

MCCC News



The Official Publication of the *Massachusetts Community College Council* / Volume 3, Issue 6 / March 2002

Candidates For MCCC 2002 Offices



*Statement of Richard Doud,
Candidate for MCCC President*

As you know, President Mahler has decided not to seek a second term of office as MCCC President. Given the state of the Massachusetts economy, the next two years will prove to be challenging times for MCCC unit members. I believe I have the experience and ability to meet the challenges that await us. I ask for your vote as the next President of the MCCC.

For the last year and a half I have enjoyed the opportunity to serve as Vice-President of the MCCC. I have been a member of the last three Day Bargaining Teams. I served many years as both chapter President and as a member of the Board of Directors from the Middlesex chapter. I have previously served as a member of the Finance Committee for three years, the distance education bargaining team, and the classification team. With this varied background I believe I have the ability and experience to serve as the next President of the MCCC.

While there are numerous issues confronting the MCCC, the two most significant and complex are the Commonwealth's fiscal crisis and bargaining both Day and DCE contracts. We must not allow the temporary economic downturn to dismantle the economic gains achieved in the last round of bargaining. We must also continue our efforts to improve the Classification Study pay grade steps for professional staff, as well as strive to achieve true proration of pay and benefits for all adjunct faculty and staff unit members. I ask for your vote. ■



*Statement of Joe LeBlanc,
Candidate for MCCC Vice President*

We live in challenging times for labor unions.

In Massachusetts, Gov. Jane Swift filed bills to increase our healthcare costs to 25 percent several times last year. Each time the legislature ignored her request, but in the face of a growing budget deficit last fall, she tried it again. MCCC lobbyist Charles Flaherty lobbied Speaker of the House Thomas Finneran urging him to kill the bill by a veto proof margin, and union members lobbied legislators to reject the bill. The governor eventually reversed her position saying she had been "persuaded" by the union's argument.

It is in such a challenging environment that I announce my candidacy for MCCC Vice President. For several years I have worked to be an agent of change and a force for a stronger union. I have served on the Executive Committee, Board of Directors, and the Strategic Action and Personnel Committees. As co-chair of SAC, I worked to lobby the legislature to expeditiously fund our contract. I also proposed that our union hire former Speaker of the House Flaherty to lobby for us on Beacon Hill.

While many businesses and politicians have lost the public's respect in the '90s, labor unions are working together to retain their respect in difficult economic times. By forging better alliances with other unions and thinking smarter and reacting wisely to the challenges ahead, the MCCC can set an ambitious agenda and achieve its goals in the next decade.

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*Statement of Phyllis Barrett,
Candidate for MCCC Secretary*

I am running for re-election as MCCC secretary because I continue to find being part of the union leadership challenging and stimulating. In this time of budget cuts, with a gubernatorial election in the offing and a Day Contract about to expire, the MCCC must be resourceful and creative. It must maintain the monetary gains secured by the current contract, address member concerns with certain aspects of the contract, and respond to the threats to our members and our mission that are inherent in lean economic times. I feel I can continue to contribute in several ways.

First, I will continue my efforts to document the proceedings of the organization accurately and completely; to communicate clearly with the membership; and to support the efforts of the MCCC Office to maintain files and provide information to members, the auditors, and other constituencies. In addition to fulfilling my secretarial duties, I chair the Personnel Committee and have offered my proofreading skills and editorial advice as a member of the Editorial Board of the *MCCC News* and as an advisor to the Finance Committee. I am also a member of the Day Bargaining Team and serve as its secretary.

Like John Olver, my representative in Congress, I usually think of myself more as a "work horse" than a "race horse." I hope that the membership feels that my track record so far indicates that I can continue to make a contribution to the betterment of the MCCC. I'd appreciate your vote of support. ■



*Statement of Phil Mahler,
Candidate for MCCC Treasurer*

I want to serve you as MCCC Treasurer. Our union needs good, strong, experienced leadership. I believe I can fill that bill for this office.

