

MCCC NEWS



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MCCC Fall Leadership Conference

As has been customary in recent years, the Executive Committee and Board of Directors will host a Fall Leadership Conference on Monday, September 10th, from 4:00 p.m. to 8:00 p.m.. The purpose of the meeting is to prepare local leadership with updates, orient new leaders and strengthen bonds between leaders statewide.

This year's meeting will be held at the Best Western Royal Plaza, Marlboro, conveniently located in the westbound lane of Route 20, near Route 495. Directions are below and will also be available on the MCCC website <http://www.tiac.net/users/mccc/>.

The meeting begins at 4:00 p.m. with coffee and conversation, and opens formally with a welcome and introduction of the presenters. The participants will break up into groups for spotlight presentations with the theme *Trends*, from 4:30 until 6:00 p.m. MTA Consultants Michelle Gallagher and Katie D'Urso will present on *Trends in Higher Educa-*

tion. Michelle Gallagher and MCCC Communications Coordinator Peter Flynn will do a presentation on *Trends in Distance Education*. Strategic Action Committee Co-Chairs Joseph LeBlanc and Sandy Cutler will lead a workshop on *Trends in Strategic Action*.

Dinner will follow.

After dinner, at 7:00 a plenary session, *Trends Forum*, facilitated by MCCC Vice President Rick Doud will take place.

Each chapter's representation is capped at six members. New chapter leadership is strongly encouraged to attend, but any unit members may participate. Interested members should notify their local chapter presidents immediately. Selection of participants will be at the discretion of each chapter's president. Chapter presidents are urged to select members keeping the workshop foci in mind.

All attendees will receive a newly minted limited edition MCCC mousepad.

Directions to the Best Western Royal Plaza

181 Boston Post Road West,
Marlboro, Massachusetts 01752
Telephone: (508) 460-0700
FAX: (508) 480-8218

From Boston & Route 128: Mass Pike West (I-90) to Route 495 North. Take exit 24B onto Route 20 West. The Royal Plaza is 1 mile on the right.

From Worcester: Route 290 East to Route 495 South. Take exit 24B onto Route 20 West. The Royal Plaza is 1 mile on the right.

From Springfield & the West: Mass Pike East (I-90) to Route 495 North. Take exit 24B onto Route 20 West. The Royal Plaza is 1 mile on the right.

From Cape Cod and South: Route 495 North. Take exit 24B onto Route 20 West. The Royal Plaza is 1 mile on the right. ■



MTA Consultant Katie D'Urso

New MTA Consultant

The MCCC welcomes Katie D'Urso, a new MTA consultant assigned to the day unit. D'Urso brings an impressive set of credentials in labor and education to the role.

Ms. D'Urso, an Andover native, currently resides in Plymouth. She received a Juris Doctorate from Boston College Law in 1993, and a B.A. in American studies from Amherst College.

She was most recently employed as a union representative and organizer for SEIU, Local 767, AFL/CIO/CLC, a union

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Executive Committee Annual Retreat

The Executive Committee made its annual retreat at the Best Western Royal Plaza, Marlboro, Thursday, August 2nd and Friday the 3rd, 2001. The meeting is attended by the Executive Committee and whichever coordinators or guests seem appropriate to planning needs. Phil

Kennedy, MCCC Office manager, attended on Thursday.

The regular monthly meeting took place on Thursday and the group began working on the annual and long range planning Thursday evening.

