

# MCCC NEWS

The Official Publication of the Massachusetts Community College Council / Volume 6, Issue 19 / September 2006

## MCCC, BHE Reach Tentative 3-Year Agreement

**T**entative Agreement between the MCCC and the BHE for a term covering from July 1, 2006 through June 30, 2009

### Information

Information routinely provided to the MCCC will be sent to one electronic address.

A small labor management committee will be established to determine the format of the information (i.e. excel, word, etc.).

### Student Evaluations

Clarify that administrators may use questions 1-22 (1-13 for form J) on the University of Washington student evaluation form to make comments in faculty evaluations. Clarify that the columns titled Decile Rank on the University of Washington form may not be used by administrators for any purpose. Questions 1-4 on the University of Washington form will continue to be the only questions used to calculate the median overall student evaluation scores for each class in the summary evaluation. The MCCC will hold in abeyance temporarily all grievances filed regarding the use of comments on questions other than 1-4. The MCCC agrees that once the Governor approves and submits the contract to the legislature for funding the MCCC will not arbitrate the grievances.

The University of Washington online evaluation form shall be used for day distance ed courses. The online evaluation for the first two times a day distance ed course

is taught will be conducted but will only be used for the information of the faculty member and will not be used for purposes of evaluation.

### Reassigned Time

The MCCC will be billed by the Colleges at the level 2 DCE rate for all reassigned time sections.

### Part-Time Provisions

Part-timers will continue to receive the paid leave contained in the current agreement.

### Licenses and Certifications

Licenses and certificates will be given a point value of 3 times the score they are assigned in the report of the licenses and certifications committee. The payment of these points will be phased in over three years, starting in 2007, with 1/3 of the points paid each year. There will be a cap of 30 for licenses and certificates.

### College Service

Not later than October 15 for the fall semester and February 15 for the spring semester a faculty member shall submit a list of college service activities proposed to be undertaken during the semester.

### Preparations

Any provision to the contrary notwithstanding, any faculty member may request, in accordance with the applicable procedure, a course schedule which results in a

number of course preparations beyond three (3) per semester or five (5) per year. Approval of any such request of a faculty member shall not require a corresponding decrease in advisee and/or office hours and/or college service.

Any faculty member wishing to do so is required to sign a document with the following statement:

"I voluntarily agree to teach more than 3 preparations per semester or more than 5 preparations per year without a corresponding workload reduction."

### Health and Welfare

Increase amount contributed by Colleges by \$1 per week per year.

### Professional Staff Grades

Eliminate Pay Grade 1 during the second year of the agreement (move current grade 1 unit members up to pay grade 2).

### Workload

New workload computation form designed that eliminates the left hand side of the form (units of instruction). Workload will be computed using instructional hours. Workload language re-organized with no substantive changes.

### Salary

#### July 1, 2006:

3% across the board raise  
Raise the minimum and maximum salaries and the point value by 3%

*Continued on Page 4*

## Breaking News

The Day Negotiating Team has negotiated the first on time agreement in MCCC history. A summary, as of presstime, of the provisions prepared by the team is presented on this page.

Read it over. Team members will be available to come to chapters to answer questions.

The ratification vote will be conducted by mail during September. ■

## LEADERSHIP NIGHT

September 25  
4-8:30 p.m.

Worcester Crowne Plaza  
Keynote: Higher Ed. Trends  
by the NEA

Breakouts sessions: Retirement issues,  
Chapter revitalization,  
Survival skills for new members  
Special guests...

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## Higher Ed. Shines at Williamstown Conference

The annual MTA conference at Williamstown College in Williamstown, held Aug. 7 to 10, was well attended by MCCC members with 22 participants representing 10 chapters. The conference is an opportunity for members to meet, to network and to learn about the profession, their careers, and union organizing.

There were a number of highlights that members at large will benefit from knowing about.

### Candidate Forum

An event that had everyone talking during the week was the candidate forum. The Monday evening event gave members a

chance to see four of the candidates for governor speak and then to meet them in person later.

Four of the six candidates running attended. Two of the three Democrats running in the primary attended, Deval Patrick and Attorney General Tom Reilly. Chris Gabrieli did not attend because of his mother's recent death. Also attending were the Green Party candidate Grace Ross and the Independent Christy Mihos. Republican candidate Lt. Gov. Kerry Healy did not attend.

