

MCCC News

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The Official Publication of the *Massachusetts Community College Council* / Volume 3, Issue 5 / February 2002

Nomination Deadline Looms

As of this mid- January writing, there appears to be a single declared candidate for each of four high MCCC offices. The 4:00pm February 7, 2002 deadline for candidates to submit nomination papers is fast approaching. The current MCCC President and Treasurer have both announced their intention not to campaign in the spring 2002 contest. Phil Mahler announced his intention to step down in November, and M. Estela Carrion recently distributed a letter to the leadership announcing her intention not to run.

Rick Doud, having served one term as MCCC Vice President, has announced

his intention to run for the MCCC Presidency. Mr. Doud is an Economics Professor at Middlesex Community College, and a veteran of several negotiating teams and was a representative to the MCCC Board of Directors.

Joseph LeBlanc, a Journalism and English professor at Northern Essex Community College in Haverhill has announced his intention to run for the VP slot that Doud is vacating. Mr. LeBlanc has functioned as co-chair of the Strategic Action Committee over the past two years. LeBlanc was a candidate for the

presidency in a three way contest in 2000.

Ms. Phyllis Barrett is running for her third term as MCCC Secretary. Dr. Barrett is an English Professor at Holyoke Community College.

Joseph Bentley, Economics professor at Bunker Hill CC expressed his intention to run for the MCCC Treasurer position in a January 15 phone conversation. Bentley served two terms as chapter treasurer at BHCC. He is on the joint BHE-MCCC committee reviewing licenses and certifications. He has not filed nomination papers at this time. ■

IMPORTANT DATES TO REMEMBER

Dates for the MCCC elections to be held in the Spring of 2002 for MCCC officers, delegates to the MTA Annual Meeting, and delegates to the NEA Representative Assembly.

November, 2001; December, 2001; January, 2002. Inclusion of a nomination form in the MCCC newsletter.

February 7, 2002 (Thursday). Nominations close 4:00 PM.

March 8, 2002 (Friday). Ballots mailed to all MCCC members.

April 4, 2002 (Thursday). Balloting closes 4:00 PM.

April 5, 2002 (Friday) Results of election for MCCC Officers announced.

April 12, 2002 (Friday). Election results announced for delegates to MTA Annual Meeting and NEA Representative Assembly.

*Adopted by the Board of
Directors, October 19, 2001*

Carrion Will Not Seek Re-Election



MCCC Treasurer M. Estela Carrion

Maria Estela Carrion announced her intention not to seek re-election for the Treasurer's position in spring 2002 in a letter e-mailed to MCCC leadership on December 17, 2001. The letter thanked those who supported her during her tenure and recounted her accomplishments during the three years she functioned as MCCC Treasurer.

Carrion replaced Cathy Larsen, who resigned mid-term during the presidency of Susan Dole. Carrion served as treasurer during a time of significant change in the fiscal operations of the MCCC, including the centralization of operations in an office established in Auburn. She presided over the hire of office staff and a major reorganization of MCCC's fiscal affairs largely in accord with the 1996-1998 operational audit of the MCCC by Daniel Dennis & Company.

In her letter Carrion specifically thanked the MCCC Finance Committee and the Board of Directors, and the Operational Audit Review Committee (OARC) for their "support and encouragement" in her efforts to reorganize the Treasurer role.

Ms. Carrion had served as a member of the Statewide MCCC Political Action Committee for two years and the OARC for one year according to her candidate's statement of February 2000.

Ms. Carrion gave no particular reason for her decision to step down at this juncture. Carrion concluded her letter with the comment, "This has been hard work made impossible were it not for the support and encouragement I received from some of you. I look forward to continuing to work with all of you in our efforts to make the MCCC an even better union. Look for me on other committees and in other leadership capacities."

In a January 15 phone call conversation Joseph Bentley, Economics professor at Bunker Hill CC expressed his intention to run for the MCCC Treasurer position. ■

Early Retirement Bill Passed

In a somewhat surprising turn of events an early retirement bill ultimately found support by the Massachusetts House of Representatives in mid-December, and Governor Jane Swift signed the Early Retirement Bill, House 4823, <http://www.state.ma.us/legis/bills/house/ht04823.htm> on December 31, her last opportunity.

