

MCCC NEWS



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Sen. Antonioni Feted and Supported

On Oct. 22, members of the Mt. Wachusett chapter sponsored a reception for Sen. Robert Antonioni, D-Leominster, to recognize his commitment to and support for public higher education.

Sen. Robert Antonioni, has been circulating a letter among legislators asking them to reconvene the legislature into formal session for the purpose of overriding the governor's veto of higher education pay raises. The letter has been gaining signatures, although some legis-

lators have felt that the action can wait until January.

The attending MCCC members had an opportunity to meet with the senator in an informal setting to establish closer relationships and to tell him about the impact of the contract dilemma in personal terms.

Sen. Antonioni's district includes both Fitchburg State College and Mt. Wachusett Community College. He was one of the senators targeted to be challenged by a Romney candidate. After a difficult campaign season where his opponent sent out

some highly critical mailings, he was appreciative of the MCCC's support.

He assured the members that the overrides would be taken up whether this year, as he hopes, or the first of next year. Further he said, "Make no mistake about it, the money is there. Don't let anybody tell you different."

Retired MCCC members Thelma and Lou Halberstadt attended, representing the MCCC Political Action Committee. The PAC presented Sen. Antonioni with a check to go along with the union's endorsement. ■



Mt. Wachusett CC members (from left) Heidi McCann, Ray Coleman, John Reilly, Candace Shivers, Bonnie Toothaker, Sen. Antonioni, Sheila Murphy, Thelma Halberstadt (MCCC PAC), Joe LeBlanc (MCCC VP) Yoav Elinevsky and Lou Halberstadt (MCCC PAC).

Chapters on Work To Rule

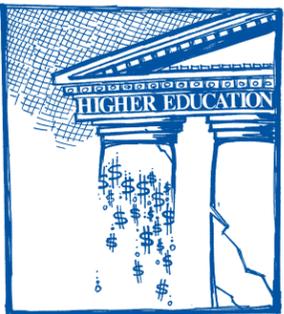
- Berkshire
- Bristol
- Bunker Hill
- Cape Cod
- Greenfield
- Holyoke
- Mass Bay
- Massasoit
- Middlesex
- Mount Wachusett
- Northern Essex
- North Shore
- Quinsigamond
- Roxbury
- Springfield Tech

All 15 campuses are now on work to rule.

**As of Nov. 1, 2004
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TELL MITT!



- It's time to fund our 2002-2003 contract extension—faculty and staff are owed a .8 to 1.2% pay raise.
- It's time to bargain in good faith for a new contract.
- It's time to maintain competitive salaries—workers are losing ground to other industrialized states.
- It's time to restore cuts to higher education—21.5% since 2003.
- It's time to reduce tuition and fees—they rank among the highest in the nation. ■



Bristol Community College members scare up some attention by joining UMass Dartmouth in a Romney Watch event. (Photo by Dan Georgianna)



Members of the North Shore chapter, joined by some students, and AFSCME members demonstrate outside of the Danvers Campus to inform students about work-to-rule and the contract situation.

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

To 'Reach Higher,' The State Must Dig A Little Deeper



Joe LeBlanc,
MCCC Vice President

While states are investing in their systems of public higher education, Massachusetts level funded ours in FY 05. At recent hearings of the Senate's Higher Education Task Force, officials said the Commonwealth

must reach higher and do more if the public colleges and the state are to remain competitive.

U.Mass. President Jack Wilson told the senators the state is falling behind in attracting research grants as well as in recruiting top faculty. With \$320 million in research grants, the University of Massachusetts trails both Connecticut and New York which receive between \$600 and \$800 million per year.

MassInsight President William Gunther said, "We're not seeing the same types of gains expected that you are seeing in the rest of the United States."

Task Force members like Co-chair Stan Rosenberg, D-Amherst, said the state must open up its discussion of public education. "This is no longer a discussion about K through 12, but about K through 16," he said.

