

# MCCC NEWS

The Official Publication of the Massachusetts Community College Council / Volume 6, Issue 7 / April 2005

## 1000 Days of Shame

### MCCC Members Demonstrate Outrage

The week of March 28 marked the passage of 1000 days since MCCC members last had a raise. 1000 days since the MCCC had a contract honored by the state.

Members at a number of campuses conducted actions to commemorate this date and to point out the shame of Gov. Romney not honoring the 2002-2003 contract negotiated with the BHE and ratified by the MCCC membership.

On Wednesday that week the Bristol and North Shore chapters held events and on Thursday the Bunker Hill chapter conducted a demonstration while the BHE held a special meeting about the UMass law school merger proposal.

At Bristol more than 200 faculty, professional staff, administrators, AFSCME members and students participated in the activities. The day was highlighted by a campus march to the strains of Pomp and Circumstance and a postcard lobbying blitz that collected nearly 1300 messages to Gov. Romney, Speaker Salvatore DiMasi and Ways and Means Chair Robert DeLeo.

After a moment of silence to reflect on the contract funding crisis, Prof. Donnie McGee emceed a rally with speakers that included BCC President Jack Sbraga, Trustees Chair Richard Wolfson and State Rep. Phil Travis.

McGee, who is also an MCCC regional Strategic Action Coordinator, said, "We have raised our voices today to communicate our outrage to the public, to our civic and legislative leaders and to Gov. Romney in particular. Shame on a governor who would break a promise and renege on a contract bargained in good faith within the guidelines set by his office. Shame on a governor who would let our community college system fall apart."

McGee added, "No longer will we remain silent. No longer will we accept



North Shore members from left Christine Wiley, Marianne Atkinson and Starr Williams distribute flyers to students at the Danvers campus.

this assault. Every citizen needs to know that Bristol Community College and our entire community college system cannot accomplish its mission without a drastic increase in state funding and the honoring of the MCCC contract."

At North Shore, actions were conducted on both the Danvers and Lynn campuses. Informational tables were set up and members passed out leaflets to students at the tables and building entrances. Students were encouraged to write postcards testifying to the importance of the college to their lives and to the contribution faculty and staff make.

Caroline Schwarzwald, MCCC regional Strategic Action Coordinator, coordinated the entire event and led a rally at the Lynn campus with speakers that included NSCC President Wayne Burton and State Rep. Steve Walsh. In his speech

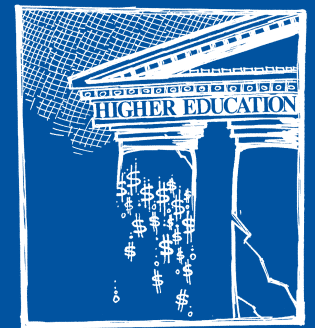
Walsh told students, "Faculty and staff are always there urging us to support student issues like increasing college support and reducing tuition. Now it is time for you to support them."

Bunker Hill members, led by chapter president Susan Dole, held signs on the plaza in full view of the assembled BHE members and other meeting attendees chanting, "A thousand days without a raise, shame on you!" They distributed about 2,000 flyers to students and to BHE meeting attendees.

In her welcome to the BHE members, BHCC President Mary Fifield spoke to the board about the importance of funding the MCCC contract. After the meeting, Dole and MCCC Director Geri Curley spoke with Chancellor Judith Gill and Chair Steve Tocco. Gill restated her support and desire to settle the contract. ■

As of  
April 1, 2005  
1,005 Days  
Without a Raise

Promises  
To Keep



TELL MITT!

NON-PROFIT ORG.  
U.S. POSTAGE  
PAID  
Permit No. 82  
Worcester, MA



Bunker Hill members led by Chapter President Susan Dole (center, holding flyers) demonstrate to mark the 1000 days at special BHE meeting.

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



# Senate Higher Education Task Force Unveils Blueprint For “Innovation Economy”

The Massachusetts Senate’s Task Force on Higher Education today unveiled its recommendations to create an “innovation economy” driven by public higher education and job creation.

“We are in serious trouble if we continue down our current path,” Task Force Co-chairs Stan Rosenberg (D-Amherst), President Pro Tem of the Massachusetts Senate and Steven Panagiotakos (D-Lowell), vice chair of the Senate Committee on Ways and Means, said. “We are the only state in the nation spending less on public higher education today than 10 years ago. We now spend more on incarceration than we do on public higher education. And over the last two years we’ve set the national record for the deepest cuts to higher education funding. The consequences of this are severe and alarmingly real.”