Swift initially proposed the measure as a cost saving strategy in response to the State's fiscal crisis. At first blush, an estimated 40 million dollar up front expense stimulated resistance among legislators. Calculations of cost savings if some 6700 state employees are shifted off the state budget to retirement accounts apparently convinced solons that the move was fiscally responsible.

On Friday December 14, the Public Service Committee held a hearing on the Governor's early retirement bill for state employees. Phil Mahler, Mass State College Association President Pat Markunas and others testified in support of allowing higher education employees access to an early retirement bill. MTA Lobbyist Jack Flanagan and MTA Vice President Cathy Boudreau also testified in favor of the early retirement initiative, while citing concerns about backfill. Four or five of the MTA higher ed affiliate presidents also testified. In fact a dozen or more public employee union presidents and others testified, all strongly in favor of the bill. No one testified in opposition.

The window for application is open,

with a Feb. 15, 2002 deadline. Applications will be handled by years of creditable service in the very unlikely event that the cap of 6,700 employees is reached. The postmark date is unlikely to have any effect.

*Applications will be between January 1, 2002 and February 15, 2002 with a retirement date of June 15 for higher education employees, unless the Board of Higher Education includes an employee on a list of employees that can retire earlier.

*Not more than 6,700 people can retire under this plan. If more than 6,700 employees apply preference will be given to individuals based on their years of creditable service. (This is not expected to be an issue.)

*This bill excludes grant employees

Continued on Page 2

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Early Retirement...

Continued from Page 1

from the early retirement program (“Employees whose regular compensation is funded from federal, trust, or capital accounts, as defined in chapter 29 of the General Laws, shall not be eligible to receive the benefit.”).

*Anyone who entered the service of the commonwealth before January 1, 1975 and has either 5% or 7% withheld for retirement shall be eligible in any case.

*The plan provides an additional five years of age, five years of creditable service, or some combination of the two not to exceed five.

*Any employee electing to retire under this plan must sign a form stating their willingness to receive their sick time and vacation time, in accordance with general law, paid out in three installments:

- 1/3 on July 1, 2002
- 1/3 on July 1, 2003
- 1/3 on July 1, 2004

*For any married employee who retires and receives an additional benefit under the provisions of this act, an election of a retirement option under the provisions of section 12 of chapter 32 of the General Laws shall not be valid unless (i) it is accompanied by the signature of the member’s spouse indicating member’s spouse’s knowledge and understanding of the retirement option selected, or (ii) a certification by the state board of retirement that such spouse has received notice of such election as hereinafter provided.

*Details are also on the MCCC web site. Just go to <http://www.tiac.net/users/mccc> and click on the link at the top for early retirement news, or go directly to http://www.tiac.net/users/mccc/Retirement/early_retirement_news.html; this is where we will maintain what we know about this bill and other information we gather.

*House 4823 is the bill that passed late Friday, Dec. 21. It’s at <http://www.state.ma.us/legis/bills/house/ht04823.htm>

*FiveorFive is a page to help you determine whether you want to retire now or wait a year (or more). It helps you estimate what your retirement pay would be if you took the 5/5 option or waited a year (which can be important for some faculty, who have only had two years of increases at their post-classification salaries). This page is at <http://www.tiac.net/users/mccc/Retirement/FiveOrFive.html>.

*Retirement is our page to help you get started finding basic information. It’s at <http://www.tiac.net/users/mccc/Retirement/RetirementAllowance.html>.

*The State Retirement Board has a page at <http://www.state.ma.us/treasury/srb.htm>.

*The MTA Homepage is tracking this issue for us as well. It’s at http://www.massteacher.org/html/Public_area/. ■

Text of Mahler Testimony 12/14/01 at the Joint Committee on Public Service

“Chairpersons Dempsey and Joyce, and members of the committee:

I am Philip Mahler, President of the Massachusetts Community College Council, the union for 2,000 full-time community college faculty, librarians, counselors and other higher ed professionals in the Commonwealth’s 15 community colleges - and I am a math educator at one of them.