Jane Edmonds, Massachusetts Director of the Workforce Development, and others pointed to a "skills mismatch" and the need to "build a talent pool of skilled workers required to keep our economy competitive." She highlighted the important role to be played by community colleges in the Reach Higher Initiative, a collaboration of the Mass. Dept. of Workforce Development and a variety of organizations including the Associated Industries of Massachusetts, the Board of Higher Education, Bunker Hill CC, Massachusetts AFL-CIO, Massachusetts Biotech Council, Massachusetts Business Roundtable, Middlesex CC and Northern Essex CC.

Edmonds pointed to troubling trends and challenges in the next decade:

- The state has a highly educated workforce, but not in high demand occupations like health care and education.

- Since 1992, the state ranked 47th in labor force growth. Fifty-three percent of those who left the state are middle-class families.

- 60 percent of low-income workers have a high school diploma or less.

- The number of associate degrees earned in Massachusetts community colleges declined by 4 percent, while increasing by 24 percent nationally.

- The number of bachelor degrees earned at public colleges dropped by 11 percent while increasing by 20 percent nationally.

"When all is said, we need to match the skills workers have to the skills employers need," Edmonds said, adding that foreign-born workers add to the challenge. Tens of thousands of them lack English skills and more than half do not have a high school diploma.

The problems get worse. In the last two years, Massachusetts has had 60,000 unfilled job vacancies, and 26 occupations account for half the jobs lost. Many of those jobs require a community college certificate or associate degree. Add to that number 180,000 unemployed, more than 740,000 without a high school diploma and more than 150,000 without English speaking skills and you have many, many people in need of help from community colleges.

The challenges are significant, especially given the fact that community college appropriations have been cut by 28 percent in the last four years, and hundreds

of full-time positions have been lost due to budget cuts and early retirement incentives. The legislature's solution and call to action must include better and more predictable funding and more full-time faculty and staff.

It's clear that much will be expected of our colleges over the next decade. It's also clear to us that better connections between economic development and community colleges will best occur with better-funded colleges filled with the maximum number of full-time faculty and professional staff who work under collective bargaining agreements settled on time and funded in a timely manner. If the Commonwealth strives to "reach higher" — as it should—it must dig a little deeper in FY 06 and beyond.

Higher education expenditures as a percentage of total state expenditures

State	FY 02	FY 03	FY 04
Mass.	4.3%	4.1%	3.1%
Michigan	6.3	6.1	5.2
Iowa	26.6	25.3	26.3
Virginia	13.5	13.4	14.5
California	11.5	10.8	10.8
Oregon	10.5	12.2	11.2
Washington	16.1	17	16

3 Strategic Action Committee Regional Representatives

Do you have?

- An interest in promoting the MCCC's political action agenda
- Political campaign and/or grassroots lobbying experience
 - Good interpersonal skills
- Knowledge (or willingness to learn) of the legislature's procedural rules
- Time to spend lobbying State Senators and Representatives
- Talents to help the MCCC to fully exercise its political clout

Email or fax your resume & cover letter by Dec. 10 to:

Subject: SAC Application
office@mccc-union.org
(508) 890-6680

APPLY TODAY!

Candidates appointed to these positions are eligible for one course of release time per academic year as well as reimbursement for mileage, tolls and meals. Required monthly meetings will be held in Greater Boston and Worcester. ■



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



Rep. Michael Costello (left), D-Newburyport, congratulates Northern Essex CC student Mark Johnston for completing his MCCC-sponsored State House internship. The union will be sponsoring as many as nine interns for the spring semester, and members are urged to nominate their students today.