Given that MTA did not endorse a specific candidate, the forum provided an excellent opportunity for members to get more information about the candidates to make their own decisions.

### MTA Higher Ed. Personnel Changes

Significant MTA personnel changes were announced at the conference. Arthur Pippo will take over the position of Director of Higher Education. Pippo has been a consultant most recently assigned to UMass

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Candidates for governor attend the Williamstown forum. From left, Independent Christy Mihos, Democrats Deval Patrick and Attorney General Tom Reilly, and Green Party Grace Ross. Chris Gabrieli suspended campaigning due to the death of his mother, and Lt. Governor Kerry Healy declined the invitation. (Photo by Jerry Spindel)

MCCC Newsletter  
27 Mechanic Street, Suite 104  
Worcester, MA 01608-2402



## Fall Leadership Night: A Jumpstart for Change



Donnie McGee,  
SAC Chair &  
MCCC Vice President

Fall is just around the corner. The signs are everywhere. The air is crisp and clear. The daylight hours are waning. The orange lilies have come and gone. Acorns are settling on the ground. Squirrels will soon scurry about in preparation for the winds of change. Nature is responding to this autumnal pull.

On campuses and in classrooms, too, change is apparent as faculty and professional staff prepare for the influx of fall students. And the rumbles of change are reflected in the political climate as well. Debates focus on elections, taxes, war, public education, and the minimum wage. Change is in the air. Those Bob Dylan refrains from the sixties bear listening to again: *For the times they are a-changin'.*

This union and its membership need to mobilize for such change. Fall Leadership Night is a perfect opportunity for us to do just that. It, too, is just around the corner.

Fall Leadership Night – 'tis a night to bring together MCCC leaders - present, past, and future. It is a time for educating and energizing membership, cultivating connections, and creating a common vision. A united resolve will strengthen us all. Our union and our chapters need such unity to weather effectively those winds of change that would undermine what is most fundamental to our members and our campus communities.

This union knows well the debates over health insurance costs for full-timers and insurance coverage for adjuncts. Our members know well the public concern over unfunded pension liabilities for state employees. And all of us know only too well the unanswered pleas for increased funding to our community colleges. We are tired of being 47<sup>th</sup> and beyond in state support. Our libraries need consistent funding; classroom space is inadequate or insufficient; and full-time positions are sorely needed. We struggle to do more with less as Dylan's

lyrics resound clearly: *There's a battle outside/And it is ragin'.*

Please heed the call: Participate in the next Fall Leadership Night at the Crown Plaza in Worcester on September 25<sup>th</sup>. On this Monday evening, we shall come together to celebrate our successes and honor our legislative leaders. We will strategize about responding effectively to these changing times. Besides an anticipated great meal and time for conversation with colleagues from across the state, members will have the opportunity to participate in one of three presentations. Topics include: "Survival Skills for New Members," "Building Stronger Chapters," and "Thinking about Retirement." This leadership night offers something for everyone.

Of course, one leadership meeting will not, in and of itself, keep this union alive and well. This gathering is one of many events and initiatives that MCCC leadership is undertaking to respond to a climate that is challenging, at best. Our association needs to develop common ground amongst its 15 chapters. Our union needs increased membership input and participation.

A Membership Drive has been planned with an NEA Grant Proposal developed by MTA consultant Michelle Gallagher. Joe LeBlanc is providing opportunities for dialogue and response with Chapter Cluster Meetings across the state. Soon-to-be MTA Director of Affiliate Services, Richard Sanders, and the MCCC Board of Directors are planning a comprehensive leadership retreat focusing on the development of a core values statement to guide this union's strategic vision and related actions. Without doubt, the MCCC needs your help if it is to succeed in these initiatives.

The autumnal equinox is almost upon us. As the winds of change and storm clouds swirl about and fall begins its short-lived reign, let us heed the call to come together. The times are changing; many battles are raging. Join us on September 25<sup>th</sup> and commit to fighting for change that will strengthen our union and our campuses. Join MCCC colleagues around the state on Fall Leadership night. Together we can make a difference. I look forward to seeing you there.

In solidarity,  
Donnie McGee

## MTA Makes No Gubernatorial Primary Endorsement: Recommends Winner of Democratic Primary

In a break from previous years, the MTA decided not to endorse a specific candidate for governor or Lt. Governor in the Sept. 19 primary. It did, however, decide to endorse whichever candidates win the Democratic nomination.

