

# MCCC NEWS



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## MCCC Supports Campus Equity Week

The week of October 28 through November 3, 2001, saw a week of coordinated activities on campuses in the United States and Canada. Campus Equity Week - designed to educate campus communities, the public and policymakers - focusing issues of fairness and quality of education. The message: teachers' working conditions are students' learning conditions and equal work deserves equal pay.

A national coalition of teachers' unions banded together to organize that one week program of activities to draw attention to the growing problem of inequities and exploitation of part-time faculty in campuses. The Massachusetts Teachers Association is a committed member of that coalition, and the MCCC has endorsed participation of its 15 statewide chapters in the event. The MCCC distributed 2500 celluloid buttons with the CEW logo to the chapters to encourage local action. A flyer, reprinted below, was distributed in the effort to better educate students, other college employees and the public of issues adjunct faculty.

Showing of the film "Degrees of Shame" that educates viewers to the issues surrounding the colleges' abuse of part-time faculty, information tables, button wearing, and even theatre programs were among methods chosen by various campuses in the coalition to demonstrate during the week.

The event has a website where more information, and history, and a complete list of participants are available: <http://cewaction.org/> ■

## Campus Equity Week



### THE ISSUE

#### Inequity:

Since the 1980's institutions of higher education have been employing more and more part-time faculty while employing less and less full time faculty. Nationally over 1/3 of all faculty positions are part time. These positions are paid much less, non-benefited, and without job security. This inequity threatens all faculty within higher education by elimination of full time positions, increase in non-tenure positions, shortage of faculty involved in departmental activities beyond classroom instruction, and compensation deflation.

#### Massachusetts Community Colleges:

Since 1984 the use of part time faculty has more than doubled while full time faculty positions have actually declined. The average part time faculty member has been teaching in the Community Colleges for over 7 years. Yet future employment is contingent upon a course being offered and fully enrolled in a subsequent semester.

Currently, compensation for teaching a course in DCE, whether offered during the day or evening, is approximately 54% of compensation for the same course taught by a full time faculty member (the percentage would be still higher if the cost of benefits were calculated).

### RESPONSE

#### NEA

- passed a resolution to bring national attention to the misuse of part time employment in higher education
- called for pro-ration of salary and benefits to eliminate the incentive for that misuse

#### MTA

- active in national and state coalitions to combat faculty inequities
- lobbying MTA legislation to secure health insurance and retirement benefits for part time faculty

#### MCCC

- pro-ration is a top bargaining priority - to that end the MCCC has secured

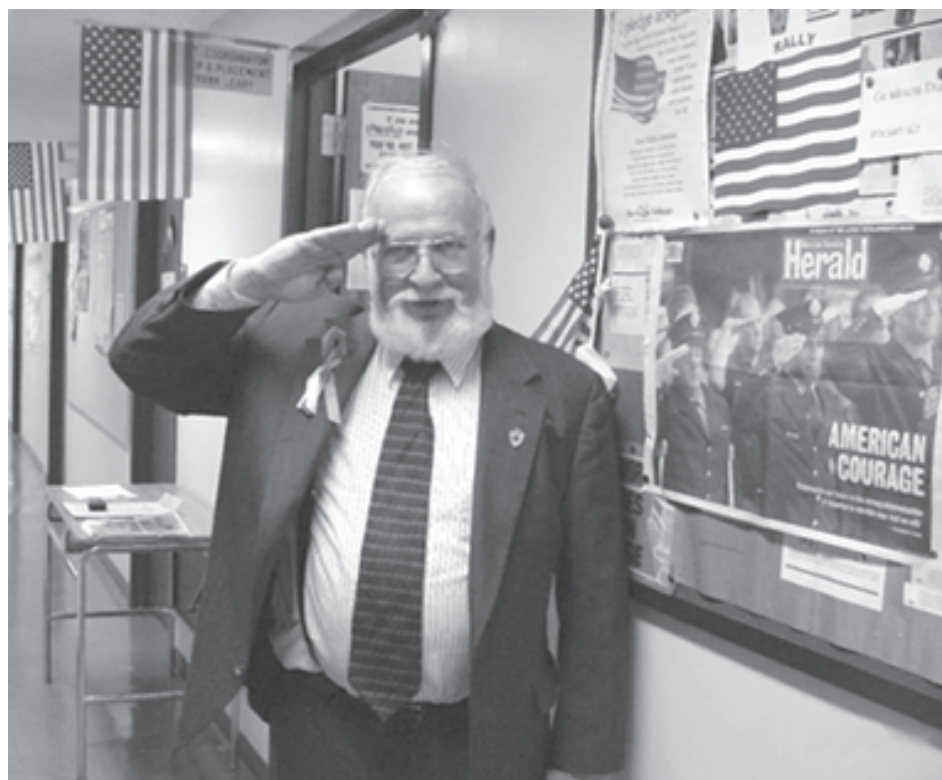
salaries increases of over 170% (average 7.5% a year)