I have served the MCCC since 1984, from Chapter President to MCCC Director, two-term MCCC Vice President, and, currently, MCCC President.

I am well qualified to be your treasurer. My knowledge of MCCC financial

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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 & NEA Representative Assembly.

Adopted by the Board of Directors, October 19, 2001

MCCC / MTA Newsletter
Post Office Box 376
Auburn, MA 01501-0376

MASSACHUSETTS COMMUNITY
COLLEGE COUNCIL

ELECTION 2002

Candidates and Statements for Delegate to 2002 NEA/RA.
Dallas, Texas • June 30 - July 5, 2002

Boudreau, Catherine (Massasoit)
Currently MTA Vice President

Carrion, Maria Estela (Quinsigamond CC)
The MCCC needs delegates to vote at MTA Annual meeting. I am willing to represent our voice there.

Coolidge, Christina (Mt. Wachusett CC)
I am currently political action coordinator for the MWCC campus. During my career as a full time MCCC member, I have served as vice president and president of my local. Also, I have been state-wide secretary of MCCC and have represented the union as a delegate to many MTA and NEA assemblies.

Curley, Geri (Bunker Hill CC)
MCCC Board of Directors, Executive and Finance Committees. Served as a delegate since 1992. I feel this is the best way to get support for Higher Ed issues. Last year I worked on the New Business Committee. I ask for your vote to represent Higher Ed once again. Thank you.

Cutler, Sandra J. (Springfield Tech CC)
I am looking forward to representing the MCCC as your delegate. I have been an NEA delegate for five years. I am a member/delegate of the following committees/associations: Delegate MTA, Delegate MCCC, Co-Chair SAC, license/cert, Vice President STCC Professional Association, STCC Strategic Action Coordinator, Presenter at MCCC Leadership Conference. Thank you for your support.

Dole, Susan (Bunker Hill CC)
Former President and Vice President of the MCCC. I would appreciate your consideration and your vote. Thank you.

Donahue, Pamela (Northern Essex CC)
Currently Chapter Treasurer. Attended MCCC Assembly from 1981-2001. Delegate to the MTA Annual Meeting for 14 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.

Doud, Rick (Middlesex CC)
I have been an active MCCC member since 1987 and serve as your current Vice President. Previously I was chapter President and BOD member for eight years. I have continuously promoted the interests of higher education at both the state and national levels. I would greatly appreciate your vote.

Dupont, Carole (Springfield Tech CC)
MTA delegate 99-00; NEA delegate 99-00. STCC Association Rep, Strategic Action Political Coordinator 01-02, Biology professor 22 years. I will strongly support positive actions which will improve the working environment and salaries of our faculty and professional staff.

Fitzgerald, Daniel N. (Holyoke CC)
I will work to make MCCC get more support from MTA and NEA.

Flynn, Peter (Northern Essex CC)
I have served four years as President of the NECC chapter and three years as MCCC Communications Coordinator. Attendance at these meetings of our umbrella organizations informs me to better serve the MCCC. Please consider giving me one of your votes. Thank you.

Gillies, Robert B. (Quinsigamond CC)
Electronics Professor 35 years at QCC; NEA Rep 10 years; MTA Rep 15 years; MCCC BoD 10 years; By-Laws Committee 10 years.

Hoeth, Christopher J. (Bristol CC)
Active MCCC involvement since 1982. Active participation in MTA, MCCC, grievance, Williamstown, adjunct and part time professional development and parity efforts; NEA participation. Desire opportunity to represent local issues nationally. Promised

listener and dedicated advocate for recognition and representation for professional integrity and advancement nationally. Thanks for your vote of confidence!

Hovsepian, Sarah (Quinsigamond CC)

Kinniery, Helen (Northern Essex CC)

Nettler, Jan (Holyoke CC)
I have actively served you at 11 NEA-RA's, MTA Annual meetings, MCCC BoD, Chapter President, grievance officer, newsletter editor. I have authored successful NEA-RA new business items and participate in several caucuses, including MTA, higher education, peace/ justice, gay/lesbian, women's. I work hard for the concerns of all educators.