For the past year, the seven-member Task Force worked to develop a multi-year strategy to address the shortfalls in the state’s public higher education system. The Task Force concluded that because Massachusetts has few natural resources, limited agriculture and an ever-shrinking manufacturing sector, and because every other state is focusing on public higher education, and, along with countries like China and India, are making great economic strides with high-tech innovations, the future prosperity of the Commonwealth depends on innovation. And innovation requires education.

Donna Cupelo, President of Verizon MA testifying at a Task Force public hearing said, “Skills change over time and the public colleges and university provide training that we cannot offer. While companies

like Verizon look to public higher education for assistance, sometimes higher education lacks resources, such as available faculty. In Massachusetts, state investment is not what it should be relative to industry’s present and future needs. We want Massachusetts to be ahead in the tech race, but the feeling is that we are not keeping pace,” added Cupelo.

The Task Force’s plan is designed to build on the existing system, to position Massachusetts at the vanguard of the world’s knowledge-based economies, and to fulfill the critical goal of wedding public higher education and high-tech job creation. Here are just a few specific proposals:

## More Money

Investing \$400 million, adjusted for inflation, over 5-7 years to fully fund the formula established by the Board of Higher Education in the 1990s to calculate each campus’ annual budget requests.

Investing \$1.7 billion for the UMass system over five years and \$1.2 billion for state and community colleges over 10 years for capital improvements.

Authorizing each public campus to establish a “rainy day fund” consisting of a minimum contribution from their annual budgets and any unspent state appropriations. Current state law requires campuses to return unspent appropriations to the general fund, contributing to the financial roller coaster the campuses have experienced the past several years.

Investing \$100 million over 10 years for the Endowment Incentive Program. The endowment incentive program provides a state match for money raised privately by

the state’s colleges, community colleges and the University.

## Minds and Muscles

An “innovation economy” needs both. The Commonwealth must have professors in the classrooms and professionals in the private sector engaged in a coordinated effort creating the jobs and training the people to perform them. Toward that end, the Task Force proposes: Immediately investing \$150 million to develop the facilities - laboratories, equipment, etc. - necessary to propel the “innovation economy.”

Providing \$20 million in matching funds for endowed professorships at UMass, focused on key science and technology areas.

Authorizing the Executive Office of Economic Affairs to work with private sector leaders and the University to identify the research and development areas that hold the greatest economic promise for the state.

Investing an initial \$1 million to assist the University in creating economic development initiatives in under-served regions of the state.

Creating regional economic development centers to help state and community colleges work more closely with the private sector.

Investing an initial \$1 million for additional degree and certificate programs in such growth areas as health care, education - especially early childhood - technology and tourism.

## Access and Opportunity

Some of the Task Force’s plans for getting more students into the classroom include:

Increasing need-based financial aid by \$24 million, including \$6 million to establish a new financial aid grant program for part-time or non-degree students in high-demand, low-pay training programs.

Expanding UPlan, a savings program administered by the Massachusetts Education Financing Authority, to encourage greater participation from low- and moderate-income families.

Re-establishing the “Dual Enrollment” program to provide high school students at risk of dropping out an opportunity to attend community college.

Tying increases in student charges - tuition and fees - to the Consumer Price Index as a way of avoiding the kind of sharp increases students have experienced during the last several years.

## Accountability, and Responsibility

The Task Force is requiring the Board of Higher Education and the UMass Board of Trustees to make annual assessments of each campus’ progress toward these goals.

“But we are also taking the concept of accountability to another level,” Rosenberg and Panagiotakos said. “We want everyone, everyone, to feel responsible for the success of our public higher education system. Sink or swim, fly or fall, no matter how you say it, our Commonwealth, indeed, our common future, is tied to the fate of public higher education.”

The complete text of the report can be found on-line at [www.mass.gov/legis/](http://www.mass.gov/legis/) ■

# Professional Staff Committee Issues Report

After a year and a half of meeting, the joint BHE/MCCC Committee on the Appropriateness of the Classification Study for Professional Staff completed its work in February.

Reports were sent to Chancellor Judith Gill. Unfortunately, there was not a joint report as no agreement could be reached. The union report included extensive analysis of contracts from the Classification Study’s comparison states and other analysis from JBL Associates.

The study was called for in the 2002-2003 contract extension and was specified to be completed by April 1, 2003. The intention was that the committee findings would inform negotiations for a successor agreement. However, the committee did not commence meetings until November 2003.

