

MCCC



News

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## MCCC Delegate Assembly: Adjunct Debate Continues

The 2009 MCCC Delegate Assembly was held on April 25. The meeting was well attended with 109 members, both full- and part-time from across the state. The principal function of the meeting is to approve the budget for next year and to pass changes to the By-laws.

There was little controversy over the budget or most of the Bylaw changes. But one issue, the status of part-time/adjunct members, continued a long standing debate within the Union.

### Reports

The meeting opened with reports from the officers and from both bargaining teams. President LeBlanc gave an overview of the past year and the issues facing the MCCC in the Future. Vice President Donnie McGee reported on the political landscape, the dire budget forecasts, and the MCCC's legislative agenda.

Day Bargaining Team Chair Rick Doud said that a Demand to Bargain had been sent to management, and he expected to begin bargaining soon. DCE Bargaining Team Chair Diana Yohe reported that negotiations were approaching closure and urged members to press their college presidents to intervene for a positive conclusion. She hoped for a June ratification vote.

### Keynote by Commissioner Freeland

In a significant demonstration of the

improving respect that the state administration has for public higher education, Commissioner of Higher Education Dr. Richard Freeland gave the keynote presentation to the Assembly.

He began with his personal background. Coming from a family of educators, he has spent his 40-year professional life in higher education administration, from University of Massachusetts in Boston, to City College of New York, to the presidency of Northeastern University.

Freeland shared some key perspectives. He said there was "a lamentable history of anemic support for public higher education in Massachusetts."

He went on to note that in 2001 families bore 29 percent of the costs of attending a public college, and by 2008 that has risen to 40 percent. Pointing out that the state gives financial support to Massachusetts' residents attending private colleges, he said there has been a war between the public and private colleges that has led to balkanization.

To address the problems facing the system he has appointed two commissions. The first, chaired by Bridgewater State College Dana Mohler-Faria and including Northern Essex CC President David Hartleb and Bristol CC President John Sbraga will look for ways that state and community colleges can find system-wide efficiencies by sharing purchasing and other administrative functions.

The other commission chaired by Middlesex CC President Carole Cowan will work on raising the public image of state and community colleges. Freeland wants the group to figure out "how we can tell our story better," and get the public to see the

value of community colleges. It would be a system-wide effort and not focus on individual colleges.

A principal endeavor will be organizing the public higher education constituency: students, families, businesses, the faculties and the 1,000,000 alumni. He said, "The time is now to change the public attitude towards our system."

Freeland closed his formal presentation by saying that he wants to repair the relationship between the Department of Higher Education and the unions. He said he was aware of what a powerful alliance there can be between the state's higher education administration and the unions. Community colleges have impressed him with the commitment of the faculty, administration and students. "Thank you for everything you've done for Massachusetts."

There was time for a few questions. Brenda Clark from North Shore asked if he was aware of the issue of the 75<sup>th</sup> percentile that classification was supposed to maintain. He said that he was well aware of it, but that in the current economic crisis we have to be realistic about what the state can afford. "We need to do everything we can to get the money." But political support is needed. The legislature cuts our budgets because they can and because it is easy. Gaining more public support would make budget cuts more difficult and would improve the funding picture.

### Butler and Lemieux Awards

The presentation of the Butler and Lemieux Awards is always a high point of the annual event. This year the Jon G. Butler Award for outstanding chapter presi-



Commissioner of Higher Education Dr. Richard Freeland gave the keynote address at the MCCC Delegate Assembly.

dent was shared by Paulette Howarth of Bristol CC and Karen Reidl of Holyoke CC.

In presenting the award to Howarth, Bristol Director Greg Sethares praised her care for the needs of individuals as well as her ability to bring people together. She makes sure that meetings have agendas that are meaningful like inviting guests to present workshops on topics of interest such as retirement and workload. And to further

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## Day /DCE Contract Negotiations: A Mixed Bag

Significant events have occurred over both contracts, and not all of them are positive.

### Day Contract

Team Chairperson Rick Doud had reported at the Delegate Assembly on Apr. 25 that the team was about to meet with management to begin bargaining. But, on May 1 President LeBlanc was called by Peter Tsaffaras at the DHE and told that a critical meeting was needed with the team.

The meeting was held on Tuesday, May 5. At that meeting the union was told that an offer was on the table for a 4-year contract with pay increases of 0 percent, 1.5 percent, 3.5 percent and 3.5 percent. This was the same financial offer made to all other state employee unions except the State Police. The team was told in essence to take this offer today or there will be a lower financial offer tomorrow.

