

# MCCC NEWS

208

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## MCCC Elections

March is the time for MCCC elections, and this year members will elect officers as well as delegates to the MTA Annual Meeting and the NEA Representative Assembly.

Ballots are mailed out to all members on March 5 and they must be returned to the MCCC office in the provided return envelope by April 1. Results of the election will be reported on April 9.

**Ballots are mailed out to all members on March 5... they must be returned to the MCCC office... by April 1**

In this election there are two candidates for MCCC President: former Bunker Hill Chapter president, Charles Chisholm, and current MCCC President Rick Doud. Running unopposed are the other incumbent officers: Joe LeBlanc, Vice President; Phil Mahler, Treasurer; and Phyllis Barrett, Secretary.

For the NEA-RA there are more seats than candidates, but only the top 15 vote getters will have their expenses funded by the MCCC. The ballots for both the NEA-RA and the MTA Annual Meeting have room for write-in candidates. ■

### CANDIDATES FOR MCCC PRESIDENT



*Statement of Charles J. Chisholm, Candidate for MCCC President*

Former candidate for MCCC President in 2000, Chapter President Bunker Hill Community College from 1992 through 2000. NEA-RA Delegate, 1993, 1995, 1997, 1998, 1999, 2000, 2001. Thanks for your consideration. ■



*Statement of Richard Doud, Candidate for MCCC President*

I am running for re-election as President of the MCCC. In the last two years we have faced a lot of challenges, and together we have accomplished a lot. We were able to defeat attempts by the new Governor to

*Continued on Page 4*

## Presidents, Union Ok New Appeals Process Protocol

*By Joe LeBlanc, MCCC Vice President*

In an effort to make the appeals process more timely, the union and college presidents have agreed to implement a process to shift much of the responsibility for maintaining the classification system to a new committee.

"Our goal is not to denigrate the work done by the BHE over the last several years, but it is time to shift the appeals process and day to day operation out of the hands of an outside consultant to a state-wide labor/management committee," said MCCC President Rick Doud.

Doud also expects the BHE to develop software tools based on work done by Maximus, Inc. These tools will assist college HR personnel in initially classifying new employees and in maintaining the integrity of the classification system.

The new protocol, which awaits final approval from the BHE's Associate Vice Chancellor of Human Resources Peter H.

*Continued on Page 2*

## Middlesex CC Expands in Lowell



*Exterior view of Middlesex CC's Federal Building*



*The marble interior of the new Middlesex Federal Building*

This semester Middlesex Community College opened a dramatically renovated building at its Lowell Campus. Directly across the street from the main Lowell building, this new building contains classrooms, faculty offices and a spectacular library.

The 1930 Federal Building formerly housed the central Post Office as well as other federal offices. The lobby is an impressive combination of white marble walls, patterned marble floors and polished bronze door and window trim.

Despite its traditional architecture, the building has undergone \$11 million in renovations bringing all the systems up to 21<sup>st</sup> century standards. All the areas—classrooms, faculty offices and the library—are wired for high speed networking.

Acquired by the college in 1996 for \$1 after protracted negotiations with the federal government, it took another seven years to bring the project to completion. The state paid for two-thirds of the renovation costs, and the college funded the rest.

The college has experienced a 40 percent growth in enrollments over the last five years, and its downtown Lowell campus has been severely stressed to house the students in a congested urban area.

Ken Dunn, Middlesex Chapter President, said "Faculty and staff are pleased to have this terrific new facility on line to serve our students. The creative adaptation of 1930's architectural features to our current building needs was successfully accomplished." ■

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# President's Message

## March 2004...



Rick Doud,  
MCCC President

As February rolls around, those of us who are sports fans are in between-season limbo. The Patriots have finished their amazing season with an unbelievable Super Bowl victory. The Celtics seem like they have adopted the motto of "wait until next year." Perhaps the Bruins can capture our interest, but that too seems doubtful. The Red Sox don't play for keeps again until April. So what's left? Either fortunately or unfortunately, depending on

your point of view, there is one sport that seems to always be in season: politics on Beacon Hill.

