

MCCC NEWS



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Adjuncts, 03 Creditable Service Bill Hearings Set For September

Your help is needed now!

Legislative hearings on adjunct and creditable service bills continue this semester.

The Public Service Committee will hear testimony on HB189 (adjunct health insurance) and SB1535 (adjunct pension eligibility) Sept. 22 at 10:30 a.m. A hearing on SB2063 (03 creditable service) will follow on Sept. 29 at 10:30 a.m.

Both hearings will be held in State House room B-1 or B-2 beginning at 10:30. Adjunct members willing to testify and/or attend the hearings should contact MCCC Vice President Joe LeBlanc at vice-president@mccc-union.org or at 978-376-6741.

"Grassroots member participation at these hearings is vital in raising the profile of these issues with committee members," LeBlanc said. "It gives our issue added punch if legislators see that a few dozen MCCC members attend the hearings. It's even better if the faculty and staff are committee members' constituents. Our mem-

bers are encouraged to speak with their own representatives and senators after the hearings."

Members are invited to attend. The union hopes to continue the success of its Adjunct Lobby Day held during the spring semester when more than 100 members visited the Public Service Committee and their own legislators.

Testimony is expected to focus on both research data and the human stories behind the growing number of MCCC members who lack health insurance and meaningful retirement benefits.

On Sept. 29, MCCC Strategic Action Committee activists Roberta Albano (Springfield) and Donnie McGee (Bristol) will provide lead testimony on SB2063, a bill that would allow more than 150 members to buyback up to ten years of 03 service for retirement purposes.

The MCCC's 03 Retirement Buy Back Steering Committee has worked to raise the profile of this issue for more than two years.

They have organized a Lobby Day and have spoken with Public Service Committee co-chairs Sen. Stephen Buoniconti, D-West Springfield, and Rep. Jay Kauffman, D-Lexington, and other legislators.

Testimony is expected to focus on the MCCC's research data on this issue, including the use of 03 employees during the 1980's, when members like McGee and Albano were working more than full-time but receiving no credit for retirement purposes.

Members should contact LeBlanc, McGee (bristol116@cox.net or 508-678-2811, ext. 2962) or Albano (ralbano@stcc.edu or 413-755-4879) if they would like to testify and/or attend this hearing.

Members are also asked to attend a pre-meeting hearing at the MTA, 20 Ashburton Place in Boston at 9:30 a.m. Jack Flannagan and Jo Ann Fitzgerald, MTA Governmental Services, will brief members and escort them to the hearing. ■

As of
Sept. 1, 2005
1,158 Days
Without a Raise

Day Contract Ratified

865 Yes votes
101 No votes

Contract language is being finalized and cost for appropriation being calculated.

The formal signing is scheduled for Sept. 12.

After that, it goes to the governor who has 45 days to submit it to the legislature.

September 26 Annual MCCC Fall Leadership Event



Dr. Elaine Bernard of
Harvard Trade Union Program.

On Monday, Sept. 26 the MCCC will hold its Annual Fall Leadership Event at the in Best Western Hotel in Marlboro, Mass.

Seasoned Union activists, veteran members new to Union activities, and new members trying to see what the Union provides are all invited to attend.

This event provides an opportunity for the MCCC officers, chapter activists and rank and file members to meet, share

ideas, and discuss the Union's agenda for the upcoming year.

This year the focus of the meeting is on organizing and sustaining the Union. Providing that focus will be a keynote address by Dr. Elaine Bernard of the Harvard Trade Union Program.

Dr. Bernard has done extensive work in the areas of public employee unionism and on the importance of unions in our society. She helps to raise the image of unions, pointing out that their value goes far beyond the securing of members' of pay and benefits.

People who have seen Br. Bernard speak report that she is a very engaging speaker. They say she is lively, articulate and extremely knowledgeable. Her presentation is expected to generate some important discussion among members.

Break out session are scheduled to address a variety of member interests:

Day Unit Update: How the Classification System Works and the New Contract

Highlights of the new Day Contract and information regarding the classification system. (New members are encouraged to attend.)

DCE Unit Update: So What Are We Doing?

An overview of the current activities the MCCC/MTA are engaged in on behalf of DCE unit members. Information will be provided regarding the contractual, legislative and legal agenda for the upcoming year.