The Union had been pressed right to the wire. As the members were leaving the DHE offices, members of the governor's Office of Administration and Finance, which had driven this unusual contract resolution, were entering to finalize all of the higher ed. contract funding.

Other higher education unions had been negotiating since the spring of 2008, and

while the state had withheld financial offers until late in the year, the unions had had the opportunity to bargain over their language issues. They were offered 0 percent for the 2008-2009 year and then the 1.5, 3.5, and 3.5 percentages for the coming years. (Units with built-in steps like community college AFSCME classified staff were offered 0, 1, 3, and 3.)

The MCCC contract would cover the years 2009-2010, 2010-2011, 2011-2012, and 2012-2013. There was no opportunity to bargain over language issues. It was agreed in Memorandum of Agreement that the parties will form three joint committees to resolve key issues: workload, classification placement, and dismissal procedures.

Supplemental benefits such as Bereavement Leave, Travel and Meal Expenses, Health and Welfare contributions, and Tuition Waiver would be brought up to the levels that other unions had been given.

The state would increase the MCCC payroll pool by the amounts specified, but it was left to the Union to determine how the percentages would be dispersed. Reporting to the MCCC Executive Committee and invited chapter presidents and directors, Doud said that the team had decided to do as much as possible to update the classification system. All members will receive in-

creases of \$876 on July 1, 2010 and \$906 July 1, 2011, but the classification maintenance increases will vary.

Doud shared some numbers, but counseled that they were tentative because the data available was incomplete. The DHE only had point calculations for recently hired members, and before more could be done the colleges will have to produce the calculations for everyone. Doud had hoped for a ratification vote during the summer, but stipulated that a vote would not take place until members had been able to calculate their individual raises.

### DCE Contract

After negotiating for over a year, the DCE team is coming close to closure on the contract covering part-time teaching.

Progress has been made in language, with no management take-backs, but the team still has objectives it would like to achieve, and management's financial offer has not come up to a level the team would like to see.

Among the new provisions are reduced class sizes to be more in line with the Day contract levels. A new student evaluation form has been developed, with clearer wording and a scale similar to the University of

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# Investing in Our Future



Donnie McGee,  
SAC Chair &  
MCCC Vice President

The summer solstice is rapidly approaching. On June 21st the sun's power and light will peak in the northern hemisphere. The sun will actually appear to stand still on the noon hour of its longest day – before it begins

its recession and corresponding daily decline in light. In centuries past our agrarian ancestors viewed June as a time for resting and waiting, an interim between planting and harvesting, and a time of great expectation. Soon they would reap the rewards of their foresight and hard work.

June's summer sun should remind us that we, too, should stand still awhile, ponder where we've been, and prepare well for our future. All of us need rest and respite from the year behind us, but educators should still stay tuned to the latest news from Beacon Hill. Important budget decisions will be making headlines this summer. Much remains to be settled. Our input and participation in this process is absolutely necessary if we are to shape the direction of our Commonwealth and our colleges.

Of utmost concern is how to balance next year's state budget. This budget, we all know, is in real need of our attention. Nearly a decade of structural budget deficits in Massachusetts and a global recession of epic proportions have state legislators scrambling for revenues. House and Senate leaders have cut state programs and services to comply with balanced budget requirements. MCCC leaders and many others across the state are trying to ensure that

wisdom and empathy prevail in this most important balancing act.

The Senate and House Budgets will be reconciled in the weeks ahead. A joint Conference Committee, composed of leaders from both chambers, will work behind closed doors to do just that. Conference appointees will, of course, be getting input from their House and Senate peers as they work through this challenging process. But State House leaders need to hear from those they represent right up to the end of this budget debate in early July.

Educators should certainly weigh in on these final deliberations. It is the last opportunity to talk with legislators about ways to keep the state afloat and invest in the future. Care must be taken that those who control the purse strings spend wisely and efficiently, but new revenues are important to fund essential services and safeguard our cities and towns. In the direst of times, funding for public higher education must be a top priority. Education serves indi-

viduals and communities. Support for educators is crucial as well.

The budget decisions made this summer will communicate the values that this state embraces. What is supported and what is not will determine not only the well-being of the state for the year ahead, but the direction of this Commonwealth for many years to come. The state needs to invest in students and the community colleges who serve them. Such investment is crucial to the economic recovery so vital to us all.