MTA's endorsement process is two-fold. The candidate Recommendation Committee (CRC), the only MTA committee elected by members, creates a questionnaire for the candidates and then interviews them individually. The committee then makes its recommendation to the MTA Board of Directors who make the final decision.

This year the CRC held interviews on July 24 and 25. They invited the three Democratic candidates for both offices as well as the Independent and Republican candidates for each office. The Republicans, Kerry Healey and Reed Hillman, did not respond to the invitations. But the eight other candidates did appear.

All of the candidates were making education a central focus of their campaigns, especially the gubernatorial candidates. Each of those four made a compelling case for his personal connection to education.

Christy Mihos had served on the UMass Trustees. Chris Gabrieli had worked on a number of private initiatives to improve education. Noting that his brother teaches at MIT, he also had a real grasp of the issues facing higher education. And both Deval

Patrick and Tom Reilly shared their stories of personal transformation through education.

Although committee members had their individual preferences, there was no clear overwhelming preference. The committee felt that it was highly unlikely for an Independent to win in Massachusetts and that any one of the three Democrats would be good for education and for educators. What was clear was that it is essential to change the party in the corner office.

Up to the primary, the committee resolved that MTA should focus on an issues-based campaign with its members to educate them on the importance of putting candidates into office who most support our issues. These include not only increased funding for schools and colleges, but pension and collective bargaining rights, and appointments to boards like the BHE, MLRB, college trustees, and to the courts. MTA's Board of Directors met on Aug. 6 at the Williams conference and concurred with the CRC recommendation.

On Aug. 7 a forum was held at Williamstown for all the gubernatorial candidates, including the Green Party. Chris Gabrieli had to decline due to the death of his mother, and not surprisingly, Kerry Healey did not attend. Members who attended reported an exciting exchange with the candidates—perhaps made more intense due to the lack of an endorsement. ■



NEA higher education lobbyist, Nancy O'Brien, explains the issues in the U. S. Congress related to colleges at the Higher Education Leadership Council (HELIC) meeting.

## Know Your Day Contract

### September 2006

- Sept. 5** Earliest classes may begin (p.34) Course materials (Form XIII-E2) for Fall 2006 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 2006

- 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. 6** 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).
- Oct. 9** Columbus Day holiday observed.
- Oct. 26** Accrued professional staff vacation time in excess of 64 days (480 hours) converts to sick time. This now occurs twice per year, falling on the end of the last pay period of April and October.

*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. ■*



Tom Montagno (left) and Ken Takvorkian (right) both of Mt Wachusett talk with MCCC President Joe LeBlanc at a lawn party at Williamstown sponsored by the FSO-the organization of MTA staff people.

## ANNUAL MCCC LEADERSHIP MEETING

### Crowne Plaza Worcester

10 Lincoln Square, Worcester, MA 01608  
Phone: (508) 791-1600

Coffee and Registration at 4:00 P.M. • Keynote Address at 4:30 P.M.

### DIRECTIONS

From Mass Pike take Exit 10 to Route 290E, take Exit 17-Rt9. Take a left at top of exit. At 2<sup>nd</sup> 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.



## In Solidarity

# Strengthening Our Union For The Challenges Ahead



Joe LeBlanc,  
MCCC President

Earlier this summer I visited chapter leaders throughout the state to listen. In regional clusters from the Pioneer Valley to Cape Cod, our leaders talked about what our union is doing well and not so

well. I listened. Together we began to identify local and statewide goals and set our priorities. As the meetings continue this fall, we'll draft Action Plans to achieve them.

Leaders praised the MCCC's work in political action as well as the new and much-improved classification appeals process. Our MTA consultants received kudos as did our MCCC coordinators. Others said our union is "financially well-managed" and gave our officers high marks for their willingness to visit chapters. Several praised our union's website and gave high grades to our contract enforcement efforts.

In assessing our chapters' strengths, leaders praised recent Work to Rule efforts and their work to create a more inclusive and welcoming environment at their chapters. Some noted that attendance has picked up at chapter meetings while others said they work hard to address individual member concerns in a respectful manner.

Weaknesses were also discussed in a caring and respectful manner. Participants agreed that the MCCC needs an orientation program for our full and part-time members. We also must find ways to better support our chapters in need of revitalization.

