

MCCC NEWS

The Official Publication of the *Massachusetts Community College Council* / Volume 6, Issue 15 / March 2006

MCCC Elections Underway

Ballots are being mailed out on or about Mar. 6 for the election of MCCC officers, MTA Annual Meeting and NEA Representative Assembly delegates. Ballots must be returned to the MCCC Office before the close of business Thursday, March 30.

The only contested officer position is that of president.

The MTA allows the MCCC 80 Delegates, but there are only 34 people nominated. A new MCCC policy allows that if the number of MTA candidates is less than the number allotted, then all nominees are designated as elected. This provides the MCCC office additional time to prepare delegate materials. The ballot has a place for write-in candidates. If writing in a name, be sure to include all required information and write legibly.

The NEA-RA delegate election also has fewer candidates than allotted slots. However, because the MCCC provides funding only for the top 15 vote getters, there is still the need to vote for individuals. Again, the ballot has a place for write-in candidates. If writing in a name, be sure to include all required information and write legibly.

The Nominations and Elections Committee will be counting the votes Mar. 31 and Apr. 1. The election results will be announced Apr. 7. ■

CANDIDATES FOR MCCC PRESIDENT



*Statement of Joe LeBlanc
Candidate for MCCC President*

I am declaring my candidacy for MCCC President with no illusions about the difficulty of the challenges confronting us. With considerable union experience at the state and local level, I pledge to further strengthen our union and promote an innovative and forward-looking agenda. Here are a few of my goals:

- Deliver the best contracts possible on time. While lobbying legislative leaders to fund our 2003-2006 Agreement, we have also been setting things in motion to negotiate a new Agreement by July 1, 2006.

- Push our political action agenda. Union influence in public policy is critical to our future. In coming months, we will be lobbying furiously for our legislative priorities:

- Reform Chapter 150E to expedite contract funding
- Fight for changes in the Higher Education Reform Act
- Enact the 03 creditable service bill
- Battle for health insurance and pension rights for our adjunct faculty

As Vice President, I have worked to begin to build a stronger, more proactive union. As Strategic (Political) Action Committee chair, I have worked to raise our profile and push our issues on Beacon Hill like never before.

As Day Bargaining Team chair, I have spearheaded efforts to research issues affecting us all:

- 75th percentile salary data
- Professional staff issues
- Lab-clinical science ratios
- Writing intensive subject course loads
- Nursing faculty issues

I offer experienced leadership in challenging times and respectfully ask for your vote. Together we can make a difference.

In solidarity,
Joe LeBlanc



*Statement of Margaret Wong
Candidate for MCCC President*

I am a professor of English at Quinsigamond Community College. I serve on QCC's MACER committee, represent QCC on the MCCC Board of Directors, and was part of the QCC Chapter Revitalization team. I use every opportunity to explain union benefits, advocate for members locally, and work collaboratively, and I am ready to take my skills and advocacy to the MCCC presidency.

This is a time when the power of association offered by unions is of crucial importance. As president, I propose to bring my abilities as an educator and union activist to offer leadership that is persuasive and empowering.

It has never been more clear to me that our union is comprised of highly educated, extremely intelligent individuals who have much to contribute, and it has become equally clear to me that we need to engage more of our membership to make the MCCC a stronger association. I want us to build on the recent initiatives in political action and campus activism and use that activism to make the MCCC a more member-driven association.

I am committed to working with each chapter leadership team, spending time on every campus, and listening to the concerns of the membership. I believe this is the best way to build a strong MCCC. Working together — the members, the chapters, the MCCC Board, and the MCCC leadership team — we can engage members and expand membership involvement.

For more information visit my website at <http://mwongmccc.org>.

I ask for your support and your vote. Thank you.

FAST ACTION NEEDED

2006 Day Contract Survey

For the first time the MCCC will use the MTA's on line system to conduct a survey of Day Unit members to determine priorities for contract negotiations.

The survey takes only 10-15 minutes to complete. It asks for some demographic information along with questions about priorities in bargaining. There is room for comments at several points. Your answers are confidential.