The future of this state lies not in the hands of legislators alone, however. All of us are responsible for how this state serves its people. As the summer solstice approaches, let us acknowledge the important connection between planting and harvesting. It is an essential concept in our classrooms and in our communities. We must plan wisely and participate in democracy if we want a better future for everyone. Our voices, or lack thereof, could make all the difference in the Commonwealth of tomorrow. ■

## Delegate Assembly . . .

Continued from page 1

member attendance, Howarth is notorious for the delicious homemade food she brings to meetings.

Chapter Director Pennie Marcus enthusiastically presented the award to Reidl. Noting the energy she brought as a relatively new chapter president, Marcus listed the many accomplishments Reidl achieved in her first two years. These included working with the nurses to resolve salary issues, developing a program to bring in new members and get all members more involved, and successfully bringing a grievance through resolution in arbitration. Reidl thanked her chapter leadership team, the support from MCCC officers and coordinators, MTA consultants, and most importantly her husband Bob Reidl, chapter SAC coordinator, who encouraged and supported her.

The Raymond C. Lemieux Award for extraordinary contribution to the MCCC was presented to Roberta Passenant of Berkshire by Chapter President Ellen Shanahan and Director Liz Recko-Morrison. They cited the many contributions Passenant made to the chapter as president and director at various times over her long career as well as the numerous state wide committees she served on. In accepting the award, Passenant recalled the many struggles the union faced from its inception and the honor of being recognized in the great company of Ray Lemieux.

### 2009-2010 Budget

Treasurer Phil Mahler presented the budget for the coming year. He explained some of the significant increases in certain line items such as reassigned time, mileage, and committee expenses. He also went over the results of the two-year audit that had recently been completed.

Despite the increases in expenses, the budget required no dues increase because the finance committee recommended spending down the union's reserves. The MCCC portion of dues will remain \$253/year for full-time members and \$76/year for part-time members. (Note that MTA and NEA dues are also assessed, and that MTA dues will be going up and NEA dues are expected to go up as well.)

The MCCC budget of \$1,003,680 was approved.

### Bylaws

There were a number of Bylaws proposals brought to the Assembly by Bylaws and Rules Committee Chair Bob Gillies of Quinsigamond CC. Bylaw changes must pass by a two-thirds vote of the Assembly. Most of the proposed changes (see Directors Notes) passed with no controversy, but one brought significant debate.

A Bylaws proposal to change the voting status of part-time members has come up every year for the last six years. Currently the votes of part-time members in MCCC elections for state-wide and chapter officers and for MTA/NEA

Delegates count only one quarter of a full-time member's vote.

This goes back to the founding of the DCE Unit in 1990 when part-time/adjunct faculty rarely taught more than one course. But in the ensuing years the numbers of adjunct faculty has radically increased to the point that they outnumber full-time faculty and staff by more than two to one. Many adjunct faculty are now teaching *de facto* full-time course loads, and with their greater numbers these members have been demanding a greater role in Union governance.

Full-time faculty and staff have been reluctant to support the equal voting status, with some expressing fear that the MCCC could be taken over by the adjunct faculty whose interests may conflict with theirs. This year's debate did not see those sentiments expressed. Several full- and part-time members spoke in favor of the motion. One asked part-time members to identify themselves, and the number was well under half the Assembly, but was more than at previous meetings.

Looking at the characteristics of the Day versus DCE Units, 99.9 percent of the full-time Day unit choose to belong to the Union over non-union, agency fee payers, while only 63 percent of the DCE choose to be members of the Union. So the Day Unit has 2266 voting members compared to 2723 DCE voting members.

One speaker, former Springfield Tech CC Treasurer Ken Czuchra, pointed out



MCCC-PAC Co-chair Frank Leary announced that the Political Action Committee had raised \$1,479 at the Delegate Assembly. (Photo by Don Williams)

that there was a serious inequity in dues structure. Currently, full-time members pay \$859 in dues to belong to the MCCC/MTA/NEA, while part-time members who earn under \$6,000 per year pay \$191.25, and if they earn over \$6,000 they pay \$296. He said he was not opposed to equality for adjuncts, but fairness goes both ways.

