

MCCC NEWS

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President Bartley Retires



Beginning his career as a teacher, Bartley taught history for five years in the Springfield public schools. Then, in 1963, he launched a legislative career by winning a seat in the state House of Representatives. In an astoundingly rapid rise, Bartley was elected Majority Leader in 1965 and then Speaker in 1969, serving until he left the legislature in 1975.

That was the year he was appointed President of Holyoke Community College. Dr. Bartley took over from its founder, Dr. George Frost, and became the only Massachusetts community college president to preside over his *alma mater*.

Holyoke Community College made tremendous strides during Bartley's tenure. Enrollments tripled. Degree offerings doubled. Construction added a campus

center in 1980, an athletic and recreation center in 2000 and a business center is planned to open in 2005. He also established the first community college foundation in the state.

Gov. Edward King tapped Dr. Bartley to serve as his Executive Secretary of Administration and Finance in 1982. This is one of the most powerful appointed positions in state government, at that time overseeing a budget of \$7 billion. Gov. King has said that Bartley "helped so spectacularly!"

Because of his extensive government experience and his long service, President Bartley has been a leader among the community college presidents. Several current and former presidents have attested to the education he has provided them and the political influence he has used in behalf of community colleges.

From the Union standpoint Dr. Bartley has been a good friend. Former MCCC President (and current Treasurer), Phil Mahler has pointed out that "President Bartley and several other of the presidents, notably Andy Scibelli (STCC)... formed a joint committee with the MCCC to get the classification study funded. There was a real commitment there." "President Bartley's expertise in legislative matters was most valuable on this campaign, as well as his personal efforts. He gave us some advice at one point that was invaluable in getting the funding done in the summer of 2000 just before the legislature went out of session. Otherwise, who knows what would have happened."

Joe LeBlanc, MCCC Vice President said, "We are indeed losing a giant. David Bartley has contributed so much to the Commonwealth and Holyoke Community College. I wonder when it comes to naming a building after him if they have one big enough to do him and his life's work justice. I wish him well."

Bartley's unique combination of attributes and experience are unlikely to ever be duplicated. Yet these are precisely what community colleges in Massachusetts will need in their leaders. There will be a continuing challenge to find individuals who can rise to the task and build on the legacy of leaders like David Bartley. ■

DCE Negotiations Survey Extended to February 6

Due to unforeseen delays in the production and mailing of the DCE Negotiations survey, the due date has been extended to Feb. 6.

The survey is being sent to all members, but full-time members who do not teach in DCE should not return the form.

The DCE Negotiating Team will be meeting to finalize the asking package after the surveys have been tabulated.

The team is currently planning a joint meeting with the Day Negotiating Team to discuss issues in Article 16 of the Day Contract relating to preferences in filling vacancies. Because both contracts have expired, some coordination in approach may be possible. ■

On Jan. 1 the longest serving and one of the most influential community college presidents in Massachusetts, Dr. David Bartley, retired. This closes out another phase of a varied and highly distinguished career.

Bartley graduated from Holyoke Junior College in 1954. This true community based college would later become Holyoke Community College. He went on to the University of Massachusetts at Amherst for a B.A. in government. Later he returned to UMass for his M.Ed. and Ed.D.



MCCC Nominations and Elections Committee meet with office staff Dec. 30.
L to R Geri Curley, Bunker Hill; Mamie LeBlanc MCCC Office staff;
Phil Mahler, MCCC Treasurer; Roberta Passenant, Berkshire, Chair;
Phil Kennedy, MCCC Office Manager; (not pictured Sharon Gillies, Quinsigamond)

MCCC Election Nominations Deadline February 5

Nomination for the NEA-RA and MTA annual meetings as well as for the biennial MCCC officer elections are due by 4P.M. Feb. 5.

The elections will commence on March 5th when the ballots are mailed to all full-time and part-time members. Feb. 4 is the last date to submit nominations for offices as well as for NEA-RA and MTA Annual Meeting delegates.

The MTA Annual Meeting is May 21-22 in Boston and the NEA-RA is July 2-7 in Washington, D.C.

Members who are in good standing on Feb. 20 will be eligible to vote. Members should be sure that their addresses are correct to ensure that they get their ballots.

The March issue of the Newsletter will contain statements from the candidates for the four elected offices and for delegates to the NEA-RA.

Ballots must be returned by April 1. ■

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Strategic Action

Better Times Are Just Around The Corner...



Joe LeBlanc,
MCCC Vice President

Gov. Mitt Romney is bullish about the Commonwealth's future. In a recent press conference, he sounded upbeat about the state's economy and called on businesses to start hiring now.

"I am happy employers are doing better," said Romney. "I wish they'd start hiring more people. But I think you're going to see that happening throughout the year and that's going to turn into I think the ability to invest in our schools, to invest in more housing, to invest in our environment. All of those things I think are on the slate for this year."

Speaking more cautiously, Speaker of the House Thomas Finneran also praised the improving economic news.

"We are grateful for what seems to be modest good news so far. We are keeping our fingers crossed," he said in published reports.