Day unit members should have been sent the survey URL from their chapter presidents. If you did not get it emailed to you, contact your chapter president for the information.

The deadline for completing the survey is March 8, 2006. ■

Annual MCCC Delegate Assembly April 29, 2006

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

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 FTE 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

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

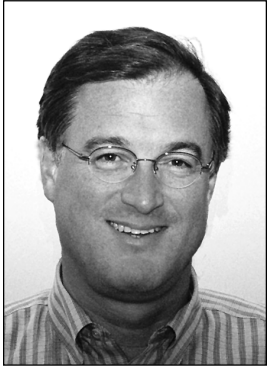
From Route 495 take Exit 25B, Route 290W. Take Exit 18-Rt9. Turn right at Lincoln Square/Worcester Center Blvd. Hotel is on the right.

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Strategic Action

Graduation Rates Article Oversimplifies, Misses The Point



Joe LeBlanc,
MCCC Vice President

Faculty and professional staff were outraged at the recent Boston Globe story on community college graduation rates. When asked to send me their comments about the story, they responded with passion, sensitivity and intelligence, qualities largely lacking in the original story.

Northern Essex CC Drama adjunct James Murphy pointed to the article's oversimplification of a complex issue. "I found it to be an oversimplification and a naïve perspective as to what happens in a community college," he said. "Graduation is not and should not be the sole determinant of the success of a community college and/or a measure of accountability for the faculty or administration. I know that many of the students who have actively participated in the college theatre program have not graduated. They have, however, transferred to four year programs."

Kristine Lerardi, Cape Cod CC's Career Planning and Placement Coordinator, writes, "Graduation is not the only measure of success for community college students. Many students, myself included, take a few classes here to transfer or to obtain new skills. One student I am working with is currently applying to several ivy league schools, Harvard, BC and BU, but he will not be graduating from CCCC. The community college has helped him gain the confidence and the grades to move on, but apparently that means nothing unless he graduates from here."

A Holyoke CC member notes the article's failure to understand our colleges' multi-faceted missions. "The article doesn't take into account the many purposes of the community college for the community as a whole. For some, it's a chance to dabble in a subject (cheaply) before committing. For some (as in music) it's a chance to brush up on skills and basics before auditioning or applying elsewhere."

Some of our most successful students choose to transfer to a 4-year school without officially graduating from the community college. It would be ridiculous to consider this a failure of a community college in any way. Certainly, it would be better if more of the students who intended to graduate did manage to finish. However, counting every student as a potential graduate, and considering each non-graduate as a failure shows a misunderstanding of the function and purpose of the community college."

Members like NECC's Bill Zannini are looking for ways to improve the situation. "We need to help our students be successful in identifying career opportunities and how best to pursue them...it would be beneficial to obtain data on why students are not completing their programs? Is it due to financial considerations, work load (given that the majority of our students work), course offerings, etc.? Are there ways we can help our students? For example, would an accelerated program that is more defined be a better way for students to achieve success?"

STCC's Roberta Albano said the *Boston Globe* article ignores the hardships our students face, adding that it takes time to complete demanding program requirements in the health careers professions. "The reality is students who attend a community

college in most instances cannot take on a full course load especially in health programs due to complex life issues such as: child care responsibilities and single parenting, employment and financial obligations, significant academic prerequisites for specific programs and personal issues."

Several members mentioned recent cuts in state appropriations to public higher education and student financial aid as factors in forcing students to work more hours at their jobs than on coursework. Middlesex CC's Jeanne O'Connor writes, "We live in a state that has documented one of the lowest levels of support for any kind of higher education and then we (community colleges) are de-valued from there. It is no surprise that with rising class sizes, increasing reliance on adjunct faculty and decreased levels of out of classroom academic support, we find a falling rate of achievement among our students."

A Bunker Hill CC member said the article is unfair to a growing segment of students attending community colleges. "The six semester criterion that the Globe article used is unrealistic. Students who start with ESL or developmental courses can rarely finish in six semesters."