I know that this sport is one that many of you would rather not participate in. It's like the sport that your mom had to drag you to the games and force you to play when you would much rather be doing something else—anything else for that matter. This political season we need to play politics so that the FY 05 budget that is enacted is not another disaster for public higher education employees.

One of our top priorities will be to try to get legislation included in the budget to pay for our long overdue points payments back to April 1, 2003. This will not be an easy task, but, hopefully, with help from the legislature and the college Presidents, we can fund our contract extension that the Governor continues to refuse to support.

But getting funding for our points is not the only battle we face this season. The Governor has presented his "vision" for the year in his initial budget proposal. No pay increases for higher education employees was not a surprise.

Unfortunately, there are many other ideas set forth by the governor that will result in big losses for all of us if we don't flex our political muscle. The Governor is calling for an overhaul of our pension system that may cause decreased pension benefits to our members. This appears to be his first step in attempting to privatize the state's pension system.

In addition, the Governor is attempting to eliminate the right to be a union member for many state employees. If Romney's vision is accepted, every unit member who does any supervising of staff could be robbed of his or her collective bargaining rights.

We can also expect continued attacks on hard won rights like tenure, just cause, and academic freedom.

Whether we like it or not, part of our jobs as community college faculty and staff is political action. It should probably be listed in our job description as a mandatory duty. Budget time is like the playoffs in the political arena. We have a lot of work to do, and a lot of battles to fight.

We need to play politics yet another time. We need to work together to make sure we have many more wins than losses after this budget season is completed. Our collective action is necessary now more than ever if we are to maintain our collective bargaining rights and the right to a fair pension system for all public employees.

In Solidarity,  
Rick

## Strategic Action

### The Push Is On To Fund Our Contract Extension...



Joe LeBlanc,  
MCCC Vice President

Our number one priority for the spring semester is funding our contract extension. It's that simple. We will be lobbying the legislature, the governor, the BHE, college presidents, college trustees and anyone else who can help.

In January, MCCC leaders planned our lobbying strategy with the assistance of our lobbyist Charles Flaherty, MTA Executive Director Ed Sullivan and MTA Governmental Services. An Action Plan developed by the MCCC's Executive Committee in December, 2003 outlines our strategy to implement the long-awaited Market Update, and we'll be working hard to tie together every single loose end from the contract extension.

Meanwhile, we'll also be lobbying for our union's ongoing legislative agenda:

- fighting for better budgets;
- protecting our pensions from the governor's latest privatizing push;
- and lobbying for bills more likely to pass in better economic times

(03 retirement buyback, part-timer pension and part-timer health insurance). Lobby Days are also being planned, and your support will be crucial as we work to raise the profile of all these issues.

Our political action campaign will continue to emphasize our State House and grassroots lobbying efforts. We encourage your chapter to organize in-district and on-campus meetings with legislators this semester while SAC's Steering Committee meets with House and Senate committee chairs. The Community College Higher Ed. Caucus will debut as we invite the General Court and its more than 80 public college and university graduates to a breakfast or lunch meeting.

In this election year, we'll be supporting our friends on Beacon Hill. We'll be attending fundraisers with the support of our Political Action Committee and engaging in grassroots political action as the campaigns get underway. We'll also

be working to strengthen our PAC, which has pledged to organize two spring fundraisers, one in Worcester and the other in Eastern Massachusetts.

At presstime, it is too soon to recommend much in the way of specific action except to ask your college presidents what they are doing to help us fund our points, points points. ■

### New Appeals...

*Continued from Page 1*

Tsaffaras, would place the appeals process under the control of a new Classification Appeals Committee comprised of three MCCC members and three members to be appointed by the Presidents Council.

In the revised system, new full-time faculty and unit professional staff would receive a copy of the employee's class specifications within 30 days of hiring. Unit members could then appeal their initial placement to the Committee. Professional staff whose job duties have changed would also be able request a reclassification. In this case an audit would first be conducted at the local level.

All appeals cases would be decided as soon as possible, normally within 90 days of the receipt of the appeal. Successful appeals would be effective at the beginning of the next payroll period after the reclassification or initial appeal request has been filed.

