appeals Committee. I was also a participant in the first NEA Higher-Ed Emerging Leaders training program and I'm extremely interested in the future of public higher education and NEA's support of us.

Buckley, Douglas (Springfield Tech CC)

I am chair of Electrical Engineering Technology and have been a member for twenty-five years. I have become very active in order to bring the technology aspects of teaching to the eyes and ears of the legislators. They must know how important we are to our country.

Camillo, Henry (Massasoit CC)

Over 33 years College Professor, Librarian, Adjunct Faculty member, and MCCC MTA unit member. Building representative and secretary to my chapter over 16 years. 1980-1982 MCCC secretary. I participated in union rallies and strikes around the State by writing letters and telephoning my Senator and Representative regarding our issues.

Carrion, Maria Estela (Quinsigamond CC)

The NEA assembly continues to reignite my enthusiasm for union work when I get a chance to attend. I learn something new every time. I ask for your vote to continue my professional skill development and growth in the labor movement. Thank you!

Curley, Geri (Bunker Hill CC)

I am requesting your vote for election to the NEA-RA. I hope to, once again, represent higher education at the conference. I will also continue to be a member of the New Business Item Committee. This is an important committee for educating the members about higher ed issues. Thank you.

Donahue, Pamela (Northern Essex CC)

Currently Chapter Treasurer and Political Action Coordinator for NECC. Delegate to the MTA Annual meeting for seventeen years and a member of the Higher Education Caucus since 1986. I would like the opportunity to serve you by becoming a delegate to both MTA and NEA.

Dupont, Carole (Springfield Tech CC)

MTA/NEA Delegate; GPO/WEP Activist/Coordinator; SAC; STCC Executive Committee; Building Rep; Workload Committee; Leadership Seminars; Williamstown; Biology Professor 25 years; I wish to take an active and positive role in our present agenda & in the structuring of necessary & beneficial future plans for the good of our faculty and professional staff.

Ellis, Andrew (Holyoke CC)

I am a long time faculty member at Holyoke Community College and a long time supporter of public education and public higher education.

Fitzgerald, Dennis (Massasoit CC)

I appreciate your vote. I have been a Professor of Math for 35 years and I have served the membership in the following positions: MTA/NEA member - 36 years, NEA delegate - 9 years, MTA delegate - 28 years, Grievance Coordinator - 25 years, Negotiating Teams - 7 Contracts, and Chief Spokesperson - 2 Contracts.

Flynn, Peter (Northern Essex CC)

Please consider voting me an MCCC delegate to the NEA-RA 2005. I've served 6 years as NECC Chapter President and 5 years as MCCC Communications Coordinator. I've attended 6 NEA-RA's and contributed to the daily MTA Newsletter and brought home pictures and stories for the MCCC. Vote for representation!

Gillies, Robert (Quinsigamond CC)

Professor Math Electronics 1966 - Present; MCCC BOD 1986 - 1996; Professor Emeritus 1999; Member MCCC Bylaws Committee 1988 - Present, Chairman 2002 - Present; NEA-RA 1991 - Present.

Hoeth, Christopher (Bristol CC)

Active MCCC union member since 1982. Active participant in MTA, MCCC, Williamstown, adjunct professional development. Promotes quality product, professional advancement, communication among professionals and consumers. Desire opportunity to communicate interests of constituents at NEA level. Promise full effort in representation. Sincere appreciation for belief in my promoting the union spirit.

Nardoni, Joseph (Middlesex CC)

I was honored to represent you at last year's RA, where we made real progress in bringing the NEA on board to develop a plan to win fair employment rights for contingent workers without damaging FT workers' rights. Please help me continue this important fight by sending me again.

Palermo, Mark (Northern Essex CC)

As a chapter vice president at Northern Essex Community College, I would like to interact with other NEA delegates to share experiences, ideas, and strategies. I would also like to explore available NEA resources to empower teachers at the local level.

Puchot, Raymond, (Bristol CC)

I would be honored to be an MCCC delegate. I have a great deal of union experience in California, where I worked on the Contract Negotiation Committee developing a statewide contract for faculty; in Illinois, where I worked on the union constitution; and in Florida, where I concentrated on grievances.

