

## SPECIAL EDITION-Elections: April 23, 1982



**EDWARD  
BROWN**  
PRESIDENT

"My platform has not changed since you read it in the long, one page flier which you received from me earlier. Neither will it change after the election is over. It contains no mere campaign promises and no appeal to special interests. Its intent is to let you know ahead of time what I will recommend as president to improve the ability of this union to act more effectively in your behalf. Some of these recommendations could be more briefly summarized as follows:

- 1) Increasing phone, printed, and personal communication to better inform, strengthen, and unite the 15 college chapters.
- 2) Approaching the next contract negotiations fully aware of important lessons learned from our recent experience.
- 3) Working to reduce the need to talk of strike by increasing our impact in the legislative arena where the rules are made by which we negotiate and obtain funding of our contract.
- 4) Gaining additional strength by association with our students, other unions, and even management in areas where mutual interest exists.
- 5) Securing maximum benefit from our MTA affiliation while remaining ever vigilant where MTA interests conflict with our own.

I also submit to you that during my 15 years of experience in this community college system I have es-

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**JAMES  
RICE**  
PRESIDENT

"I am a candidate for the MCCC Presidency because the MCCC needs vigorous and decisive leadership in the face of the forthcoming issues that include but are not limited to the possibility of a new unit determination, limited funding, federal cuts to education, diminished student aid, and the upcoming negotiations of a fourth MCCC contract. Therefore, I believe my proven experience and commitment will enable me to provide this necessary leadership.

I plan to enthusiastically pursue these objectives:

- to increase pay for MCCC members and salary parity with the national average through base rate increases
  - to strengthen lobbying and political organization to impact the Legislature, Regents and local Trustees
  - to streamline the multilayered and lengthy funding process for contracts through proposed legislation
  - to strengthen the MCCC internally at the state and local level
  - to monitor and evaluate affiliate services
  - to network and monitor local Boards of Trustees
  - to obtain release time for union and unit work
  - to provide a fully developed Professional Development program for all professional staff
  - to remove quota positions by rank
  - to limit frequency of evaluation for tenured faculty and professional staff.
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**THOMAS  
PARSONS**  
VICE  
PRESIDENT

"I am a candidate because the more moderate members need a forceful voice at the highest levels of the MCCC. We have bombarded the membership with a multitude of 'call to arms' over various issues, but sometimes there has been little follow through on positions taken by the MCCC Board. This does not create a perception of strength by those who view us from outside the organization. The MCCC must be more selective in choosing its issues and must consistently follow through on them.

A statewide officer should ask two questions about each issue: is a position on this issue in the best interest of the total membership and, just as important, will the membership follow through on this issue?

I have been characterized as someone who is straightforward but a 'compromiser'. If we are to have a strong and effective organization, people will have to be willing to compromise. This is particularly important as we enter a new series of contract negotiations.

Priorities. The number one priority to be addressed is our inequitable compensation. By any measure, it is inadequate and must be rectified with no 'give-ups' in return. Other issues of concern include: DCE, part-time faculty, clearer contract language, release time for chapter officers and sick day payback for retiring members.

Qualifications. I have served two years as chapter vice president and Board of Directors member from Mass. Bay Comm. College. During the first year as MCCC Board member, I became an alternate, and eventually a voting member of the contract negotiating

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**JOHN  
CHASE  
SECRETARY**

"With our election a short time away, it seems appropriate to urge your support for more effective communication between MCCC leadership and our membership.

My record of commitment is clear. Having served as a negotiator, a state leader, a chapter president, a national representative and as your first MCCC political action coordinator, I now again seek your support for another term as secretary of our local MCCC.

My campaign pledge is: 'more effective communication'. Cast your vote for experience and effective leadership by voting for John R. Chase."

(John R. Chase is a Professor of Speech Communication at Massasoit Community College. He has been at Massasoit for the past 15 years. He was also personnel assistant and instructor of speech at Mass. Bay Comm. College from 1963-1967.)