Katie D'Urso, new MTA consultant

to the Day Unit attended and was introduced to those present. Interim MTA consultant Priscilla Lyons and DCE consultant Michelle Gallagher were also present. Consultants D'Urso and Gallagher facilitated the annual and long term planning sessions. ■



Executive Committee Retreat: Front Row: Michelle Gallagher, MTA DCE Unit Consultant; MCCC Treasurer M. Estela Carrion; Katie D'Urso, MTA Day Unit Consultant; Geri Curley, BHCC; Nancy Morello, MBCC; Back Row: Joseph LeBlanc, NECC; Priscilla Lyons of MTA Legal, MTA; MCCC President Philip Mahler; MCCC Secretary Phyllis Barrett; MCCC Vice President Rick Doud

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The Government Pension Offset and Windfall Elimination Provision

Condensed from the NEA publication/CD Rom of the same name

The original Social Security system, established in 1935, excluded state and local government employees from coverage. In the 1960s, however, state and local employees were given the opportunity to elect to participate in the Social Security system. As a result, public sector employees in 36 states opted to enroll in Social Security in the 1960s and 1970s. The remaining 13 states and a number of local governments in two others chose instead to maintain and enhance their existing retirement systems.

The Social Security system prohibits "dual entitlement" – that is receipt of earned benefits plus full survivor benefits. The Government Pension Offset, enacted as part of the 1977 Social Security Amendments, treated public pensions as though they were Social Security benefits, thus instituting dual entitlement provisions. Spousal benefits were offset dollar for dollar beginning in December 1982. Women who were eligible for government pensions before December 1982 were exempt for a five-year transition period. Men who were eligible for government pensions before 1982, however, were exempt from the offset only if their spouses had provided one half of their support.

Criticism of the dollar for dollar reduction was strong, especially given the unfair distinction between public employees and private employees, who could collect both a private pension and Social Security benefits. In response, Congress amended the law in 1983, reducing the dollar for dollar reduction to a two-thirds offset.

In 1986, a new Federal Employees Retirement System was enacted, with Social Security coverage as part of the plan. During an open season in the last six months of 1987, employees were given a chance to switch to the new system and thereafter be exempt from the offset. Many women were unaware of this exemption, however, and decided to stay with their original plan. As a result, they lost valuable future Social Security benefits.

The WEP was enacted in 1983. The purpose was to remove an unintended advantage that the regular Social Security benefit formula provided to persons who also had pensions from non-Social Security-covered employment. The regular formula was intended to help workers who spent their work careers in low paying jobs, by providing them with benefits that replace a higher proportion of their earnings than benefits provided for workers with high earnings. However, the formula could not differentiate between those who worked in low-paid jobs throughout their careers and other workers who appeared to have been low paid because they worked many years in jobs not covered by Social Security. Thus, under the old law, workers who were employed for only a portion of their careers in jobs covered by Social Security – even highly paid ones – received the advantage of the "weighted" formula. This is because their few years of covered earnings were averaged over their entire working career to determine the earnings on which their Social Security benefits were based. The WEP formula was intended to remove this advantage for these workers. Yet, instead of protecting retirees at the lowest level of Social Security earnings, the WEP has unfairly impacted federal retirees with only slightly higher earnings.

The GPO and WEP impact government employees and retirees in virtually every state, but their impact is most acute in 15 states: Alaska, California, Colorado, Connecticut, Georgia (certain local governments), Illinois, Louisiana, Kentucky (certain local governments), Maine, *Massachusetts*, Missouri, Nevada, Ohio, Rhode Island, and Texas. Nationwide, more than one-third of teachers and education employees, and more than one-fifth of other

public employees, are not covered by Social Security.

The GPO affects federal, state, and local government employees – including teachers and other education employees – eligible to retire after December 1982 or later from a job not covered by Social Security. Approximately 305,000 retired federal, state, and local government employees have already been affected by the GPO. Thousands more stand to be affected in the future.

The GPO does not apply to survivor beneficiaries who are not government retirees. It also does not apply to:

- Anyone eligible for a government pension before December 1982 who meets the 1977 law requirements (a divorced woman's marriage must have lasted 20 years; a husband or widower must have been receiving one-half support from his wife);

- Anyone eligible for a government annuity before July 1, 1983 who received one-half support from the male or female spouse;

- Federal Employees Retirement System (FERS) employees and annuitants, and Civil Service Retirement System (CSRS) annuitants who transferred to FERS;

- Former CSRS employees rehired beginning January 1, 1984, following a separation of one year or more;

- Recipients of military reserve pensions (effective January 1, 1995);

- Anyone over the age of 65 who is still working for the federal government (GPO becomes effective when the person retires and begins to receive a pension).

