



MCCC NEWS



The Official Publication of the Massachusetts Community College Council / Volume 3, Issue 4 / December 2001

Mahler Will Not Run

Phil Mahler has announced that he will not run to retain his position as MCCC President in the spring 2002 MCCC elections. In an e-mail sent November 28th, containing a letter to the statewide leadership recounting his two decades of work for the MCCC in chapter and statewide roles, he detailed both the titanic struggles and detailed work that characterized his years of leadership in the MCCC. He explained that he felt it was time to "let go of the reins."

He has recently assumed the presidency of the American Mathematical Association of Two Year Colleges.

Mahler led the MCCC during a tumultuous period wherein the membership ratified a contract revising workload dramatically in exchange for a substantial salary increase for the great majority of members based on a major classification study. A veteran of three rounds of day contract negotiations, he showed his mettle in the courage and steadfastness necessary to bring the 2000 negotiations to closure.

What follows is the text of his letter, reprinted with his permission.

"I have served the MCCC at the statewide level since 1984, as Director and for many years as a chapter president as well. As a chapter president I was often in a copying center at 6 a.m. so I could hand deliver a hot call to arms to our chapter on its three campus locations by 8 - stuffing every full and part time mailbox myself. Paper cuts, nerves, pressure - all part of the game.

I initiated, chaired and led the successful campaign to fund our 1990 contract, which lay unfunded for two years. I chaired the successful "unfunded promotions" committee.

Picketing is part of my memories - on my campus, at Berkshire, in Boston and at the State Archives over the years. I am serving on my third day negotiations team - heartache,

pressure, hard decisions are part of that game, as was true for the DCE team on which I served.

I have served on the MCCC Executive Committee since 1993, as your Vice President from 1996 through 2000, and currently as your President.

I have worked very very hard for you - to fill our many committees, to see that the economic promise of the current day contract was fulfilled, that the contractual committees were instituted, that the appeals process was started. Of course it was not in my power to do things unilaterally, since they are management's responsibility, but it has taken long hours of meetings in Boston to ensure that these things happened, and in our unit members' best interests. Our retirees ratified a contract with bonuses but no increase in their retirement pay because of classification. I worked with the BHE and the MTA to get those bonuses to count towards retirement, and for the vast majority their retirement will be significantly more secure than what they expected when they ratified this contract.

I worked with the BHE so that now our members who have transferred between colleges have their experience and seniority count towards their current position - a significant gain for some of us, now and in the future.

Following the lead taken by Susan Dole, I have continued the process to put the MCCC on the map on Boston. The House and Senate leadership knows the MCCC very well, as do many of our legislators. The Board of Higher Education, our employer, knows us. And I have worked to maintain a strong, cooperative working relationship with our college presidents.

I have made the case for, and the membership has heard the case for, doing what is necessary to put the MCCC on a sound

financial footing in trying times. While we will never meet the needs of all of our leadership for support, we have made great gains.

While I am blowing my own horn above, I recognize, acknowledge, and am grateful for the work of many others - no one achieves much all alone. Many have worked hard for you and continue to do so. The MCCC leadership over the years has accomplished great things since this union was formed in 1974. There are many to whom we owe a debt.

I know that what I have written above must sound like a reelection bid, but in fact it is the opposite. I have recently made up my mind that I will not seek reelection this year as your President. What is above is my statement to you that I have done my part, so that you will understand why I might be ready to move on.

When I ran for President in 2000 I expected to put in two to four years of intense work. In a way I have done both - four years in 24 months.

Also, as I noted when I ran for office, I also have commitments to the American Mathematical Association of Two Year Colleges. Recently I became its President. This, like the MCCC, is an enormous responsibility and challenge.

All things considered, it is time for me to let go of the reins.

I believe that leadership meets its final test in succession. I believe that we have leaders ready to lead us forward (or I would not willingly step down), but I cannot presume to speak for them.

I am not going into an MCCC retirement. I will be as active as I can be, and supportive of every MCCC effort in any way I can serve. And as past president I will have the honor of staying on our current day negotiations team."

Phil Mahler ■

Retirement Board New Credit for Part-time Employment

Reprinted memo from
MTA Consultant Katie D'Urso

Summary:

Members of the state retirement system who worked less than full-time prior to January 28, 1993 will be credited with full-time creditable service for each of those years.