Finneran stressed caution, however. "Even though the news on revenues is slightly better than had been projected, emphasis should be on the words slightly better," he said. "We're not rolling in clover right now and I don't expect that we will be rolling in clover in the foreseeable future. It's going to be more budget discipline."

Economic reports seem to favor Romney's more positive spin. State tax collections rose 4.3 percent in December, and budget benchmarks have exceeded expectations by \$356 million halfway through FY '04. Personal and corporate tax revenues also increased in December. Even sales tax collections are up by .5 percent for the year. While the President Bush's jobless recovery isn't exactly a worker's dream, things are slowly getting better.

In an era where our community col-

leges have seen state support decline by 28 percent in the last two years, we'd like to see the Commonwealth, the region's largest employer, hire more full-time faculty and staff to help better serve the needs of our increasing numbers of students. While happy days aren't here just yet, we'd also like to see the state fund our contract extension and negotiate a successor agreement.

The MCCC's Strategic Action Steering Committee has set the following goals for what is sure to be a busy spring on Beacon Hill:

- We will lobby to fund our contract extension. The MCCC's Executive Committee and MTA consultants have created an Action Plan, and MTA Governmental Services and MCCC lobbyist Charles Flaherty are planning a winning lobbying strategy. We will accept nothing less than full funding of this agreement.

- We will lobby for SAC's Spring Legislative Agenda. While this document is in flux until the Governor releases his House I budget, likely priorities include lobbying for better college

budgets and protecting our pensions and collective bargaining rights. Lobbying for part-time faculty and 03 retirement bills will also be included. Special lobby days are planned to support these initiatives.

- We will continue to emphasize and improve our State House and grassroots lobbying efforts and meet with legislators in Boston and on-campus. Legislators have been invited to teach a class at all our community colleges. We'll also launch the Community College Higher Ed. Caucus with a breakfast or lunch meeting in Boston.

- We will support our legislative friends in the 2004 election. We'll be attending fundraisers with the support of our PAC and engaging in grassroots political action as the campaigns get underway.

As Massachusetts begins its economic upturn, we'll be positioned to press the advantage for our members and promote our community colleges and their mission. Stay tuned and get ready to lend a hand. ■

Bristol Chapter Hosts Legislators

The Bristol Community College Chapter held a very successful political action event on Nov. 21. Led by SAC Coordinator Diana (Donnie) McGee, they hosted an on campus luncheon attended by Senator Joan Menard (Somerset) and Representatives Mike Rodrigues (Westport), David Sullivan (Fall River) and Philip Travis (Rehoboth).

Between 60 and 70 people attended including students and administrators. MCCC members passed out apples symbolizing the trust between the college communities and the legislators. Union members wore badges with their motto: "Working together to safeguard the core of public higher education."

Meetings such as these are the best way to establish relationships with political leaders. They give members an opportunity to introduce themselves to their representatives and connect a face to a name. The politicians also get the opportunity to see what faculty and staff actually do.

All chapters are encouraged to hold similar meetings. ■



Bristol Professor Dot Sweeney (L) and SAC Coordinator Donnie McGee (R) discuss an issue with Rep. Mike Rodrigues (Westport). Photo by Joe Murphy



Bristol CC Student Senate President, Jessie Calderone, (L) joins MCCC members in welcoming Reps. Philip Travis, David Sullivan and Pat Haddad along with Sen. Joan Menard (Somerset). Photo by Joe Murphy

Editorial Comment

Wishful Resolutions



Don Williams, MCCC
Commun. Coordinator

With the New Year there is always talk of resolutions. The symbolic date gives us a chance to start fresh, to reform and to improve.

Usually we make them for ourselves, but some things we can't change on our own.

Psychologists suggest that people should visualize outcomes that they wish for as a way to help make them happen. So here are some New Year's resolutions I would like to visualize the following people making:

Gov. Mitt Romney resolves to treat community college faculty and staff fairly by negotiating a new contract with the points we were promised by classification and across-the-board raises to equal those given to UMass faculty.

The Legislature resolves to increase community college funding (including contracts), and to establish a funding mecha-

nism that is stable and predictable. And that it recognizes the important role of community colleges beyond being low cost.

The Legislature also resolves to find a solution to the lack of health insurance for part-time state employees. The ideal situation would be to give people a prorated version of the full-time employee benefit.

The Board of Higher Education resolves to be more efficient and to be an effective advocate for the community colleges.

The college administrations resolve to hire more full-time faculty and that existing adjunct faculty get a fair share of the new positions.

The MCCC Membership resolves to get more active, to become more involved in chapter and state-wide offices and committees and to get more politically involved.

Our students resolve to become more involved in the political process and become better advocates for community colleges not just as students, but also as alumni.

Finally, I will make my own sincere resolution. I resolve to produce a Newsletter that is timely and informative. I resolve to do my best to ensure that your Newsletter reflects your needs and interests and to be open for suggestions to improve. ■



Senator Joan Menard (R) speaks with faculty and students at Bristol CC. Photo by Joe Murphy

President's Message

February 2004...



Rick Doud,
MCCC President

Wow! Spring semester 2004 has arrived. I feel somehow that this must be a mistake, or that I've lost a decade or two from my memory bank. Assuming that I make it through the entire semester, I will have completed twenty-five years of full-time college teaching!