My members support House Bill 4767 on early retirement.

We do have concerns about backfill. A consultant recently reported to the Board of Higher Education that the single best way to enhance the quality of life in the Commonwealth is through higher education. Therefore we believe that any reduction in the number of full-time faculty is not sound long term policy, and we agree with Misters Muse and Flanagan on that issue.

That being said, in the context of the economic climate in which we find ourselves, and the deep, unexpected budget cuts made recently to public higher ed, and with our hope and commitment to maintain our higher education full-time faculty when this rainstorm passes, the Massachusetts Community College Council supports the early retirement initiative.

In fact, in light of not having participated in past early retirement initiatives, some of our members are anxious about this.

And I will add that I also appreciate the thoughtful way in which the committee is addressing this issue.” ■

Raymond C. Lemieux Memorial Award

Raymond C. Lemieux (1931-1987), Professor of Economics at STCC, was a Massachusetts Community College Council treasurer, negotiator, grievance coordinator, and Health & Welfare trustee.

Any MCCC Board of Director or Chapter President may nominate by completing a nomination form, by February 15. Nomination forms are available on the MCCC Webpages at http://www.tiac.net/users/mccc/Butler_Lemieux_Awards.html ■

Jon Butler Memorial Award

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.

Any MCCC Director may nominate by completing a nomination form, by February 15. Nomination forms are available on the MCCC Webpages at http://www.tiac.net/users/mcccButler_Lemieux_Awards.html ■

Policies Related to Candidates

All Candidates

Nominations are open for MCCC elections for officers and delegates to the MTA Annual Meeting and the NEA Representative Assembly. Nomination form in MCCC Newsletter-Nov, Dec 2001, Jan 2002.

The schedule for the election is as follows:

- Nominations close Thursday, February 7, 2002 at 4 p.m.
- Ballots will be mailed by Friday, March 8, 2002.
- Deadline for ballot return is 4:00 p.m. Thursday April 4.
- Results of MCCC election of officers announced on Friday April 5.
- Results of MTA and NEA delegates announced Friday April 12.

Write-in Candidates

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

Candidates for Office

Candidates for office (President, Vice President, Secretary and Treasurer) must submit at least 50 signatures of active members in support of their candidacy. The form for signature collection is available from the MCCC Office and the web site.

Two sets of address labels of the voting membership will be made available to candidates on request after submittal of the nomination form and signatures for the sole and express purposes of mailing election materials to unit members.

Candidates for office will be permitted a statement published in the March 2002 Newsletter. This must be no longer than 250 words and submissions longer than 250 words will be truncated to that length. This statement and a good quality photo should be submitted by the time nominations close to qualify for printing in the Newsletter.

Policies Related to Delegates

Delegates to the MTA Annual Meeting

-Stipend: The MCCC provides a stipend of \$50 dollars per day to delegates who attend the meeting.

-Hotel Room: Delegates who are on the ballot and who live more than 25 miles from the meeting are entitled to a double or triple occupancy hotel room at the convention hotel, arranged by the MCCC, for one night.

MTA Annual Meeting
Friday, May 17 and
Saturday, May 18, 2002
Boston, MA

Delegates to the NEA Representative Assembly

The MTA provides a stipend of \$200. The MCCC may provide additional reimbursement support of approximately \$800 to the two top candidates.

NEA Annual Meeting
June 30 - July 5, 2001
Dallas, Texas

Dates for MCCC Elections, Spring 2002

1. Candidates for MCCC President, Vice President, Secretary, Treasurer
2. MCCC Delegates to the MTA Annual Meeting
3. MCCC Delegates to the NEA Representative Assembly

-Nominations open- November 1, 2001

-Nominations close 4:00 PM-March 8, 2002 (Friday)

-Ballots mailed to all MCCC members Friday, March 8, 2002.