- negotiated hiring priority rights for full time faculty positions
- made the health insurance and retirement legislation its top legislative priority

**BUT THERE IS STILL A LONG WAY TO GO!**

#### What You Can Do:

- keep in touch with your MCCC Chapter to get the latest information regarding legislative efforts to secure health insurance and retirement benefits
- educate all those you can to the economic plight of part time faculty
- be active when collective bargaining resumes so we can secure the best possible contract. ■



Frank Leary Firefighter Fundraiser at NECC. See story on Page 2

### 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*

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## SAC news:

# Raising our profile on Beacon Hill

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

Our goal is simple: to make the MCCC a more powerful force on Beacon Hill. Achieving it will be complicated and difficult, but it's within our reach if we follow the blueprint outlined at this month's Strategic Action Committee meeting.

MCCC lobbyist Charles Flaherty said we must forge better and closer connections with legislators. He advised us to invite them to our colleges for photo opportunities and other events. The reps. and senators will love the publicity, and you'll make them feel closer to your college and its mission. Or think about setting up a State House internship program for your students, once again forging another link to your college. Your students will gain wonderful experiences, while your legislators will see some great community college students at work.

Or try this idea from Cape Cod Community College. Brooks Smith has organized an experts list from the 4 C's faculty and staff. Legislators have called the "experts" several times to be briefed about a variety of issues.

Flaherty praised the firefighters union's political action techniques, saying we could learn from their example. Firefighters meet monthly and lobby regularly. Their political philosophy is simple: if you're on our side for our issues, we're on your side at election time. Votes on other issues don't matter so much as the legislators' commitment to the union's political agenda.

Next fall, you'll see the firefighters working in campaigns. They will hold signs. They will make phone calls. Their PAC group will make campaign donations. They will work to keep their legislative friends in power.

Several times a year firefighters meet with legislators. House and Senate committee chairs attend a union breakfast or dinner. They eat at tables with firefighters from their districts. Legislators speak. Awards may be presented. Photos are taken. Friendships and alliances are forged.

Flaherty urged the MCCC to use similar techniques, adding that faculty have too often viewed themselves as "above the fray". In the next election cycle, consider attending a campaign event. Write checks to your favorite candidates. Volunteer by holding a sign or making phone calls. With our own PAC Fund (another idea we'll be exploring this year), the union can become more proactive in asserting its clout on Beacon Hill. Bills to benefit to us all will be enacted into law.

Bills to increase our health care contributions will be easier to kill.

Flaherty and Arline Isaacson, MTA Governmental Services also gave the following round-up of political action news at the meeting:

**State budget outlook:** There's no state budget in sight. Flaherty says we may not have one until the end of the year when holiday sales tax revenue numbers are in. In the meantime, he says "nothing is happening on Beacon Hill". The Boston Globe has begun to focus on the budget delay. A BIG shortfall looms, probably about \$1.1 billion. Possible sources of revenue include the following:

- Rainy day fund (\$1.7 billion)
- Surplus funds from FY '01 now in escrow
- Other funds to be gained by postponing the implementation of Question #4 tax cut

Isaacson says the MTA will be meeting with other unions to plan a campaign to lobby to postpone implementation of Question #4. We'll keep you posted.