## Parsons con't.

team. This provided valuable experience in the process of contract negotiation and mediation. Clearly, the membership must be frequently informed of negotiations progress and be aware of any tradeoffs involved in a gain.

In the second year as a Board member, I was elected to the MCCC Executive Committee. This direct involvement in grievance procedures has given me a great deal of insight into our needs in the next contract.

During the same period of time, I was part of the Mass. Bay faculty leadership who successfully fought to uncluster Mass. Bay from Framingham State. This victory has had desirable spillover benefits for other community colleges where similar 'clustering' was under study. In addition, I was involved in the successful effort to have all retrenched members rehired once additional funds became available in January.

I have taught economics, accounting and personal finance at Mass. Bay for eight years and am an Associate Prof. in the Business Division."



**DENNIS  
MARTIN  
SECRETARY**

"I am a candidate for the office of the Secretary of the MCCC. My name is Dennis Martin, and I am a professor of English at Cape Cod Comm. College. I was educated at Rhode Island and Purdue Universities. I have 21 years college teaching experience, 15 of them in our Massachusetts Community College system. Throughout my professional career, I have been active in faculty association activities. I was Cape Cod's first representative to the old MRCCFA. Later I was representative to and then chairperson of the Faculty Advisory Body to the MBRCC. More recently, I have been President of the Cape Cod Faculty Association, then Grievance Officer, and now a member of the present MCCC Board of Directors. I think I have the experience necessary to serve you efficiently as Secretary of the MCCC.

1982-83 will be a crucial year for the MCCC. We must end the divisive factionalism that has plagued the MCCC for the past two years. We must articulate carefully the relative responsibilities of the MCCC, the MTA and local chapters. We must improve the communication and cooperation between those segments. We must negotiate a new and better contract that has clear, precise language, full protection for tenure and seniority, and above all, parity in workload and salary with the other segments of higher education. If you will elect me your secretary, I will energetically work for those goals."

## ELECTIONS

will be held at each  
chapter on

April 23, 1982  
for 1982-84

OFFICERS

SEE YOUR DIRECTOR  
FOR DETAILS



**ROBERT  
MORRELL  
SECRETARY**

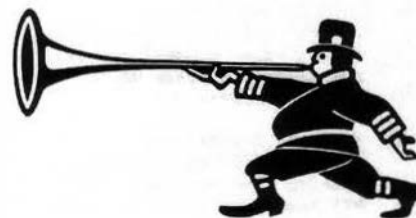
Robert J. Morrell is an Asst. Prof. of History, Gov't and Social Sciences at Berkshire Comm. College. He is past chapter president at Berkshire, past Crisis Coordinator of MCCC/MTA and former member of the Mass. Council of Community Colleges. He is presently a member of the MCCC Board of Directors.

"My decision to run for Secretary came after long and careful thought. Although the job requires the recording of minutes for the Delegate Assembly, MCCC board meetings and executive committee meetings, there is, I believe, much more to the job.

As one of four statewide elected officers, I will be serving on the executive committee of MCCC where difficult questions dealing with such issues as arbitration on grievances, retrenchment, possible consolidation of all collective bargaining units in higher education and the inner workings of our own union, MCCC, as it relates to MTA and NEA arise.

This is where, I believe, I have the edge over my two opponents. My twelve years of faculty leadership, pre union as well as union, locally as well as statewide, gives me the knowledge and insight to best represent your interests in these matters.

We face difficult times ahead and will need all of our collective strength and know-how to deal with future problems that will come up. I have the strength, knowledge and desire to serve you and would be honored to have you cast your important vote for me. Thank you."





**RAYMOND  
LEMIEUX  
TREASURER**

"I am a candidate for the position of Treasurer of the MCCC. I believe that I have the knowledge, experience and proven dedication to serve the best interests of the membership. The next few years will be critical ones in determining the future of our organization and the future of the community college system. Among the critical issues that we will face in the near future are the negotiating of a new contract, the Five-Year Plan for higher education soon to be released by the Regents, reduction in financial aid to our students, the one bargaining unit concept, and the relationship between the MCCC and its parent organization, the MTA. Also, we will have to insure proper funding by the legislature for all 15 of the community colleges. Although Mass. Bay, Bunker Hill and Roxbury were successful this year in retaining their autonomy, the threat of merger and program consolidation is not over.