Applications will be emailed to members and are also available on the MCCC's website. Students are required to spend a minimum of 72 hours working for a legislator in the State House or district office. The union works closely with the Legislation Education Office to place students, who receive a \$250 stipend from the MCCC to underwrite their travel and other costs. Applications are due by Dec. 15 for spring semester placements. (Bruce Diloreto photo)

Know Your Day Contract

November 2004

- Nov. 21 Unit Personnel Practices Committee established p. 30
- Nov. 25 Thanksgiving Holiday
- Nov. 30 Tentative Spring assignments to faculty (p.32)

December 2004

- Dec. 1 Applications for sabbaticals for Fall 2005 due (p.17)

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. ■

Upcoming MCCC Elections

Elections for delegates to the MTA Annual Meeting and NEA Representative Assembly will be held by mail ballot in the spring. Candidates must be members of the MCCC. A nomination form is included in this issue. Nominations may be submitted using this form, or a copy, or by our on-line form. Nominations are due Thursday, February 3rd by 4 p.m. The online nomination form is available on the MCCC website: <http://www.mccc-union.org/>.

The MTA Annual Meeting is in Boston, Friday afternoon and Saturday, May 13 and 14, 2005. MCCC delegates who live more than 25 miles from Boston are entitled to a shared hotel room Friday evening. Delegates receive a \$50 per day stipend from the MCCC to offset expenses.

The NEA Representative Assembly is in Los Angeles, CA July 1 - 6, 2005. Ten MCCC delegates receive reimbursement for up to \$800 in expenses from the MCCC. The MTA traditionally provides an additional stipend (\$300 last year). Members are also encouraged to run as MTA minority and Region H delegates - watch the *MTA Today* for details. ■

President's Message

November 2004...



Rick Doud,
MCCC President

I have pinched myself so many times that I'm black and blue, so I must not be dreaming. I even read it in the *Boston Herald*, so it must be true. The Red Sox won the World Series. My Reverse The

Curse tee shirt paid off. No more chants of 1918.

Now that the two-week post season ride is complete with a championship, we can put 1918 in the closet, and focus yet again

on another infamous date: April 1, 2002. That is the last date full-time MCCC unit members received a pay increase. If you are counting, that is over 2 1/2 years with no salary increase.

This past fall the legislature did their part by submitting a supplemental budget that included payment for our April 1, 2003 points. Unfortunately, public sector employees don't face the curse of the Bambino, but the curse of Governor Mitt, who vetoed our signed pay increase. In response to the governor's veto, all 15 community colleges went on work to rule.

This job action has triggered numerous newspaper editorials around the state, denouncing the governor's shortsighted actions. In addition, many local Boards of Trustees have written the governor, urging him to reverse the veto and fund our contract extension. Given the governor's dis-

dain for public sector employees, we know that this will not happen.

Unfortunately, we will have to wait until January 1, 2005 for the legislature to reconvene. Hopefully, at that time they will pass a new supplemental budget, and override the governor's certain veto. Only then will we receive our long overdue pay increase.

In December, the MCCC will begin negotiations with the BHE for a new 3-year collective bargaining *Agreement*. Conditions at the bargaining table could not be worse. It certainly will be very difficult to engage in genuine negotiations when Governor Mitt can refuse to honor any contract we might sign. We need to start to reverse the curse of Governor Mitt.

Currently, the governor seems to have a good deal of support among the citizens of the Commonwealth. In the coming months

we will be asking your help in mounting a campaign to expose the governor for what he really is: A union busting ideologue who cares only about his national political agenda. A governor who cares nothing about the citizens of this state who are not elite enough to attend private schools, and who rely on a quality public higher education system to improve their lot in life.

If we are ever to see increased funding for public higher education, we must reverse the curse of Governor Mitt. It will only take two years, not 86, to reverse this curse. But we need to begin to take action now so that in November 2006 we will have a new governor who values public higher education and public sector employees. We must end the curse of Governor Mitt now.

In Solidarity.
Rick

Editorial Comment

Mitt Hits the Fan



Don Williams, MCCC
Commun. Coordinator

This issue of the MCCC News is late going to press in order to cover the election results. While nationally the results will disappoint many, the state results have been very heartening.

With the exception of the McQuilken/Brown senate rematch, all of the MCCC endorsed candidates won—usually by substantial margins. Besides retaining all of the incumbent seats in the legislature, the Democrats gained 2 seats in the house and 1 in the senate.

MCCC members across the state followed SAC's recommendations, and went to work for candidates. Phone banks were manned and signs were held. Financial commitments were made both by individual members and through our MCCC Political Action Committee.