The MCCC members were Michael Bathory, Senior Academic Counselor from Greenfield CC; Russ Milham, Senior Academic Counselor from Bristol CC; Mary Nelson, Librarian from Massasoit CC; and Mary Jane O’Connor, Senior Academic Counselor from Holyoke CC. MCCC Vice president Joe LeBlanc also participated.

Initially there was cooperation between the union and management sides, including equally sharing in the \$10,000 fee for JBL Associates’ work. “There were a few bright moments where it looked like we might actually accomplish something as a committee,” said Russ Milham of Bristol CC.

But this spirit collapsed with the arrival of an observer from the Presidents’ Office of Community College Counsel. According to Mike Bathory of Greenfield CC, this legal counsel “did everything he could to sabotage the group process and narrow the Committee’s focus.” Bathory believes that when the potential costs became apparent, a campaign to discredit JBL began.

While the union members and JBL did extensive analysis and made a number of recommendations in their report, the management report essentially says that the

Classification Study is appropriate for professional staff.

The MCCC members poured over 170 contracts from 11 comparison states to develop their recommendations.

A key finding of their research was that some staff positions, particularly librarians and academic counselors, are considered “non-teaching faculty.” Out of 58 contracts that JBL Associates analyzed, counselors were in faculty contracts at 50 colleges and librarians were in 46 colleges. Other job titles with significant numbers in faculty contracts were 10 for coordinators, 6 for advisors, nurses, and specialists, and 5 for technicians.

JBL looked into the Archer Job Evaluation System that was used by the classification consultants, DMG/Maximus, to establish the seven classification categories for professional staff. The Archer System was originally developed for industrial workers, and JBL found a number of aspects of the system that could be modified to make it more appropriate for college professional staff.

One weakness found in the system was that it did not adequately account for responsibility factors in determining the classification of positions. In the detailed descriptions of positions, work requirements and aptitude requirements are clearly quantified, but responsibility requirements are not. Responsibility is a “pervasive multiplier” in the Archer formula, and increasing its value could make significant improvement.

The union report made several recommendations to address the inequities of classification for professional staff.

- Classify some staff positions as “non-teaching faculty,” and put them on the same schedule as teaching faculty.

- Adjust the Archer System to make it reflect the nature of professional staff jobs particularly as regards responsibility levels.

- Add a premium to annual compensa-

tion for professional staff on 12 month contracts.

- Award additional annual points to reflect the longer work year compared to faculty.

- Assign points in the initial placement process for prior part-time work (as is done for faculty).

The report sent to Chancellor Gill included hundreds of pages of supporting documentation. It also included mention of the difficulties the Committee faced.

“Our committee members spent many hours examining the appropriateness of the classification system as it applies to the

MCCC’s unit professional staff,” said Vice President Joe LeBlanc. “It is a travesty that the Joint Management-Labor committee was unable to even agree that the system needs fixing. We know better.

“Our members were outraged that management was unwilling to suggest even minimal tweaking to a system which in some ways treats our unit professionals as second class citizens. We cannot and will not agree to such nonsense.”

The Committee recommendations will be taken into consideration as the union proceeds with negotiations for a new contract. ■



Professional Staff Classification Committee members Michael Bathory, Greenfield, (seated left) and Russ Milham, Bristol, along with MTA Consultant Michelle Gallagher and MCCC Vice President Joe LeBlanc. Not present are Committee members Mary Nelson, Massasoit, and Mary Jane O’Connor, Holyoke.



# President's Message

## April 2005...



Rick Doud,  
MCCC President

Unfortunately, the points nightmare continues. I am sure you know that the legislature, after having passed a supplemental budget that included payment of our April 1, 2003 points, refused to over-

ride the governor's veto.

Just to remind you, our one-year extension was signed in August of 2002. This extension was an agreement negotiated between the MCCC and the BHE. It was within the parameters set by Governor Swift at that time, but after giving the BHE the authority to sign the contract, the governor

reneged on the offer and refused to file legislation that would have funded our extension.

Since that time, Governor Romney has also refused to file legislation necessary to fund our points. With the help of the college presidents, the MTA, and our own lobbyist, we worked extraordinarily hard to get the legislature to quietly pass legislation, even though it may have been in technical violation of chapter 150e.

We believed, as did many legislators, that there was a commitment to pass this legislation because it was the right thing to do. Without pointing fingers, it appears that the new House leadership was not willing to take on the governor over chapter 150e language requiring collective bargaining increases be sent from the executive branch to the legislature for funding.

Given that the House had twice previously sent the funding language to the governor, it was a blow to all of us when the leadership refused to override the governor's

veto. However, we view this as a temporary setback, and continue in our all-out effort to secure funding in the near future.