Roberts, Wilson (Greenfield CC)
Charter MCCC Board member, former MCCC Secretary, current MCCC and MTA Board member. I have been a MCCC/MTA activist for my 32 year career in the Massachusetts Community College system, fighting for our rights. A vote for me is a vote to continue our struggle for our enlightened self-interest.

Salvo, Thomas R. (Northern Essex CC)
Experience: DCE instructor since 1981; DCE negotiating team member 1999-2001; MTA annual meeting delegate 1995-2001; NEA representative assembly 1997, 1999, 2000; MTA summer leadership conference 1995-2000; MCCC Rep at NEA critical issues seminar (Washington DC) 1998; NCHE member. Please let me represent you.

Sherf, Nahum Abe (North Shore CC)
Professor of History and Dept. Chair. Member MCCC Board of Directors and MTA Executive Committee. Please vote for me as a delegate for the NEA. Thank you for your support in the past and thank you for your consideration this time.

Takvorian, Kenneth A. (Mt. Wachusett CC)
Would appreciate your consideration, your vote to represent you at both the MTA, NEA annual meetings. Faculty member in Electronic Technology, Mathematics at MWCC. Attended last year's meetings. Wish to remain an informed union member. Thank you for your consideration. Every vote counts!

Thornton III, Virginius Bray (Mass Bay CC)
As a secondary teacher in Virginia in 1958, I could not join the NEA. However, I joined those supporting merger of ATA with NEA because along with MLK, Jr. and Rosa Parks, I was/am a proponent of intellectual expansion, inclusion and tolerance. These core values I share with NEA, MTA and MCCC. Thanks.

Toothaker, Bonnie L. (Mt. Wachusett CC)
As an experienced local chapter grievance officer and vice president, I will be proud to represent higher education interests. Current issues have never been more important than they are today. ■

Heads Up

The MTA Health and Welfare Trust has selected MetLife as the new dental provider for higher education subscribers.

No change in services-cost will be maintained. Details will be finalized February 22, 2002. Details next month. ■

Joe LeBlanc Statement...

Continued from Page 1

My goal is to work with our state and local leaders and the rank and file membership to strengthen our union. We will then be better able to negotiate good contracts on time. We will also be better able to thrive in these challenging times.

I am asking for your support and vote. Thank you for considering my candidacy. Joe LeBlanc ■

MASSACHUSETTS COMMUNITY
COLLEGE COUNCIL

ELECTION 2002

Candidates for Delegate to 2002 MTA
Boston, Massachusetts • May 17 - May 18, 2002

Albano, Roberta, STCC
Anania, Ken, MACC
Angelo, Lois, MBCC
Argostini, Hector, MICC
Atkinson, Maryanne, NSCC
Barlas, Arthur, NECC
Barrett, Phyllis, HCC
Blanchette, Marcia, STCC
Boch, Alex, NECC
Brooks-Smith, William, CCCC
Buckley, Douglas, STCC
Cabral, Mary B, MICC
Caffrey, M. Kate, MACC
Carreras-Hubbard, Karen, BECC
Carrion, M. Estela, QCC
Carter, Judy, NSCC
Chapman, Nancy, MBCC
Coolidge, Christina, MWCC
Curley, Geri, BHCC
Cutler, Sandra, STCC
Czuchra, Kenneth, STCC
Degruttola, Dante, MBCC
Devillasante, Jorge, MICC
Dole, Susan, BHCC
Donahue, Pamela, NECC
Doud, Richard, MICC
Dupont, Carole, STCC
Dutcher, James, HCC
Eason, Kathleen, BHCC
Elmont, Maxine, MBCC
Fields, Darnell N., BRCC
Finegold, Michael, NECC
Fitzgerald, Dan, HCC
Fitzgerald, Dennis, MACC
Flynn, Peter, NECC
Foley, Patricia, BRCC
Fraze, Nancy, BRCC
Furdock, Darlene, MICC
Furler Clarkson, Lynn, NSCC
Gaillet, Anna, GCC
Gauger, Eric, BECC
Giaquinto, Carol, STCC
Gillies, Robert, QCC
Gillies, Sharron L., QCC
Glanville, Theresa, STCC
Harris, Jennifer, NSCC
Herman, Susan, NSCC
Hoeth, Christopher, BRCC
Houle, David, NSCC
Hovsepian, Sarah, QCC
Howarth, Paulette, BRCC
Jacobs, John, MBCC
James, Judith A., NSCC
Karp, Donald, MBCC
Kelley, Eileen F., HCC
Kennedy, Pamela, HCC
Kinniery, Helen, NECC
Kleindienst, D. Lynn, STCC
Kohrman, Allan, MACC
Lamontagne, Clare, STCC
Larose, Daniel, GCC
Leary, Frank, NECC
Leblanc, Joseph, NECC
Lothrop, Arthur, BRCC
Maclachlan, Thomas, NSCC
Maguire, Ned, MBCC
Mahler, Philip, MICC
Markvenas, Anthony, QCC