A member from Massasoit points to our college's increasingly important role in workforce development. The reporter is missing the point, he says, "...in the technology areas, such as Architecture, HVAC, Diesel and Electronics many students "drop out" because they are hired by employers before they graduate. The state considers them to be part of the failure rate, but in reality they are part of the success story because they were hired based on what they have learned and are now part of the workforce."

STCC faculty member Linda Harrington writes, "We are the springboards that help our students secure that next place in their long-term plan. I recently had several advisees leave for Smith, U Mass, Columbia, Springfield College, Emerson College—all without an Associates Degree. I felt we were successful in guiding them on their journeys. They left STCC with solid footing, a stronger educational foundation, and a greater sense of confidence."

Indeed, the issue is complex. Let's hope the BHE task force recently appointed to investigate the graduation rate and retention issues does a better job than the *Boston Globe*. Our faculty staff and students deserve a better, more nuanced assessment of the situation.

Editor's note: The MCCC's representative on the task force is Mark Lange from the faculty at Holyoke Community College. He can be reached at mlange@hcc.mass.edu. ■

Free Life Insurance for Members

Members of the MCCC are also members of the National Education Association, and as an NEA member you are automatically covered by the NEA DUES-TAB term life insurance. It is a guaranteed benefit for Active and Life members. All you need to do is register your beneficiary.

The free program offers \$1,000 of term life insurance, up to \$5,000 (depending on years of membership) of accidental death and dismemberment coverage, and up to \$50,000 of AD&D insurance for any covered accident that occurs while on the job or serving as an association leader.

To register your beneficiary or to obtain more information call 1-800-637-4636, or go to www.neamb.com/insurance/neamit.jsp. ■

CANDIDATE FOR MCCC VICE PRESIDENT



Statement of Donnie (Diana) McGee,
Candidate for MCCC Vice President

My past leadership and union activism have led me to seek the MCCC Vice-Presidency. I understand well the challenges of this position. At Bristol, I have served as Chapter Treasurer, Membership Chair, Vice-President, SAC representative, and regional SAC Coordinator. I currently serve on the 2006 Negotiating Team. My experience on MACER and my political work statewide have provided me with many opportunities to articulate union concerns, confront inequities, advocate for change,

and persuade others to listen and respond fairly.

The MCCC needs strength and unity to confront attacks on our benefits and working conditions. I would work with leadership and membership to strengthen our union and increase faith in the MCCC. Our union must continue its strong presence on Beacon Hill - advocating for funding for our community colleges and safeguarding our professional lives. I understand the legislative process and have worked closely with our senators and representatives. I would energize the political fight for fair and timely contracts, increased support to students, more full-time positions, and benefits for our adjuncts.

Currently, the contract funding process insults us all. State law makes a mockery of union negotiations. The MCCC expends time, energy, and money fighting for negotiated agreements. That fight should end at the bargaining table. I would work to amend such legislation.

My passion, integrity, and commitment would serve me well as MCCC Vice-President. I want equity and respect for all faculty and professional staff and a contract funding process that is legitimate. Please consider me when you vote. ■

CANDIDATE FOR MCCC SECRETARY



Statement of Phyllis Barrett,
Candidate for MCCC Secretary

I am running for reelection as secretary of the MCCC because I want to continue to make a contribution to the professional lives of my colleagues and to the success of our students by helping to keep this union strong, vital, and flexible—and running smoothly.

I think my primary strengths as secretary are in the areas of communication and organization. I take pains with the minutes of Executive Committee and Board meetings, trying to be both accurate and helpful in describing, especially for those not present, exactly what is said and decided in these meetings. I also serve as scribe for the *Annual Plan* and the *Long Range Plan* and do some editing and provide a sounding board for other leaders trying to get information out to the membership. I also maintain the *MCCC Leadership Directory* and the *Policy Manual*.

With the advent of the Worcester office, I have helped with the archiving of minutes and everything else that has accumulated over almost three decades. I have even done some data entry in support of the office staff at crunch times. This spring I will be creating an *Operations Manual* to help to ensure efficiency and continuity as time passes and personnel changes occur. I continue to serve as chair of the MCCC Personnel Committee, and I was the secretary of the last Day Bargaining Team and will volunteer to continue in that role on the new team.