The WEP applies to persons who reached age 62 or became disabled after 1985 and first became eligible after 1985 for a monthly pension based on work where they did not pay Social Security taxes. It does not apply to persons eligible to retire before January 1, 1986, persons who were first employed by the government after December 31, 1983, or persons who have more than 30 years of "substantial earnings" under Social Security.

Estimates indicate that 9 out of 10 public employees affected by the GPO lose all of their spousal benefits, even though their deceased spouse paid Social Security taxes for many years. Moreover, these estimates do not include those public employees or retirees who never applied for spousal benefits because they were informed they were ineligible.

The GPO and WEP have the harshest impact on those who can least afford the loss: lower-income women.

According to the Congressional Budget Office, the GPO reduces benefits for some 200,000 individuals by more than \$3,600 a year. The WEP causes low-paid public employees outside the Social Security system, like teachers and other education employees, to lose up to sixty percent of the Social Security benefits to which they are entitled. Ironically, the loss of these benefits may make these women and men eligible for more costly assistance, such as food stamps.

There are also a significant number of people eligible for retirement who have been forced back into the workforce to make up for the effects of the GPO.

Some individuals can be affected by both the GPO and WEP. The application of these provisions can have a severe impact on the financial security of retirees who have spent some portion of their working careers serving the public (e.g., educators, police officers, fire fighters, and many other federal, state and local government workers).

The GPO and WEP substantially reduce benefits that workers and spouses had counted on when planning their retirement. The arbitrary WEP formula does not eliminate "windfalls." Rather, because of its regressive nature, the WEP causes a relatively larger reduction in benefits to low-paid workers. It also penalizes lower paid workers with short careers or those whose

careers are evenly split inside and outside the Social Security system.

A significant number of teachers have decided to turn to teaching late in life after years in private sector employment. Many women work part time in the education profession while also spending more time at home to raise their children. These educators have relatively limited service and their chosen career path provides a modest public pension. Individuals who held jobs in Social Security - covered employment, or who are eligible for Social Security based on their spouse's covered employment, should be able to count on a more equitable share of that income to sustain them through their retirement years.

Record enrollments in public schools and the projected retirements of thousands of veteran teachers are driving an urgent need for teacher recruitment. Critical efforts to reduce class sizes also necessitate hiring additional teachers. Estimates for the number of new teachers needed range from 2.2 to 2.7 million by 2009.

The GPO and WEP are impacting the recruitment of quality teachers to meet these urgent shortages. At the same time that policymakers are encouraging experienced people to change careers and enter the teaching profession, individuals who have worked in other careers are less likely to want to become teachers if doing so will mean a loss of Social Security benefits they have earned. Some states seeking to entice retired teachers to return to the classroom have found them reluctant to return to teaching because of the impact of the GPO and WEP. In addition, current teachers are increasingly likely to leave the profession to reduce the penalty they will incur upon retirement.

Various members of Congress have introduced GPO legislation for more than ten years. In the 107th Congress, Representative Jefferson (D-LA) and Senator Mikulski (D-MD) have introduced bills (H.R. 664/S. 611) that would protect low- and middle-income public retirees by eliminating the offset for the first \$1,200 of combined monthly benefits. This legislation is an important immediate step toward the ultimate solution – total repeal of the offset.

In 2000, a bipartisan majority of Members of the United States House of Representatives (263 Members) cosponsored Representative Jefferson's GPO legislation. Similarly, 21 bipartisan Senators joined Senator Mikulski's bill. Despite this strong support, however, congressional leaders failed to bring the bill to the floor for a vote. The House Committee on Ways and Means, Subcommittee on Social Security, held a hearing in June 2000 on the GPO, but did not debate or vote on the legislation. Chairman Clay Shaw (R-FL) committed to revisiting the GPO issue when the new Congress convened in 2001.