Martin, Lois, MACC
Mathison, Carol, STCC
McCourt, Susan, BRCC
McCutcheon, Frances, MACC
McGee, Diana, BRCC
McSweeney, R. Michael, BHCC
Milham, Russell, BRCC
Modugno, Joseph, NSCC
Murphy, Joseph, BRCC
Nagle, Richard, MACC
Nardella, Maureen, NSCC
Nardoni, Joseph, MICC
Nelson, Mary, MACC
Nettler, Jan, HCC
Neuner, Arthur J., NSCC
Nutter, Michael, NECC
O'Neill, Joseph, MBCC
Palermo, Mark, NECC
Parsons, Thomas, MBCC
Pelle, Michael, BECC
Perkins, John, MBCC
Ponticelli, Rick, NSCC
Powers, Richard, HCC
Ricardo, Cheryl, BRCC
Rice, Jim, QCC
Rizzo, Joseph, NECC
Roberts, Wilson, GCC
Salvanelli, Christine, NSCC
Salvo, Thomas, NECC
Schwarzwalder, Caroline, NSCC
Sherman, Douglas, MBCC
Sokolowski, Carol, MACC
Stern, Linda, MBCC
Stuart, Gail, NECC
Stumpf, Dorothy, MICC
Takvorian, Kenneth, MWCC
Tetreault, Carolyn, STCC
Thornton III, Virginius Bray, MBCC
Toothaker, Bonnie, MWCC
Tressel, James, MACC
Trudo, Dale, MICC
Trudo, Romaine, MICC
Weisberger, Ronald, BRCC
Wheelwright, Elliot, MICC
Willard, Sheila, MICC
Williams, Donald, NSCC
Wilson, Esq, Mary, NECC
Wojciechowski, Barbara, STCC
Yohe, Diana, BRCC

Research Coordinator
Vacancy Announcement

Per policy a vacancy is announced for the position of Research Coordinator effective July 1, 2002.

This is a Professional Staff Coordinator unit position. It provides a stipend and reasigned time opportunity.

The MCCC Research Coordinator collects, maintains, archives, analyzes, and reports on data related to day and DCE contract maintenance, bargaining, professional development, organizational operations, member benefits, economic and other data related to employment in community colleges state-wide and nationally.

The primary responsibility is to maintain all contractually mandated data, to analyze this data, and to report on it as needed to the day and DCE grievance coordinators, the Board of Directors, and bargaining teams.

This coordinator works to get the job done efficiently and with minimal supervision, taking direction from the president. This position reports to the President or the President's designee.

Writing and oral expression skills, computer applications and ability to work with MCCC leaders required. Knowledge of Day and DCE Collective Bargaining Agreements preferred. Knowledge of basic statistics desirable. Compensation and expenses are per MCCC policy and the MCCC-PCA Agreement. An initial appointment is for two years.