I would like to continue to share whatever talents I have with the MCCC. Therefore, I ask for your vote. Thanks for your consideration! ■

CANDIDATE FOR MCCC TREASURER



Statement of Phil Mahler,
Candidate for MCCC Treasurer

It has been a pleasure to serve as your MCCC Treasurer for the last three and one-half years. I have learned a great deal, and have developed a strong office operation during this period. I have also appreciated the opportunity to serve on the Executive Committee and Board of Directors. I would like to continue to serve as treasurer, and I am asking for your vote to continue in this office.

I have served the MCCC since 1984, from Chapter President for seven years, to MCCC Director, MCCC Vice President, MCCC President, and currently, Treasurer.

I believe that in my 30 months of service as your Treasurer the office staff, with my help and guidance, has continued to improve our office operations, dues collection, and member tracking.

My goal is to support your elected leaders, your negotiations teams, your coordinators, your committees and your chapters, in their efforts to serve you. Allocation and protection of our financial resources and policies that provide accountability are part of this goal.

Although you can find philosophical differences in our union, including those that differ from mine, I believe that anyone who has worked with me will tell you that I work hard for the MCCC, and have your best interests at heart. There is a lot left to do, which will always be true. I enjoy my job, and the challenge it continually poses, and as I stated above I would like to continue for another term, if that is the membership's wish. ■

President's Message

March 2006



Rick Doud,
MCCC President

Is it just a coincidence? On an early Seinfeld episode, Elaine and an author whose book she is editing become involved in a discussion concerning coincidences. The question that arises is this: Are all coincidences the same, or are some coincidences little coincidences and others big coincidences? I'm not quite sure where I

stand on the issue, but I've been thinking about coincidences often of late, based on a couple of articles in the Sunday *Boston Globe*.

Just as a Senate Committee was about to take up legislation to significantly increase funding for public higher education, the Sunday *Globe* ran a front-page article concerning graduation rates at community colleges. In response to a question about community college graduation rates, BHE Chair Steve Tocco was quoted as saying, "Anything below 50 percent is unacceptable."

Instead of the BHE championing the great work done at community colleges, the BHE Chair basically trashes the community college system. Why? Because the proposed legislation the Senate is about to

act on grants the power to set tuition and fees to local Boards, rather than hand over that power to the BHE? I'm sure the timing of the Senate committee vote, and the appearance of this article in the Sunday *Globe*, was just a coincidence.

Once the higher education funding bill came out of committee and was awaiting action by the entire Senate, another coincidence occurred. The next Sunday, the *Boston Globe* published an article bashing the faculty at Massasoit Community College because they were willing to teach overloads as Day/DCE classes. Once again a high-ranking BHE spokesperson is quoted as saying, "This situation is troubling, if true; faculty are being paid for work they have not done."

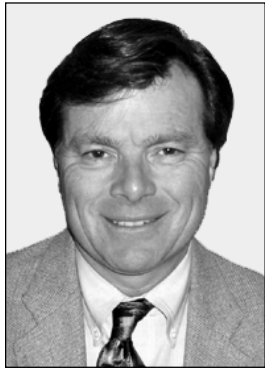
Instead of the BHE defending individual faculty choices to do extra work, the BHE spokesperson makes a statement that is completely untrue. Why? To try to get Senators to believe that campuses are improperly managed, in order to justify the BHE's attempt to gain complete control over the establishment of tuition and fees?

The Senate eventually passed the higher education funding bill, which hopefully will lead to significant increases in funding for public higher education over the next several years. However, the House must now approve this legislation. Once the House begins debate, watch the Sunday *Globe*. If another story bashing community colleges appears on the front page, I'd side with Elaine. That would be a BIG coincidence.

In Solidarity,
Rick

Editorial Comment

Shaking The Money Tree



Don Williams, MCCC
Commun. Coordinator

The phrase "Shaking the Money Tree" was used by the BHE's Peter Tsaffaras in relation to the last, three-year delayed, contract negotiations.