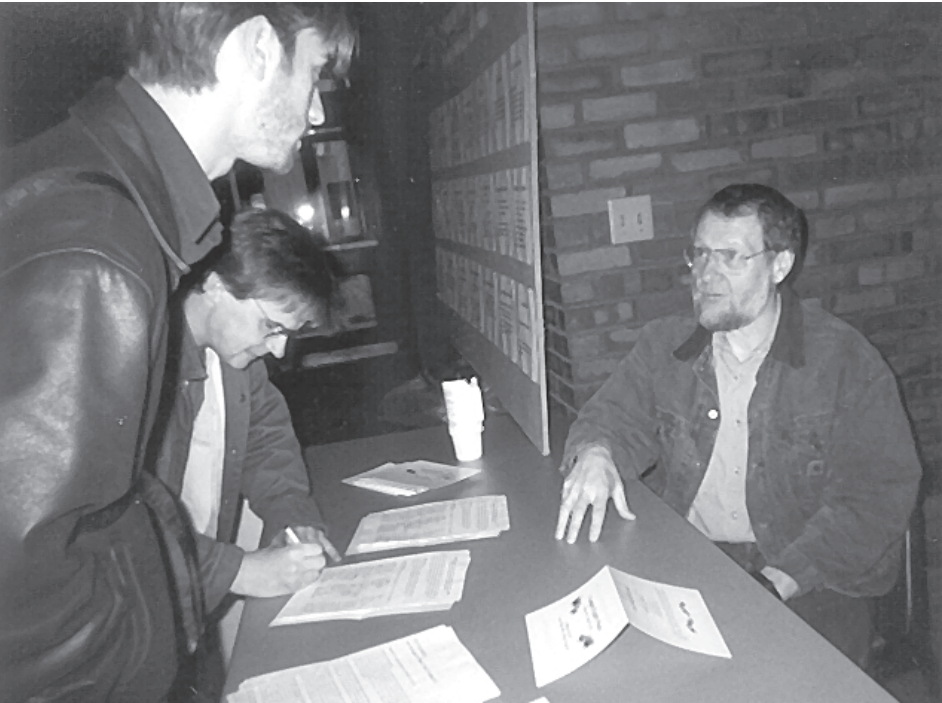
-Balloting closes 4:00 P.M. April 5, 2002 (Friday)

-Results of elections for MCCC Officers reported to the MCCC President and posted on the web site by the next day- April 12, 2000 (Friday)

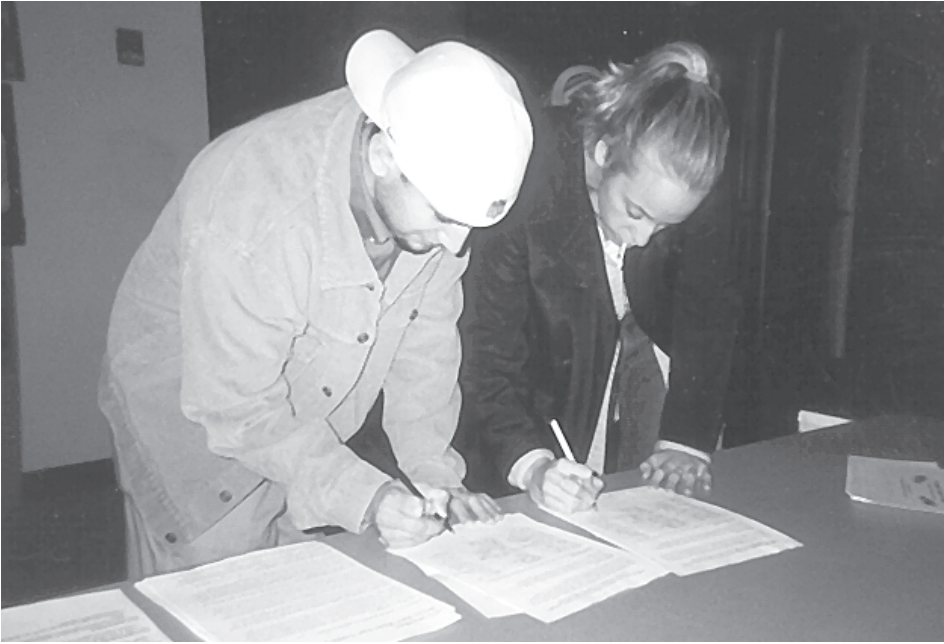
-Results for delegates to MTA Annual Meeting and NEA Representative Assembly completed and reported to the MCCC President and posted on the web site by the next day. ■