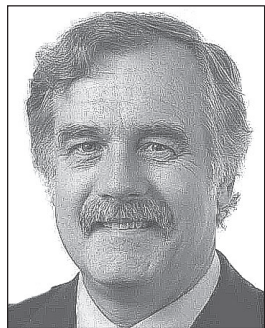
See <http://www.tiac.net/users/mccc/ResearchCoordinator> for a full job description and application procedure. ■

DON'T
FORGET
TO VOTE!!!

Ballots will
be mailed
to all MCCC
Members on
March 8, 2002

President’s Message

March 2002



Philip Mahler,
MCCC President

I attended a conference recently on math education in the first two years - two-year college, college and university. What’s clear in this community of activists is that math educators are looking more and more at the workplace as guiding the lower level courses we offer. A well known individual who has led study commissions for the government stated that Johns Hopkins (medical school) is the best vocational school in the world. By that he meant that the curriculum was focused and leads to good jobs. No one is losing sight of the values of liberal education, but we are concerned more and more about the workplace implications of what we do.

It is not news that post-secondary educators are looking at the skills that

industry says our students should have - communications skills, basic numeracy, the ability to work in groups, critical thinking. Society in the information age requires these abilities for simple survival. Too many pay the minimum balance on their credit card and don’t understand they are foreclosing on a good retirement. They sign up for a low interest credit card but don’t realize it’s high interest after six months, and will switch their long distance carrier to boot. They are told that it’s only a dollar for all calls up to 20 minutes including those, like most, that last 3 or 4 minutes.

Besides the financial pressures we bear in this economy, where higher ed is the easiest and first target, we face enormous pressures in preparing our students for survival in today’s society and the workplace. It is a real challenge to be an educator at any level today. My hat is off to all of you that do this every day, and deliver for the Commonwealth. And in this new information age, I am reminded of Yogi Berra’s aphorism that “The future ain’t what it used to be.” ■

Editorial Comment

Leadership Development *by Peter Flynn*

The curious turn of events in which only one candidate will run for each MCCC executive office, and MCCC Phil Mahler has chosen to recycle himself as MCCC Treasurer is open for interpretation. One explanation might be that the current leadership has had such successes, and demonstrated such competence, that other candidates saw no odds in waging competing campaigns. Another less optimistic variable might be a dearth of high strata leadership in a thinning full time unit membership. Whatever the reason for the shallow pool of candidacies, this election should raise a pink flag regarding the future vitality of the organization.

Contentious campaigns, while no doubt stressful for contestants, can be productive in highlighting the values and concerns of the membership. They provide a proving ground for the introduction of “comers,” emerging leadership. They also test and

sharpen the organization’s electoral technical systems, the infrastructure of fair elections.

The work of the organization has increasing as reflected simply in the approximately 50% growth in DCE membership in the last five years. Grievances have recently taken an upturn, sequelae of the changes and adjustments wrought by classification.

Chapter leadership is the point of entry for most future leaders. Seasoned local leadership need to encourage and embrace participation of new and/or younger unit members.

There are new faces on our committees. Committee work can spawn new leadership, as it is a traditional training ground in the workings of the organization.

A concern for continuity in quality leadership should be a priority among the pressing concerns of our organization. ■

Know Your Day Contract

February 2002

Feb. 28 List of course schedules to Chapter President (p.7)

March 2002

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.56)

March 30 Preferred schedules and course submitted (p.32)

March 31 Department chair vacancies announced (p.55)

April 2002

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. ■

Phil Mahler Statement...

Continued from Page 1

tions is probably second only to the current treasurer. I created three MCCC budgets before our current treasurer took that job in hand, and served on the Finance Committee at various times, and especially the last two years.

It is not common for a sitting president to run for treasurer. We have made great gains in our central office operations and financial operations in the tenure of the current treasurer. But these are fragile gains, and need a few more years of expe-

rienced leadership to guard them for the future. I have the experience.