Leaders also pushed for alternatives to Work to Rule. And yes, everyone agreed that we must address our zero year syndrome or we will never catch up with salaries from the peer classification states.

Promoting solidarity with all our members – full and part-time faculty and professional staff - as well as with our brothers and sisters in other unions ranked high in all cluster groups. Adjunct issues were also raised, including using local pressure to lobby to hire adjuncts for more full-time positions.

Our consultants and coordinators

would agree with chapter leaders' assessment that we could all learn more about our contracts. Participants would also like to know more about the good work being done by our PAC. Our Boston cluster said the MCCC could be doing more to promote diversity in our union.

Our locals could better connect with adjuncts, chapter leaders said. They also could do more to provide a more welcoming environment and repair rifts between faculty and professional staff. Some admitted they sometimes offer a boring meeting agenda that doesn't promote maximum member involvement. Some chapters struggle to fill officer slots and others said they must work to collect dues more quickly.

These conversations will continue. Together we will begin a process of renewal for what I already believe is the best higher education union in the state. In coming months I hope to see you at chapter meetings and continue this discussion about our union, its future and its role in bettering our lives, our profession and our world.

In solidarity,  
Joe LeBlanc

## Late Breaking News:

By now you have heard the news. We have reached a tentative Day Unit Agreement for 2006-2009 that, if ratified, will be the first on time contract in the history of our union. Salary increases will be paid out retroactively to July 1, 2006, the day after our last contract expired. The agreement increases our state payroll by 3 percent each year, the maximum amount currently allowed by the Romney administration.

In a less than ideal economic environment with daily news of higher energy prices, a declining real estate market, and even talk of a possible recession in 2007, our Bargaining Team has negotiated a fair and equitable contract with the best salary package possible and a minimum of management take backs. I hope you will agree with this assessment and vote to ratify in September.

Joe

## Editorial Comment

### “There You Go Again!”



Don Williams, MCCC  
Commun. Coordinator

In one of his many memorable statements Ronald Reagan dismissed the concerns of Jimmy Carter with four words in a presidential debate and began a Republican revolution.

Well, here we are again at another gubernatorial election, and the Republican candidate is at it again repeating the same old mantra: blame the legislature for wasting money, reassure the public that taxes can be cut without affecting services, and attack public employees—this time over pensions.

As most MCCC members know, the tenets of this mantra are canards. But unfortunately the public seems to believe them. And they have been very successful, leading to 16 years of Republican domination of the corner office.

In reality, the legislature has been extremely responsible in balancing limited resources with their obligation to do the best for their constituents and for all citizens of the Commonwealth.

State taxes have been repeatedly cut in various ways over the past 15 years, and cut after cut in services have been sustained—witness that higher ed funding levels are at 2001 levels, and that was the point when funding had just started to catch up after the savage cuts of the early 1990s.

And then there are pensions. Corporations, with complicity of the Republican-dominated federal government, have been shedding their pension obligation to employees for years. They have been attacking the basic safety net of Social

Security as well. Now they are turning their sights on public employee pensions.

In a curious coincidence last May, the Pioneer Institute came out with a study on problems in the Massachusetts public pension system, the Boston Globe came out with a story about egregious abuse of the system by an individual, and candidate for governor Kerry Healey came out with a plan to privatize public pensions.

Faculty in Massachusetts state colleges have been offered the option of private pension plan for several years now. Of 74 members participating in the optional plan who responded to an MCCC survey, 67 said that they regretted the decision.

In a recent PBS *Frontline* show it was noted that Nebraska offered two pension types to public employees: a traditional defined benefit plan, and a 401k defined contribution plan. After a 40-year experiment, they found that the employees in the 401k plan did not accumulate enough money to fund their retirement. The state had to come in and augment the private plan. There's how the Healey plan would work. Good sound bite, though.

I have a confession to make. I was raised in a Republican household. Members of my family have been on the Republican State Committee, one was an elector for Ronald Reagan and one is currently a Republican political consultant. Although always relatively liberal, I was usually registered as an Independent and never thought I'd be a knee-jerk Democrat. That was until Bill Weld.

In that momentous 1980 debate with Carter, Reagan first asked his famous question, "Are you better off now than you were four years ago?" Ask that question of yourself now. Does anything in the Healey campaign assure you that things will change for the better?