Social Security actuaries have determined that enactment of the Jefferson/Mikulski proposal would have a negligible effect on the Social Security long-range actuarial deficit. The proposal would increase benefits for 50 percent of persons now affected by the GPO, including 29 percent who would be taken completely out of the offset.

Representative Frank (D-MA) has introduced legislation (H.R. 1073) to address the WEP by restricting its application to individuals whose combined monthly benefits exceed \$2,000. The bill would also provide for a graduated implementation of the WEP above the \$2,000 threshold, up to 100 percent for combined amounts over \$3,000. Representative Sandlin (D-TX) has introduced legislation (H.R. 848) to eliminate the WEP.

CDROM copies of an expanded version of this article, with graphics and interactive design, can be ordered on the NEA website. ■



MCCC Research Coordinator
Hilaire Jean-Gilles

Hilaire Jean-Gilles Receives Degree

Hilaire Jean-Gilles MCCC Research Coordinator received a baccalaureate degree, summa cum laude, in Business/Management Information Systems from the University of Massachusetts, Boston, in June, 2001.

Hilaire, a professional staff member at Bunker Hill Community College was promoted to Coordinator of that college's ACT testing program in the Workforce Development Center.

He possesses a Bachelor's degree in Business Management from the National Superior School of Technology, Port-au-Prince, Haiti.

At Bunker Hill, Hilaire has established and maintained databases and taught microcomputer applications.

Mr. Jean-Gilles immigrated from Haiti in 1994 with his mother. In Haiti he was a Director of *Point of Sales*, a marketing firm.

He enrolled at Bunker Hill Community College in 1995 as an ESL student. He graduated with high honors in 1997. He began working in the office of Workforce Development and International Business as a clerk. In 2000, he applied for a professional position in that office in 2000, and was hired.

In October, 2000, Mr. Jean-Gilles was hired by the MCCC as Research Coordinator. The chief work of the research coordinator is collection, examination, and analysis of contractually mandated materials, especially around the changes wrought by the classification implementation. Modernization of the MCCC database on the its membership is part of the job. Collection and interpretation of data for contract negotiations, including economic comparison data and research are among other responsibilities. ■

D'Urso cont...

Continued from Page 1

that represents health care workers on Cape Cod and across Southeastern Massachusetts. Prior to that she was employed by the National Labor Relations Board as an attorney investigating, litigating and mediating unfair labor practice cases. In this role she drafted decisions on behalf of the Regional Director and represented the NLRB in U.S. District Court.

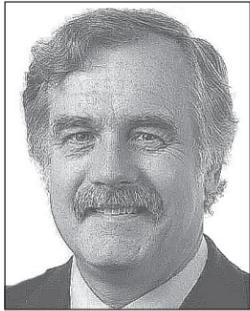
She has been an instructor at UMass Dartmouth teaching a labor studies course in conflict management. The course taught local union members grievance and arbitration handling and mediation of workplace disputes, and negotiation of collective bargaining agreements.

Ms. D'Urso has spent her summer getting up to speed with MCCC activities. She has been working with MCCC Grievance Coordinator Dennis Fitzgerald on contract enforcement.

She participated in the August Executive Committee retreat in Marlboro. There, she reported that she was very impressed with two aspects of the MCCC, the Day and DCE grievance committees and the mediation process. She commented that mediation's success in resolving 70% of cases was remarkable. She noted the high level of discourse and commitment exhibited by grievance committee members. ■

President's Message

September 2001



Philip Mahler,
MCCC President

Welcome back, for those who got away this summer, and to the Fall semester. We start this semester facing many challenges. For full-time members, the appeals process have been delayed longer than we want, and the committees on points for licenses and professional development have yet to meet. We are working on these issues.

For part-time members, we continue to work on the bills on participation in the state employee health benefits, and state employee retirement plan.