Details:

- In order to receive full-time credit for work prior to January 28, 1993, you must have worked half-time or more (i.e. faculty - taught 2 or more day unit classes, professional staff - worked 18 3/4 hours per week or more) in a position in which you would have been eligible to be in the state retirement system if you were working full-time.

- **03s are not eligible. This change unfortunately does not help DCE members.**

- **No-buyback of time is necessary - the full-time credit is automatic.**

- **Part-time service after January 28, 1993 will be pro-rated.**

- The change applies only to members who are currently active. The State Retirement Board will **not** notify individuals who have already retired. The Board is also

Continued on Page 3

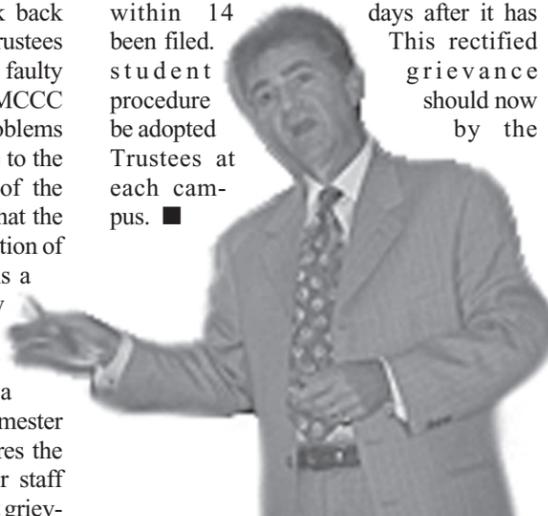
Student Grievance Policies Renegotiated

Political action on campus has led to a resolution of the biggest problem in the student grievance procedure - the absence of timely notification to professors and staff of a student grievance. After declaring impasse in negotiations in the spring of 2001, the Community Colleges implemented a student grievance procedure that allowed administrators to wait until 30 days after the end of a course to notify a faculty or staff member that a student grievance has been filed against them. MCCC Vice President Rick Doud urged the Office of the Community Colleges to reconsider this decision since it would not allow faculty and staff to properly defend themselves in the event of a complaint. The Community Colleges declined to reconsider and instead took the student grievance procedure to their respective Trustees for ratification. (See MCCC News article on Student Grievance Procedure, August, 2001)

Early this fall, at the suggestion of MTA

Consultants Michelle Gallagher and Katie D'Urso, the MCCC Directors stuck back against this problem by urging the Trustees on each campus to vote against the faulty student grievance procedure. Each MCCC Director explained the MCCC's problems with the student grievance procedure to the Trustees on their campus. Many of the Trustees were surprised to find out that the MCCC had not agreed to implementation of the student grievance procedure. As a result of this political action, a new resolution of the student grievance procedure has been reached. The new student grievance procedure allows a student to wait until 30 days after a semester to file a student grievance but requires the administration to notify a faculty or staff member within 14 days after a student grievance has been filed against them. This means that if a student chooses to file a grievance during the semester, the administration must

notify the faculty member of the grievance within 14 days after it has been filed. This rectified student grievance procedure should now be adopted by the Trustees at each campus. ■



MCCC Day Grievance Coordinator,
Dennis Fitzgerald presenting
at November 16th BOD meeting

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Chapter representatives at Fall Strategic Action Committee meeting. NSCC President Don Williams. Bunker Hill VP John Meagher, Jim Alexander, Middlesex CC.

The Greatest Show on Earth: Beacon Hill Politics

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

It's been a typically crazy season on Beacon Hill. The budget was delayed for months as Thomas Finneran and Thomas Birmingham engaged in a clash of the Titans resulting in tough budget to be followed by what may be a tougher one next year. Combining \$650 million in cuts with \$700 million from the Rainy Day Fund, legislators say they have finally balanced the books with cuts focused largely on human services and higher education.

Governor Swift, a Titan in training, says the budget is still out of whack by \$100 million. Her so-called "Recovery Budget" would have cut the community college budgets by an additional \$2.44 million as well as increased our health care contributions to 25 percent. The governor does not want to use so much of the Rainy Day Funds, instead proposing deeper cuts while supporting the Question 4 tax cut.