The vote was 47 yes and 45 no. Although it did get a simple majority, the vote was not close to the two-thirds required. Supporters of the motion, both full- and part-time, were disappointed. The issue is certain to come up in future Delegate Assemblies. ■



Berkshire CC Chapter President Ellen Shanahan (left) and Director Liz Recko-Morrison present flowers to Roberta Passenant (right) as a chapter recognition of her receiving the Raymond C. Lemieux Award for exceptional service to the MCCC. (Photo by Don Williams)



Jon G. Butler Award recipients Karen Reidl of Holyoke CC (left) and Paulette Howarth of Bristol CC. (Photo by Don Williams)

# Early Use of Stimulus Funds May Spell Disaster In FY 11



Joe LeBlanc,  
MCCC President

Short-term, crisis-driven thinking continues to dominate Beacon Hill.

The Governor recently filed emergency legislation to close a \$1 billion deficit in FY 09. His plan would use \$461 million from the Rainy Day Fund

and \$412 million in funds from the American Recovery and Reinvestment Act. By raiding ARRA (federal stimulus) funds in this fiscal year, the Governor is setting the stage for a worse budgetary shortfall in FY 11. By refusing to raise the income tax – the most reliable and progressive source of new revenues available – the Governor and legislature are shirking their responsibility to lead.

California’s budgetary crisis may be providing us with a vision of our future. Voters recently rejected ballot initiatives that would have provided stopgap funding for community colleges while capping long term funding. The state will soon be forced

to cut \$21.3 billion from its budget, including \$825 million from community colleges.

Inside Higher Ed. reports that California’s public colleges will soon cancel courses, turn away 250,000 students, and layoff 6,000 part-time faculty and an as-yet-to-be-determined number of full-time faculty. San Diego Community College has already cut 117 positions by attrition, cancelled hundreds of course sections and placed 8,000 students on a waiting list. About 17,000 full-time and 46,000 part-time faculty teach 2.7 million students in California’s community colleges.

Martha J. Kanter, Chancellor of Foothill-DeAnza Community College in California and President Obama’s nominee for U.S. Undersecretary of Education, calls the pending cuts devastating. “Californians are going to have to pay more for their highest priorities. If you don’t pay more, this is what you get,” she said. (Chronicle of Higher Education, 5/21/09)

In Massachusetts, slogans like “reform before revenues” dominate the State House hallway banter. Meaningful conversations about tax policy are mostly avoided. Last year, the legislature enacted a \$2 billion higher education bond bill. This year, actual state funding for public higher education is being slashed.

Thanks to ARRA monies, higher ed. operating budgets are level-funded for now, but by FY 11 public higher education will be left at the edge of a fiscal cliff. ARRA funds will eventually run out and layoffs will follow. We are already so far past the tipping point in using adjunct faculty and online courses that we may be forced to take the California approach and cap enrollment.

The legislature can avoid this nightmarish vision of our future by increasing the income tax. This must be done before the next election cycle stifles any chances of rational deliberation about the state’s continued inability to balance its books and do what is necessary to fund state programs.

Senator Sonia Chang Diaz, D-Second Suffolk, recently sponsored an amendment to raise the income tax rate to 5.95 percent. “This is the fairest way to do what is necessary,” she said during budget debate. “We face a \$5 billion structural deficit that forces massive cuts to programs we all support. This amendment will generate about \$1.3 billion in revenue that asks people to pay in proportion to what they are able. It is an alternative to asking for revenue from someone who is laid off. We are not balancing our budget through regressive tax measures and cuts.”

“It’s the fairest way to address the budget deficit,” said Senator James B. Eldridge, D-Middlesex and Worcester. “It would raise \$1.3 billion and go a long way towards reducing our budget gap. It leans more heavily on those who make more money. It does not burden the unemployed compared to taxes like the sales tax. Families making \$40,000 to \$60,000 would pay on average less than seven dollars a week. We need to put aside the political calculations. This is going to pay for the environment, for education and public safety. The income tax will have less of a burden on the 100,000 recently unemployed. Do we want a mediocre state because we don’t want to raise revenue to address the structural deficit?”

In the end, the amendment failed by a wide margin, but thanks to Senators Fred Berry, Chang-Diaz, Kenneth Donnelly, Eldridge, Susan Fargo, Pat Jehlen, Thomas McGee, Joan Menard, Marc Pacheco, Stanley Rosenberg and Steve Tolman, the conversation has begun. Without a dedicated, predictable revenue stream from a more reliable and progressive source like the income tax, our colleges and other vital state programs will starve from underfunding. We do this at our collective peril. ■



Former Springfield Tech CC Treasurer Ken Czuchra pointed out the significant dues inequality between full-time and part-time members at the Delegate Assembly.