CEW Mass Bay Community College “Michael Dubson, ESL Professor Nancy Chapman, MBCC Chapter President Ned McGuire staffing an information table in lobby of classroom building during Campus Equity Week, October 28-November 3.



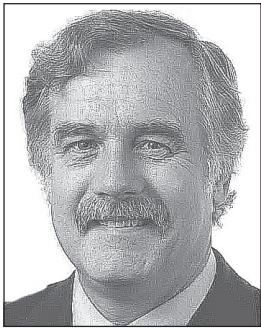
Berkshire community College’s Professor Eric Gauger staffing a table during Campus Equity Week



Berkshire Students Billy Piantoni and Beth Cohen sign a petition in support of adjunct faculty.

President’s Message

February 2002



Philip Mahler,
MCCC President

I was passing through Houston airport recently. For some reason, two of the rest rooms in a row were for women, then the men’s was next. Of course in airports they always alternate men’s and women’s restrooms and I noticed the anomaly, as I was looking for the men’s. As I walked by the second women’s restroom (this is a true story) I saw three men in business suits. One set down his bag, straightened his tie, and said to the other two - I’ll be right back. And walked straight into the women’s restroom. One of his compatriots said “Frank that’s the ladies” but it was two late. As they chuckled I walked on, almost laughing out loud.

I relate this because it is an example of what can happen when things don’t follow the pattern. Cognitive dissonance, mistakes, who knows what. Sometimes a chuckle. Lately that is our society, albeit not in so humorous a fashion.

With the economy gone south, we don’t

quite know what to do. After an unprecedented decade of prosperity, we are faced with lousy higher ed budgets and the demoralization that goes with that. The governor’s and legislature’s early retirement program is a laudable effort to ameliorate the effects - but the governor’s tax cut just reminds me of someone walking head high, best business suit neat and pressed, straight into the wrong bathroom.

Although our colleges, through the BHE, have worked hard to make Massachusetts public education affordable, the legislation jettisoned \$10 million in student aid. It is an accepted fact that our state’s economy is strong in a large degree because of an educated work force, with a higher ed system capable of providing workforce training and career shifting for our citizens as old jobs die and new ones blossom. But the legislature cut public higher ed - drastically. Straighten the tie, tug at the cuffs, and walk straight into the wrong room.

The legislature should have postponed the tax cut and kept the investment in our state’s future that is higher ed. Pharaoh stored grain in the good years so that everyone could survive the bad ones. Massachusetts had done that for a while - quite well actually - but in the end, they went into the wrong room - several times. I wish I could laugh at that. ■

Editorial Comment

The Incredible Shrinking Faculty

by Peter Flynn

The early retirement legislation took many of us by surprise. Best wishes to the beneficiaries. But what will become of the colleges now with yet another significant exodus of full time faculty?

Those of us who remain will be living in a changed work environment. A fifteen credit hour per semester teaching load leaves less time for student activities, committee work, and college service, even for those workaholics who traditionally volunteered compulsively, taking up the slack in college service roles.

At our college there has been a shortage of faculty volunteers to fill representative roles in our “College Advisory Committee” (replacing our All College Council), which ostensibly gives the faculty its most significant role in college governance.

Proliferation of non-unit staff at colleges is apparent. I recently visited the bustling Advising Center at our college. I only recognized one of five staff people. Turnover and additions to personnel meant I needed to be introduced all around- despite the fact I was president

of the Faculty Association four years ago. It is disconcerting that with only 90 fulltime faculty remaining, the advising staff doesn’t recognize a 20+ year veteran.