As this column goes to press, news reports tell us that Suffolk county prison guards are making more than \$5 million in overtime while community college students are about to have their scholarship aid slashed. It certainly is a circus show worthy of Barnum & Bailey.

Swift is certain to veto much and be overridden widely in a legislative session scheduled for Dec. 5. After that it's home for the holidays, as we all hope the public is in a mood to spend wildly, filling the state's coffers with sales tax revenues. Finneran says he expects the economy to recover over the next several months. The House appears cool to pass-

ing an early retirement incentive at an estimated cost of \$44 million, probably denying long term faculty and professional staff a chance to retire this spring. Our lobbyists are watching this one closely, and we'll be pushing for it when the time is right.

For our part, we'll be lobbying against further cuts to higher ed and against an increase in our health care contributions. We will also be lobbying to increase student aid by about \$10 million. While it would be wonderful to think that our health care benefits are sacrosanct and that cuts to higher ed. and student aid would be off the table, the reality is quite different in the Commonwealth. As 19th Century U.S. Senator John James Ingalls put it: "The purification of politics is [but] an iridescent dream."...

Welcome aboard to new Strategic Action Committee Regional Reps. Roberta Albano, Carole Dupont and Ana Gaillat. The union is fortunate that three such highly qualified people applied. All of them have years of political action/campaign experience. Two of the three are longtime union activists. All are eager to work hard to raise the profile of our union on Beacon Hill. SAC co-chair Sandy Cutler and I met with Ana, Carole and Roberta earlier this semester to set goals for the group. All of us are meeting monthly and will act as a SAC Steering group. The coordinators are already working on several projects, including chapter outreach. Watch this column for news about their other projects next semester. Happy Holidays!... ■



MCCC Treasurer M. Estela Carrion at November 3 Executive Committee Meeting

Proposed Bylaw Changes

The deadline for submission of proposed changes in the Bylaws and Standing Rules of the MCCC must be received no later than February 1, 2002.

Proposals should be in printed format, double spaced, not handwritten. They should include:

- (1) a rationale for the proposed change
- (2) the name of the maker of the proposal
- (3) the campus (or MCCC committee/group) of the member making the proposal
- (4) Proposed changes should be sent to :

Carolyn Tetrault
19 D Mansion Woods Drive
Agawam, MA 01001-2366

Policies Related to Candidates

All Candidates

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

The schedule for the election is as follows:

-Nominations close Thursday, February 7, 2002 at 4 p.m.

-Ballots will be mailed by Friday, March 8, 2002.

-Deadline for ballot return is 4:00 p.m. Thursday April 4.

-Results of MCCC election of officers announced on Friday April 5.

-Results of MTA and NEA delegates announced Friday April 12.

Write-in Candidates

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

Candidates for Office

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

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

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

Policies Related to Delegates

Delegates to the MTA Annual Meeting

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

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

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

Delegates to the NEA Representative Assembly

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

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

Dates for MCCC Elections, Spring 2002

1. Candidates for MCCC President, Vice President, Secretary, Treasurer

2. MCCC Delegates to the MTA Annual Meeting

3. MCCC Delegates to the NEA Representative Assembly

-Nominations open- November 1, 2001

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

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

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

-Results of elections for MCCC Officers reported to the MCCC President and posted on the web site by the next day- April 12, 2002 (Friday)

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

Raymond C. Lemieux Memorial Award

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

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, by February 15. Nomination forms are available on the MCCC Webpages at http://www.tiac.net/users/mccc/Butler_Lemieux_Awards.html ■

Jon Butler Memorial Award

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

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 Chapter Presidents.

Who May Nominate

Any MCCC Director may nominate by completing a nomination form, which can be obtained from the MCCC, by February 15. Nomination forms are available on the MCCC Webpages at http://www.tiac.net/users/mccc/Butler_Lemieux_Awards.html ■

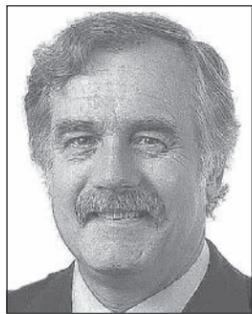
Visit the MCCC Website

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



President's Message

December 2001



Philip Mahler,
MCCC President

I write this in light of the terrible situation in which we find the state budget. As has been the pattern in the past, public higher education has been subjected to deep cuts. The state has not

wavered in its support of K-12, through the cities and towns, but after that the Governor and the legislature seems to believe that the Commonwealth's citizens lose the right to quality education.

