

MCCC NEWS

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Legislature Funds Contracts

Before the legislature went out of session on Nov. 19, it passed a supplemental budget that was \$52 million over Gov. Romney's request. This additional amount included funding for the 23 contracts of 13,000 higher education employees.

These contracts were signed, ratified and originally sent to the legislature by Gov. Jane Swift in 2001. After the legislature funded them, Gov. Swift vetoed them. As the state's economy headed into a tailspin, the legislature did not bring them up for an override vote.

The MCCC contract extension was not part of this appropriation because it had not been submitted to the legislature by a governor. It was ratified in 2002 at

the end of the Swift administration, and she did not submit it. When Gov. Mitt Romney came in, he said he would not submit the contract to the legislature for funding.

Attempts were made by MCCC lobbyist, and former House Speaker, Charles Flaherty to include the contract extension in the supplemental budget. These efforts did not succeed at this time. With other state employee contracts in the same situation, legislators feared it could start a stampede. But the Union continues to work on options to fund the extension.

The MCCC joined the Higher Education Unions United (HEUU) coalition on the campaign to fund these contracts and did a tremendous job of organizing and

lobbying the legislature. The funding bill was passed by an overwhelming majority of both the House and the Senate.

The bill left out any retroactive payments, although promises were made to fund that portion in the next fiscal year. Gov. Romney did not veto the contract portion of the supplemental budget as he did other lines. However, he was quoted in *The Boston Globe* as saying that this was a one-time payment.

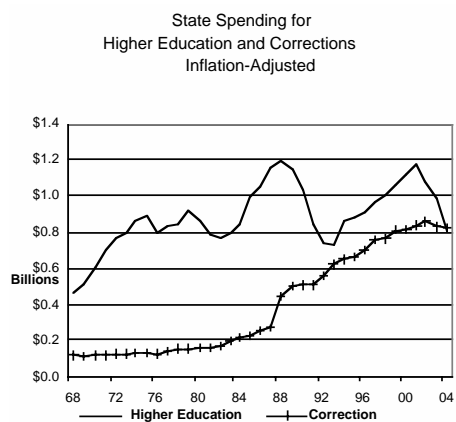
As MCCC President Rick Doud noted during the funding campaign, funding these contracts first is essential for preserving the basic collective bargaining rights of all state employees and is essential to achieving eventual funding for our own contract extension. ■

MFA/MSW Degrees Awarded Additional Points

Under the Classification appeals process, it was agreed that MSW and MFA degrees are more intensive than a conventional master's degree and are, in essence, terminal degrees. It was agreed that these degrees will be treated as a Masters + 30 credits. This will give full-time faculty holding an MFA or MSW an additional 40 points (the current point value is \$44.88).

The adjustments are supposed to be done by the college HR departments and are not yet completed. Members holding these degrees do not have to make any application or fill out any forms, but they should call their HR Departments to ensure that they are not missed in the processing. ■

Massachusetts Spending on Corrections Surpasses Public Higher Education



Graph courtesy of Massachusetts Taxpayers Foundation

For the first time in memory, Massachusetts will spend more money on corrections than on public higher education. A widely publicized bulletin issued on Nov. 24 by the Massachusetts Taxpayers Foundation details the situation and analyzes the trend.

The MTF study points out the tremendous shift in priorities implied by this trend. Public higher education makes an enormous contribution to the state's economic future, and this is generally recognized. But the 29 percent cuts in the late 1980's and the current cuts of 27 percent (2001—2004) have been devastating. These wild fluctuations in funding severely challenge the institutions to maintain their missions and honor their commitments (such as collective bargaining agreements). The study praises college officials for their handling of the crisis.

As a percentage of the overall state budget, higher education funding has gone from a high of 6.5 percent in 1988 to less than 3.5 percent in 2004. In inflation adjusted dollars this brings higher education funding down to the levels of thirty years ago.

In fiscal year 2004 the total appropriations for the campuses and student financial aid is \$816 million compared to \$830 mil-

lion for prisons and jails. From 2001 to 2004 the UMass budget was cut 30.2 percent and community colleges were cut 22.7 percent. Meanwhile the appropriations for county jails went up by 1.3 percent and the Dept. of Corrections went up by 6.7 percent.

While no one denies the importance of corrections, this shift in priorities is disturbing. The state's recent cuts to higher education, as the study points out, "raise serious doubts about the ability of even the most talented and dedicated leaders to build a first class system." It goes on to note that over half of the college-bound Massachusetts high school graduates attend our public colleges and universities.