I would never have imagined twenty-five years ago that I would one day have the honor of serving as president of a labor union that represents faculty and professionals in higher education. The irony is that at my first full-time job all those years

ago, the faculty was locked in a tense struggle over a vote to become unionized.

The debate raged for weeks. I listened intently to what all the "old-timers" were saying about the pros and cons of organizing a union in a college environment. Later that year, the faculty voted not to become unionized. The prevailing attitude at that time was that college faculty were professionals, and there was no need for union representation. As professionals, weren't we capable of fighting our own battles, and defending ourselves?

I wish I had known then how misguided that position was, and still is. Both at that first institution, and at subsequent positions as a college professor, I became increasingly aware of the need for faculty unions. I saw faculty members terminated for frivolous reasons. I witnessed hard working professionals turned down for promotions because they didn't fit in. I observed scholars denied tenure because the "weight" of their research was jealously determined to be insufficient.

When I came to Massachusetts seventeen years ago, I was elated to learn that faculty and professional staff rights were protected by a strong union. In the past seventeen years, I have been a proud and active member of an organized labor union.

Now that I am an "old-timer," I ask the other senior members of the MCCC to take some time to talk *Union* with the new faculty and professional staff we will be welcoming into our ranks. Please tell them your old "war" stories. Recount for them the stories of the many individuals at your campus that the MCCC has come to the aid of over the years. Explain the many battles that have previously been fought on their behalf to protect their future employment and working conditions.

As community college faculty and professional staff, we will face many challenges in the very near future. We need all of our members, "old-timers" and new hires alike, to be active participants to protect the many gains we have struggled to achieve.

Organized labor has been an integral force in a social movement to protect the members of our society who are most in need. We must continue in the proud tradition of organized labor. Our enemies in political power act as if unions are the problem in public higher education. We know better.

Attacks on public higher education unions will undoubtedly continue in the coming months. Our pensions, job security, and even the right to unionize will be under attack. To prevail, we need to stand together. Now, more than ever, we need each other.

Through our collective action, the MCCC will continue to help ensure a working environment in which we can do what we were employed to do: Provide excellent, affordable, accessible public higher education to our students.

In Solidarity,
Rick

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.

DCE News

OBRA Pension

Adjunct faculty who are required to participate in the state's OBRA Pension are advised to withdraw their money at the end of each semester and put the money into private pension plans.

The OBRA is not the same as a 401k plan, and many financial planners are not aware of its particulars. In short, OBRA contributions are placed into a low rate savings account and, therefore, do not provide any additional financial gain beyond what you as an individual can do by withdrawing the funds and putting it into your own savings account (or better yet pay down higher interest rate lows).

You may be told that you are not allowed to withdraw the money, but that is not the fact. When the semester is finished adjunct faculty are no longer employed by the state, and therefore eligible to withdraw their pension contributions. (It is the same reason adjunct faculty are able to collect unemployment benefits over semester breaks.)

As always you should consult a financial planner in making financial decisions. However, be sure that your financial advisor is fully aware of the OBRA policies. ■

Visit The MCCC Online!

www.mccc-union.org

Toll Free Phone: 877-442-MCCC

The MCCC website is the best and most up-to-date source for late breaking developments. Additional documents of interest and import to Day and DCE unit members have been added.

The MCCC Webpage is a valuable resource for MCCC updates, job opportunities and linkage to the NEA and MTA resources available to MCCC unit members. Calendars of MCCC meetings, and committee assignments may be found there.

Additionally, MCCC events and news are available, as well as "old news" in the form of archived newsletters. Bookmark the site for frequent referral. ■

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

"If You Want To Be Heard, It Helps To Have A PAC"

So says political consultant Joel Blackwell in his book, *Personal Political Power*.

More than two years ago, the MCCC created its own Political Action Committee in an effort to further strengthen its clout on Beacon Hill. So far:

- Our PAC quickly raised funds to use in elections
- Our PAC attended many fundraisers.

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

Signed,

PAC Co-chairs and retired faculty Thelma Halberstadt and Frank Leary and PAC Treasurer Phil Kennedy

Send your checks payable to the

"MCCC PAC" to
MCCC Political
Action Committee,
27 Mechanic Street, Suite 104,
Worcester, MA 01608



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



Write Us

The MCCC News welcomes your letters and opinion pieces. We do reserve the right to edit them for space and appropriateness. Mail to:

Donald Williams
North Shore Community College
One Ferncroft Road
Danvers, MA 01923

or email
Communications@mccc-union.org.



(L to R) Bristol Professors James Pelletier and John Majkut have some "face time" with Representative Phil Travis (Rehoboth) at the Bristol Luncheon. Photo by Joe Murphy

Know Your Day Contract

January 2004

- Jan. 19** Martin Luther King Day
Jan. 20 Earliest classes can begin p.34
Jan. 23 Fall student evaluation summary due p.40
Jan. 23 Course Materials Submitted p. 40
Jan. 31 Faculty schedule changes due to chapter president

February

- 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. 20 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. ■

8th Annual MCCC 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. ■