Rice, James (Quinsigamond CC)

Current Vice President of NCHE. I am keenly aware of higher education concerns of full-time faculty and staff, adjuncts and part-time staff. I ask your support to continue fighting for our higher education issues within MTA and NEA. I sincerely appreciate your vote.

Sherf, Nahum Abe (North Shore CC)

I am a member of the MCCC Board and Executive Committee. I represent the group on the Health and Welfare Board. I chair the History Department at NSCC. I want to participate in the Annual Meeting; give and get ideas. Thank you for your support in the past. Please vote for me now.

Takvorian, Kenneth (Mount Wachusett CC)

Would appreciate your consideration, your vote, to represent you at both the MTA, NEA Annual Meetings. I want to be an informed, active union member. Full time faculty member at MWCC in math/electronics. Every vote is important. Please vote! Thank you for your past support.

MASSACHUSETTS COMMUNITY COLLEGE COUNCIL ELECTION 2005

CANDIDATES FOR MTA

Boston, Massachusetts • May 13 - May 14, 2005

Albano, Roberta	STCC	Lospennato, Paul	NSCC
Anania, Kenneth	MACC	Martin, Lois	MACC
Barrett, Phyllis	HCC	Mathison, Carol	STCC
Bourbeau, Maureen	STCC	McGee, Donnie (Diana)	BRCC
Buckley, Douglas	STCC	McGuire, Ned	MBCC
Camillo, Henry	MACC	Modugno, Joseph	NSCC
Coelho, Ronald	MACC	Murgo, John	MACC
Comack, Martin	MBCC	Nagle, Richard	MACC
Curley, Geri	BHCC	Nardoni, Joseph	MICC
Czuchra, Kenneth	STCC	Nelson, Mary	MACC
Donahue, Pamela	NECC	Neuner, Arthur	NSCC
Doud, Rick	MICC	Oheir Coelho, Sheila	MACC
Ellis, Andrew	HCC	Palermo, Mark	NECC
Fitzgerald, Dennis	MACC	Ponticelli, Rick	NSCC
Giaquinto, Carol	STCC	Puchot, Raymond	BRCC
Gillies, Robert	QCC	Rice, James	QCC
Gillies, Sharron	QCC	Rizzo, Joseph	NECC
Grain, Clark	RCC	Schwarzwalder, Caroline	NSCC
Guarino, Gail	CCCC	Sherf, Nahum Abe	NSCC
Hoeth, Christopher	BRCC	Takvorian, Kenneth	MWCC
Howarth, Paulette	BRCC	Tetrault, Carolyn	STCC
Jacobs, John	MBCC	Tressel, James	MACC
Kleindienst, Lynn	STCC	Williams, Donald	NSCC
Kohrman, Allan	MACC	Wong, Margaret	QCC
Lange, Mark	HCC	Woolhouse, Maureen	QCC
LeBlanc, Joe	NECC		

MCCC Elections In Progress

All MCCC members are urged to participate in the MCCC 2005 elections. Ballots will be mailed March 4th for this year's elections for delegates to the 2005 MTA Annual Meeting and 2005 National Education Association Representative Assembly, "the RA". There are currently 22 candidates for election as delegates to the "RA" and 52 candidates for the MTA Annual Meeting.

MCCC members will receive a #10 envelope containing a cover letter, an NEA ballot, an MTA ballot, a page of statement of candidates for the "RA" and a #9 business reply envelope addressed to the MCCC Worcester office.

Ballots must be received at the MCCC office in Worcester by 4 p.m. March 31st. Ballots will be tabulated April 1st and 2nd, 2005. Results will be available from the MCCC President after Friday, April 8th.

The MTA annual meeting will convene in Boston, Friday afternoon and Saturday, May 13th and 14th. Elected delegates attending the annual meeting whose residence is more than 25 miles from Boston are entitled to a hotel room for the evening. Delegates also receive a modest stipend from the MCCC to offset expenses.