The study recommends that the Governor and the Legislature "engage in serious discussion—and reach bipartisan agreement" about providing the structure and resources for the long term success of our public university and colleges. ■

NSCC: Home at Last

After 38 years in rental buildings, North Shore Community College inaugurated its new main campus building this semester. The new building features 26 networked classrooms, a full service cafeteria, central administrative offices, faculty offices and an extensive library and media center.

The dramatic new building, with almost the entire east facade covered in glass, is a long way from NSCC's 1965 origin in a condemned junior high school rented for one dollar from the city of Beverly. In 1992 the President's office and Allied Health Division moved to a warehouse the college purchased and renovated on land in Danvers near where Routes 1 and 95 meet. The new building is on that site.

Continued on Page 4



North Shore Community College's new main campus building in Danvers

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MCCC / MTA Newsletter
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Letter To the Editor:

To the Editor:

An Adjunct Responds:

In the President's Message of October 2003, Rick Doud correctly points out that the departure of many retirees will weaken the system. Rick is correct. But one of the answers sits on the table in front of everyone, and is often ignored. That is: MCCC units and search committees should make every effort to hire their present adjuncts for full-time positions.

Of course this cannot be done all the time. I am well aware that both the state budget and the guidelines concerning early retirement limit the number of positions that are to be filled. But for those that are to be filled: How about simply hiring the people who are already on-campus, in-place, and are doing the same jobs?

Unfortunately, there are some within our MCCC system who prefer hiring people from far away. There seems to be an inherent prejudice against the person who has already put his or her time in on the community college campus.

How do I know this? I'm a veteran adjunct of many years. In 1999, I stepped into an emergency situation and taught all the courses of a full-time member who had died, as well as completed the ones I had already begun. This was in the spring of 1999, before the new five-course per member rule had appeared.

In the posting and interviews that followed, I reached the final three but was not selected for the position. Why on earth? Because of a prejudice against hiring the people who are already in place. I ask all MCCC unit members: Please look to the people who are already there rather than to the people who are far away!

To complete the story: I'm still here at Holyoke, still teaching as much as the administration will allow. I hope to step into the shoes of one of these retirees at some point. Let us, as a union, seek to advance the part-time members already on the scene!

Sincerely,
Samuel Crompton
Holyoke Community College



*Season's Greetings and Best Wishes
for a Happy, Healthy, and Prosperous New Year!
your MCCC leadership team*

Know Your Day Contract

December 2003

- Dec. 7** Student evaluations (p. 40)
- Dec. 24** Last day fall semester can end (p. 34)
- Dec. 25** Christmas (p. 16)

January 2004

- Jan. 15** Sabbatical recommendations from committee to president (p. 18)
- Jan. 18** Earliest date for professional day (p. 34)
- Jan. 19** Martin Luther King Day (p. 16)
- Jan. 20** Earliest date classes can begin (p. 34)
- Jan. 23** Summary evaluations for part-time faculty due (p. 43)
- Jan. 28** Faculty schedule changes due to chapter presidents

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. ■

MCCC Elections

All Candidates

Nominations are open for MCCC elections for officers and delegates to the MTA Annual Meeting and the NEA Representative Assembly. The nomination form appears in this newsletter and is also available on the MCCC website. Nominees must be members of the Massachusetts Community College Council.

The schedule for the election is as follows:

- Nominations close at 4 p.m. on Thursday, February 5, 2004.
- Ballots will be mailed to all MCCC members on March 5, 2004.
- The deadline for returning ballots is at 4 p.m. on Thursday, April 1, 2004.
- Election results will be announced on Friday, April 9, 2004.

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

Candidates for Office

Candidates for office (President, Vice President, Secretary, and Treasurer) must submit at least 50 signatures of active MCCC members in support of their candidacy. The form for signature collection is available from the MCCC Office or the MCCC website. Association membership lists and mailing labels appropriate to the office being sought may be provided equally to all candidates. Up to two sets of lists and/or labels may be provided to candidates without cost, upon request. Additional lists and/or labels will be provided at cost to the candidates.

Candidates for office will be permitted a statement of no more than 250 words in the March 2004 Newsletter. This statement and a good quality photo must be submitted to the MCCC Office by the time nominations close to qualify for printing in the Newsletter. ■

Proposed Bylaw Changes

The deadline for submitting proposed changes to the MCCC Bylaws and Standing Rules is no later than Feb. 2, 2004.

Proposals should be in printed format, double spaced (not hand written). They should include the following information:

- rationale for the proposed change;
- name of the maker of the proposal;
- campus (or MCCC committee/group) of the member making the proposal.