**Status of MTA/MCCC-sponsored bills:** All are in limbo unless we have a budget.

- Senate bill 1425 (part-time health insurance) has been referred to Senate Ways and Means
- House bill 354 (part-time faculty pension improvements) has been sent to Study/Rules Committee
- Senate bill 1414 (creditable service for "03" service) has been sent to Study/Rules Committee

**Community College FY '02 budgets:** It looks like a tough budget year, but we won't know the details until the budget comes out of conference committee. A bill to provide salary increases for non-unit personnel was engrossed in the House last summer, but it's on hold until the budget impasse ends.

**Health insurance:** We continue to hear that Governor Jane Swift will attempt to increase our share from 15% to 20%. Flaherty and Arline are watching this one closely.

**Two last items:** The Board of Directors recently appointed SAC Regional Coordinators Roberta Albano, STCC; Carole Dupont, STCC; and Ana Gaillat, GCC. We'll be developing projects for the coordinators to begin immediately.

Brooks Smith, best wishes for a speedy recovery from your surgery. We look forward to seeing you at a SAC meeting soon! ■

## Union's Rally for Victims

Northern Essex CC Chapter's Vice President and spiritual leader, business professor Francis J. Leary organized and emceed a rally and fundraiser benefiting victims of the September 11<sup>th</sup> disaster at the college on Friday September 28<sup>th</sup>. Impresario Leary donned a firefighter's uniform and worked the crowd for donations with a firefighters boot as receptacle while guests addressed and performed for the attendees.

The rally was titled United We Stand in Rebuilding American Confidence. It was billed as organized and sponsored by the Haverhill Firefighters local 1011 I.A.F.F., and the unions representing the faculty and professional staff, administrators and staff of NECC.

Speakers included Louis F. Poor, Chief of the Haverhill fire department, Mike Nutter, President of the MCCC's local, Judith Kelliher, president of the AFSME local, Reverend Frederick McSweeney, pastor of St. Josephs, Haverhill, and Rabbi Robert Korinow of Temple Emanuel, Haverhill.

Musical performances were rendered by flautist Professor Mike Finegold, bagpiper Robert Haskell, pianist Cynthia Costello, with vocals by Kathy Corcoran.

Donations are still being accepted. Checks should be made out to the NY Firefighters 9-11 Fund, and mailed to the Haverhill Firefighters Credit Union, 131 Water Street, Haverhill, MA 01830. ■



## Homesick

contributed by  
Katherine Blake, HCC Alumnus

Graduating from high school can be quite daunting, especially if you don't know "what you want to be when you grow up." I did my research throughout my junior and senior years of high school, attending every college fair I could, and gathered duplicate materials from every university represented. Soon I was swimming in viewbooks and open house pamphlets from hundreds of colleges. As the final days as a high school student came closing in, I wasn't ready to decide the rest of my life. I panicked. I needed more time. So, I applied to Holyoke Community College to buy myself some more time, and it has since been the best decision I have ever made in my educational pursuits.

Since my departure from HCC in June 2001 I have transferred to Mount Holyoke College. I feel that HCC has fully prepared me to pursue higher goals in education and to challenge myself in my curriculum here at Mount Holyoke. In my second year at HCC I was accepted into an intensive honors colloquium class and in my last year at HCC I was inducted into the Phi Theta Kappa honor society. However, I did not get here on my own. I utilized the outstanding resources HCC has to offer such as the writing center, computer labs, transfer advisors and most importantly the brilliant and dedicated professors. My experience at HCC has prepared me academically. However, no one ever warned me that I would miss HCC so much.

When I arrived at Mount Holyoke I felt overwhelmed by the transition. I longed for the comfort and familiarity of HCC. I quickly came to realize that life is fraught with change, and the road is not always comfortable and familiar. After a few days on my new campus I noticed that it wasn't that unfamiliar, after all, there were other HCC alums attending Mount Holyoke. And, on the days when I needed an extra dose of comfort, familiarity, or reassurance, professors were only an email, a phone call and cup of coffee away.