We had only five full timers attending department meetings last semester, where we had 13 full time Behavioral Science faculty a decade ago. No part-timers attended any of our department meetings last semester, though they are invited. Part-time faculty come and go so frequently in the Behavioral Science area, I can’t learn all their names. There is a single office (no windows) shared by part-timer Behavioral Science faculty across the hall from mine with nine (day slot instructors) schedules posted on the door last semester.

Observations of faculty from community colleges around the state reflect similar changes at their institutions. It seems to me that the decreased role of fulltime faculty and the resulting fragmentation of departments and programs will ultimately have a negative effect on educational quality.

I guess we’ll know soon. ■

Know Your Day Contract

January 2002

- Jan. 21 Martin Luther King Day
- Jan. 22 Earliest classes can begin p.34
- Jan. 23 Fall student evaluation summary due p.40
- Jan. 25 Course Materials Submitted p. 40
- Jan. 31 Faculty schedule changes due to chapter president

February 2002

- Feb. 1 Summary Evaluation Due p.41, 42
- Feb. 1 First Year Professional staff and part-time faculty evaluations
- Feb. 1 Sabbatical Recommendations due to board p. 18
- Feb. 12 Summary evaluation rebuttals due p.41
- Feb. 15 First year professional staff evaluation conference p.42
- Feb. 16 Reappointments due for first through third year faculty p.29
- Feb. 23 Course materials returned p.40
- Feb. 28 New full and part-time hire list due MCCC

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.

Opinion

Negotiators Should Fix Classification Inequities

by Wayne Klug, Berkshire Community College

After three years, several inequities in the classification system should be addressed in upcoming negotiations. By assigning 34% of its points to “seniority”, another 34% to “MCCC service”, and an additional 6% to “professional ranking”, the DMG system grants 74% of its points to seniority or its correlates, and only 26% to experience and credentials. Many members objected to this 3-to-1 imbalance in the current contract; that it should persist into another is unacceptable.

It’s not clear why outside experience and academic credentials costly and time-consuming to obtain should each earn only 8% of the points. Nor is it clear in a system whose new full-time members we’d like to see drawn increasingly from the ranks of adjuncts why part-time college teaching should be capped at 48 credit hours.

We’ve made a start in redressing this imbalance by convening committees that are currently examining the point value of certification and professional development. In the same vein, our new negotiating team should press to revise the formulas dealing with experience especially that in part-time college teaching and with credentials. I’ll briefly explain what I think is wrong with the current ones.

Except for K-6 teaching, the present system sets a cap of eight years for each of the categories of full-time experience. If it was DMG’s intention to amortize part-time college teaching experience over the same period, then former adjunct faculty are credited with having taught one course per term, for as many as 16 terms. How many adjuncts does this describe?

But If DMG assumed a more realistic 2- or 3-course-per-term teaching load, then the credit applied to adjuncts recognizes only two or three years of their rich experience. I would urge at least doubling their cap to 96 credit hours. Campus Equity Week sensitized us to the exploitation of part-timers, whose experience we should now insist be given the weight it deserves.

Likewise those with multiple degrees. The 40 points currently granted to a double masters, the 50 to a “masters plus”, and the 75 to a doctorate all fail to recognize the extent of the financial commitment involved. A doctorate, for example, earns a professor an

additional \$3366 a year. But for the increasing number of people who, like myself, pursue a six- or seven-year doctorate in mid-career, and who may return to teaching with educational debts of \$60,000 or more, retirement is likely to arrive before they’ve earned the 18 years of salary increments needed just to cover their costs, never mind realize a return on their investment.

In our system, those potentially affected are surprisingly numerous. I surveyed recent catalogues for all 15 campuses and found that at least 335 members hold doctoral, ABD, or C.A.G.S. degrees. Although I didn’t count them, another large group hold two masters degrees, and quite a few hold three. All told, it’s safe to estimate that, to some extent, more than 500 people are affected by this inequity.