Proposed changes should be sent to
Bob Gillies
6 Wheelock Street
Oxford, MA 01540-2110

Massachusetts Community College Council Nomination Form - 2004

A candidate must file this form (or a copy) with the MCCC Elections Committee by Thursday, February 5, 2004, 4 p.m. **Nomination papers that arrive late will not be accepted.**

Check all that apply:

MCCC OFFICER*

- President
- Vice President
- Treasurer
- Secretary

MCCC DELEGATE

- MTA Annual Meeting Delegate
(May 21 and May 22, 2004)
- NEA Representative Assembly Delegate**
(Washington DC: July 2 - July 7, 2004)

*Nominations require signatures of at least 50 MCCC members **Candidates for NEA/RA may submit biographical statements.

Name _____ SS # _____

Full Home Address _____ Tel # _____

College _____ Tel # _____

- Unit membership: Full Time MCCC Part Time Day DCE
For ALL Candidates: Black Asian Pacific Islander Caucasian
 Hispanic - Chicano Native American

Visit the MCCC Web Site
<http://www.mccc-union.org>
to fill out on-line or download this form

OR Mail a completed document to
Roberta Passenant (Elections Chairperson)
MCCC
27 Mechanic Street, Suite 104
Worcester, MA 01608-2402

Signature _____ Date _____
(Signature may be typed)

Deadline: MUST BE RECEIVED by Thursday, February 6, 2004, 4 p.m.

**Bio or Statement for NEA Rep. Assembly Candidates only (Optional) - 50 word limit (1 word per box)

Instructions

1. Type or print clearly using both upper and lower case letters as you expect the final statement to appear.
2. Insert no more than one word per box except when combining letters (ex. MCCC) or hyphenated words.
3. Insert punctuation in the same box immediately after the word you want it to follow.

“Is this a private fight or can anyone join in?”

By Joe LeBlanc, MCCC Vice President



Joe LeBlanc,
MCCC Vice President

In *Thieves in High Places*, political activist Jim Hightower uses this Irish saying to invite his readers to join the fight for earning a living wage, protecting our rights to privacy and taking on corporate fat cats

and right wing media barons.

While the MCCC's strategic action agenda is more modest, we invite you to join the fight as we enter what is sure to be an exciting year on Beacon Hill. With your help and the collective strength of our 5,000 members, we will prevail in our fight to protect and enhance working conditions for

all our full- and part-time faculty and professional staff.

First, we'll explore every option in lobbying the governor and legislature to fund our contract extension points. We will lobby House and Senate leaders as well as Romney administration contacts. We will work with the college presidents and the BHE. We will work on this our number one priority until we succeed.

We will also lobby for bills affecting both full- and part-time members. SAC Steering Committee members Roberta Albano (STCC) and Donnie McGee (Bristol) and Research Coordinator Hillaire Jean-Gilles are examining the 03 retirement buyback surveys to support our lobbying efforts on Senate bill 1521, which would allow members to buyback their years of 03 service. This analysis will help us to organize a lobby day this spring as we continue to raise the profile of this bill.

Part-time faculty are also very much part of our political action vision. We'll

soon be contacting DCE faculty to assess our efforts to lobby for adjunct health insurance and pension bills. DCE activists like Cape Cod ESL faculty member Betsy Smith recently testified in favor of Senate bill 1539 (health insurance). She writes to the Public Service Committee: "Like our full-time colleagues, we have excellent academic backgrounds, many years of teaching experience, and frequently, many years of professional experience. Unlike our full-time colleagues, however, we have no benefits. The lack of health insurance negatively affects not only our lives and the lives of our children, but also threatens the Commonwealth's ability to assure the best possible education for our students."

By fighting the good fight on this issue, we are working for adjuncts like STCC's Sandra Torrence who has taught a full-time course load for several years with no benefits. We are fighting for more than 3,200 adjuncts who contribute much to our colleges but receive little in return. This is just

the beginning of a campaign to organize another lobby day to highlight the growing "partimization" of our colleges.

We are also working to organize a public higher ed. caucus. Our goal is to organize the 82 reps and senators who are graduates of the Commonwealth's community and state colleges and universities. For too many years Massachusetts has underfunded its public colleges.

Our higher ed. caucus will help to promote better understanding of higher ed. issues and help our system make up lost ground with better-funded systems in comparable states like Michigan, California, New York and New Jersey.

With a projected budget deficit of \$1.5 to \$2 billion in FY '05, we have much to do on Beacon Hill in 2004. But our fight is anything but private. With your public and active support we can confront our problems and prevail in these most challenging times. Best wishes for a happy holiday season! ■

Retirement Notes

As Dec. 31 approaches the MCCC gets ready to for the retirement of over 100 members who are taking advantage of the state's Early Retirement Incentive Program.