What makes HCC and community colleges in general a unique environment for learning and a great place to find some direction on your path in life is a combination of a diverse community of students and the wide range of majors and certificate programs they offer. Many of the students that attend community colleges hold full or part time jobs, or have families, and school is a break from their busy lives. Amidst the academics and the wide range of extracurricular activities, friendships are made and bonds of support formed between students and faculty. Every now and then, that underlying bond and understanding that exists between community college students surfaces when I bump into former HCC students at Mount Holyoke, and feel home again. ■

Katherine Blake



Cathy Boudreau announces candidacy for MTA Presidency to October 19<sup>th</sup> BOD meeting. BOD voted an "enthusiastic" endorsement."

## Report Your Medical and Dental Insurance Concerns

Anyone having concerns about the GID Indemnity plan or Delta Dental should report them to:

### New Address!

Nahum Abe Sherf  
402 Paradise Road  
Swampscott, MA 01907

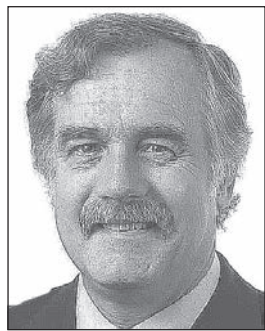
Fax or phone  
781-592-1330



MCCC lobbyist Charles Flaherty, Co-chairs of Strategic Action Committee Joseph LeBlanc and Sandy Cutler at Tuesday, Oct 16 meeting of SAC, Ramada Inn Auburn

# President's Message

## November 2001



Philip Mahler,  
MCCC President

By the time you read this Campus Equity Week (Oct. 28 – Nov. 3) will have passed. I am proud that the MCCC Board endorsed this event, and supplied supportive buttons to the campuses, and that our campuses participated depending on local situations. Let's all remember that the issue of equity is timeless and that the goal, like justice, peace, and so many things worth our efforts, is never achieved – it is that towards which we always work and aspire.

You will see the nominations form for MCCC office and for MCCC Delegate and NEA Representative Delegate in this issue. (It's also all on the web site.) This is one of your opportunities to be more active in your participation in your union.

We enter the advising season about now. Do you know that the complaint the Board of Higher Education hears over and over again from students in Massachusetts public higher education is about advising. I know that by and large the quality of the advising our community college students get is very good – that is, of course, those that take the time to visit us. I only mention it to thank you for the excellent job you do, and I know will continue to do, in this area.

We all know that society is recognizing more and more the importance of having at least some college education, and is looking more and more to the community colleges to provide the access our next generation needs to higher

education. At the October 2 Board of Higher Education meeting an outside consultant stated that higher education is the most powerful tool there is to improve the quality of life in a state.

Massachusetts, in its ed reform movement for K-12, has recognized for the last half dozen years just how important education is to the quality of life and strength of the local economy. It is slowly coming to an awareness of the importance of that capstone college experience – and I can report to you that the Board of Higher Education is well aware of this and is working to get that message out.

As we pass the mid-semester mark, I hope that your semester is going well. The best part of my day is when I am teaching my students. I look forward to seeing them; I look forward to teaching them. And I know that this is true for the vast majority of us – teacher, librarian, counselor, or other specialist, we all enjoy being community college educators and working with community college students. I can't think of a more rewarding profession. ■



# NOMINATIONS

*Must be Received by  
Thursday, February 7, 2002 by 4:00pm*

## Know Your Day Contract

### November 2001

- Nov 12** Veteran's Day Holiday observed
- Nov. 21** Unit Personnel Practices Committee established p. 18
- Nov. 22** Thanksgiving Holiday
- Nov. 30** Tentative Spring assignments to faculty p.17
- Dec. 1** Applications for sabbaticals for Fall 2001 due

*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 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

\*Nomination requires at least 50 signatures of MCCC members.

### MCCC DELEGATE

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

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 <a href="http://www.tiac.net/users/mccc">http://www.tiac.net/users/mccc</a> 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

President:  
Philip Mahler

Vice President:  
Richard Doud

Secretary:  
Phyllis Barrett

Treasurer:  
Estela Carrion

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](mailto:pflynn@seacoast.com).