I did spend about three weeks in France this summer. Besides the fact that the speed limits are much higher - a personal pleasure - I observed some things about the work environment there.

I observed that in France, postal employees sit down while they dispense stamps and accept packages. So do grocery store cashiers (you bag your own groceries there). I imagine this slows these folks down a bit, but it must mean that the work day must take less of a toll on their health and psyche.

You probably know that France re-

quires that employees have five weeks of vacation per year, minimum. In fact all of western Europe legislates four to six weeks of vacation per year for everyone. Europeans work to live - we seem to live to work.

It was distressing to learn, however, that more and more they hire part-time higher ed instructors with no health or retirement benefits. I fear that globalization and the resulting push for productivity may undermine the quality of life in the workplace there. Generally of course there is much more access to health care than here (and doctors were still making house calls, at least a few years ago), but those part-timers have to purchase it themselves. I don't know what their cost is, though I'd bet it's far less than here. (The United States is the only Western industrial nation without some form of comprehensive national health insurance.) Meanwhile our congress is working on a "Patient's Bill of Rights" which doesn't even acknowledge the right to health care! A ray of hope - adequate access to health care for all promises to be a campaign issue in the next gubernatorial race, and the legislature is sensitive to the needs of our adjuncts without health care benefits.

The challenges remain, as does the MCCC's commitment to working on them. Meanwhile I do hope this Fall semester proves to be professionally fulfilling for every unit member. ■

Editorial Comment

Mentor a New Member *by Peter Flynn*

Organizations have a natural history with predictable eras of stability and change. The retirement from the Commonwealth's community colleges of the faculty cohort hired in the early years, after careers averaging over three decades, began in the nineties, accelerated markedly last year with the classification agreement, and will continue throughout this decade.

Structural changes in the new community college professoriate are discernible. Reliance on an increasingly by-the-course faculty has accelerated in the last two decades. Faculty having computer skills are in demand. Some liberal arts specialties have fewer full time faculty positions.

New faculty have grown up in a 1980s and 1990s America where union membership is half what it was in the 50s and

60s of their predecessors' salad days. They have had different social and historical influences.

The MCCC and the MTA independently recently addressed a need to improve efforts to orient new members. A bit of history, benefits brochures, and a pinch of self promotion was the recipe for both.

The transmission of the collective memory of the organization will not be accomplished haphazardly in this time of rapid change.

The critical factor in continuity however is the face-to-face, member-to-member relations that take place on each campus. Veteran members should make a conscientious effort to build bridges with new unit members, whatever their academic or political persuasions...

...And perhaps take a new member to a meeting. ■

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 **New Address!**

Know Your Day Contract

August, September & October 2001

- Aug. 31** Spring 2002 Sabbatical recommendations to Trustees (p.18)
- Aug. 29** First day for professional day meetings (p.34)
- Sept. 3** Labor Day
- Sept. 4** Earliest classes may begin (p.34)
- Sept. 15** Unit members receive notice of accumulated sick days (p.13)
- October 1** Tenure eligibility list distributed (p.30)
- October 1** Sick leave bank open (p.12)
- October 4** Furnish employer with dues to be deducted per employee (p.10)

Course materials (Form XIII-E2) for Fall 2001 must be distributed to students and submitted to supervisor before end of drop add period.

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. ■

MCCC Meetings Calendar

September 2001 to August 2002

Year	Month	Executive Committee	Board of Directors
2001	September	7	21
2001	October	5	19
2001	November	2	16
2001	December	7, 21	TBA
2002	January	TBA	25
2002	February	1	15
2002	March	1	15
2002	April	5	19
2002	May	3	17
2002	June	7	21
2002	July	TBA	TBA
2002	August	2	23
2002	September	6	20

OTHER MEETINGS

2001	September 10	MCCC Fall Leadership Meeting
2002	May 12	MCCC Delegate Assembly, Marlboro
2002	May 17-18	MTA Delegate Assembly, Boston
2002	June 30-July 5	NEA Representative Assembly, Dallas



Executive Committee Member Nancy Morello and MCCC Treasurer M. Estela Carrion hard at work in Executive Committee Retreat Developing MCCC Annual Plan.

