

MCCC NEWS

208

The Official Publication of the *Massachusetts Community College Council* / Volume 6, Issue 5 / February 2005

DCE Contract Rejected

MCCC/DCE Bargaining Unit Speaks Loud and Clear

By Michelle Gallagher, DCE Team Spokesperson

The results of the MCCC/DCE contract ratification vote made it clear that the members are not willing to take any less of a salary increase than that enjoyed by the community college administrators or the state college continuing education faculty.

The membership turned down the last offer of the college presidents by a vote of 469 No to 355 Yes. MCCC/DCE Bargaining Team Chairperson John Palmer saw the vote as a confirmation of what the MCCC/DCE team had already suspected, "DCE unit members believe they deserve more and are willing to forego a meager increase in the meantime until they are able to secure the kind of an increase that at least provides equality with the increases experienced by our state college counterparts and the community college administration. If the Presidents can afford it for administrators they can certainly afford it for the faculty who are on the frontline."

MCCC President Rick Doud has formed a MCCC/DCE Crisis Committee to assist the bargaining team by soliciting member input and organizing direct work activities to secure a fair and equitable agreement for DCE unit members. The committee members are Doud, Executive Committee member Geri Curley of Bunker Hill and former MCCC President Tom Parsons of Mass



MCCC DCE negotiating team members meeting on Jan. 12, (from left) Chair John Palmer, Michael Dubson, MTA Consultant Michelle Gallagher, MCCC President Rick Doud (not pictured Jane Arnold, Don Williams).

Bay. John Palmer, DCE Team chair, will be a liaison to the crisis committee.

The first task of the Crisis Committee is to solicit member input to determine the specific concerns of the members. Doud said, "It is pretty clear from the feedback my office has received that the members are concerned about the salary offer. The

failure of the college presidents to meet the salary increase of other public higher education institutions has been cited over and over again as a major concern by our members."

The Crisis Committee will also be seeking chapter input into possible work actions it will recommend to members. Doud noted,

"It is important that the membership be provided with an opportunity to have its collective voice heard by the college presidents should we not be able to secure a fair and equity proposal. If it is necessary for members to refuse to work beyond the contractual requirement then we may just have to pursue that course of action." An example of such an action could be the refusal of all DCE faculty to teach any under-enrolled courses. No faculty member is required to teach an under-enrolled course. ■

**As of Feb. 1, 2005
396 Days
Since Last DCE Raise**

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Day Bargaining Team Drafts Demand Package With Much Advice, Support

By Joe LeBlanc, Day Bargaining Chair

This story is written in response to member questions about the process of seeking member input in drafting the Demand Package.

The Negotiations Committee, comprised of a representative from each chapter plus then MCCC President Phil Mahler and Vice President Rick Doud formulated, distributed and analyzed a bargaining survey from full-time and part-time day contract members. Members completed the MCCC Negotiations Survey in Spring, 2001. Member concerns around salary and workload and many other issues was identified.

The Negotiations Committee also considered many comments in the survey, an overview of which were forwarded to the Day Bargaining Team. Comments focused on improving workload for faculty and professional staff, strengthening part-time member

workload, salary and benefits, and increasing salary and release time for department chairs and program and curriculum coordinators.

The results of the survey were presented to the Board of Directors in 2001, and in the Fall of 2001 the MCCC Day Bargaining Team reviewed the results and began to develop a draft demand package to reflect the survey results.

Since September, 2001, union members have assisted the Team in many ways. Faculty, notably nurses, and professional staff have testified at Team meetings; others have written letters, and scores of full- and part-time faculty and professional staff have sent emails. Day Grievance Coordinator Dennis Fitzgerald and Research Coordinator Hilaire Jean-Gilles have submitted suggestions for the package and have also advised and assisted the Team.

Two labor-management committees have examined issues relating to faculty workloads and the professional staff classification system. These groups were created in the 2002-2003 Contract Extension. As this article goes to press, these committees are finishing their reports, which will be forwarded to Chancellor Judith Gill. She will then send the recommendations to the Bargaining Teams.

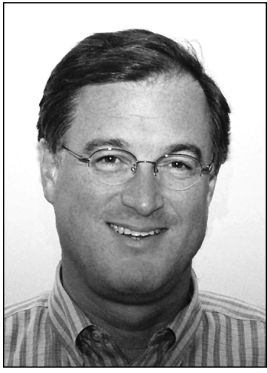
To assist the team in preparing the financial package, a Market Update is being done by JBL Associates, a nationally-recognized educational consultant.