In his quest to build the state's Republican Party and his base in the legislature, Gov. Romney made significant commitments of both finances and prestige. He provided \$3 million in financing to his hand-picked candidates, some of whom were independently wealthy added an additional \$100,000—\$200,000 of their own money.

In the senate race between Sen. Ways and Means Chair Therese Murray and Timothy Duncan a whopping \$500,000 was spent on the campaign. This unprecedented amount will color future campaigns as incumbents will feel the need to build large defensive war chests. They will also need ground forces ready to go to work for them, and that's a role we have demonstrated that we can do.

Romney brought in interns from out of state to serve as campaign aides, providing them with stipends and places to

stay. The party provided resources like campaign strategy training, computerized voter databases and mailings. The governor made personal appearances with his candidates in the districts and had television ads promoting "the Romney Reformers."

Cookie-cutter mailings sent out by the Republican Party on behalf of these challengers were extremely negative and inaccurate, attempting to misrepresent the incumbents' votes. These campaign tactics have angered the targeted incumbents, and as the promoter of the challengers, Romney is being blamed for the degeneration of debate.

Although legislators say that they will rise above the campaign antagonisms and are ready to work with the governor, it's hard to believe that they don't harbor deep-seated resentments. The overwhelming vote margins most of them received should give them some confidence to stand up to the governor and his policies.

The loss of prestige suffered by the governor is every bit as significant to us as preserving the seats of supportive legislators. Romney was not available for comment all day after the election, maybe he was sulking. His spokesperson cited the high Democratic turnout for Kerry as the reason his candidates lost, but the reality was that these were Democratic voters showing their preference. The Teflon has definitely been scratched.

The legislature is likely to override Romney's veto and fund our contract extension, either this year or early next. But this is really small potatoes—about a 1% raise. The real fight is going to be getting a new contract that preserves the integrity of the classification system and keeps us on par with the similarly situated states.

We know that we do important work for the commonwealth and that treating us fairly makes us more productive. We will have to get the governor to see this and to see that it is in his interest to resolve it, too. ■

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. ■

Is Assigning Your Own Book Ethical?

The State Ethics Commission issued an opinion last spring that has called into question a faculty member's assigning a self-authored textbook to a class. The commission was concerned that faculty not exploit students for personal gain. Violating the ethics rule could lead to fines and criminal penalties.

The Commission determined that there is a potential conflict of interest and violation of state ethics law when, in the course of their regular duties as state employees, faculty members stand to make a financial gain from their decisions.

Recognizing that faculty members are considered "special state employee[s]" who are allowed to engage in other employment during regular working hours, and recognizing contractual rights to choose their own course materials, the commission has not banned faculty from assigning their own books.

The Commission has recommended a process for avoiding a violation of the law. Before assigning a textbook you have written, you must first notify the "appointing authority" of your intent and receive that person's determination that the assignment of your text is not "likely to affect the integrity of the services which the commonwealth may expect from the employee."

Your college's academic vice president would be the normal "appointing authority," but that person could delegate the determination to another employee such as a dean.

You will be required to disclose in writing a description your decision to use your textbook and the amount of royalties you will receive, or if self-published, the price you will charge the students to purchase the book. The appointing authority will be required to provide a written determination that you may use the textbook because your financial interest is "not so substantial as to affect the integrity of your service to the commonwealth."

The Commission advised officials that this process serves two purposes: first, it established a record of both disclosure and the determination of ethical compliance; second, it forces the employee and the appointing authority to consider the essence of the conflict of interest and the options for avoiding the conflict.

This issue has been of great concern at the state colleges, but to date has not surfaced at the community colleges. Faculty should be aware that the commission ruling is out there, and that management has the obligation to request the information from you. ■

MOVING?



Please make sure the MCCC has your correct mailing address. This affects receiving the newsletter, elections, important mailings and notices. Call the office at 1-877-442-MCCC toll free or go online at <http://www.mccc-union.org/ChangeMyAddress/>