My dedication to the goals and objectives of public higher education is both professional and personal. I am a product of public higher education; my daughter is a graduate of STCC; my son will graduate from STCC this June and will transfer to Westfield State College. Thus, I am very aware of the need to maintain and improve public higher education and to make college accessible to all regardless of their financial status.

I believe that if elected, I can make positive contributions aimed at strengthening the MCCC. I shall work closely with the other MCCC officers, the Board of Directors, and the chapter officers to assure that we resolve successfully the many issues and problems which our membership will be facing."

(Prof. Lemieux is an Associate Prof. and Chairperson of the Department of Economics at Springfield Technical Comm. College and has been teaching there since 1970. He has been vice president, grievance officer and a representative to MACER at his local chapter since 1976. He has been a member of the Negotiating Committee for the past three contracts and Chairperson of the first two. He has been an alternate to the Board of Directors, member of the MCCC Delegate Assembly since 1976 and

## Rice con't.

In addition, numerous areas of our present contract need revision as follows:

- unilateral authority of College Presidents in RIF situations
- ambiguity of workload credits especially in allied health
- role of department coordinators
- meaning of seniority in promotion and RIF

The next two years require a strong vigorous, unified and a fully participative MCCC. We need an active and effective full-time President who is committed to strengthening the MCCC.

As your elected MCCC President, I will continue to resist the attempts to whittle away the rights and professionalism of both faculty and professional staff."

(James B. Rice is an Associate Professor in English/Developmental Studies and Coordinator of Developmental Studies Academic Work Area at Quinsigamond Community College. At Quinsigamond, Prof. Rice has been a member of their MACER, Grievance Committee, and Executive Comm., Ex Officio.

He has been the local chapter president, All College Council Vice Chair and is presently involved in the Friends of Education both statewide and locally.

Since 1976, Prof. Rice has been the Treasurer for MCCC and member of the MCCC MACER. He has also been Chair of the MCCC Finance Committee, a member of the MCCC Credentials Committee and has participated in the Leadership Conference. He has been a MCCC/MTA Delegate at the MTA Annual Meeting since 1976 and a delegate to the NEA Convention since 1979.)

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Chairperson of the Surplus Merit and Educational Needs Task Force. He is presently the statewide MCCC Grievance Coordinator.



**ALICE  
QUIMOND  
TREASURER**

Alice Guimond is a Professor of History and Government at Holyoke Community College. She was vice president and president of the first association of professionals in the community college system--The Mass. Regional Community College Faculty Association; she was instrumental in bringing about the law which established the Faculty Advisory Body to the Mass. Board of Regional Community Colleges and served on different occasions as secretary and chair of FAB.

She was president of Holyoke Community College's chapter of MCC for three years and worked very hard in opposition to proposed contract (subsequently rejected by membership)

which she considered lacking in professionalism and inadequate with regard to protection of academic freedom and other rights of professionals. She has been a delegate to the MCCC assembly for three years as well as a delegate to the MTA Annual Meeting.

While president of her local chapter, she served on the Board of Higher Education Committee on Quality of Faculty. She has participated in the meetings of the Friends of Education and is Treasurer--Mass. State Conference of the AAUP.

"I have the background, and I am interested in developing closer relations with other segments of higher education in Massachusetts; but my top priority is to promote the best interests of community college professionals and their association --the MCCC.

I will work to insure that MCCC members derive maximum benefit from their affiliation with MTA and NEA. I will work to insure that any future contract will enhance the professional status of the MCCC members; will provide a work environment and rewards which recognize and encourage professional excellence; will place

community college professionals on an equal footing with their colleagues in the other segments of higher education and will include provisions which address the problems with regard to continuing education and part time faculty."