That’s not counting those penalized by exclusion. I know several members who would like to enter masters or doctoral programs but who feel it isn’t worth it. What kind of social policy discourages community college professors from pursuing advanced degrees? A Board of Higher Education that endorses such a policy is denying in practice the same pursuit of excellence that it touts in theory. What message does this send to the public? That faculty credentials are already good enough for working-class students? Should a union of all organizations allow this message to stand? Our negotiators should insist that here, too, salary points be doubled.

I sympathize with the beneficiaries of the current classification system that favors seniority. Colleagues who taught during the many years in which the step system was suspended deserved compensation for their lost income and artificially depressed status. That goal, as MCCC presidential candidate Rick Doud points out, has been accomplished.

The task now is to grant fair compensation to colleagues who may have joined the system more recently, by virtue of having obtained during those same years the advanced degrees, certifications, and wealth of experience that promoted their candidacies in the first place. In the classification schedule, this education and training, so valued in the process of hiring, should now occupy the place it deserves.

Wayne Klug can be contacted at his e-mail address wklug@cc.berkshire.org. ■

Political Action:

A Key To Surviving Tough Times

By Joseph T. LeBlanc, Strategic Action Committee co-chair

Massachusetts is losing thousands of jobs every month. Health care costs are soaring. State revenues are dropping. The Speaker of the House has vowed to make this an era of lean state budgets. After working to implement the biggest collective bargaining agreement in its history, the MCCC will be navigating around numerous obstacles in 2002 to negotiate the best possible contract and do as well as possible during an economic downturn.

Political action has made and will continue to make a difference. Last November, SAC helped generate hundreds of calls to lobby legislators to kill Gov. Jane Swift’s move to increase our health care costs. MCCC lobbyist Charles Flaherty met with Speaker Finneran on this issue. MTA Governmental Services organized a coalition of labor unions to lobby to maintain our health care contributions at 15 percent. In the end, Swift’s efforts were rejected. Facing a near certain veto override, she reversed her position.

In December, after Finneran indicated his reluctance to support the governor’s retirement bill, Flaherty lobbied the Speaker to support this long overdue incentive for union members nearing retirement age. MCCC President Phil Mahler and the MTA testified in support of the bill before the

Joint Committee for Public Service. In late December, the bill was enacted into law.

Over the next several months, SAC will be working on several initiatives:

- Lobby to get several MTA/MCCC bills out of committee. The Public Service Committee approved the part-timer health insurance bill, and it now awaits costing out in Ways and Means. Several other bills have been given study orders, also known as being moved to the legislative graveyard.
- Lobby for better college budgets.
- The early retirement legislation prohibits filling empty positions for two years. Exceptions to this restriction must be approved by the Chancellor and then the House and Senate Ways and Means Committees, two big obstacles. Your calls will help.

Recent events beyond our control will demand tough bargaining by our negotiations team and continued intense lobbying on Beacon Hill. When your chapter leaders ask you to call to a legislator, make two. When they forward requests for action from your statewide union leaders, act now, not later. The next several months will be challenging, but we will succeed if we use our collective strength to fight for the betterment of our professions. ■

Framingham Campus Health & Safety Update

Protecting the health and safety of faculty, staff, and students at the Mass Bay Framingham campus remains one of the MBCCPA’s highest priorities. The following is a summary of the some of the events that have occurred over the past six months:

• **June 27, 2001:** The Massachusetts Division of Occupational Safety issued a report that strongly recommended that Mass Bay Community College take corrective action regarding many areas including water exposure to the indoor environment and mold contamination in the library and possibly in the ventilation system.

• **July 23, 2001:** MBCCPA President Ned Maguire sent President Lindsay Norman a memo informing him of the very serious and ongoing safety and health threats to employees at the Framingham campus. The memo urged Dr. Norman not only to begin to fix the problems at Framingham, but also to open more channels of communication in order to keep the employees at Framingham aware of what steps were being taken to rectify the situation.

• **September 2001:** Through the MTA, the MCCC engaged the service of Attorneys Sarah Gibson and Steve Halpern, experts in the area of indoor air quality. Attorneys Gibson and Halpern met with MBCCPA President Ned Maguire and MTA Consultant Katie D’Urso to begin to develop a strategy to push the College to fix the problems at the Framingham campus.