In response to member concerns expressed in the Day Bargaining Survey, the union also funded three workload research projects. Carole Dupont, STCC, researched lab science ratios, Don Williams, North Shore CC, examined workloads for English and other faculty

Continued on Page 3

MCCC Newsletter
27 Mechanic Street, Suite 104
Worcester, MA 01608-2402

We Need Your Help With Adjunct, 03 Retirement Bill Lobby Days



Joe LeBlanc,
MCCC Vice President

Many of us have our own stories to tell about our early years working as adjuncts. In my case, I was hired by Northern Essex CC to work as an assistant college newspaper adviser on weekends while teaching an occasional English Composition course. After enjoying the work for three years, I grew tired of waiting for a full-time position and was disillusioned with the \$1,100 salary. I quit, only to be hired for a full-time job the next semester, but have never forgotten the experience.

Fighting for our too often used and abused part-time members will be one focus of our SAC activities this semester. We'll be working to raise the profile of long-delayed bills to provide health insurance and pension benefits to our part-time members. Retired STCC professor and current DCE member Sandy Howell is coordinating a special State House lobby day. With the support of a steering committee she hopes to have scores of members lobby legislators about adjunct bills filed by the MTA.

With your help on a sunny day in April, we'll shed light on the Commonwealth's recent budget cuts and the resulting cuts in the numbers of full-time positions. We'll shed light on the colleges' policies of slashing salaries for so-called "under-enrolled" courses taught by part-time faculty. We'll shed light on the colleges' record use of adjunct fac-

ulty. Call Howell at 413-566-5366 or email her at showell@stcc.edu to volunteer today to support our lobby day.

Later in the spring, we will lobby for the 03 Retirement Buyback bill filed by the MCCC. When enacted into law, this legislation will allow nearly 200 members to earn pension credit for their years of 03 service in the 1980's and 90's. Most of these members worked full-time hours in one or more 03 positions, but because the state considered them to be temporary or actually "non-employees", they have been denied pension benefits for those years of service.

Bristol's Donnie McGee and STCC's Roberta Albano are coordinating this effort to lobby the legislature for the right to buyback those years and achieve justice long overdue. Contact McGee at 508-678-2811, ext. 2962 or email her at bristol116@cox.net. Contact Albano at

413-755-4879 or email her at ralbano@stcc.edu. They need your support to make this event a success.

If you're not affected by these issues, consider volunteering to visit the State House this semester as we meet with reps. and senators, including yours (if you volunteer). While our spring legislative agenda is still being developed, it's sure to include issues like contract funding and the soon to be completed work by the Senate's Higher Education Task Force. SAC activists like North Shore's Caroline Schwarzwaldner and Cape Cod's W. Brooks Smith and others often accompany me on my weekly visits, but anyone is welcome to observe the workings of government first-hand.

With your help we'll achieve our political action goals and prove that politics is indeed the "art of the possible." ■

Research Report

MCCC Research Coordinator, Hilaire Jean-Gilles, presented his fall report to the Board of Directors at the November meeting.

He reported that enrollments at community colleges in the state have been increasing. While the latest data from the BHE is not available, fall 2003 showed an overall increase of 2.34%. Only two colleges saw decreases: Massasoit and Roxbury.

Of the three segments of higher ed. university, state colleges and community colleges community colleges represented the largest increase of full time equivalent enrollments (FTE) and represented the largest percentage of the total enrollments

(38%). The 2003 number was 49,059 FTEs. This demonstrates the importance of community colleges to the system and to the state.

He noted that employment numbers of MCCC unit members has declined. Comparing the full-time unit members for fall 2003 to fall 2004, he noted a 5.22% decline. His can partly be explained by the retirement incentive of Dec. 2004. Hiring between May 2004 and Nov. 2004 has increased by 5.83%. This trend suggests that the numbers will improve in the future. This should also improve the faculty to student ratio, which had gone from 1:32 in 2002 to 1:33 in 2003.

The number of DCE members has declined by 7% between fall 2003 and fall 2004.