Revitalizing Strategies: Getting Your Chapter In Shape

Organizing techniques found to be extremely successful at several MCCC Chapters will be shared and discussed. Chapter leaders will share some of the techniques and activities they have used to successfully re-energize their campuses.

To help energize attendance at the event, MTA Benefits (the discount insurance and mortgage wing of MTA) has contributed \$500 to be used for door prizes.

Two \$100 prizes for members with 1-5 years in the system

Two \$100 prizes for members with 6-10 years in the system

One \$100 prize for members with 11+ years in the system ■

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Legislature Keeps Its Word On Health Insurance

Contribution rates to return to 85/15 and 80/20 beginning January 1, 2006



Joe LeBlanc,
MCCC Vice President

The legislature recently voted to override Gov. Romney's veto of the reduction in Group Insurance Benefit premiums. By a vote of 140-11 the House restored the benefits, keeping a promise to reduce the rates

when the state's fiscal health recovered. The increase was enacted as a temporary measure during the first year of the Romney administration. The override means that beginning in January, 2006 members currently paying 20 percent will pay 15 percent. Members currently paying 25 percent will pay 20 percent.

In the House debate, members stressed the issue of fairness. Rep. Jay Kauffman, D-Lexington, said, "Are we going to ask public employees to bear the costs of the flaws of our health care system? Many in state services have gone without pay raises for 4, 5 or 6 years. They sacrifice to do the work of public life. The governor is asking for one more sacrifice. I think that is fundamentally unfair. We do need to solve the health care crisis. This is disrespectful of the commitment they have made to public life."

Rep. Marty Walsh, D-Dorchester, noted irony in the fact that some of the Commonwealth's increased health care costs have been picked up by state workers who have been paying higher premiums while working without a pay raise in several years.

"A lot of the costs in health care that we tend to forget have been picked up by state workers," he said. "They have gone from

15 to 25 percent of the costs. Three years ago, we said it was a clause that would stay temporary. . .It's not their responsibility to fix the health care system. It's our responsibility."

Rep. James Fagan, D-Taunton, noted the impact of the higher premiums on the lowest paid state workers. "They're not getting pay raises. This is a pay cut for them. If we do not override, we are in effect giving them a pay cut. Those people deserve this one small benefit. They deserve quality health care. I listen to the governor's office talk about increased revenues, but when it comes time to preserve an important benefit for state employees, we want to take it away and that is wrong."

Reps. Mary Rogeness, R-East Longmeadow, and George Peterson, R-Grafton, spoke in favor of sustaining the Romneys veto.

Rogeness said, "It is irresponsible to keep state workers paying so much less

than private and municipal employees are paying." Peterson said the legislature should instead keep its promise to rollback the state income tax from 5.3 to 5 percent.

The Senate overrode the veto 37-0. Ways and Means Chair Sen. Therese Murray, D-Plymouth, said, "This is a question of fairness. We said we would sunset it (the provision to increase the contribution rate enacted into law in 2003). We are keeping our word. And we will most likely be revisiting it in the future."

Indeed. While we appreciate the legislature's action we realize the battle on this issue never ends. Look for pressure to increase our health insurance contribution rate once again in FY 07.

For now, thank your legislators for overriding the governor and let them know this issue is important to you. Your calls and letters helped once again, and your participation in the political process empowers us all. ■

Annual MCCC Fall Leadership Event

Monday, September 26, 2005
Best Western Hotel, Marlboro, MA
4 - 8 PM

Key Note Address

Lighting Fires vs Putting Them Out: Building Local Union Capacity
Dr. Elaine Bernard, Harvard Labor Project

- Dr Bernard is Executive Director of the Trade Union Program at Harvard University. She is a lively lecturer and has conducted courses on a wide variety of topics for unions and other groups.
- Her current research interests involve the role of unions in promoting civil society, democracy and economic growth.
- Her publication titles include: Why Unions Matter; Public Sector Workers in Reinvention; Solidarity and Democracy: Creating Democratic Communities in the Workplace; Popular Education: What it is and What it Isn't.