## Brown con't.

established a record of communication, organizational ability, leadership initiative, and strength. This record is also one of documented concern for the protection of individual member rights to fair treatment under the contract and within the union structure.

I ask that you grant me the opportunity to demonstrate that the combination of direction, perspective, and strength which I offer can make this union more effective in promoting your interests during the next two years. Please make your voice heard on April twenty-third. Management will be listening. A high vote count will be viewed as a sign of strength; a low vote count may be misinterpreted as a sign of weakness.

Proclaim both our strength and solidarity by electing the candidate of your choice by an overwhelming margin."

As MCCC President I will be committed to improving your ability (through your elected chapter officers, directors, and delegates) to decide each issue based on as much information and consultation as possible. I will coordinate, facilitate, present options, and recommendations. Your representative bodies will receive as much assistance as a president can provide to aid them in establishing MCCC policy on each issue. Once that policy is established, it becomes the responsibility of the MCCC President to present that policy clearly and forcefully as possible and to coordinate its implementation. I will carry out that responsibility with the same strength and vigor which I have brought to my other service roles over the past 15 years.

The next two years will require the MCCC to make crucial decisions on your behalf - decisions which will determine your job security, income, workload and working conditions, opportunities for advancement, and the respect you are accorded as a professional in the field of public higher education. Our contract must be improved, not eroded, in the next round of negotiations. We must effectively deal with continued budgetary inadequacies and shifts in funding among various colleges, accounts, and disciplines. There will be more proposals and task forces established to implement reorganization through merger or programmatic changes at our colleges; we must be prepared to meet these challenges. Community college faculty and professional staff must retain their present contractual protection against being displaced

("bumped") by state college and university faculty; this must be accomplished in spite of the likelihood that the Board of Regents will propose some consolidation of the now separate union structures of the old segments of public higher education. The trend toward substituting regular or DCE part-time faculty and staff for dedicated full-time professionals must be halted.

(Prof. Edward Brown is an Associate Professor of Biological Sciences at Holyoke Comm. College. He has been a Board of Directors member since 1980 and served on the MCCC Executive Committee from Dec., 1980-June, 1981. He served on the Nominations and Elections Committee in 1980 and was a Delegate to the MCCC Delegate Assembly 1980-1981. He was a member of his local NACER and also chapter secretary for two terms.)

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### MCCC Recorder and Review

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Any unit member wishing to contribute to the next Newsletter, is invited to send their article to Cathy Boudreau, Massasoit Community College, Brockton, MA 02402. We will try to publish the article, space permitting. Please try to limit article to two typewritten pages, double spaced (Deadline for next publication is May 23, 1982.)

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SEE YOUR DIRECTOR FOR DETAILS

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# Editorial

Our present statewide officers are coming to the end of their term, and it is now our responsibility to elect new officers.

Our new leaders will not be perfect. They may not be able to instill in each of us the basic union philosophy of "the best for the whole". They may not be able to accomplish everything we ask of them. But, they, like our previous officers, will do their best. They will not be the choice of the dissenting vote, but must be given the opportunity by the dissenters to try and fulfill promises made on the campaign trail.

The vote we cast will not be perfect; but neither is democracy or unionism. However, we do not want to relinquish our representative form of government. Democracy is the most difficult form of political organization--the most difficult because it is the best. None of this, however, guarantees us a better life, fairness or progress; but it gives us the chance to work for it. We cannot afford to let our right to vote be buried with a litany of redundant excuses of why we don't want to be bothered. We have an obligation to the people who are willing to spend long hours trying to provide leadership to a young organization. Unionism asks very little from its membership--to vote for leaders and policy and to participate in actions where there is conflict that impedes our professionalism. It is time for us to exercise our option to vote, and have faith in the rule of the people we elect. "When our people cease to participate, then all will wither in the darkness of decadence. All of us will become mute, demoralized, lost souls."

VOTE--April 23, 1982.

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(Editor's Note. I wish to apologize to the professional staff. In the last issue of the Newsletter, I invited faculty to submit articles. It was not my intention to exclude professional staff in my statement by any means.)

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