He promised that negotiations for the 2006—2009

would begin in March, but he also said that he had been given no indication of financial parameters for the MCCC contract. The governor had released his budget and not only was there no provision for contract funding (not surprising as he wouldn't want to tip the BHE's hand), but community colleges were funded at a lower percentage than the state colleges and University.

Having suffered the long winter of the last negotiations, every MCCC member wants a contract on time. While there are four months until the contract expires, it can be astounding how quickly time gets eaten up. The financial aspect is a prime concern of every member. Having fallen behind the promised 75th percentile and behind other higher ed units in the state, it is imperative that we push hard for improved pay.

The Romney administration's avowed disdain for retroactive pay increases makes it their moral obligation to present a financial offer before a contract expires. I harbor no illusions that anti-labor animus is their real motivator, and their attitude towards retroactivity is a cynical ruse to beat up on public employees. But morality or the lack of it could be an important tool for us to use.

The recent attacks on community colleges in the *Globe*, well discussed in this issue by Rick Doud and Joe LeBlanc, may be more than coincidence. But whether concerted plan or real coincidence, they have been unfortunate at this point in time—both with the Senate higher ed bill and our contract in the wind.

We need to do everything we can to demonstrate how hard we work, how efficient and cost-effective we are for the Commonwealth, and how much we care about our students' success. We need to work individually as well as collectively to put this message out.

Ultimately, we need to shake the money tree. Publicly citing the governor's moral obligation to put a timely offer on the table is one thrust. Pressuring the college presidents to step up to the plate is another. Demanding equity with other units is another. We need to be proactive, as industry people would say. Maybe we need to shake the BHE and Mr. Tsaffaras to get them to shake the money tree? But it's time to start shaking. ■

Senate Passes Higher Ed Reform Bill

By Don Williams and Arline Isaacson, MTA Governmental Services

After approximately a year of research and hearings, the Senate passed a Higher Ed funding bill (S2371) on Feb. 16. It contained provisions committing the state to adequately fund public higher ed via a funding formula over at least the next seven years. In its current form, the bill would commit the state to increased funding for higher ed by approximately \$59 million in FY'07.

The legislation provides for full tuition retention at the University and all the colleges, but mitigates that provision with helpful caveats addressing some of MTA's concerns about funding fringe benefits and collective bargaining agreements.

The bill mandates that all institutions contribute to a reserve fund each year and that those monies be used during economic downturns to help the campuses avoid excessive increases in student fees.

The legislation deals with the continuing ed issue by creating a special commission to investigate and study the feasibility of eliminating the division between day and evening classes. It provides 3 seats on that commission for representatives chosen by MTA.

The most contentious part of the bill dealt with the question of who determines increases in fees: The Board of Higher Ed or the college presidents. MTA worked with the presidents on an amendment to grant them control over fees if the state underfunded their campuses. That amendment was rejected.

In its stead, the Senate added an amendment which added back into the bill the specific appropriation amounts as they were listed in the Higher Ed Committee's version. (The Senate Ways & Means Committee's version of the bill deleted all those amounts.) The amendment also inserts a line that the BHE must work in "conjunction with the presidents" on the parameters and procedures under which an institution could increase its fees above the 3 year average of the CPI (Consumer Price Index).

Over the past 20 years Massachusetts severely cut higher ed budgets in the early 1990s and 2000s when state revenues fell. Facing enormous cuts, the colleges increased student fees in order to maintain programs of study and services that students need. The whiplash of college budgets was highlighted in 2003 when it was announced that state spending on prisons began to exceed spending on public colleges.

Both the Union and college administrations are concerned that future state revenue shortfalls will cause the promised funding increases to erode. If there is no mechanism for colleges to make up for decreased state support, program cuts and faculty/staff reductions could follow.

The time frame for this funding plan (seven years) seems to coincide roughly to the boom or bust cycle of higher ed budgets. Any increase in funding will be welcomed, but the promised \$59 million for FY'07 will still leave funding below the dollar amount of the 1988 higher ed budget.