AGENDA

- 4:00 - 4:15 Registration
- 4:15 - 4:30 Opening Remarks
- 4:30 - 5:15 Key Note Address
- 5:15 - 6:15 Dinner
- 6:30 - 7:30 Breakout Sessions
 - Day Unit Update
 - DCE Unit Update
 - Revitalizing Strategies
- 7:40 - 8:15 Plenary Session - Open Discussion

DIRECTIONS: Take exit 24b off Interstate 495. Hotel is 1 mile on the right. See MCCC website for more information <http://mccc-union.org>



MCCC Vice President and Day Team Chair, Joe LeBlanc (foreground) and other team members met with MCCC members across the state to explain the proposed 2003-2006 contract. Here they are at Greenfield Community College. Photo by Phyllis Barrett.



MCCC Executive Committee members count the Day Ratification ballots (from left) Abe Sherf, North Shore; Lois Martin, Massasoit; Katie D'Urso, MTA Consultant; and Geri Curley, Bunker Hill.

MCCC Meetings Calendar 2005-2006

YEAR	MONTH	EXECUTIVE COMMITTEE	OTHER	BOARD OF DIRECTORS
2005	JUNE	3		17
2005	JULY	1*	NEA 1-6	15
2005	AUGUST	5	Will'town 7-11	26
2005	SEPTEMBER	2		16
2005	OCTOBER	7		21
2005	NOVEMBER	4		18
2005	DECEMBER	2		16*
2006	JANUARY	6		20
2006	FEBRUARY	3		24
2006	MARCH	3		24
2006	APRIL	7		21
2006	APRIL		Del. Assy. 29	
2006	MAY		MTA 5-6	
2006	MAY	5		19*
2006	JUNE	2		23

* meeting will be held if necessary

Fall Leadership night Monday, September 26



MTA members attend the annual Higher Education Reception, co-sponsored by the MCCC and other higher ed. locals, at the Williamstown Conference.

President's Message

September 2005



Rick Doud,
MCCC President

As we settle into the fall semester, I would like to welcome the many new colleagues that have recently been hired. Although the number of full time unit positions is still down compared to historical highs, it is great to see the community college system reversing the trend of declining full time employment.

Unfortunately, as you begin your careers with us, chances are your campus is on work to rule. It was my hope that as we began the fall semester, we would be off

work to rule, but unfortunately, that is not the case. I'd like to explain to both new and veteran employees what is causing the MCCC to remain on work to rule.

In August our Board of Directors voted to continue this job action for the following reasons. We still do not have final contract language to sign. While this does not pose a significant obstacle, it will not be signed until September 12 at the earliest. In addition, the actual costing out of the Agreement is not complete. This also should be done in early September, but until this is completed the entire process is stalled.

For the MCCC to consider going off work to rule the BHE must get the entire package to the Governor for his approval. Given that the Governor then has 45 days to act, any delay by the BHE will only lead to a delay in having these negotiated salary increases show up in our paychecks.

Although the contract was ratified by a vote of 861-101, I find that many of our

members still do not understand the importance of the classification point system. It was the payment for these annual points that allowed us to receive pay increases each year from 2003-2006 in the new Agreement.

To remind both new and veteran members, our entire salary schedule is based on a point system that resulted from the Classification Study. Exactly how the point system changes your pay is detailed in our collective bargaining Agreement (page 111 for faculty, page 112 for professional staff).

Each additional point earned results in an increase to your base pay. On a yearly basis all full-time unit members should earn a minimum of 16 additional points. From 2003-2006 each year of service and seniority resulted in additional compensation, so we avoided taking a "zero" year.

For faculty and professional staff this reduced the effect of relying on percentage base increases that in the past have widened

pay inequities among us. These yearly increases are analogous to step increases found in many collective bargaining agreements. They will continue to be critical in the future so that we are able to avoid what most of us have experienced in the past, seeing our salaries frozen year after year.

Hopefully, soon after you read this, the Governor will send our contract to the legislature for funding. We have had signed contracts in the past that were never acted upon by the current administration.

By staying on work to rule, we hope to empower the college presidents and local trustees to put pressure on the BHE and the Governor to execute and fund our contract. We have been waiting since April 1, 2003 for this pay increase. We will continue on work to rule as long as necessary. We have waited long enough. We have waited long enough!

In Solidarity.
Rick

Editorial Comment

Where Do We Go From Here?