The NEA Delegate Assembly will be in Los Angeles, California July 1-6, 2005. The fifteen MCCC-elected delegates with the highest number of votes for the "RA" will receive subsidies of a maximum \$800 for hotel, meals, and travel expenses from the MCCC. ■

**As of
March 1, 2005
424 Days
Since Last DCE Raise**

Directors' Notes

At the Jan. 21 meeting of the MCCC Board of Directors the following actions were taken:

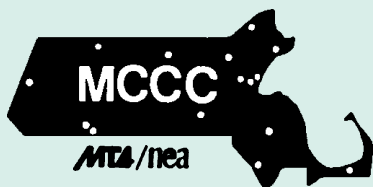
- The Board voted to reappoint Roberta Albano, Donnie McGee and Caroline Schwarzwaldner as SAC Regional Representatives for the Spring and Fall 2005 semesters.
- The Board accepted a report from Dennis Fitzgerald, Day Grievance Coordinator
- The Board also listened to a presentation by MTA President Catherine Boudreau.
- The Board held lengthy discussion about how to advance the DCE negotiations. ■



Write Us

The MCCC News welcomes your letters and opinion pieces. Text may be edited for space and appropriateness. Not all submissions can be published. Mail to:

Donald Williams
North Shore Community College
One Ferncroft Road
Danvers, MA 01923
or email
Communications@mccc-union.org



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

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Phyllis Barrett

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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



MTA President Catherine Boudreau (right) discusses political issues with the MCCC Board of Directors as Gail Guarino of Cape Cod looks on.

"If You Want To Be Heard, It Helps To Have A PAC"

So says political consultant Joel Blackwell in his book, *Personal Political Power*. More than three years ago, the MCCC created its own Political Action Committee in an effort to further strengthen its clout on Beacon Hill. So far:

- Our PAC quickly raised funds to use in elections.
- Our PAC attended many fundraisers.
- Our political activities have resulted in the legislature's funding our points.

The PAC made many contributions in the last election cycle, and we need your contributions to prepare for important political activities in the coming year.

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

Training on Classification System

On February 14 Ms. Monika Armtz of JBL Associates, Inc., Bethesda, MD, came to the MCCC office in Worcester and conducted training on using and finding government data on higher education salaries, and other information. One of the primary uses is to be able to update the classification study data. Those at the training are shown in the photo, clockwise from the bottom are Monika, Secretary Phyllis Barrett, Treasurer Phil Mahler, Research Coordinator Hilaire Jean-Gilles, Vice President Joe LeBlanc, Northern Essex Director Gail Stuart (Photo by Aaron Poirier). ■



Know Your Day Contract

March 2005

- March 15** Dean's recommendations for Title change due (p.49)
- March 15** Unit Personnel Practices recommendations for tenure due (p.30)
- March 30** Department Chair evaluations (p.56)
- March 30** Preferred schedules and course submitted (p.32)
- March 31** Department chair vacancies announced (p.55)

April 2005

- April 6** Dean's leave of absence recommendations due (p.19)
- April 15** Dean's tenure recommendations due (p.30)
- April 15** Title changes announced (p.49)

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. ■

Communications Coordinator Posting

MCCC personnel policy dictates that the position of communications coordinator be opened up for applications in the first three appointments.

Position Description

The Communications Coordinator oversees and coordinates internal and external communications of the Council, reports on events and activities related to the Council and its members, and publicizes activities of the Council.

This Coordinator

- publishes at least nine monthly issues of the newsletter of the organization per year,
- creates pamphlets, flyers, etc., for the MCCC as necessary,
- attends the meetings of the MCCC Board of Directors and Executive Committee and other events,
- encourages and assists chapter newsletter coordinators, including offering training opportunities.

Qualifications

A candidate must possess strong writing and speaking skills, must be a team player, and must be proficient in common media-related computer applications.

A candidate must provide evidence of writing, editing, and word processing and other print production skills, must be familiar with the journalistic process from writing to printing stages, must demonstrate effective skills in the areas of interpersonal and public relations.

Desirable qualities include knowledge of and experience with desktop publishing and public relations experience.

MCCC Support

An initial appointment is for two years. A beginning stipend of approximately \$8,298 is provided, and, if a full-time MCCC member, two sections of reassigned time are available.

Application Process

Applicants for this position should send a letter of application and résumé to:

Communications Coordinator
Position Application
MCCC
27 Mechanic Street
Worcester, MA 01608-2402

Applications must be postmarked no later than May 1, 2005. As a minimum the application materials should address the qualifications listed above. ■

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://www.mccc-union.org/ChangeMyAddress/>