Digital Image Legislation

The Chronicle of Higher Education reported in June that a bill allowing faculty more latitude in the use of digital images in online courses and electronic presentation had passed the senate. In an era where expanding use of computer generated instructional material, laws regulating use of commercially produced images from films and advertisements have become increasingly confusing as they apply to educational applications.

A bill known as the *Technology, Education, and Copyright Harmonization Act of 2001, S. 487*, was passed by the senate in June. If the same bill is passed by the House of Representatives and signed by President Bush, it would allow copyright exemption for classroom use of "dramatic literary and musical works" — such as movie segments up to three minutes and popular songs for classroom and online courses.

The House version of the bill, H.R. 2100 is currently in the House Judiciary Committee. ■

Visit the MCCC Website

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

The MCCC website is the best and most up-to-date source for late breaking developments. Additional documents of interest and import to Day and DCE unit members have been added.

The MCCC Webpage is a valuable resource for MCCC updates, job opportunities and linkage to the NEA and MTA resources available to MCCC unit members. Calendars of MCCC meetings, and committee assignments may be found there.

Additionally, MCCC events and news are available, as well as "old news" in the form of archived newsletters. Frequent updates on negotiations, links to other higher education sites, and contact information for MCCC officers is also available.

Bookmark the site for frequent referral. ■



Joe Rizzo,
MCCC DCE Grievance Coordinator

Know Your DCE Contract

Reappointment Rights and Seniority

You earn reappointment rights after teaching five courses over three consecutive fiscal years at the college. These courses do not have to be in the same department. Two or more courses per year in a work area at the college earn one-year seniority. One course in one area and one course in another area in a year provide one-year seniority in each work area. Loss of accrued seniority results after a two-year break in service at the college. Canceled courses do not count toward a break in service.

Salary

Independent of the calculation of seniority rights, you will move from the step one salary to the step two salary upon teaching your sixth class and move to step three upon teaching your eleventh class. You will advance to step 4 effective with attaining 8 years of seniority at the college. New faculty start at the step one salary, but may start higher based on degrees, qualifications and experience.

Step 1 - \$714 per credit

Step 2 - \$766 per credit

Step 3 - \$824 per credit

Step 4 - \$865 per credit
(8 years of seniority)

The laboratory component of a course will be paid at the rate of 1.5:1 (1.5 contact hours per week during a regular semester = 1 credit salary).

Appointment

Faculty with reappointment rights will be provided a course interest and availability form. A tentative appointment for one course shall be assigned first to those unit members with most seniority. You should, under normal circumstances, be notified of your tentative assignment five weeks prior to the beginning of classes. You should be given a contract indicating the course(s) and salary to which you have been assigned. Your course must run in the event that an administrator who hires, fires, or evaluates DCE faculty is teaching a course in DCE.

Course Material

Faculty must submit the course syllabus within one week of the beginning of classes. This should include the items appearing on the course material checklist contained in the collective bargaining agreement. Note, however, that faculty enjoy academic freedom which provides for professional latitude in fulfilling one's contractual obligations.

Instructors have the right to choose the text book(s). The exceptions to this is when it is a departmental selection and you are given an opportunity to participate in the decision making process, or when the appointment is made as the semester is to begin.

Evaluation

Classroom observations must be conducted prior to the unit member gain reappointment rights. Student evaluations are to be conducted in a specific time frame after approximately 80% of the course is completed.

Classroom observations can only be conducted after that point for stated written reasons.

See the articles and contract update materials for details on the newly negotiated collective bargaining agreement.