• **September 19, 2001:** Ned Maguire, Katie D’Urso, and MBCCPA Director Nancy Morello met with Human Resource Director Laurie Taylor to discuss the College’s plans to fix the problems at Mass Bay.

• **September 20, 2001:** The MCCC sent the College a detailed information

request seeking information in order to assess the extent of the problem at Framingham.

• **October 8, 2001:** At the urging of the MCCC as well as students and other staff at the Framingham campus, the College hired Envirotest Laboratory to conduct air quality tests at the Framingham campus. The report issued by Envirotest showed that humidity levels in the Farley Building were higher than usually seen in a school building. In addition, Envirotest found high levels of fungus and bacteria, particularly in the library and pool areas. Envirotest did not make specific suggestions on what measures should be taken, other than to recommend that “adjustments” be made or that “corrective action” should be taken in those areas.

• **October 17, 2001:** Attorneys Sarah Gibson and Steve Halpern and MTA Consultant Katie D’Urso attended a chapter meeting to update members regarding the Framingham campus situation. A memo entitled “Information for employ-

ees who believe they may have health problems due to environmental, health and safety conditions in their workplaces” was handed out. Copies of this memo are available upon request.

• **October 29, 2001:** Dr. Norman issued an e-mail regarding the Framingham Indoor Air Quality. Dr. Norman recognized the high fungal levels in the pool, 2nd floor middle, cafeteria, and library areas. Dr. Norman notified the faculty and staff that in order to resolve the indoor air quality problems, the College would overhaul the campus heating and ventilation systems, seal off the pool area, replace ceiling tiles and other materials that may have trapped mold, and institute a thorough cleaning of all areas that showed “some elevation of generally non-harmful bacteria”. Dr. Norman also noted that the most problematic area of the roof had already been repaired.

• **November 13, 2001:** Attorney Sarah Gibson and MTA Consultant Katie D’Urso sorted through the College’s re-

sponse to the Union’s information request in order to determine which documents were necessary in order to assess the level of the problems at Framingham.

• **December 3, 2001:** The MCCC received copies of all of the documents determined to be necessary and relevant to assessing the situation at the Framingham campus. These documents have been forwarded to Attorneys Gibson and Halpern for their review and evaluation.

As you can see, it has been a very busy semester for everyone involved in attempting to resolve the indoor air quality problems at the Framingham campus. Once the attorneys have had a chance to examine the documents, they will meet with the MBCCPA Executive Committee and MTA Consultant D’Urso in order to determine the next step. This meeting should occur sometime in January. Once we have developed a plan to keep the Framingham campus air quality moving in the right direction, we will let you know what you can do to help. ■

MASSACHUSETTS COMMUNITY COLLEGE COUNCIL NOMINATION FORM - 2002

A candidate must file this form (or a copy) with the MCCC Elections Committee by Thursday, February 7, 2002, 4 p.m. **Nomination papers that arrive late will not be accepted.**

Check all that apply.

MCCC OFFICER *

- ☐ President
☐ Vice President
☐ Treasurer
☐ Secretary

*Nomination requires at least 50 signatures of MCCC members.

MCCC DELEGATE

- ☐ MTA Annual Meeting Delegate
(May 17 and May 18, 2002)
☐ NEA Representative Assembly Delegate*
(June 30 - July 5, 2002)

Name _____ SSN _____

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

Mail a completed document to Carol Giaquinto (Elections Chairperson) Springfield Technical Community College 1 Armory Square Springfield, MA 01105	OR	Visit the MCCC Web Site http://www.tiac.net/users/mccc to fill out on-line or to download this form.
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Deadline: MUST BE RECEIVED by Thursday, February 7, 2002, 4 p.m.

Signature _____ Date _____

*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 that 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.

MCCC News

<http://www.tiac.net/users/mccc>

Editor:
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President:
Philip Mahler

Vice President:
Richard Doud

Secretary:
Phyllis Barrett

Treasurer:
Estela Carrion

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