Don Williams, MCCC
Commun. Coordinator

The ink is not yet dry on our 2003-2006 contract, if it has in fact been signed, and already the MCCC is gearing up to start negotiating the next contract.

You can either look at the new contract as a pretty good

raise for one year or as a pitiful 1.3 percent for each of the four fiscal years since the last contract expired. (Note that there was no contract for 2002-2003.)

Other higher ed. units, notably the state college MSCA, settled for higher total percentage contracts, but they also run longer into the future (2007) and their actual raises from the Board of Higher Education for the same time frame as ours is comparable.

All of the raises for our 2003-2006 contract are due by Oct. 1, 2005. Most of it due as of Apr. 1, 2005, and one last piece in Oct. My 26 years of experience suggests that we will be lucky to see improvements to our paychecks before New Year's Day. I could be wrong, but I have almost never been disappointed by my pessimism regarding the state's slowness in paying raises.

By January the MCCC intends to start bargaining the next contract. So, there will really be no let up on the negotiating process. Given the Romney administration's attitude towards collective bargaining in general and retroactive pay in particular, the MCCC intends to get a new contract by the time the old one expires.

This is a radical concept! This would be a first.....almost. The 2002-2003 contract extension was negotiated on time. It called for minimal raises to maintain the Classification system—raises that turned out to be totally within what the Romney administration would eventually pay. But the governors (Swift and Romney) never saw fit to send that contract to the legislature.

The MCCC spent three years trying to get the state to honor that contract. What a waste of our collective time! But what else could we do? We have to believe in the system. We have no choice because of the power dynamic of government. The Union and collective bargaining agreements are our only salvation.

It seems to many of us that we are stuck

in a perpetual conflict machine. It seems to many members that becoming active in the Union will pull them into that machine, and they are afraid. The conflict is built-in by the employer here, and the effect is to demoralize the Union membership.

But to be strong the Union needs the commitment and activism of all its members. The only way that we can break the cycle of conflict is through being highly organized and energized.

The MCCC has a number of agendas it is advancing, and the Union needs members to get involved.

- Contract Negotiations—The Union is currently soliciting for members for the 2006-2009 Day Contract. Skilled, committed members are needed to help negotiate the next contract. See posting elsewhere in this issue.

- Legislative Action—The Union is actively supporting HB530, or similar legislation, to change the dynamics of the collective bargaining law (Chapter 150E). Also being pushed is legislation to credit part-time work towards retirement and to secure health insurance for part-time employees. There are many opportunities to participate here.

- DCE Contract Committees—Two committees are being formed to resolve outstanding issues from the DCE Negotiations. These involve under enrolled courses and electronic communications. See posting elsewhere in this issue.

- Chapter Activities—Every chapter has vacant positions or people who end up with multiple titles because they can't get others to participate. Think about dipping your toes into the local waters, you may find that you like it. ■

Professional Staff Position Gains

Independent of the Collective Bargaining Agreement, the Global Issues Committee has been looking into the Classification System and making recommendations, especially relating to Unit Professional staff positions.

One significant issue is positions defined as "senior" in the Classification Specifications where years of experience did not contribute to someone receiving such a position. Agreement has been reached on a definition of a "senior" position that does include experience, how a member would be appointed to such a position, and also on how these positions will be established at the colleges.

The inclusion of external experience, that is experience outside of that gained in an MCCC Unit position, is an improvement; however, external experience is only applied in consideration of a "senior" level position.

In a message to MCCC President Rick Doud, Peter Tsaffaras BHE sent the following confirmation:

I am writing in order to provide you with formal written notice that Dr. Judith I. Gill, Chancellor of the Board of Higher Education has clarified the definition of the word "experience" as such word is contained in the Minimum Training and Experience section of the Classification Specifications which include the word "senior" in the Classification Title. A complete list of the Classification Specifications is set forth in the 3rd volume of the August 20, 1999, Report of DMG_MAXIMUS, Inc., prepared for the Board of Higher Education of the Commonwealth of Massachusetts and entitled Classification Specifications for Unit

Professionals within Massachusetts Community College Council Unit.

Accordingly, and on the basis of the above, effective March 1, 2005 and retroactive to that date, the years of experience required in the Minimum Training and Experience section of the Classification Specifications which include the term "senior" in the Classification Title shall be deemed to include related internal and/or related external experience. Prior to March 1, 2005 the calculation of years of experience consisted sole of related internal experience.