The new process also promises to resolve open issues left over from the first round of the appeals process. Effective dates would be consistent with cases already resolved. The nearly completed first round of appeals has already paid more than \$1 million to members.

The pilot program will require ongoing maintenance. After a trial run, both parties agree to negotiate proposed changes no later than Sept. 1, 2005.

MTA consultant Michelle Gallagher and Mass Bay HR Director Laurie Taylor wrote the initial draft of this agreement. The following HR Directors along with MCCC Vice President Joe LeBlanc and Haidee Morris of the Community College Counsel's Office produced the final draft: Steve Fabbrucci, Northern Essex; Gary McPhee, Middlesex; and Maureen Wildey, Holyoke. ■

## Opinion

### Jane Arnold Opinion: Take Two

*"Many drops can turn a mill, singly none, singly none."*

In my last editorial for the *MCCC News*, I used this quotation in writing about working together as a union. Recently, I had a conversation with one of the drops. Last year, a large department at my college posted two full-time openings for which many long-term adjuncts applied. Several of them did not even get a first interview. I heard that the two people hired were from outside the college and outside the community college system. One night in the adjunct faculty office, I was urging my two colleagues to be sure to respond to the DCE survey if they wanted their concerns to be part of the contract negotiations, and I ended up in one of those inevitable conversations about the hard lot of adjuncts.

The person I was talking to was one of the adjuncts who hadn't been interviewed for a full-time job. She'd taught at the college for four years, with no adverse reports and good student evaluations. As she began on the "why doesn't the union..." I said, "Why didn't you file a grievance? I was looking for people to file a grievance over this one; I begged people to file a grievance. Why didn't you?"

Well, because it's a part-time job and maybe she should treat it that way, besides, if she files a grievance then what happens to her job assignments? And will she get more than one course, and what courses will she get...

"If I had been able to get four or five of you **long-term, hard-working, dedi-**

**cated**, experienced teachers to file a grievance over this, we might have gotten somewhere," I said.

Well, she didn't realize I wanted someone, maybe she wasn't around when I was looking....

The more we avoid directly confronting these issues, the more we let the administration know that it's really all right to treat adjuncts this way. I did send out an e-mail citing the contract hiring priorities to every adjunct I could find in departments with full-time openings. However, even when my main job was teaching and I was the union representative, I didn't have the time or the ability to contact each adjunct and say, "Did you apply for this? Were you interviewed? Will you file a grievance?" As no one has yet agreed to fill the DCE representative position at Middlesex, the possibility that someone will find these people in the future is even smaller.

You are the union. You have to be the union. You have to find the union. Without you in the union, we don't have a union. If all the drops stop dripping on each other and start dripping on the administration, maybe we can wear down the wall.

Step by step the longest march can be won, can be won.

Many stones can form an arch, singly none, singly none.

And by Union what we will can be accomplished still. ■

## Know Your Day Contract

### March 2004

- March 1** Non-reassignment notice deadline for unit members under 4 years (p.29)
- March 5** Leave of Absence applications due (p.19)
- March 15** Dean's recommendations for Title change due (p.49)
- March 15** Unit Personnel Practices recommendations for tenure due (p.30)
- March 30** Department Chair evaluations (p.30)
- March 30** Preferred schedules and course submitted (p.32)
- March 31** Department chair vacancies announced (p.30)

### April 2004

- April 6** Dean's leave of absence recommendations due (p.19)
- April 15** Dean's tenure recommendations due (p.30)
- April 15** Title changes announced (p.49)

*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. ■*

# MASSACHUSETTS COMMUNITY COLLEGE COUNCIL ELECTION 2004

## Statements of Candidates for Delegate to 2004 NEA/RA.

### **Albano, Roberta (Springfield Tech CC)**

SAC Regional Coordinator 2004, SAC Steering Committee MCCC, Vice President STCC PA, SAC Crisis Coordinator, STCC NEA Delegate, MTA Delegate, Williamstown Delegate, Higher Education Delegate.

### **Anania, Kenn (Massasoit CC)**

Chapter President and member of MTA's ESEA Committee.