(Photo by Don Williams)

## MTA Annual Meeting Votes to Increase Dues

The two-day MTA Annual Meeting was held on May 1 and 2 at the Hynes Convention Center in Boston. As with the MCCC’s Delegate Assembly, the primary purpose of this governing body is to approve the organization’s budget and vote on bylaws proposals.

Over 900 delegates attended, representing preK-12 public schools from across the state and all public higher ed. institutions except UMass Dartmouth, which is represented by AFT. The MCCC delegation was 45.

The meeting’s major action affecting MCCC members was a vote to increase dues by \$27 per year. Despite the finance committee’s careful cutting of expenses, a number of factors made the increase unavoidable. The primary cause was funding the pension liability for the MTA’s employees. This will bring the MTA portion of MCCC member annual dues to \$471 for full-time Union members, \$161 for part-time members earning over \$6,000 and \$94 for those earning under \$6,000.

Federal regulations require private pension funds to retain significant cash value against their pension liabilities. With the decline in investment values over the past two years, the MTA pension fund had fallen below the required levels.

Most MCCC members will not directly see the cost cutting that was done. One aspect that does touch every member, the publication *MTA Today*, was affected by reducing the number of issues produced annually. A further cost reduction motion was made from the floor and passed to make *MTA Today* a default electronic publication. In the previous year it was voted to allow members to opt for email delivery of the paper. Now members will have to opt-in for surface mail delivery. ■

## MOVING?

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## Know Your Day Contract

Professional staff work beyond the Academic Year. The dates below do not affect faculty.

### June 2009

**June 1** E8–Summary Evaluation by supervisor due (p.51).

**June 1** Letter stating preferred work assignment submitted each year to supervisor (p.46).

**June 1** Develop E–7 Form with supervisor. E–7 Form serves as basis of evaluation for the year. E–7 includes job description items (goals), objectives (if mutually agreed), and activities/methods (p.107).

### July 2009

**July 1** Notification of work assignment due from supervisor (p.51)

**July 1** Off-Campus Days–3 days off campus for activities outside of those assigned (conferences, catching up on literature in the field, etc.). They may be taken in increments of a half-day or more. The 3 off campus days begin with fiscal year (p.46).



Quinsigamond CC adjunct faculty member Maria Vita-Calkins spoke in favor of full-time/part-time equity at the Delegate Assembly.

(Photo by Don Williams)

# DCE Cluster Meetings Connect Adjuncts with the MCCC

As part of an on going effort to reach out to DCE Unit members and organize them, the MCCC held regional meetings for Adjunct/Part-time members to get together with MCCC leaders to share concerns. Post-cards were sent to all DCE Union members announcing the meeting dates and locations. The meetings were coordinated by President Joe LeBlanc in conjunction with Adjunct Committee members.

Held in a variety of locations, both on-campus and in private facilities, the meetings covered all the regions of the state. Given the nature of part-time teaching and the fact that adjunct faculty often teach at multiple campuses, members could attend whichever meeting was convenient.

Individual campuses sponsored the events: Bristol CC for the Southeast region, Bunker Hill CC for Greater Boston, Holyoke CC for the Western region, North Shore CC for the Northeast region, and Quinsigamond CC for the Central region.

President LeBlanc and MTA Consultant for DCE Miles Stern attended every meeting, and they were joined by DCE Grievance Coordinator Joe Rizzo and members of the DCE Bargaining Team as available. The set agenda included a presenta-

tion on the status of contract negotiations, the Reversing Course Project, health insurance and pension benefits. Time was also allotted for attendees to voice complaints and ask questions.

President LeBlanc gave a PowerPoint presentation on the Reversing Course Project that has stemmed from a study commissioned by the American Federation of Teachers about the increasing use of faculty by colleges across the country.

The trend towards greater use of adjunct faculty is universal, but community colleges are much more likely to overuse adjuncts. Nationally, at all institution levels, adjunct/contingent faculty (excluding graduate students) teach 47 percent of all courses. In the Massachusetts' Community College system the number is higher. Breaking down of the total number of faculty in our system over 70 percent are adjuncts.