# DCE NEWS

## DCE Notes

Edited from DCE Coordinator  
Joe Rizzo's Fall 2001 report

### General Trends

#### Implementation of Salary Step 4

The new DCE contract implemented last fall provided for a new Step (4) on the salary scale. This new pay step is predicated on having 8 years or more of DCE seniority whereas Steps 1-3 is based on teaching a requisite number of courses in DCE. It appears that oversights are occurring in making the Step 4 calculation at some campuses and for certain individuals. There does not appear to be a set pattern to these omissions, and they are usually rectified when found. The September MCCC Newsletter article on

DCE contract salary provisions seems to have caused many unit members to discover these errors.

#### Full time Positions

There are a growing number of grievances concerning the filling of full time positions. These cases have been commonplace in the day contract and the same contract language giving priority of consideration to DCE faculty that has been in place since 1996. These cases bring special challenges to the MCCC because the grievant needs to be counseled as to the viability of their case. The contract provides that the priority of consideration applies when the unit member is equally best qualified.

Another dimension to these cases occurs when the MCCC has a new unit member whose appointment is under

contest. Sometimes more than one position is in question, or there is more than one grievant for the same position. A further complication to this is that MCCC unit members often serve on the screening committees. Our MTA Consultants are composing a letter that will be sent to unit members that are affected by such a grievance so that they may be given the opportunity to be heard by the MCCC in the event that the case is under consideration for certification to mediation or arbitration. Information requests are made by the MCCC early in the process so that all involved can be adequately advised.

#### Selected Grievance Resolutions and Outcomes

##### Roxbury Community College

Last month this newsletter outlined difficulties at RCC. On a positive note, some issues have been resolved:

- A class action grievance was settled concerning the conditions of employment articulated in a DCE Letter of Agreement. A number of the items in the letter were in violation of the DCE contract. The college reworked that document so that it did not contravene the provisions of the collective bargaining agreement.

- Another chapter grievance was settled in mediation concerning several required DCE faculty meetings during the fall 2000 semester. The college agreed that it would not require more than one such meeting per semester as provided in the contract.

- The college did not issue the DCE seniority list on August 15 as specified in the agreement. A grievance was filed and was resolved soon thereafter when the list was sent to the MCCC.

There are on-going discussions with the college and the Community College Counsel's Office that will hopefully ameliorate many of the most serious issues.

##### Middlesex

#### Outside Entities – Paraprofessional Program / Step-up Program - Lowell Public Schools

A grievance was resolved at mediation regarding a grant funded program that provides educational opportunities for the paraprofessional staff of the Lowell Public Schools. The college treats the courses to be outside entities as provided in the DCE contract. Middlesex grants college credit for the courses, and all of the instructors are paid by the college. Some of the instructors of these courses are Lowell Public School teachers. The college considers the faculty in these programs to be MCCC unit members except for those who are also Lowell public school teachers. The college's position is that the Lowell teachers are employees of the outside entity and, therefore, not MCCC unit members. The position of the MCCC is that the Lowell teachers have signed contracts with Middlesex, are paid by the college, and, therefore, are Middlesex employees in regard to teaching the courses in the Step-Up Program. The instructors in this program are paid by the college at less than the DCE salary rates. Although the contract allows off scale salaries for outside entity faculty, this is the first known case of individuals making less than scale. In addition, the college has not notified the MCCC chapter of these outside entity teaching opportunities and did not report these outside entities as contractually required.

The mediated agreement calls for the

college to acknowledge the unit status of all of the faculty in this program commencing in the fall 2001 semester and all pertinent provisions of the contract will be followed with regard to outside entities.

##### Holyoke

#### Discipline and Workload

A chapter and individual grievance were filed when a DCE nursing instructor was reprimanded for refusing to perform non-instructional work, such as, curriculum design and filing reports. The DCE contract only requires the duties of course preparation, assessment of students, classroom performance, availability to students, and one faculty meeting each semester. DCE workload does not include the non-instructional duties of full time faculty, although it is not uncommon for DCE faculty to be hired to advise students or engage in other college activities under separate contract.

The grievance was resolved at the college level where the college will compensate non-instructional activities in the nursing area utilizing an agreed upon method. However, the disciplinary letter will remain in the unit member's file until December 2001.