If you have any questions on the DCE contract, call DCE Grievance Coordinator Joe Rizzo at 603-898-6309 or email Joe at m3cdce@msn.com. ■

Health Insurance for Part-time Unit Members

Massachusetts has a non-group health insurance program, and the open enrollment period is upon us. Massachusetts residents who are not eligible for employer-based health coverage can purchase nongroup health care insurance or coverage from any carrier offering plans. Carriers offering this coverage may not refuse any applicants based on their health nor impose preexisting condition exclusions or waiting periods. The open enrollment period is September 1st through October 31st for coverage to be effective on December 1st of that year.

You and your dependents are eligible for this coverage if:

- you are a Massachusetts resident;
- you do not have access to group health coverage through your workplace or your spouse's workplace;
- you are not or are no longer eligible for continuation of group health coverage under COBRA or other continuation of coverage laws;
- you are not enrolled in Medicare or Medicaid; AND
- you are not self-employed. (Under Massachusetts law, self-employed persons are not eligible for nongroup health coverage because they may buy coverage from any insurance carrier which offers coverage to small businesses.)

For information about the standard plans you can contact the Division of Insurance Consumer Section in Boston at (617) 521-7777 or write to the State Division of Insurance; Consumer Service Section, 470 Atlantic Ave., Boston, 2210, or visit the web site at www.state.ma.us/doi/.

Some additional information, including some of this year's pricing information is on line on the MCCC web site at www.tiac.net/users/mccc. Follow the Health Insurance link. ■

Adjunct Website

Another example of the rising consciousness and expectations of adjunct faculty is a website, <http://www.adjunctnation.com/>, providing employment related services and connection for the often socially and psychologically isolated adjunct faculty person. This is the web page of the *Adjunct Advocate* magazine. The homepage offers links for news, employment opportunities, grants, professional development and numerous other resources for the adjunct. There are even links for e-health insurance and retirement planning.

Job seekers can post ("showcase" as the site describes it) their resume in a resume databank in the employment resources section.

Adjunct Advocate cover stories, from its 1992 date of origin to the present, are available on the site.

Textbook publishers predominate among the commercial sponsors of the site. Links to sponsoring publishers can be found there. Staples is also a sponsor and a link on the site. Walden University is another sponsor.

The site also lists several recommended readings for adjuncts including books on organizing employment searches. *Will Teach for Food*, by Dr Cary Nelson, is available in cloth cover, with 205 pages for \$49.95. More affordable paperback selections round out the list.

The website came to the attention of the MCCC when it published a study of compensation and health benefits for adjunct faculty nationwide. That study can still be read on the site as of this writing. North Carolina pays adjuncts \$128 per credit hour for anyone fantasizing about rustication in a warmer climate. ■

DCE Salary Increase

Effective for the fall 2001 semester, DCE faculty will receive a 3% salary increase in accordance with the MCCC/Board of Higher Education collective bargaining agreement. This is the second raise since the new contract was implemented in December 2000. The new salary rates are as follows:

Step 1	1 -5 courses	\$2,145 per 3 credit course	\$714 per credit
Step 2	6-10 courses	\$2,298 per 3 credit course	\$766 per credit
Step 3	11 or more courses	\$2,472 per 3 credit course	\$824 per credit
Step 4	8 or more years seniority	\$2,595 per 3 credit course	\$865 per credit

As in the past, the laboratory component of a course will be paid at the rate of 1.5:1 (1.5 contact hours per week during a regular semester = 1 credit salary).

These salaries reflect a steady rise in salaries since the unionization of DCE faculty in the community colleges in Massachusetts. At the time the first MCCC contract was to take effect in 1990, DCE instructors were paid between \$900-\$1,100 per course.

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.

WANTED

3 Strategic Action Committee Regional Representatives

Do you have?

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

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

APPLY TODAY!

Email or fax your resume & cover letter by Sept. 30 to:
Sandy Cutler: cutler@stcc.mass.edu, 413-566-5855 &
Joe LeBlanc: jleblanc@necc.mass.edu, 207-384-7082