If you look at candidates by who best represents your overall interests, you have to go with a Democrat. And you have to do it with vigor. ■



Christopher Hoeth (center), a DCE member from Bristol, clowns around in Williamstown with Cliff Martin (left), a DCE member from Massasoit, and MCCC Treasurer Phil Mahler.



Bunker Hill chapter vice president, Michael D'Entremont, participates in the Emerging Leaders Program at the Williamstown Conference. (Photo by Michelle Gallagher)



## Tentative Agreement...

Continued from Page 1

3% Raise for part-timers, raise the part-time minimum pay by 3%

### July 1, 2007:

Payment of the points from the October 15, 2006 snapshot

Payment of 1/3 of the points for licensures and certifications

Payment of dollar amount on base equal to the value of 16 points (seniority and experience) for faculty and professional staff

Payment of differential on base for professional staff so that they receive the same value of points as faculty

Raise the minimum and maximum salaries and the point value by 3%

### September 1, 2007

4% raise for part-timers, raise the part-time minimum pay by 4%

### Fall 2007:

Payment of the dollar value of a 3% across the board raise minus the dollar value of the increase in salary paid out on July 1, 2007 and September 1, 2007

### July 2008:

Payment of the points from the October 15, 2007 snapshot

Payment of 1/3 of the points for licensures and certifications

Payment of dollar amount on base equal to the value of 16 points (seniority and experience) for faculty and professional staff

Payment of differential on base for professional staff so that they receive the same value of points as faculty

Raise the minimum and maximum salaries and the point value by 3%

### September 1, 2008

4% raise for part-timers, raise the part-time minimum pay by 4%

### Fall 2008:

Payment of the dollar value of a 3% across the board raise minus the dollar value of the increase in salary paid out on July 1, 2008 and September 1, 2008 ■



Sharron Gillies (right) is the first adjunct faculty to serve as an MCCC Director. She was elected as the alternate from Quinsigamond. Roberta Albano of Springfield Tech is immediately behind her with Rosemarie Freeland of Greenfield.

## Chancellor Gill Resigns

Chancellor Judith Gill left her position at the Board of Higher Education and her replacement was announced on August 15.

Gill, who had held the post since 2000, announced her resignation in June, but it was to take effect at an undetermined later date. Prior to becoming chancellor Gill had been vice chancellor for research. She has accepted a professorship at UMass Boston.

There were reports of tension between Gill and chairman of the BHE, Stephen Tocco. One key dispute cited in a *Boston Globe* article was when Gill

announced a plan to shift financial aid from middle class students to needier ones without first clearing it with Tocco.

As interim chancellor the board appointed Patricia Plummer. She is a graduate of Framingham State College and earned graduate degrees from Tufts University and Boston College. She taught nutrition at Framingham State before becoming a vice president at the college.

Plummer has announced that she will not apply for the permanent job of chancellor. This will give applicants confidence that the position is wide open. ■

## MOVING?

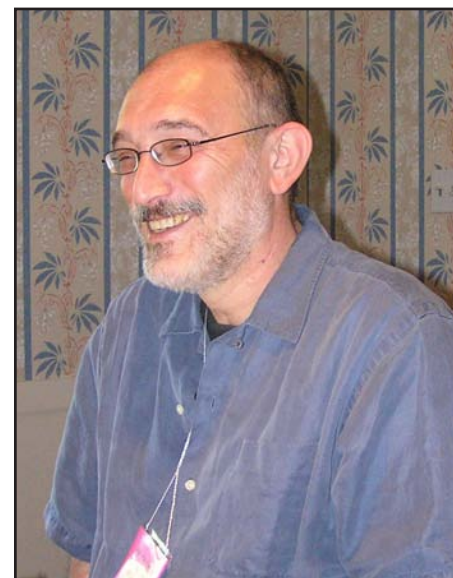


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go online at <http://mccc-union.org/ChangeMyAddress/>



Richard Sanders, new Director of MTA Affiliate Services, met with the MCCC Executive Committee at their retreat to discuss the direction the union should take.

## Higher Ed Shines at Williamstown Conference...

Continued from Page 1

Lowell, but he had a one time been assigned to MCCC for DCE. Priscilla Lyons, long-time director will step down from management duties and take over Pippo's previous assignments for one year before retiring.

Pippo will also serve as manager of MTA's Lynnfield Service Center that covers the Northeast Region.