So it begins an era of economic hardship and uncertainty - this on top of the trauma caused on September 11, and the cloud that has been left over us all. Trying things for public servants.

The challenge is before us. We have

made significant gains in salary for our full time members in the last two years. Those gains are in danger of being eroded. We did fairly well for our adjuncts with longevity, too. The same forces threaten those gains, but there is some hope that our economy will be out of the woods by the time we reopen the DCE contract.

There is danger of retrenchments for unit members. A real threat in this climate, for unit and non-unit personnel. Of course the MCCC will do everything in its power to mitigate this situation. Although it is early, perhaps an early retirement package being bandied about may be of help - hopefully make the issue moot. Right now that is just speculation, but we are looking at that situation with our eyes open.

We need to plan for the long run, but we need to take things a day at a time too, and ensure that, if at all possible, each day is a good one for us. It is in this light that I wish a good holiday season for each and every MCCC unit member, and also for our non-unit colleagues. ■

IT'S TUESDAY:

Do You Know Where Your Teacher Is?

Frequently Asked Questions Of Adjunct Faculty

reprinted with permission of Michael Dubson, editor of *Ghost in the Classroom*, a collection of writings of part-time faculty.



I Have Classes Today Until Two, But Could I Meet You In Your Office Then To Discuss Our Next Assignment?

I'm sorry, but as I told you before, I have no office. And I have to be at another job at 1:00. However, if you can find ten minutes between 11:50 and 12:00, I could meet with you quickly in the cafeteria, the hallway or the library. If you want an extra five minutes, maybe you can walk with me to the parking lot.

Why Are You So Disorganized? Why Do You Take So Long To Get Our Homework Back To Us?

The sad truth is that I can never work at the efficiency level I would like. I may be teaching multiple course loads at several colleges, and time that should be spent preparing lessons, reading, researching and responding to your homework is usually spent commuting from place to place or working overtime to stay on top of my paperwork. Or I may be teaching here for fun or for extra money on the side of a full-time job. But in either case, I try to do the best I can. At least I've got the schedule figured out. If it's Tuesday, it must be Mass Bay.

You're Really Sick Today. Why Don't You Go To A Doctor? Why Didn't You Stay Home?

We do not get health insurance from the schools where we work even though most of us teach at least a half-time load at the school and many teach a full-time load in the system. (Massachusetts state law decrees that if someone works half time in a state job, they are entitled to full benefits and pension, but the colleges have found a way to violate this law, and the state lets them away with it). Some of us have insurance from other jobs or through a spouse. Some of us have to pay for our own insurance, which isn't cheap—especially when it's being paid for out of an adjunct's salary—we are paid between \$2100 and \$2600 per course. Some of us do not have insurance at all. I do not get sick time. If I call in sick frequently, I may be seen as unreliable and not be rehired next semester. If I do call in sick, I will be told that I will have to make up lost class time, not an easy thing to do for a once-a-week night class. If I can just get through the week, I'll spend the weekend in bed, have a couple hot toddies, and get some sleep. I should be okay by next week...as long as the gall-bladder thing doesn't flare up.

I've Really Liked Your Class.

Are You Teaching The Next Level?

I'd Like To Have You Again.

I honestly can't tell you what I'll be teaching next semester. I won't know my schedule until just a few weeks to a month before the semester begins—if I'm lucky. Most likely, I will receive a call at the last minute asking me to put together a class over a weekend. Even when I get offers at a reasonable amount of time, my classes can still be cancelled at the last minute, so all the work I do to prepare for it will go uncompensated.

Why Do You All Put Up With This?