There were 95 unit positions posted between May and Nov. 2004. Professional staff positions represented 38 of the total number. Of these staff positions, nine did not comply with titles in the classification study. Although this is an issue of concern, it represents a decline in the number of non-compliant position over the past two years.

Hilaire's research continues to provide the MCCC with invaluable data to inform decision making and to help set objectives. ■

Call for Nominations Deadline Feb. 15

Raymond C. Lemieux Memorial Award

Raymond C. Lemieux (1931-1987), Professor of Economics at Springfield Technical Community College, 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

The purpose of the award is 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.

Jon G. 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

The purpose of the award is to 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 MCCC Chapter Presidents.

Who May Nominate

Any MCCC Director may nominate by completing a nomination form which can be obtained from the MCCC. ■



MCCC Research Coordinator, Hilaire Jean-Gilles, (standing) presents his report to the MCCC Board of Directors.

Know Your Day Contract

February 2005

- Feb. 1 Summary Evaluation Due p.41, 42
- Feb. 1 First Year Professional staff and part-time faculty evaluations
- Feb. 1 Sabbatical Recommendations due to board p. 18
- Feb. 12 Summary evaluation rebuttals due p.41
- Feb. 15 First year professional staff evaluation conference p.42
- Feb. 16 Reappointments due for first through third year faculty p.29
- Feb. 20 Course materials returned p.40
- Feb. 28 New full and part-time hire list due MCCC

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. ■

Directors' Notes

At the Nov. 19 meeting of the MCCC Board of Directors the following actions were taken:

- The Board voted to purchase more Tell Mitt buttons.
- The Board made a minor amendment to employee sick leave policies.
- The Board accepted a report from Hilaire Jean-Gilles, Research Coordinator
- The Board accepted a report from John Palmer, DCE Negotiating Team Chair, on the DCE contract.

There was no December Board of Directors' meeting. ■

President's Message

February 2005...



Rick Doud,
MCCC President

[Editor's Note: *The following is the text of Rick Doud's testimony to the legislative sub-committee on Higher Education on Dec 13.*]

The fifteen community colleges in Massachusetts

share a common mission statement that states that the community colleges will "offer open access to high quality, affordable academic programs, ...committed to excellence in teaching and learning and provide academic preparation for transfer to four-year institutions, career preparation for entry into high demand occupational fields, developmental coursework and lifelong learning opportunities." This combination of numerous mission obligations, open enrollment, and ever-decreasing state support make these very difficult times for the community college system to meet all the demands placed upon it.

More and more students are discovering community colleges as an alternative to going away to college. More and more of our students are coming from ethnically diverse populations, with many first generation college students accessing public higher education at two-year institutions. Many incoming freshmen lack the basic skills necessary to begin a college education. At my college, Middlesex Community College, 71% of incoming students need at least one remedial class, with many needing two to four non-graduation credit courses before they are ready for college work. This is typical at all of our community colleges.

You probably understand that the great work we do is vital to the long term well-being of the Commonwealth. Despite the high number of students who

come to Middlesex under prepared, 60% of our graduates are enrolled at a four-year institution within one year of graduation. In addition, 88% of our students are either working in Massachusetts, or attending four-year colleges, within one year of graduation. It is estimated that having a two-year degree provides an average increase in salary over a high school degree between 20-30%. We play a critical role in the well being of our communities; in fact, it is estimated that 60% of nurses and 80% of firefighters, law enforcement officers, and other first responders are educated at community colleges.

Over the past few years all segments of public higher education have been hit with devastating budget cuts. During this same time period however, enrollment continues to grow at a rapid rate. Between 1997 and 2001 community college enrollment increased in the state by almost 20%. More students are enrolled at the 15 community colleges than at all five of the University of Massachusetts campuses combined. With the children of the baby boomers reaching college age, the growth period for our institutions is far from over.

How have we been able to sustain growth at a time of dwindling state support? First we have had significant increases in both tuition and fees, which amounts to a tax on students. Tuition and fees are now well over \$100 per credit at Middlesex, with additional fees added for any class using lab equipment. We are in danger of pricing out the students who need our help the most. Community colleges are significantly more expensive for students in Massachusetts than in most other states. For our state's economy to remain competitive we must have a highly skilled labor force, which we are putting in jeopardy by continuously passing fee increases on to our students.