My job will be to support your elected leaders, your negotiations teams, your coordinators, your committees and your chapters, in their efforts to serve you. Allocation and protection of our financial resources and policies that provide accountability are part of this goal.

I can and will do all that is required to be your Treasurer.

You have the potential to elect a great leadership team in this election, and I ask for your vote so I may be part of that team. ■

Prudent Action, Vision Lacking On Beacon Hill

By Joe LeBlanc, MCCC Strategic Action Committee co-chair

House Speaker Thomas Finneran predicts a “colossal collapse” in state revenues. A \$1 billion shortfall this year will be followed by a \$2 billion drop in FY ’03. He is calling on the governor to propose additional spending cuts and advising her to control Big Dig cost overruns.

It’s been a tough year so far for Gov. Jane Swift. Her latest \$218 million in cuts includes a \$134 million reduction in the state’s contribution to our pension fund and a new round of reductions in funds for public higher education. Her House I budget for FY ’03 includes a dubious savings of \$136 million from the early retirement law. It proposes to finish closing the budget gap with \$700 million in spending cuts, \$750 million in Rainy Day funds and \$129 million more in savings by raiding the pension fund once again.

Her House I budget will cut millions from community and state colleges. Nothing is being set aside to fund collective bargaining agreements. At Northern Essex Community College, House I will force the closing of its nursing program. North Shore faces a \$1.9 million reduction while Massasoit will lose \$2.1 million if the governor’s budget is enacted into law. Smaller colleges like Berkshire and Cape Cod will be cut by 8.9 percent and 7.7 percent respectively. Levels of full-time faculty and professional staff will fall to historic lows threatening college and program accreditations in the next decade.

Polls indicate that voters favor postponing Question 4. Published reports say CEO’s at Blue Cross and Blue Shield, Hill Holiday Connors and Cosmopolos, John Hancock Financial Services, and Fleet Boston Financial back postponement of the tax rollback. Frederick Breimyer, State Street Corp’s chief economist, says in the Feb. 8 Boston Globe, “What we should do is suspend it (the tax cut) until we can afford it. That would be the prudent thing to do.”

The governor is heading for a humiliating defeat at the polls unless she changes her opposition to the tax freeze and agrees to at least a slightly left of center budget which does the least damage possible to state services. This will mean changing her position on the Cellucci-Swift tax cut. It may also mean revisiting the hundreds of millions in tax cuts adopted in the ’90s.

The alternative is that Gov. Swift will be portrayed as stubborn to the extreme on the tax question, lacking in vision and fiscally irresponsible. State services will be decimated, and protests outside the State House will become a daily event in this election year. This less than stable political environment will be taken advantage of by Swift’s likely opponent: Thomas Birmingham or Shannon O’Brien.

If someone stands up and leads, the legislature will vote to postpone the tax cut and adopt other measures to generate additional revenues. If someone stands up and leads, we can make the best of a bad situation. The bickering, fearful present mood on Beacon Hill is eerily reminiscent of the early ’90s, a frightening vision indeed. ■



Katie D’Urso,
MTA/MCCC Day Unit Consultant

Labor Commission SUP-4512

The Massachusetts Labor Commission recently provided a ruling on a 1998 charge, case #SUP-4512, filed by the MCCC, that the Board of Higher Education had repudiated the parties’ collective bargaining agreement in violation of Sections 10(a)(1) and 10 (a)(5) of Massachusetts General Laws when it failed to provide part-time Day unit seniority lists for thirteen of the fifteen community colleges by August 15, 1998. The Commission ordered that the president or human resource director of each of the thirteen offending colleges inform the Commission in writing that the president or the human resources director has read the decision and notice, signed the notice, acknowledges the college’s obligation under the Law, and has posted the Notice in conspicuous places where employees congregate.

The notice must be posted for 30 consecutive days. The MCCC Executive Committee has urged chapters to monitor the posting. The notice should be signed by the appropriate designee, hung in conspicuous places (including satellite campuses), and posted for the full term. Chapters should make copies of the notice to insure all unit members see it.