The Union will be losing many fine faculty and professional staff members who have given devoted service to community college students. They will all be missed.

There are some considerations for all retirees to keep in mind:

All higher education unit members now pay 20% of the cost of medical insurance to the GIC. Those employees retiring on Dec. 31, 2003 will have their medical insurance contribution reduced to 15%. However, because the payment is deducted one month in advance, the employer will not begin the reduced contribution until Feb. 1, 2004. MTA Legal is looking into action.

Because faculty pay is annualized for an academic year of work, faculty members who retire will collect their pay for an additional 8.4 weeks after their retirement date. Retirement benefits will be calculated from the actual retirement date, although it takes several weeks for the retirement payments to begin. ■

Legislator Profile – Rep. Michael Costello

(This is the first in a series profiling Mass State Legislators who have attended public colleges.)



Representative Michael Costello at the door of the House Chamber

NAME:
Representative Michael Costello

DISTRICT:
1st Essex-Amesbury,
Newburyport, Salisbury

PROFESSION:
Attorney

PUBLIC COLLEGES ATTENDED:
Northern Essex Community College
Salem State College

Representative Michael Costello may only be in his first year as a legislator, but he is already making a big impression. Although the Newburyport Democrat was voted President of the freshman class by his peers, he's not exactly a fresh face on Beacon Hill. Previously Costello was an aide to Senator Joan Menard, former chair of the state Democratic Party.

Costello said that after graduating high school one of the few options available to him was Northern Essex Community College. He rates the education he got at Northern Essex as "excellent" and "top shelf." "It provided me with fundamentals on how to study."

Rather than graduate, he did what many students do, and took the skills he developed at Northern Essex in a year and a half and transferred to a four year college. As Costello puts it, "I got what I needed, and I moved on." In his case it was Salem State College where he graduated with a bachelor's degree. He then went on to Suffolk University Law School and later began his career as an attorney.

Costello says that affordable tuition and accessibility are two of the most important characteristics of community colleges. As for the future of our institutions, he says the state will "need to depend on community colleges more than ever... to give good basic education as well as to retrain workers."

Costello remains a strong believer in public higher education. While he has high regard for the education he received at Suffolk, he says, "If Massachusetts had a public law school, I would have gone there."

Interesting Fact: Rep. Costello's father is Nick Costello, a former senator from the 1st Essex District and more recently the first mayor of Amesbury. ■



MCCC Strategic Action Coordinator and Executive Committee member
Sandra Cutler will be retiring from STCC

Hearing on Health Insurance for Adjunct Faculty November 20, 2003

A hearing was held Nov. 20 on Senate bill S1539 to provide health insurance benefits for part-time higher education faculty sponsored by Sen. Dick Moore (D-Uxbridge).

The bill requires that faculty who teach at least two, 3 or more credit courses per semester or four, 3 or more credit courses per calendar year at one or more state education institutions (including a division of continuing education) be eligible for state employee health insurance coverage.

Although there was little prior notification, MCCC DCE member Betsy Smith was able to make the statement below.

To the Committee Members:

Thank you for hearing testimony today on the compelling reasons for providing health insurance for adjunct faculty at the state's community colleges. Adjuncts now outnumber our full-time colleagues by three or four to one, depending on the institution and the department. We often teach more than half of the courses offered, again, depending on the particular college. Like our full-time colleagues, we have excellent academic backgrounds, many years of teaching experience, and frequently, many years of professional experience. Unlike our full-time colleagues, however, we have no benefits. The lack of health insurance negatively affects not only our lives and the lives of our children, but also threatens the Commonwealth's ability to assure the best possible education for our students.

In the two days between receiving notification of this hearing and attending it, I have heard from many of my colleagues. Some of them have health insurance through other jobs or through spouses, but they unanimously support extending this benefit to all of us. Others of them have shared their stories with

me. Several have multiple jobs, both academic and non-academic, but still have no health coverage and cannot afford it. One wrote that he is paying out of pocket to cover his family, while another "spends more than half of his take-home pay for his health insurance (\$9,000) after teaching 8 course—three/semester and two in the summer." One cut herself deeply on Tuesday night, but, with no insurance, rather than seek health care, she stopped the bleeding herself and waited until Wednesday morning to be treated by the school nurse, who chided her for not taking proper care of herself, since it was by then too late to stitch the wound.