The second way which we have been able to continue enrollment growth is an alarming over-reliance on adjunct faculty. Using adjunct faculty helps the

college's bottom line in a number of ways: They are paid less than their full-time counterparts and they receive no health insurance or any real pension benefits. Currently the community college system employs approximately 3500 adjunct faculty members and about 1400 full-time faculty. That means the ratio of part-time faculty to full-time faculty is about 2 and a half to one.

These adjunct instructors do a great job in the classroom but teaching is their only commitment to the institution. Adjunct faculty members are not required, much less paid, to keep office hours, so students suffer if they require outside of class help. Adjuncts are not assigned advisees, so the ever-increasing number of students have fewer full-time faculty to serve as their advisors. At Middlesex, our current head count is over 8000 students, but only 150 full-time faculty, librarians, and counselors, are available to serve as advisors. The outcome is that most students go to a central advising center to register for their courses rather than meeting with an individual faculty advisor.

Class sizes are also larger for adjuncts, so the community college promise of small class sizes and personal attention is compromised. Recall that 71% of incoming student need remedial course work. These are the students who are most at risk and need the most one-on-one attention. At Middlesex we have two remedial writing courses in addition to the traditional first year of English composition and literature. Currently 73% of those vital first-year writing courses are taught by adjunct faculty. Another area of the college that suffers due to the over-reliance on part-timers is college governance. The governance system develops and decides upon new curriculum, sets academic standards, conducts program reviews, supports students clubs, etc. With fewer full-time employees, the ability of a college to maintain its academic standards and identity is threatened. We owe our students high quality opportunities in our public colleges.

It is clear that our adjuncts are exploited. Many teach at more than one campus trying to eke out a living. If an adjunct taught 3 classes at Middlesex and 2 at Northern Essex, they would be teaching the equivalent of a full-time load. Their pay however would be about two thirds the pay of a beginning full-time faculty member, but with no health insurance or pension. This exploitation is a real black eye for higher education in the Commonwealth. I urge the members of this committee to give strong consideration to providing health insurance and pension benefits to all adjunct faculty in the Commonwealth. It is the right thing to do. States like Washington and California regularly offer health benefits to their part-time employees.

The community college system in the commonwealth is just barely able to make the commitments described in its mission statement. We need an infusion of funds soon. I ask the members of this committee to look back on your college days and think about what made your college experience special to you. Was it the beauty of the campus grounds? Was it the great classroom buildings? Was it the state of the art technology that was available to you? Or was it a professor, who was available to you, that took an individual interest in you? It is the commitment of the faculty that makes for an outstanding educational experience.

Our colleges have the buildings, the grounds, and, generally, the technology. But with our reliance on part-time faculty to solve budget woes, we are losing sight of our stated goal of a "commitment to excellence in teaching and learning." The students of the Commonwealth deserve nothing less than the best possible education we can give them. A huge step in that direction would be to hire many more full-time faculty – our students – your constituents – deserve the best, and we are that close to delivering that.

Thank you.
Rick

Day Bargaining...

Continued from Page 1

who teach writing intensive courses, and Jean Tillman, HCC, read more than 100 contracts from the ten classification states to compare Nursing faculty workloads.

Rank and file professional staff members also provided valuable input. More than 25 volunteers read nearly 200 contracts from the states included in the Classification Study plus Connecticut. Their findings were forwarded to JBL Associates to assist in their research about workloads.

All of the input cited above has been used by the bargaining team in drafting the MCCC's final demand package.

The Team first met with management's team on Dec. 13 2004 and will be presenting the MCCC's demands by the time you read this story. Future bargaining updates will provide details about the demand packages after both sides have exchanged proposals at the bargaining table. ■

Governor: "Everybody Deserves A Pay Raise"

State Capitol Briefs—Monday Jan. 3, 2005
State House News Service

Responding to a Boston Globe story Monday that reported state judges will seek a 30 percent pay hike this year, Gov. Mitt Romney said his budget proposal due out later this month would not include "a jump as large as what was requested" but did not elaborate on what it will include. "Everybody deserves a pay raise," Romney said following an unrelated press conference. "The question is how much... In my view, people who work in the public sector shouldn't get a better deal than people who work in the private sector. Nor should they get a worse deal." According to the Globe the \$34,000-a-year- raise for the state's 370 judges would cost \$13 million for the first year.

[Editor's note: what about us, Mitt?]