### **Camillo, Henry (Massasoit CC)**

Over 32 years College Professor, Librarian, Adjunct Faculty, member and MCCC MTA unit member. Building representative and secretary to my chapter over 15 years. 1980-1982 MCCC secretary. I participated in union rallies and strikes around the State by writing letters and telephoning my Senator and Representative regarding our issues.

### **Chisholm, Charles J. (Bunker Hill CC)**

Former candidate for MCCC President in 2000, Chapter President Bunker Hill Community College from 1992 through 2000. NEA-RA Delegate, 1993, 1995, 1997, 1998, 1999, 2000, 2001. Thanks for your consideration.

### **Coolidge, Christina (Mount Wachusett CC)**

I am running as a delegate to the MTA Annual Meeting and to the NEA-RA. My history with MCCC includes MWCC Chapter President and MCCC Statewide Secretary for two years. I currently serve as the SAC representative for MWCC. Please consider my name for election to these two meetings.

### **Curley, Geri (Bunker Hill CC)**

Have been a delegate to the MTA Annual Meeting for 15 years, and the NEA-RA for 11 years. Lately, I have been a member of the New Business Item Committee. I would appreciate your vote to represent the MCCC. Thank you.

### **Dole, Susan (Bunker Hill CC)**

It would be an honor to represent the MCCC at the 2004 NEA/RA. I have served the MCCC as President, Vice-President and as a member of a number of bargaining teams. I have also been an MCCC Delegate at MTA and NEA meetings. I would appreciate your vote. Thank you.

### **Donahue, Pamela (Northern Essex CC)**

Currently Chapter Treasurer. Attended MCCC Assembly from 1981 - 2003. Delegate to MTA Annual Meeting for sixteen years and a member of the Higher Education Caucus since 1986. I would like the opportunity to serve you by becoming a delegate to both MTA and NEA.

### **Dupont, Carole (Springfield Tech CC)**

MTA/NEA Delegate; GPO/WEB Coordinator/Activist; MCCC/SAC Regional Coordinator; STCC Executive Committee; Building Rep; Washington DC Lobby Day; Leadership Seminars; 5<sup>th</sup> Course Workload Committee; Biology Professor 24 years; I will work hard for positive improvements for our faculty and professional staff.

### **Fitzgerald, Daniel (Holyoke CC)**

I will work to represent all members of MCCC in MTA and in the NEA.

### **Fitzgerald, Dennis (Massasoit CC)**

I appreciate your vote. I have served the membership in the following positions: MTA/NEA member 35 years, NEA delegate 9 years, MTA delegate 27 years, Grievance Coordinator 24 years, Joint Study Committee 10 terms, MACER Chairperson 23 years, Negotiating Team 7 Contracts, Chairperson and Chief Spokesperson 2 Contracts, Classification Committee.

### **Flynn, Peter (Northern Essex CC)**

Please consider voting me to represent the MCCC at the NEA-RA. Six years Chapter President. Five years Communication Coordinator. Five NEA-RA's. At the RA I've worked for the MTA daily newsletter.

### **Giaquinto, Carol (Springfield Tech CC)**

Delegate to Annual MTA Meeting. Delegate to Annual NEA Assembly. Attended MCCC Conference Williamstown, MA. Attended Higher Education Delegate Assembly. Past Chairperson STCC Elections Committee. Member of Increased Workload Committee. Membership NEA, MTA, MCCC. Department Chairperson STCC Dental Assisting 28 years. Professor STCC Dental Assisting 29 years.

### **Gillies, Robert (Quinsigamond CC)**

RA 1986-present. MTA Delegate Assembly 1986-present. MCCC BOD 1986-1996. MCCC Bylaws 1983-present (chair 2003-04)

### **Gillies, Sharron (Quinsigamond CC)**

Please allow me to represent you this year at the NEA Representative Assembly. I am currently a member of the MCCC Elections Committee and have been a member of the Bylaws Committee and newsletter editor for the QCC chapter. Thank you for your vote.