In clarifying the definition of the word "experience," Chancellor Gill has not and does not intend to signify that a Unit Professional staff member is automatically promoted upon receiving the requisite years of experience, effective March 1, 2005. Rather, it is up to each individual Community College to determine the number of "senior" positions available and the Unit members who will hold such positions. Achieving the requisite years of experience satisfies one requirement for promotion to a "senior" level position. It may result in a Unit member becoming eligible for reclassification, it does not require it. Such determinations are to be made at the institutional level based upon individual qualifications and assignment of specific duties which fall within a Classification Specification.

The Global Issues Committee has also recommended that two new positions be added to list of the Classification Specifications: Coordinator of Library Services and Coordinator of Financial Aid. These are both grade 6 positions. This recommendation has been sent to the Chancellor and is awaiting review. ■

Know Your Day Contract

September 2005

Sept. 6 Earliest classes may begin (p.34) Course materials (Form XIII-E2) for Fall 2005 must be distributed to students and submitted to supervisor before end of drop add period

Sept. 15. Unit members receive notice of accumulated sick days (p 13).

October 2005

Oct. 1 Tenure eligibility list distributed (p.30)

Oct. 1 Sick leave bank open (p.12)

Oct. 2 Furnish employer with dues to be deducted per employee (p.10)

Oct. 7 Supervisor shall return Course Materials to faculty members by end of fifth week of semester. Members have 14 calendar days to respond to supervisor's concerns (p.40).

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. ■

MOVING?



Please make sure the MCCC has your correct mailing address. This affects receiving the newsletter, elections, important mailings & notices.

Call the office at
1-877-442-MCCC toll free or
go online at
[http://www.mccc-union.org/
ChangeMyAddress/](http://www.mccc-union.org/ChangeMyAddress/)



Berkshire Community College will be searching for its second president in two years.

Presidential Changes

The ranks of Massachusetts Community College Presidents continue to change. Three colleges got new presidents last year: Springfield, Holyoke and Mass Bay. During the summer two more presidential vacancies have developed.

At Berkshire Community College President Bryan Blanchard was dismissed by the Board of Trustees at a public meeting. Two years ago Blanchard replaced Dr. Barbara Viniar who had had a rocky relationship with the union.

Initially the Berkshire Board appointed retired STCC President Andrew Scibelli to immediately take the helm of the college. Dr. Paul Raverta, a long time administrator at Holyoke CC, has

been appointed as interim president while the college conducts an extensive presidential search.

Quinsigamond President Sandra Kurtinitis accepted an appointment as Chancellor of the Community College of Baltimore County—the largest in Maryland. A native of Maryland, Dr. Kurtinitis taught English at Prince George's Community College before coming to Massachusetts, first at Berkshire as Dean of Academic Affairs, and since 1996 as President of Quinsigamond.

At 10 years, Dr. Kurtinitis was one of the more senior presidents in the system. She will be taking over the duties of her new job in November. ■

MCCC Legislative Intern Program Recruiting

The MCCC is again sponsoring community college student interns to work in the state legislature. This will be the third year the Union has participated with the Legislative Education Office (LEO) to place students in positions assisting legislators.

This program provides our best and brightest students with an opportunity to learn first-hand about state government and to consider a career in government and politics. Recently our students have worked at the offices of Senate President Robert Travaglini, Senate Majority Whip Joan Menard, Sen. Ed Augustus and Reps. Michael Costello, Lewis Evangelidis, Mark Falzone, William Galvin, Mary Grant, Kathi-Anne Reinstein, Second Assistant Majority Leader Byron Rushing and many others.

Student interns are expected to spend a minimum of six weeks in their placement with a suggested schedule of two days and twelve hours per week. A minimum of 72 hours is required and more hours are encouraged to make for a more meaningful experience. In-district placements are also a possibility, though working in the State House is recommended.

The application process is simple. Our requirements largely parallel those of the Legislative Education Office: students must complete a one-page application and also provide a resume, transcript and writing sample. A minimum of a 3.0 GPA is required.

A \$250 grant is provided to each intern, which can be used to underwrite transportation costs and other expenses.