Mass Bay Arbitration Success

By Katie D'Urso, MTA Consultant to MCCC

On Nov. 9, 2004 Arbitrator Michael W. Stutz issued a favorable pre-decision in the termination case of Dr. Chandrakant Panse. Dr. Panse, a tenured faculty member, who began teaching in the biotechnology department at Mass Bay Community College in 1993, was terminated by MBCC in the spring of 2002 for allegedly failing to fulfill his teaching responsibilities at the College and allegedly jeopardizing the safety of students in his class.

The College accused Dr. Panse of teaching his class from his office across the hall from the classroom rather than being in the classroom during his assigned classroom hours. He asserted that they were working on group projects, and that he was always available to the students.

Arbitrator Stutz issued a strongly worded decision in which he found that the College did not have just cause to terminate Dr. Panse and that President Lindsay Norman's decision to terminate Dr. Panse was arbitrary, capricious and unreasonable.

In reaching this decision, Arbitrator Stutz noted that there was no evidence that the College notified Dr. Panse that they considered his teaching style to be unacceptable and thus,

no evidence that the College gave Dr. Panse an opportunity to fix his program. In addition, Arbitrator Stutz noted that the fact that Dr. Panse was terminated in the middle of litigation against the college "raises the possibility that the grievant's firing was related to the litigation."

Under our collective bargaining agreement, in all termination cases the arbitrator is required to draft an initial decision with recommendations to the college president. The college president has 30 days to reassess the original termination decision and render a new decision.

Acting Mass Bay President Andrew Scibelli made the decision to stand by President Norman's position. Dr. Panse and the Union believe that Dr. Scibelli's new decision is arbitrary, capricious or unreasonable, and we have appealed the new decision to Arbitrator Stutz who then has the authority to issue a final, binding decision making Dr. Panse whole for his losses.

This case represents a victory not just for Dr. Panse but for all MCCC tenured faculty and professional staff. It solidly affirms that they may not be terminated unless there is just cause for the termination. ■

**As of Feb. 1, 2005
946 Days
Without a Raise**

DCE BARGAINING UPDATE

January 29, 2005

MCCC/DCE BARGAINING CRISIS COMMITTEE SEEKS YOUR INPUT!!!

The MCCC/DCE Bargaining Crisis Committee is asking you to please consider the following work actions being discussed by MCCC unit members to be implemented until the employer enters into a tentative agreement with the DCE bargaining unit:

1. I am ready to join

ALL MCCC/DCE Faculty As We Go On Work to Rule: *(Limit all college functions to teaching; submission of grades; and, the one contractually required meeting a semester)*

2. I am ready to join

All MCCC/DCE Faculty As We Require Full compensation for All Courses Taught *(Refuse to teach any course for less than full compensation – no under-enrolled courses to be taught for less than full pay)*

PLEASE RESPOND TO The MCCC Website <http://mccc-union.org>

Let the Crisis Committee know if you are ready to join all **MCCC/DCE Faculty in either #1 #2, or both #1 and #2 work actions!**

MCCC/DCE BARGAINING TEAM INFORMS EMPLOYER: EQUITY A MUST

MCCC/DCE Bargaining Team Chairperson John Palmer informed MCCC Board members, "The Team will not return to you or our members any tentative agreement with the employer unless we wholeheartedly support and recommend it for ratification."

Michelle Gallagher, MTA Consultant and MCCC/DCE Bargaining Team Spokesperson notified the College Presidents that they must do better if we are to reach an agreement and avoid any possible actions taken by the MCCC.

All indications from MCCC Leadership and DCE Membership responses still indicate the primary concerns are salary equity with the state colleges and inconsistent/unfair policies regarding under-enrolled courses. ■

DCE Faculty Hired To Full-time

Many adjunct faculty feel that they are discriminated against when full-time positions are being filled. While this may occur on an individual basis, overall, the recent hiring history shows that significant numbers of adjuncts have been hired for full time jobs.

For a number of years there were few full-time positions open, and these years saw significant growth in the number of course sections being taught by adjunct faculty. Early retirement incentives and retirements subsequent to the salary increases from the classification study created a large number of vacancies in the last two years.

In a survey of campus hiring for September 2004, approximately one-third of the open positions were filled by DCE Unit members. There were wide divergences between campuses. Quinsigamond hired 6 new members and none were adjuncts; but Mass Bay hired 12 new members and seven of them were adjuncts. At Bunker Hill there were 5 open positions: three were filled by adjuncts, and a fourth was offered to an adjunct who took a high school position instead. That position has been reposted.