### **Hoeth, Christopher (Bristol CC)**

Active MCCC union member since 1982. Active participant in MTA, MCCC, Williamstown, adjunct professional development. Promotes quality product, professional advancement, communication among professionals and consumers. Desire opportunity to communicate interests of constituents at NEA level. Promise full effort in representation. Sincere appreciation for belief in my promoting the union spirit.

### **Nardoni, Joseph (Middlesex CC)**

I was honored to serve you last year as your NEA representative. I am committed to ensuring that higher education remains a priority of the NEA. If elected, I will act to support and defend full timer rights and adjunct access to full time positions, pro-rata benefits, and job security.

### **Rice, James (Quinsigamond CC)**

Former Secretary/Treasurer of NCHE, current NCHE Executive Committee member. I am keenly aware of higher education concerns of full-time faculty and staff, adjuncts and part-time staff. I ask your support to continue fighting for our higher education issues within MTA and NEA. I would sincerely appreciate your support.

### **Salvo, Thomas (Northern Essex CC)**

Experience: DCE instructor since 1981; Chapter DCE grievance coordinator 2003-2004; MCCC DCE Negotiating Team member 1999-2000; MTA Annual Meeting Delegate 1995-2003; NEA-RA 1997, 1999, 2000, 2002; MTA Summer Leadership Conference 1995-2001; MCCC Representative at "NEA Critical Issues Seminar" (Washington, DC) 1998; PLEASE LET ME REPRESENT YOU.

### **Sherf, Nahum (North Shore CC)**

I am a History Professor and Department Chair at NSCC. A member of the Boards and Executive Committees of MCCC and MTA. I would like to learn what other States are doing and share it with our members. Thank you for your support in the past and your consideration now.

### **Smith, Betsy (Cape Cod CC)**

As adjunct professor of ESL, I have recently become very involved in union activities. I am a member of my chapter board, I organized Campus Equity Week events at 4C's, and I testified at a state hearing on health insurance for adjuncts. Please send me to Washington as your delegate.

### **Takvorian, Kenneth (Mount Wachusett CC)**

Would appreciate your consideration, vote to represent you at both the MTA, NEA annual meetings. I wish to be an informed, active union member. Full time faculty member at MWCC for 33 years. Please exercise your right to vote. Every vote is important. Thank you for your past support.

## CANDIDATE FOR MCCC VICE PRESIDENT



*Statement of Joe Leblanc  
Candidate for MCCC President*

I admit my timing could have been better. When I ran my somewhat quixotic campaign for MCCC president a few years ago, we were in the midst of negotiating a controversial contract. While it was eventually ratified by 2 to 1 margin, the naysayers said the legislature would never fund it. While I did lose a close election in a three-way race, I worked hard the following fall with then President Phil Mahler and our lobbyist Charles Flaherty to lobby to fund

the contract and pay out tens of millions to our members.

Today as your Vice President I am lobbying for our political action agenda, pushing for completion of the ongoing classification appeals and other contract maintenance issues and doing the best job possible during what may be the Commonwealth's worst fiscal crisis since the Great Depression.

In such a challenging environment, we have nearly finished the first round of the classification appeals process with a payout of more than \$1 million. We have successfully fought the Governor's higher ed. reorganization plan while also beating back his efforts to privatize our pensions.

We have been proactive and innovative on the political action front. We have lobbied Speaker Finneran and more than 20 committee chairs. Our students are serving in State House internships. Our PAC is assisting us in supporting our friends in the legislature. This semester reps. and senators are visiting our classrooms in yet another effort to raise our union's profile on Beacon Hill.