Given the modest nature of the initial funding increase, the requirement of institutional reserve funds will diminish the impact of the increased funding. Unless the later stage funding is increased significantly, it seems unlikely that the actual monies that colleges have for operations will reach former levels, especially when adjusted for inflation.

General Overview / Next Steps
The bill could provide an important vehicle to garner significantly better funding for public higher ed in the coming years. While the bill was strongly supported in the Senate, there remains, however, a question as to when or even if the House will take up the measure.

In lobbying the House on the bill, MTA will continue to work with the University and college presidents on the issue of fees so that we can maximize the revenues available to campuses should their budgets be underfunded. ■

Visit The MCCC Online!

<http://mccc-union.org>

(Note: sometimes using www in the address doesn't work)

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.

Know Your Day Contract

March 2006

- 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 2006

- 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. ■

Directors' Notes

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

- The Board approved the appointment of Gabriela Schalow Adler of Bristol CC to the Global Issues Committee.

- The Board approved a stipend in lieu of reassigned time for Brooks Smith for Spring 2006 in recognition of his political action efforts both in the past fall and the coming semester.

- The Board voted to endorse Anne Wass for President of MTA.

- The Board voted to make a contribution of \$500 to the GSOC/Local 2110, in support and solidarity with these organized NYU graduate assistants as they strike over the issue of management refusing to negotiate a second contract. ■



Abe Sherf, MCCC Representative to the Health and Welfare Trust

Report Your Dental Insurance Concerns

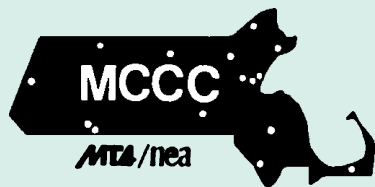
Anyone having concerns about the Met Life dental plan should report them to:

Abe Sherf

402 Paradise Road

Swampscott, MA 01907

Fax or Phone 781-592-1330



MCCC News
http://mccc-union.org

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Donald R. Williams, Jr.

President:

Rick Doud

Vice President:

Joseph LeBlanc

Secretary:

Phyllis Barrett

Treasurer:

Phil Mahler

The **MCCC News** is a publication of the Massachusetts Community College Council. The **Newsletter** is intended to be an information source for the members of the MCCC and for other interested parties. The material in this publication may be reprinted with the acknowledgment of its source. For further information on issues discussed in this publication, contact Donald Williams, North Shore Community College, One Ferncroft Road, Danvers, MA 01923. e-mail: Communications@mccc-union.org

MASSACHUSETTS COMMUNITY COLLEGE COUNCIL

Statements of Candidates for Delegate to 2006 NEA/RA

Anania, Kenneth (Massasoit CC)

English Professor at Massasoit Community College. Former local chapter president and current vice president. I ask for your vote as a representative delegate to the 2006 representative assembly.

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.

Curley, Geri (Bunker Hill CC)

I have been involved in the MCCC since 1986. I have attended both the MTA and NEA meetings. I have been on the MCCC Board and Executive Committee. I am now on the new Negotiating Team. I request your vote to represent you once again. Thank you.

Donahue, Pamela (Northern Essex CC)

Currently Chapter Treasurer. Attended MCCC Assembly from 1981-2005. Delegate to the MTA Annual Meeting for eighteen 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.

Fitzgerald, Dennis (Massasoit CC)

I appreciate your vote. I have been a Professor of Math for 36 years and I have served the membership in the following positions: MTA/NEA member - 37 years, NEA delegate - 9 years, MTA delegate - 30 years, Grievance Coordinator - 26 years, Negotiating Teams - 7 Contracts, and Chief Spokesperson - 2 Contracts.

Gillies, Robert (Quinsigamond CC)

Professor Math Electronics QCC 1966 - Present; Retired 1996 Emeritus 2000; MCCC Board of Directors 1984-1994; MCCC Bylaws Committee 1986 - Present, Chairman 2000 - Present; MTA Delegate 1984 - present; NEA Delegate 13 years; MCCC Contract Committee 1983.