North Shore had the largest number of new positions at 21. Six of those were filled by adjunct faculty. But the percentage improves when one considers that of the 21 people hired, four were in Nurse Education where the college had no adjunct faculty.

Through a Memorandum of Agreement in the last DCE contract, Article 16 of the Day contract gives some priority to DCE unit members with seniority when the college "determines that two or more applicants are equally best qualified." This has been difficult to establish, but it has caused the colleges to be more careful to give adjuncts due consideration. The article does give leeway to the colleges for affirmative action.

Michael McSweeney, a former MCCC vice president who became a dean at Bunker Hill and is now back in the union as a department chair, says that he tries the "utmost to give the highest possible consideration to a current system

adjunct." But, he added, "this new generation of college presidents want to remake the colleges in their own images. This is a trap for our long suffering adjunct instructors, and can only be countered by vigorous activism on the part of the institutional loyalists (who the Presidents refer to as the "entrenched old timers") among the faculty.

There are so many adjuncts and so few full-time positions that it is inevitable that many adjuncts will feel excluded. Clearly, the colleges could hire a greater percentage of adjunct faculty for open positions. However, given that there are many considerations involved in the process, 100 percent hiring of adjuncts is also impossible.

As McSweeney points out, the best hope is that the union members on search committees do everything they can to ensure that qualified DCE unit members are given a fair opportunity for full-time positions. ■

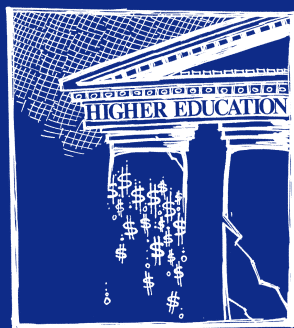
DCE Ratification Vote Results 12/15/2004

CAMPUS	YES	NO	Challenge
Berkshire	23	18	1
Bristol	12	41	1
Bunker Hill	61	10	3
Cape Cod	11	34	2
Greenfield	3	12	1
Holyoke	20	38	9
Mass Bay	27	19	5
Massasoit	24	53	4
Middlesex	27	51	8
Mt. Wachusett	27	2	0
North Shore	33	26	2
Northern Essex	21	46	8
Quinsigamond	9	88	8
Roxbury	17	9	2
Springfield	40	22	3
TOTAL	355	469	57

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**Promises
To Keep**



TELL MITT!

Talking Points

- The state has broken its promise by refusing to fund a signed collective bargaining agreement.
- The state has broken its promise to maintain salaries that are competitive with other states.
- The state has broken its promise to compensate faculty and staff who have continued their educations and upgraded their skills.
- The state has broken its promise to keep quality, higher education affordable for students.
- Community college faculty have kept their promise to teach more courses.
- It's time to fund our 2002-2003 contract extension—faculty and staff are owed a 0.8 to 1.2% pay raise.
- It's time to bargain in good faith for a new contract.
- It's time to maintain competitive salaries—faculty and staff are losing ground to other industrialized states.
- It's time to restore cuts to higher education—21.5% since 2003, more than any other state.
- It's time to reduce tuition and fees—they rank among the highest in the nation. ■

Open Letter to DCE Members



DCE Team Chairperson, John Palmer
of Quinsigamond Community College

Dear DCE Colleagues,

It is with the greatest pride in you all that I send you this note. Your turning down of the contract that was submitted has energized your team for a return to the table with a mandate to secure a better contract for our membership.

Your team also feels that it now has your backing to insist that the presidents treat this situation far more seriously than has been the case. Rick Doud has formed a crisis committee to assist the team in hearing from you and sending out the message to the membership as things develop.

It is very important that you contact your team with your ideas regarding any of the proposed changes that were sent to you in the ratification announcement. We intend to revisit the *pro rata* provision, the article 16 change, the money, and, of course, the second course issue.

I will be in touch with the membership with each edition of the MCCC Newsletter to inform you of the status of the negotiations. This is a time for solidarity in encouraging the presidents to settle this contract quickly and fairly.

John A. Palmer
Quinsigamond Community College
Chairman of DCE Negotiations
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MCCC News
<http://www.mccc-union.org>

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