Because despite all this, I still love teaching. I love the work I do with my students. I love my field, and I love the energy of the classroom. I still believe in education. I have hoped that the good work I have done would be rewarded with a full-time job that comes with a good salary, job security, benefits and professional recognition and support. However, I now believe that it is far more important to upgrade the working conditions, pay and treatment of the entire adjunct staff than for a small minority of people to be able to cross the great divide into a full-time job. ■

Editorial Comment

Participate *by Peter Flynn*

The MCCC is your union and your professional organization. Election time is upon us. At two year intervals, it comes around fast. Involvement of the membership in elections as a candidate or a supporter vitalizes the organization. It increases one's influence in the decision making process— even when a campaign is unsuccessful in winning an office.

I am always surprised at the misinformation and misdirected criticism of the MCCC and individual leaders that emerges in chapter meetings. It is usually mouthed by an occasional attendant with little history of direct participation.

There appears to be a very broad base of committee membership at this time. Committees like the relatively new grievance committees, and committees following up the Classification study have created more entry level slots for rank and file. These experiences are often promulgate more diverse and innovative MCCC participants. Many grow in involvement and sophistication, ultimately moving into the BOD and Executive leadership.

Make a New Year's resolution to make a positive contribution to the MCCC in 2002. Join a committee' or run for an office in your chapter- or statewide. ■

Where Is Your Office?

I don't have my own office. If there is any kind of office space provided, it is going to be a space I may have to share with half a dozen people at any one time. I will not have a lot of space to store my books, handouts, and work, and I'm not comfortable leaving my material there. If someone moves it or takes it, even accidentally, I'm out of luck. Not only that, but I'm not even given a key to the door, so if I come here and an important person is not available, I won't even be able to get in. (I guess I'm trustworthy enough to teach your class, but not enough to have a key to a door.) That's why I carry all my stuff to class everyday in this cardboard box.

Can I Have Your Office Phone Number In Case I Need To Get A Hold Of You?

I don't have a telephone extension. I will give you the secretary's number, so if you need to call, you may leave a message with the secretary, but I may not find the message until after our next class. The best thing I can do is to give you my home telephone number. But please—no calls after 3:00 a.m.

I Was Trying To Find You The Other Day, But No One Knew Who You Were.

I am sorry about that. Though adjuncts teach 50% of the courses offered here, technically, we don't exist—no matter how long we've worked here. You won't find our names or degrees in the course catalogue. We have no real office, nor do we have telephones—as you well know. We are not expected, nor are we required, to attend college forums, department meetings, or division meetings. We come in, teach our classes, and leave. Because we are not a part of anything or have nowhere to go, no one gets to know us. We are not even invited to attend the graduation ceremonies!

I Was Looking For You On Campus The Other Day, But I Couldn't Find You. Why Are You Never Here?

I am paid only to teach my course. I am not paid to do anything else, and that includes being available for students on days and at times our course does not meet. (However, if you look carefully at our course evaluations, I am expected to be available to meet with you even though I am not paid for it). I would prefer to be available for you throughout the week so I can fully get to know you and build the important academic relationships with my students that facilitate our work, but the other truth of the situation is that because of the pay rate I am given for my work here, it is necessary for me to have other employment. On the days I am not here, I am working somewhere else.



NOMINATIONS

Must be Received by

Thursday, February 7, 2002 by 4:00 pm

Know Your Day Contract

December 2001

Dec. 1 Deadline for applications for sabbaticals for Fall 2001 p.18

Dec. 9 Last day for student evaluations p.40

Dec. 24 Last day fall semester can end p.34

Dec. 24 Part-time teaching assignments due

Dec. 25 Christmas p.16

January 2001

Jan. 15 Martin Luther King Day p.16

Jan. 15 Sabbatical recommendations from committee to president p.18

Jan. 18 Earliest date for professional day p.34

Jan. 22 Earliest classes can begin p.34

Jan. 23 Summary evaluations due p.43

Jan. 29 Faculty schedule changes due to chapter president

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. ■

Retirement Board...

Continued from Page 1

rejecting any requests by retirees to have benefits re-calculated. Such rejections should be appealed.

• January 28, 1993 is the effective date because it was the date that the State Retirement Board mandated pro-rated part-time service. The change in policy came about as a result of MTA litigation in the case of Madden v. CRAB challenging a similar regulation and its implementation by the Teachers Retirement Board.