Together we have accomplished much. With your continued support and vote I'll continue to fight to strengthen our union and support the good work you are doing at our community colleges. Thank you. ■

## CANDIDATE FOR MCCC SECRETARY



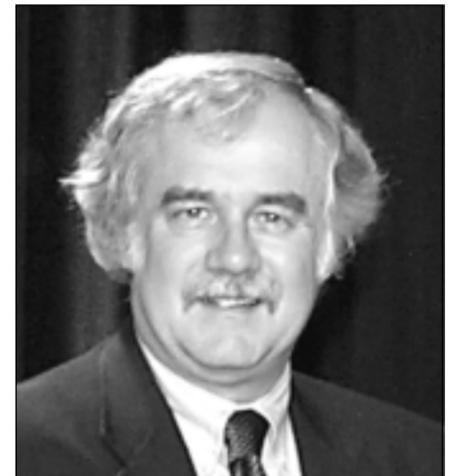
*Statement of Phyllis Barrett,  
Candidate for MCCC Secretary*

I am running for re-election as MCCC Secretary because I believe in the mission of this union and of public community colleges and because I thoroughly enjoy being part of an inspiring, creative, hardworking leadership team. While I see myself primarily as "support services"—keeping the minutes, maintaining the *Leadership Directory* and the *Policy Manual*, helping with archiving efforts, offering proofreading and editing help, and the like—I hope that mine is also a valuable voice in the organization's decision making process. I strongly support efforts to forge effective working relationships with the college presidents, with the leadership at the Board of Higher Education, and with members of the legislature and to improve the lot of our members, both full and part time, and of our students and our colleges.

In addition to my duties as secretary, I serve as Chair of the Personnel Committee, Secretary of the Day Bargaining Team, and a member of the Editorial Board, all jobs that draw on my communications, organizational, analytical, and interpersonal skills.

One of the joys of service to the MCCC is the opportunity to work with the Executive Committee, the Board, coordinators, consultants, fellow team and committee members, and the MCCC office staff. I ask for your support in the upcoming election so that I can continue to serve and to be part of the MCCC team. ■

## CANDIDATE FOR MCCC TREASURER



*Statement of Phil Mahler,  
Candidate for MCCC Treasurer*

I am asking for your vote to continue as MCCC Treasurer. I believe the MCCC has a great leadership team today, which wants to continue to serve you. I believe you could not be better served, and I ask for your vote so I may be part of that team.

I have served the MCCC since 1984, from Chapter President for seven years, to MCCC Director, MCCC Vice President, MCCC President, and currently Treasurer.

In 20 months of service as your Treasurer I have continued to improve our office operations, dues collection, and member tracking. In this time we have begun collecting a large number of past due accounts and we are collecting dues from our part-time day contract members for the first time since they became unit members in 1997; this is a big job. Besides sharing the dues responsibilities, this has made these individuals aware of their union rights for the first time.

The office, which I supervise, has taken on support duties for our officers, coordinators, and chapters; the office hosts our Executive Committee and Board of Director meetings, and meetings of our committees. I am in debt to our great office staff for all of this, of course.

There is much left to do, which will always be true. I enjoy my job, the challenge it continually poses, and the people I work with. I would like to continue for another term, if that meets your approval. ■

## Doud Statement...

Continued from Page 1

dismantle our public higher education system by closing campuses. We successfully completed the first round of classification appeals, resulting in over a million dollars of salary increases to professional staff and faculty. We have formed a PAC that has dramatically increased the visibility of the MCCC on Beacon Hill. We still have much to accomplish.

How long the Commonwealth's fiscal crisis lasts is beyond our control, but we will continue our tireless efforts to secure funding for our points payments, as well as funding for a new collective bargaining Agreement.

We must continue our efforts to streamline the classification appeals process, and to make the classification system more equitable for all professional staff members. We need to work with the college Presidents to reach a new DCE Agreement that provides for true proration of salaries and benefits for all of our adjunct unit members.

We undoubtedly will face continued attacks from the Governor on our collective bargaining rights, and our rights to a fair pension system. Together we will be successful. I pledge to continue my efforts to work with you to provide for the economic well being of all of our unit members. I ask for your support and your vote. ■

## Professional Staff Appeals Results

The first round of appeals for professional staff were finally concluded in December. The process was protracted, but the results were very positive.

Forty-nine members, approximately 10 percent of the total professional staff membership, from 12 colleges, shared a payout of \$663,021.

The awards ranged from \$250 to a high of \$38,535. Springfield had the most with nine members receiving awards, but Middlesex members received the largest average awards at \$19,500.