Footnote #22 of the decision mentions that this is (approximately) the ninth ruling of the Commission on similar matters, and in each case the Commission found that the Board of Higher Education had violated the law. “We are concerned that this pattern of unlawful conduct undermines the collective bargaining process and unnecessarily burdens the Commission’s limited resources,” the footnote continues.

MCCC Day Grievance Coordinator Dennis Fitzgerald represented the MCCC in this matter, as he has for twenty-five years. Fitzgerald processed all of the previous similar cases. In the instant case, Fitzgerald uses the seniority lists to identify individuals who are currently in the Day Unit and to identify those individuals who, although they are currently not members of the Day Unit because they transferred to DCE, still hold seniority in the Day Unit and retain rights under the Day Contract.

In the Opinion section of the ruling, the Commission states that the decision is based on their interpretation of precedent decisions and the failure of thirteen colleges to provide data necessary for the Union to proceed with various grievances within a reasonable time. The Union argued that the employer deliberately refused to abide by the terms of an unambiguous agreement. In the Conclusion section, the Commission states “... we conclude that the Board has repudiated the parties’ collective bargaining agreement...” In a discussion of the significance of this latest Commission decision Fitzgerald remarked that, “We have an arbitration decision which supports the unambiguous language of the Contract and now we have this repudiation language which will be helpful in securing information in a timely manner and will be used as a direct basis for favorable decisions in the future.”

When the MCCC filed this charge in 1998, it stated that the necessary seniority lists were either not provided by the colleges or that the colleges provided insufficient lists. Though the commission did not address the opinion of the MCCC regarding sufficiency of the lists, its ruling suggests that it agreed with MCCC assertions regarding the required contents.

In the Order accompanying the decision, the Commission orders the Board of Higher Education to cease and desist from failing to bargain in good faith, and interfering with, restraining and coercing its employees in any guaranteed right under M.G.L. c. 150E, the collective bargaining laws.

The decision is signed by commissioners Helen A Moreschi, Mark A. Preble, and Peter G Torkildsen. Commissioners are appointed by the Governor. ■

NSCC Faculty Narrowly Escape Retrenchment

By Don Williams, President NSCC Chapter

When the legislature finally passed state budget at the end of November, North Shore Community College was faced with a serious fiscal dilemma that threatened the jobs of as many as 20 faculty. The faculty were in programs that were merged into North Shore from the Essex Agricultural and Technical Institute (EATI) in 1999.

Essex Agricultural and Technical Institute was a county funded vocational school founded in 1914. From the beginning EATI had a post-graduate component, which began offering associates degrees in the 1970's under NSCC's accreditation. In 1999 legislation was passed ending Essex County government, putting EATI in limbo. The high school portion was to be run by its board of trustees under the Board of Education as a quasi charter school, and the college portion would merge with NSCC.

The original legislation called for all the college personnel to go to NSCC with no loss of pay, benefits or unit membership. There were some complicated issues in that the faculty were members of an MFT local under essentially a high school contract. But by far the largest personnel problem for North Shore was that the payroll for the transferred "Aggie" staff was \$1.6 million and the state only appropriated \$1.3 million. The college did manage to find the money to pay everyone.

By far the largest problem was facilities. The transferred programs are heavily facilities dependent. Programs like Culinary Arts, Cosmetology, Environmental Science, Horticulture and Veterinary Technology require expensive, dedicated space. North Shore has always has space problems. Beginning in a condemned jr. high school rented from the city of Beverly for one dollar, North Shore still has to rent (to the tune of \$1 million per year) for its location in Beverly. The college is finally constructing a main campus building in Danvers, on land that abuts the EATI property, but the building was planned before



North Shore Community College new Danvers campus under construction



Essex Agricultural and Technical Institute

the merger and has no space to house the merged programs.

Amended legislation in 2000 called for NSCC to enter into negotiations with EATI and by December 1, 2001 work out an agreement to pay rent to EATI for use of space used by the college programs still located on their site. They were demanding \$500,000 rent for the approxi-

mately 90,000 square feet. When the state budget passed, the college accounts not only did not have rental money appropriated, they were cut.