#### Impact and Interim Bargaining

##### Fifth Course

As reported last spring, the new DCE contract provides for regularly scheduled system level meetings between representatives of labor and management to meet, discuss, and negotiate potential interim bargaining and other issues. The MCCC proposed a plan that would minimize the impact of the fifth course on DCE by allowing full time faculty who have reappointment rights in DCE to voluntarily teach their fifth course in the evening. This would give the dual unit member (day full time and DCE) greater scheduling flexibility and potentially provide greater job security since all courses offered by a department would be available to constitute a full time workload. The proposal would benefit DCE unit members by reducing the number of course sections taken from DCE as a result of the increase in the full time workload. It would also spread out the impact of the fifth course throughout the DCE offering. Currently, the day DCE faculty bear the full impact of the reduction in available work by the newly implemented five course full time load.

The Community College President's Council rejected this proposal citing concerns relating to BHE and possibly a statutory conflict with the laws enacted in the early 60's that gave rise to the Division of Continuing Education on each campus. Although these concerns appear valid, this stance seems inconsistent with existing policies and philosophy. The community colleges have touted the notion of a "One-College Concept" for the past decade and there are various day contract twelve-month programs have existed for years without any challenge to their legitimacy.

#### Conferences

#### University of Massachusetts-Boston Community College Conference, October 26

MTA Consultant Michelle Gallagher and Joe Rizzo co-presented on the topic of faculty empowerment and the use of part time faculty.

Contact Joe Rizzo at 603-898-6309  
/ Fax 603-893-5874 / m3c-dce@msn.com



MTA Consultant Michelle Gallagher, DCE Grievance Coordinator Joe Rizzo, and Susan Dole, past MCCC President at UMass Boston October 26th for presentation "Faculty Empowerment and the Impact of Part Time Employment."

## Department of Employment and Training Unemployment Benefits

A number of MCCC DCE unit members prevailed in their appeals with the MTA legal assistance. Several of these cases had implications for the future in regard to unemployment benefits for purely adjunct DCE faculty. The colleges involved include Bristol, Massasoit, Bunker Hill, Holyoke and, Mount Wachusett. Particular note should be taken of the following cases:

- A DCE unit member at Bunker Hill Community College won the initial appeal concerning his eligibility for unemployment benefits and was again successful at the DET Board of Review when the college pursued the case further. The issue was whether the claimant had a reasonable assurance of future employment. Only educational employees are subject to this eligibility requirement. Normally, being unemployed is the central issue in an unemployment case. For educators, one must be unemployed and not have reasonable assurance of future employment. If such assurance exists, the educator is considered to be on a hiatus and ineligible for benefits. The MCCC/MTA position has been that the tenuous nature of DCE course offerings does not constitute such assurance. The Community College Counsel's Office appealed that decision to the courts in order to overturn the determination of benefits. The Employer's argument was that the claimant teaches computer science courses that are in a high demand area. The courts denied the management appeal, and the eligibility of benefits was affirmed.

- A DCE unit member at Massasoit and Bristol Community Colleges was denied unemployment benefits under the assumption that she had reasonable assurance of future employment. Each case was processed separately where she was found to

have no reasonable assurance at the college where she had reappointment rights, and she was found to have reasonable assurance of future employment at the college where she did not have reappointment rights. These separate decisions were in contradiction with each other and the matter proceeded to the DET Board of Review. The Board found her to be eligible for unemployment benefits. ■

## S1425 Progressing Communiqué from MTA Higher Ed lobbyist Arlene Isaacson

After intensive lobbying by Jack Flannagan, MTA's bill to provide health insurance benefits to Part-Time Higher Ed faculty (S1425) received a favorable vote from the Public Service Committee this past week. Sen. Brian Joyce (D-Milton), Chair of the Public Service Committee, pushed very hard in support of the bill. Despite having some initial reservations about the bill, the House Chair, Rep. Brian Dempsey (D-Haverhill) seconded the motion to give the bill a 'favorable' vote.

Notes of thanks to the Public Service Committee members and most especially to Sen. Joyce and Rep. Dempsey would be very much appreciated by those legislators.

The bill has now been sent to Senate Ways & Means. Senate Ways & Means is currently tied up dealing with the state budget and changing economic forecasts. However, they will at some point begin to look at the financial ramifications of the bill. The results of their research will tell us much about how best to proceed with lobbying the bill in the future. ■