As MCCC Vice President, Joe LeBlanc, details elsewhere in this issue, a new appeals process has been developed that should make future appeals more timely. ■

## MCCC News

<http://www.mccc-union.org>

Editor:

Donald R. Williams, Jr.

President:

Rick Doud

Vice President:

Joseph LeBlanc

Secretary:

Phyllis Barrett

Treasurer:

Phil Mahler

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)

## DCE News

# DCE Negotiations Proceed

After three months and nine meetings including an all-day retreat, the MCCC DCE Negotiating Team has determined its demand package. Now the team is waiting for dates to meet with the Management Team and begin actual negotiations.

The MCCC Team is chaired by John Palmer from Quinsigamond and includes Jane Arnold, Middlesex; Michael Dubson, Bunker Hill; Patrick Seyon, Roxbury; and Donald Williams, North Shore. MTA consultant Michelle Gallagher and MCCC DCE Grievance Coordinator Joe Rizzo provide technical assistance.

Standard practice is to keep the details of negotiations confidential because of the give and take of the process. One agenda item that can be publicized is the

Union's demand for more frequent payment of salaries for DCE courses.

At most campuses payments are made only twice during the semester. A few pay slightly more frequently. The normal state payroll is bi-weekly. For many adjunct faculty the infrequency of pay is extremely stressful financially.

The argument for increasing the frequency of pay was strengthened by a legal opinion rendered for the team. MTA had referred the issue to Shavel & Krems Attorneys at Law.

The Attorneys' opinion is that General Laws Chapter 149 requires that adjunct faculty should be paid either weekly or bi-weekly as other state employees. They believe that there is reasonable justification for bringing a lawsuit. The opinion has been conveyed to the employer. ■



Don Williams (left) and Joe Rizzo work on flip charts for DCE Team  
Photo by Michelle Gallagher



Michael Dubson (left) and Patrick Seyon discuss topics for DCE negotiations.  
Photo by Michelle Gallagher

## To the Editor

Reading Don Williams' editorial strengthened my resolve to become more active in union and political activities this year, but I would like to suggest that if the leadership is serious about attracting more adjunct participation, they should approve the by-law change that I have proposed and recommend it favorably for a vote at the Annual Meeting so that adjuncts will be fully enfranchised instead of just receiving one quarter (1/4) of a vote. While some of us may never have the time to go to another meeting or write another letter or lobby another politician, and some of us are just not interested in doing those things, at least some of us might find the time and energy to contribute to these important union activities if we felt that we were truly considered colleagues rather than just competitors for a piece of a too-small pie. While some of our interests may not coincide, many do, and the more voices we add to achieve all of our goals, the more likely are our chances of success. Together we can make a difference.

Sincerely,  
Betsy Smith, Ph.D.  
Adjunct Professor of ESL  
Cape Cod Community College

## Directors' Notes

At the January 22 meeting of the MCCC Board of Directors the following actions were taken:

- The Board approved an action plan for securing payment of the Classification Study annual points update for 2003 and 2004. The plan was developed at a meeting with senior MTA officers as well as MTA lobbyists and MCCC lobbyist Charlie Flaherty. It involves working with the legislature to provide funding in the FY2005 budget.

- The Board voted to endorse Angus McQuilken to replace Senator Cheryl Jacques for the in the Feb. 6 primary and the Mar. 2 special election. This was cited as a crucial seat because it will be an early indicator of how much influence Gov. Romney has in replacing incumbent legislators. MCCC members were urged to support the McQuilken campaign in any way they can. (editor's note: McQuilken won the Democratic primary.)

- Phil Kennedy, MCCC Office manager and MCCC-PAC Treasurer, made a request for donations to the MCCC Political Action Committee, pointing out the importance of this year's elections. Phil also reported that the Middlesex Chapter had donated \$500 and urged other chapters to donate up to that amount. The MCCC Board voted to donate the legal limit of \$2,500. ■

## 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

## "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



## Write Us

The MCCC News welcomes your letters and opinion pieces. Text may be edited for space and appropriateness. Not all submissions can be published. Mail to:

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

or email  
[Communications@mccc-union.org](mailto:Communications@mccc-union.org)