The appointment of Richard Sanders to Director of Affiliate Services was also announced. In this position Sanders will supervise all of the Uniserve consultants assigned to MTA local associations. Pippo would be reporting to Sanders, as MCCC consultants Katie D'Urso and Michelle Gallagher report to Pippo.

Sanders has been closely associated with the process of organizational transformation within MTA. He conducted a workshop at the 2005 MCCC Leadership meeting. More significantly, he worked with the Quinsigamond chapter to revitalize its organization and will continue to work with other chapters to help make them more member-driven.

### HELIC Meeting

The Higher Education Leadership Council (HELIC), which is comprised of MTA higher ed. staff and the presidents and MTA directors of the various MTA higher ed. local associations, held an open meeting for all higher ed. attendees.

The meeting began with Richard Sanders giving a presentation on organizational transformation. He noted that the union and affiliates had to move away from the service model that was touted decades ago, where the union took care of the members' needs. The new model is an organization where the members drive the agenda, and the union organization serves as a facilitator.

Donna Johnson, HELIC chairperson and higher ed. member of the MTA Executive Committee welcomed a new local had been added to HELIC. The Professional Staff Union (PSU) are UMass staff employees who were formerly in SEIU units that trans-

ferred into MTA this year.

Representatives of the locals were asked to report on their pressing issues and the status of their contracts.

Max Page of the Mass Society of Professors (MSP) representing faculty at UMass Amherst reported that their three-year contract expires June 30. They have vowed to get a contract on time, and in that endeavor they start putting together their asking package in the fall with the intent to start bargaining at the beginning of the new year. It was noted that, by statute, state unions can not start bargaining until six months before the expiration of an existing contract.

Page also urged other locals to support a proposal for funding The Public Higher Education Council, an independent advocacy group that would include business leaders, college administrations, government officials, and unions to publicly promote the importance of funding public higher education in Massachusetts.

MSP Lowell president, Robert Parkin said that their contract also expires June 30, 2007. Their last contract did not achieve all of the gains that they wanted, but he said they were able to reduce the standard course load from a four/three to a three/ three annual requirement. MSP Lowell was also aiming for an on-time contract, and they are aiming at unionizing their DCE along the lines of the UMass Boston model.

David Morwick president of the Association of Professional Administrators (APA) that represents staff professionals at the state colleges reported that the legislators had passed the last payment of retroactive money from a four-year old contract. [Ed. note: This also affected community college classified staff.] Their current contract expires Dec. 31, 2006 and they expect to begin bargaining soon.

MCCC's Joe LeBlanc reported that his local just settled a three-year contract that was essentially on time—a first in the MCCC's history. Other leaders expressed hope that this would be a trend for them.

Massachusetts State College Associa-

tion (MSCA) MTA Director and bargaining team member Len Paolillo reported that their contract covering faculty and librarians will also expire June 30, 2007. The current three-year contract, which was only settled this past spring, included a pay component from the college budgets that the college presidents had hoped would be funded by the legislature. It was not. The MSCA is also analyzing the salaries at peer institutions in other states to demonstrate that their salaries are below the norm.

The PSU representative said that they just settled their first three-year contract as an MTA affiliate and that it will expire June 30, 2007. And Donna Johnson wrapped up before lunch by stating that her union, University Staff Association, another staff union at UMass-Amherst had also has a contract that expires in June.

NEA higher ed. lobbyist, Nancy O'Brien, made a presentation after lunch on the various bills relating to higher ed being addressed by the U. S. Congress. The complex ins and outs of committee chair assignments and competing groups lobbying was a revelation to the meeting attendees. One issue of great concern was HR609, the Student Academic Bill of Rights, which is intended to intimidate educators regarding classroom speech. Some members of the majority party seem to want to control what is taught in colleges.

### Emerging Leaders Program

For several years MTA consultant Michelle Gallagher, who normally works with the MCCC for DCE issues, conducts a training program for emerging leaders. This program brings together members of various MTA locals to work on developing organizing skills. A number of MCCC members have participated in the past including Margaret Wong of Quinsigamond, Vice President Donnie McGee, and Diana Yohe of Bristol. This year two MCCC members participated: Linda Grochowalski of Quinsigamond and Michael D'Entremont of Bunker Hill. ■



## 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](mailto:Communications@mccc-union.org)