One of my colleagues, an excellent teacher who loves being in the classroom, will not be at the college spring semester. As he wrote, "Health insurance has become so expensive in Massachusetts that many veteran adjuncts simply cannot afford to stay in the classroom. As higher education cuts more full-time faculty from its payrolls, the simultaneous loss of the experienced adjuncts will seriously degrade the state's ability to recover from the current budgetary problems." When my COBRA expires at the end of February, my current monthly payment of just under \$325.00 will jump to almost \$800.00 a month, making it necessary for me to choose between teaching and finding another position that includes benefits. I have a B.A., an M.A., an M.S., an M.Phil., and a Ph.D. I have been teaching for more than 25 years. I love what I do, but I cannot afford not to have health coverage, I hope that you will vote to allow me and my colleagues to continue in our chosen profession.

Respectfully submitted,

Betsy Smith, *Adjunct Professor of English as a Second Language Department of Language and Literature Cape Cod Community College*

Biweekly Pay for DCE:

Unit Members Needed for Action

The MCCC has been actively pushing the employer to pay DCE Unit Members on a biweekly basis. The state payroll system for full-time (and part-time day) employees has been biweekly for three years. The college administrations have been reluctant to convert part-time faculty over to the same system.

The colleges benefit by holding the tuition money paid at the beginning of the semester and only paying out salaries at the half-way point and at the end of the semester. It is entirely possible for the colleges to pay part-time faculty on a biweekly basis.

To pursue this end the MCCC is moving on several fronts including grievance, negotiation and litigation. To prepare litigation for a class action suit the Union needs to find members as litigants who meet the following criteria:

Unit members who can substantiate a five-day work week teaching at least one class per day; or Teach less than five days a week but can substantiate preparation/course work on other non-teaching days of the week to equal a five-day workweek.

If you meet one of these criteria (especially #1) please contact MTA Consultant Michelle Gallagher at (800) 392-6175 or mgallagher@massteacher.org or MCCC DCE Grievance Coordinator Joe Rizzo at (603) 898-6309 or Grievance-DCE@mccc-union.org. ■



DCE Grievance Coordinator Joe Rizzo makes his annual report to the MCCC Board of Directors

Home at Last...

Continued from Page 1

Until last June the college continued a major presence in Beverly in a nondescript commercial building that was costing \$1 million a year in rent. Now the college is gone from Beverly, except for a corporate center. North Shore has had its own building for a second campus in downtown Lynn since 1987.

As the college completes its first semester in the new building the faculty and staff are settling in and starting to feel at home. Enrollments are up, and faculty report an improved attitude among the students. After years of unsuitable facilities and limited possibilities, the faculty is now excited with the potential of this 21st century environment. ■



Abe Sherf, MCCC Representative to the MTA Board of Directors

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

8th Annual Massachusetts Community College Conference on Teaching & Learning

"So What is Good Teaching and Learning Anyway and What Can We Do to Promote More of It?"

Wednesday, March 31, 2004
Northern Essex Community College
Haverhill, Massachusetts

Keynote Speaker:

Dr. L. Dee Fink

Sponsors:

The Community College
Executive Office
The Massachusetts
Community College Council
The Council of
Senior Student Affairs Officers

Call for Nominations

Raymond C. Lemieux Memorial Award

Raymond C. Lemieux (1931-1987), Professor of Economics at Springfield Technical Community College, was a Massachusetts Community College Council treasurer, negotiator, grievance coordinator, and Health & Welfare trustee. His service and dedication to higher education, to the Massachusetts community college system, and to the MCCC / MTA / NEA immeasurably enhanced the lives of those around him.

Purpose

The purpose of the award is to recognize an individual whose service, leadership, and dedication have contributed significantly to the Massachusetts Community College Council.

Nominee Qualifications

To be eligible for this award, an individual must meet the following criteria:

- service to higher education and the labor movement in the quest for improved working conditions and high standards of professional excellence.
- demonstration of leadership in MCCC and higher education.
- exemplification of the concerned and caring approach of Raymond C. Lemieux, much of whose life was dedicated to the betterment of faculty and professional staff.

Who May Nominate

Any MCCC Board of Director or Chapter President may nominate by completing a nomination form which can be obtained from the MCCC.

Jon G. Butler Memorial Award

The Jon G. Butler Memorial Award for outstanding Chapter President was established in the Fall of 1984 in honor of Jon G. Butler, former chapter president at North Shore Community College, former MCCC Research Coordinator, and an outspoken and active proponent of unit members' rights.

Purpose

The purpose of the award is to recognize the Chapter President(s) whose leadership, acts, or support have made a significant impact on MCCC unit members.

Nominee Qualifications

Individual nominees must be current MCCC Chapter Presidents.

Who May Nominate

Any MCCC Director may nominate by completing a nomination form which can be obtained from the MCCC. ■

MCCC News

<http://www.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