What to do:

• If you have part-time service prior to January 28, 1993, MTA General Counsel Ann Clarke suggests that you request a calculation of creditable service from the State Retirement Board to ensure that the calculation is correct.

Examples:

1. I taught 2 classes per semester in the day unit from 1985 until 1990, in 1990 I went full-time and I currently work full-time.

When you retire, you should receive full-time credit for 1985 through 1990.

2. I worked 20 hours/week as a professional staff member of the day unit from 1990 until 1992 and then I was hired full-time.

You should receive full-time credit for 1990 through 1992.

3. I worked 30 hours per week in a grant funded day unit position from 1984 through 1989 and then the position became a full-time, state funded position and I am still in the position.

You should receive full-time credit for 1984 through 1989.

4. I have worked half-time from 1990 through today in a day unit position.

You should receive full-time credit for 1990 through January 28, 1993 and then pro-rated credit for January 28, 1993 and after. ■

IMPORTANT DATES TO REMEMBER

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

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

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

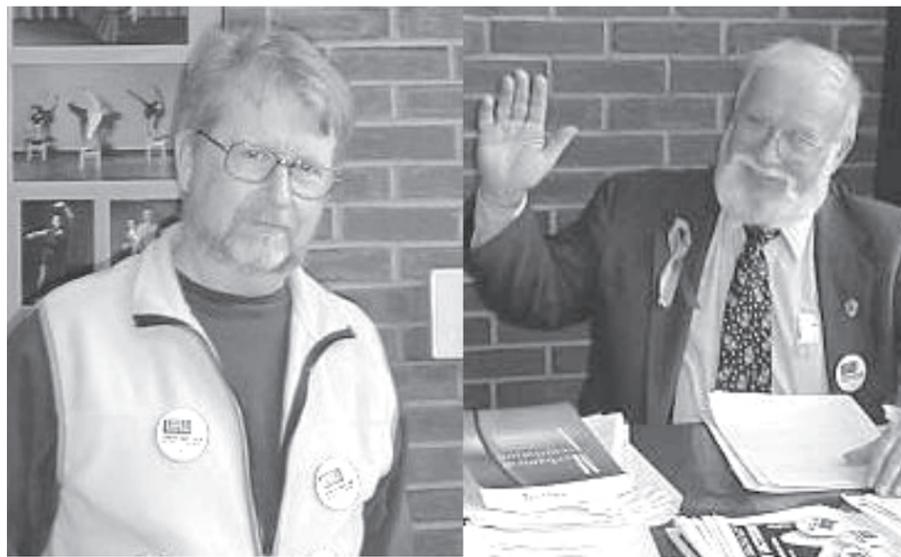
March 8, 2002 (Friday). Ballots mailed to all MCCC members.

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

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

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

Adopted by the Board of Directors, October 19, 2001



President Mike Nutter and NECC Vice President Frank Leary staffing an information table in lobby of classroom building during Campus Equity Week, October 28-November 3.



Season's Greetings and Best Wishes
for a Happy, Healthy, and Prosperous New Year!

your MCCC leadership team

MASSACHUSETTS COMMUNITY COLLEGE COUNCIL NOMINATION FORM - 2002

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

Check all that apply.

MCCC OFFICER *

- President
 Vice President
 Treasurer
 Secretary

MCCC DELEGATE

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

*Nomination requires at least 50 signatures of MCCC members.

Name _____ SSN _____

Full Home Address _____ Tel # _____

College _____ Tel # _____

Unit membership: Full Time MCCC Part Time Day DCE
For ALL Candidates: Black Asian Pacific Islander Caucasian
 Hispanic-Chicano Native American

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

Signature _____ Date _____

*Bio or Statement for NEA Rep. Assembly Candidates only (Optional) - 50 word limit (1 word per box)

- Instructions
1. Type or print clearly using both upper and lower case letters as you expect the final statement to appear.
2. Insert no more than one word per box except when combining letters (ex. MCCC) or hyphenated words.
3. Insert punctuation in the same box immediately after the word you want it to follow.

MCCC News

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

Editor:
Peter Flynn

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Philip Mahler

Vice President:
Richard Doud

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Phyllis Barrett

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