Please consider nominating students who are interested in working as interns in the State House this semester. Thank you for your assistance in promoting this program.

Send nominations/applications to Vice_President@mccc-union.org or Legislative Intern MCCC Communications 27 Mechanic St Suite 104 Worcester, MA 01608 ■

Recruitment for Day Bargaining Team

Applications are now being accepted for the MCCC Negotiating Team for the 2006-2009 day contract.

Team Composition and Responsibilities

The negotiating team is composed of the President and Vice-President of the Council, ex-officio, and a minimum of five members of the appropriate unit, appointed by the Board of Directors. Each team shall have the responsibility to negotiate with the employer on behalf of the Council and the unit on all matters relating to hours, wages, and conditions of work. The team's term of office shall end upon the expiration date of an agreement.

Commitment

Applicants should understand that membership on a team constitutes a large time and energy commitment, a commitment to training, a commitment to serving the team as required as spokesperson, chair, vice chair, secretary or member at large, and in any other related way as required to serve MCCC members.

To Apply

Unit members interested in applying for the team should submit a cover letter and résumé to the MCCC office. The following information should be addressed in these materials.

1. Union experience at chapter level, state-wide level, or in other systems
2. Academic background
3. Bargaining experience
4. Knowledge and understanding of labor relations
5. Reasons for wishing to serve

Applications must be received at the MCCC Office by 4:00 PM Oct. 28, 2005, and mailed to:

Day Negotiating Team Application
MCCC
27 Mechanic St. Suite 104
Worcester MA 01608-2402

The team will be appointed at the November 18, 2005 Board of Directors meeting. ■

See MCCC website for more information <http://mccc-union.org>

WANTED

Volunteers Needed for Small Department/ Program & Lab/Clinical Committee

This committee is being formed to look into two, day workload issues. First, the problems related to the number of preparations in small departments where there are limited faculty and many courses to teach. The second issue is the impact, including economic, of adjusting the ratio for laboratory and clinical courses. Recommendations will be made to Day Bargaining Team.

Contact Rick Doud at President@mccc-union.org.

Members for DCE Contract Committees

The new DCE Agreement calls for two study committees: one to look into issues related to under enrolled courses, the other to look into electronic transmission of information.

Under-enrolled courses—the minimum number of students for full pay and how it should be calculated—were a significant issue during negotiations, and forming this committee was a way to expedite a settlement.

This committee will be comprised of three union members and three management members. There is a one-year moratorium on changes to previous policies while the committee does its work. At the end of that period the committee will recommend new policies to the college presidents for consideration.

It would be beneficial to have members on this committee from Massasoit, Mt. Wachusett, Northern Essex or Springfield Tech as these are campuses with high levels of under enrolled sections or problems with changing under enrollment policies.

Electronic communication of information—using email and the internet versus U.S. mail for various types of communication was another issue at the bargaining table that was difficult to resolve in a timely manner. There are benefits for both management and the union in the use of technology. However, DCE members may not have access or the ability to access some computer data.

If you are interested in serving on one of these two committees, contact Rick Doud at President@mccc-union.org. ■



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



New MTA Director Sara Satham of Bunker Hill

New MTA Board Member

Sara Satham of Bunker Hill Community College was elected to represent the MCCC at the MTA Board of Directors. The election took place at the MTA Annual Meeting in May.

Sara is an Academic Counselor in the Advising Center where she was originally hired twelve years ago to make up for the loss of Susan Dole's services when she was elected MCCC President.

This is Sara's first state-wide union role, but the area she works in has been a focus of union activity at BHCC for many years. She acknowledges that the job is a major time commitment that is especially difficult for a full-time professional staff member and parent of a pre-teen. But Sara is committed to effectively representing the MCCC's interests.

Having attended one meeting so far, Sara's initial plan is to observe how the MTA Board operates and the political dynamics. Her intent is to push the Higher Ed agenda in the MTA's overwhelmingly K-12 world. She wants to become a strong voice for Higher Ed at the Board, especially with Cathy Boudreau leaving as MTA President.

Sara replaces Tom Parsons of Mass Bay who reached his term limit on the Board. Sara joins Phil Mahler, MCCC Treasurer, who is the other MTA Board member from the MCCC. Because the MCCC is the largest local in the MTA, it is allotted two seats on the Board of Directors. ■