NSCC President Wayne Burton announced that he could not pay any rent, and EATI threatened eviction. With no space for all the programs, retrenchment loomed large. The college began looking

at what programs would have to stop admitting students and which one might be relocated. Local newspapers like the Salem Evening News and the Lawrence Eagle Tribune picked up the story. Faculty and students began calling their elected officials. MCCC, MTA and MCCA lobbyists were contacted.

Gregory Reppucci, Professor of Food Science and the former EATI Union President, said, "This is ridiculous! Every year we have faced cuts, and we thought it would end when we became part of the state system. Our programs directly prepare students for jobs that contribute significantly to the North Shore economy."

State Representative Ted Speliotis (D-Danvers) started a petition to the governor with over 40 reps. signing it to find funding to essentially have one state agency pay rent to another state agency. Apparently this ploy worked because at the eleventh hour, just before the semester break, the Board of Higher Education's 2002-2003 budget request came out, and it included a \$400,000 increase for NSCC (one of only 2 community college increases).

But then House 1 (the Governor's budget proposal) came out, and while it had the money earmarked for rent to EATI, it cut \$2 million from NSCC's budget. This was the second highest cut (9.4%) of all the Community Colleges' budgets. The college faces a severe crisis because it is required to make a \$600,000 mortgage payment on the HEFA loan for the new building before it is completed while still paying rent on the Beverly building.

The North Shore faculty are not out of the woods yet. There is no way to know if the rent money will survive the long and contentious state budget deliberations. Even if it does, the financial crunch may force the college to look at other staffing actions. Finally, the faculty teaching in the EATI buildings will have an uncertain future until they can be housed in buildings controlled by NSCC. ■

MCCC News

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

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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 Peter Flynn, Northern Essex Community College, Haverhill, MA 01830, e-mail pflynn@seacoast.com.

Kerry Costello Candidate for MTA Vice President



Kerry Costello, candidate for MTA Vice President, addressed the January 25th MCCC Board of Directors at their monthly meeting at the Ramada Inn, Auburn. She spoke for ten minutes and fielded questions for another five.

Election of MTA officers will be at the annual MTA delegate assembly in Boston, May 10th and 11th.

Ms. Costello recounted her professional experience, touted her extensive political action activity in the MTA, and

outlined her positions regarding the importance of the community colleges and the importance of strengthening MTA for its higher education elements.

A native Bostonian, Costello taught special education for twenty years, and has been a school psychologist for the last eleven years. Combining those jobs, she has served 31 years in the Andover schools. In the Andover Education Association she functioned 20 years as a grievance officer, and served on the bargaining team, and significant committee work. She coordinated the Read Across America program.

Costello has served on the MTA Board of Directors 16 years. She also has served as a region 7 district director.

She has also been an NEA director for 8.5 years. She also listed a significant history of volunteer work in civic agencies and activity in her local Democratic party.

In her remarks, and again in the question and answer period that followed, Ms. Costello emphasized her commitment to a strong representation for higher education within the MTA.

She concluded her remarks by commenting, "Our community colleges are all too often overlooked and undervalued by the legislature and the public at large. I will be a voice that will advocate for strengthening the link between K-12 and the community college system." ■

6th Annual Massachusetts Community Colleges' Conference on Teaching & Learning

Conference Theme:
Collaborating for Student Success

Thursday, April 18, 2002
Holyoke Community College
Holyoke, Massachusetts
8:30 a.m. to 3:30 p.m.

Community College Authors'
Book Exhibit

Keynote Speaker
James A. Anderson
American Council on Education Fellow and Danforth Fellow, James A. Anderson is the Vice Provost, Dean of Undergraduate Studies, and Professor of Counselor Education at North Carolina State University. Currently Dr. Anderson is working with two-year and four-year colleges to develop a student-centered, quality driven, outcomes-based model of student learning and success.

Thursday April 18, 2002
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