Guarino, Gail (Cape Cod CC)

Currently CCCC Chapter President. Have served on MCCC BOD and Financial Committee. At CCCC, have served as DCE Coordinator, Grievance Officer, VP/Treasurer. I'm the CCCC campus representative for classification appeals. When not busy with union activities, I coordinate the IT program at CCCC.

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. Desires opportunity to communicate interests of constituents at NEA level. Promise full effort in representation. Sincere appreciation for belief in my promoting the union spirit.

Palmer, John (Quinsigamond CC)

DCE Negotiations Chairman. Eight years working in DCE. Have worked extensively with campus grievances. Would like to represent both full and part time faculty at the state and na-

tional conventions. Have led fights from the floor of the MTA convention to curb unnecessary spending and to control raises in dues.

Parsons, Ellen (Mass Bay CC)

I have just returned to teaching Economics at MBCC as an adjunct faculty member. If elected, this would be my first time attending the NEA-RA and the MTA Annual Meeting as a delegate. Please consider me for one of your votes. Thank you.

Parsons, Thomas (Mass Bay CC)

Currently serve as Mass Bay Chapter President and chair the MTA Pension Fund. Previously served as MCCC President and chaired the Higher Education Leadership Council. I would be honored to represent you at the NEA-RA and MTA Annual Meeting. I would appreciate your consideration for one vote!

Puchot, Raymond (Bristol CC)

It will be an honor to represent you and I would appreciate your support. Mucho Gracias (Thank You).

Salvo, Tom (Northern Essex CC)

DCE Instructor since 1981; MCCC DCE 2000-2003 Contract Negotiating Team Member; Chapter DCE Grievance Representative 2003 to present; Attendee of several Summer Leadership Conferences (Williamstown); Local or Statewide Delegate to several NEA-RA's; MCCC Delegate at several MTA Annual Meetings. Please allow me to continue to represent you!

Takvorian, Kenneth (Mount Wachusett CC)

Would appreciate your consideration, your vote, to represent you at both the MTA and 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.

Wong, Margaret (Quinsigamond CC)

As candidate for President of the MCCC, an MCCC Director and on the MTA Public Relations Committee, I have interacted with hundreds of MCCC members and know well their issues and concerns. I'll represent well and be a dedicated advocate for the MCCC. I would appreciate your vote. Thank you.

MASSACHUSETTS COMMUNITY COLLEGE COUNCIL ELECTION 2006

CANDIDATES FOR MTA
Boston, Massachusetts
May 5 - May 6, 2006

- X Anania, Kenneth, MACC
- X Barrett, Phyllis, HCC
- X Camillo, Henry, MACC
- X Comack, Martin, MBCC
- X Curley, Geri, BHCC
- X Donahue, Pamela, NECC
- X Doud, Rick, MICC
- X Dupont, Carole, STCC
- X Ellis, Andrew, HCC
- X Faiella, Patrick, MACC
- X Fitzgerald, Dennis, MACC
- X Gillies, Robert, QCC
- X Gillies, Sharron, QCC
- X Grain, Clark, RCC
- X Guarino, Gail, CCCC
- X Hoeth, Christopher, BRCC
- X Kohrman, Allan, MACC
- X LeBlanc, Joe, NECC
- X Lynch, John, QCC
- X Mahler, Philip, MICC
- X Martin, Lois, MACC
- X McGee, Donnie (Diana), BRCC
- X Nagle, Richard, MACC
- X Palmer, John, QCC
- X Parsons, Ellen, MBCC
- X Parsons, Thomas, MBCC
- X Puchot, Raymond, BRCC
- X Rizzo, Joseph, NECC
- X Salvo, Tom, NECC
- X Satham, Sara, BHCC
- X Takvorian, Kenneth, MWCC
- X Williams, Donald, NSCC
- X Wong, Margaret, QCC
- X Yohe, Diana, BRCC

"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 four 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 helped turn back Gov. Romney's attempt to unseat legislators in 2004
- Our PAC quickly raised funds to use in elections
- Our PAC attended many fundraisers.

In these challenging times on Beacon Hill, we need your contributions to our PAC TODAY!

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