LeBlanc explained that the Reversing Course Project aims at reaching a 75/25 percent ratio of full-time, tenure track faculty to contingent faculty in the next ten years. Independently, the Massachusetts Board of Higher Education has adopted those figures as a goal, but no time frame or implementation plan has been set. ■



The Boston DCE cluster meeting had members from Bunker Hill, Mass Bay, and Roxbury Community Colleges meeting at the Mount Vernon Restaurant in Somerville where MCCC President Joe LeBlanc updated members on DCE contract negotiations status gave a presentation on the Reversing Course project. (Photo by Don Williams)

## Contract Negotiations . . . Continued from page 1

Washington form used in the day division. DCE MACER (Management Association Committee for Employee Relations) will be formed at each campus that can resolve non-contractual issues. A committees will be formed to look into the use of electronic communication at each campus and recommend improvements, and another committee will recommend more standardized design and content for forms.

Issues the Union is still trying to get include the right to a second course (currently members with seniority only have the right to be offered on course), and full class size parity with the Day. Also when advancing from one salary step to another,

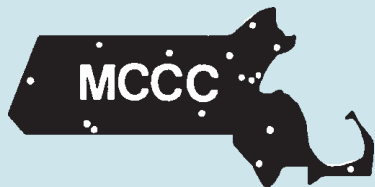
if a member teaches their fifth and sixth course in the same semester, then they would be paid at the higher step for the sixth course (current language is vague, and some colleges do not pay the higher step until the next semester).

Management's salary offer to date is 0 percent for 2009; 1.5 percent on Sept. 1, 2010; 2.5 percent on Jan. 1, 2012, and 3 percent on Jan. 1, 2013. The Union finds these amounts and the payout dates are not sufficient and well below what other state employees have been offered.

The team is investigating ways to move management closer to their positions, and members should be prepared to be called to action. A resolution is very close, and there is the possibility of a ratification vote before September. ■



The Northeast DCE cluster meeting was held on the North Shore CC campus. Over 25 members from Northern Essex, North Shore and Middlesex attended. Pictured at top from left are MCCC President Joe LeBlanc, MTA Consultant for DCE Miles Stern, and MCCC DCE Grievance Coordinator Joe Rizzo. (Photo by Don Williams)



**MCCC News**  
http://mccc-union.org

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# DIRECTORS NOTES

## At the April 17 meeting of the MCCC Board of Directors the following actions were taken:

- The Board voted to recommend a change to the policy for state-wide nominations to require 10 signatures of active members (rather than the usual 50) for candidates for the Part-time/Adjunct At-Large Director positions.
- The Board voted to recommend a change in the dates for MCCC elections from April to March in order to be in compliance with MTA and NEA delegate election timelines.
- The Board voted to recommend making the Adjunct Committee a Standing Committee of the MCCC and defined the committee's responsibilities. Each chapter will select an adjunct member for a one-year term and also an alternate to serve on the committee when the member cannot attend. The MCCC president will appoint a chair and co-chair with the approval of the Board of Directors.
- The Board voted to recommend clarifying bylaw language regarding the Professional Staff Committee to bring it more in line with other standing committees.
- The Board voted to recommend dissolving the Campus Classification Representative Committee. The work of this committee was overly complicated and increasingly less in demand as the system for classifying professional staff positions has become better understood.

- The Board voted to recommend that alternate members to the Board of Directors be permitted to vote at the board when they are attending in lieu of the elected director. This had been an accepted practice, but it was not formally allowed by the Bylaws.
- The Board voted to recommend eliminating the two-tiered allocation of votes in MCCC and chapter elections between full-time and part-time members. The proposal would give all members an equal vote.
- The Board voted to endorse the Strategic Action Committee's legislative agenda for the current legislative session. Issues included adjunct health insurance, adjunct pension benefits, voluntary ORP conversion to SERS, Peace Corps creditable service, changes to Chapter 150E contract funding procedures, and repeal of Social Security GPO/WEP.
- The Board voted to endorse the purposes of the National New Majority Faculty Day on Apr. 30 and encouraged members to participate. This event was organized to recognize that adjunct/contingent faculty outnumber full-time tenured faculty nationally.
- The Board voted to endorse the work of Sweat Free Communities, and organization working to enact laws to discourage purchasing products produced in sweatshop workplaces. The MCCC will make a donation of \$500 to the organization to be taken from reserves. President LeBlanc will send a letter of support to Gov. Patrick, Director of Labor George Noel, and Secretary of Labor Suzanne Bump. ■