The MCCC and the college presidents have formed a joint crisis committee to develop strategies to get our points funded. Both the presidents and the MCCC have met with Chancellor Gill, and asked that the BHE resubmit our contract extension to the governor.

Although the Chancellor expressed complete commitment to the classification system and funding of the points, the decision on whether to resubmit the one-year extension to the governor is up to BHE Chair Steve Tocco. If he refuses, the crisis committee will meet with Mr. Tocco immediately. If BHE does resubmit our funding package, the crisis committee will mobilize a letter writing campaign to the governor.

The MTA will provide post card campaign materials to our unit members, and the crisis committee will provide draft letters to be used by concerned members of

the business community in an attempt to educate the governor about the classification system, including its history and the importance of points in such a classification system. If that fails, we plan to work together again with the legislature to find a way to fund our points in the FY06 budget.

A more long run strategy will be to try to amend chapter 150e. At the March MCCC Board of Directors meeting, the directors passed a motion in support of legislation that would amend chapter 150e to allow the employer (the BHE) to submit legislation to fund future contracts directly to the legislature, rather than having the governor submit such legislation.

The failure to override the governor's veto was painful, but we will not be deterred. Everyone except Governor Romney realizes that signed contracts need to be honored. We will prevail. The points will be funded.

In Solidarity,  
Rick

## Editorial Comment

### Don't Get Depressed, Get Active



Don Williams, MCCC  
Commun. Coordinator

There is a pervasive and palpable sense of depression among full-time MCCC members. One can immediately sense it when walking into a campus building. We have done everything we can think of to get the fair treatment we were promised in the Classification study.

We have worked with the legislature. We have worked with our college presidents and trustees. We have protested the governor (when he can be found). And we have engaged in the limited legal activities left to us—work to rule.

Yet we find ourselves suffering a shameful 1000 days with a contract trampled by the state. It is an outrage! That nearly 2000 workers agree to a contract and live by its provisions while the other signatory completely ignores its obligations is despicable. It is clear that the methods of the past

won't work for us now. Modern times demand a show for every message. Arnold Schwarzenegger campaigns for reductions in the Calif. budget with a traveling show at malls, that includes a prop of the state house with a spigot pumping out red "ink." We need to do something similar.

We have a compelling message—we just need to get it out. Around the campuses frustrated members are talking about taking radical actions that are not legal. It is time for radical action, but radical action doesn't have to violate statutes to get attention. But we may have to break decorum.

It's time to act up. It's time to think about costumes, props and stunts. These are the kinds of actions that get attention. It's time to let the administration know that we will embarrass them over their shameful disregard of community colleges and collective bargaining agreements. ■

### Legislative Listening Tour

Members are urged to let their voices be heard at a series of public meetings across the state Legislators are conducting this "listening tour" to take input on the FY2006 state budget.

At a hearing in Pittsfield, Berkshire Chapter President Roberta Passenant and other MCCC members testified about our contract funding crisis. Their testimony got local press coverage and gave them an opportunity to speak to legislators directly.

It would be beneficial for chapters to organize members to attend the meetings held in their areas.

Details are still not fully resolved, but the tentative schedule below should give chapters some guidance. The representative and suggested chapters to be involved are also listed.

Apr. 14: Worcester, Mass School of Pharmacy, chaired by Rep. Jim Leary, 1-5 p.m. (QCC, MWCC)

May 9: Location TBA in North Andover, chaired by Rep. Torrisi (NECC, MXCC)

May 12: Gardner Auditorium/State House, chaired by Rep. Sanchez, 1-5 p.m. (BHCC, RCC, MBCC)

Contact the state representative's office for more up to date information. Sign up sheets are available at each meeting to set up a speaking order. The press should be attending these events, and providing an excellent vehicle for getting the message out. ■

### Annual MCCC Delegate Assembly May 7, 2005

#### Mark Your Calendar!

Royal Plaza Best Western  
Marlborough, MA

Dinner choices must be pre-ordered by one week before the meeting.

Delegates will also receive a Delegate Packet, with reports and the proposed budget at least one week before the meeting.

Chapters are allotted one delegate for every 10 members. The MCCC Bylaws state that "each chapter shall elect its own delegates."

Chapters should immediately begin recruiting members to ensure full representation of the membership.

#### Directions

Royal Plaza Best Western  
181 Boston Post Road West  
Marlborough, MA 01752

Phone: (508) 460-0700 • (888) 543-9500  
Take exit 24b off Interstate 495. Hotel is one mile on the right. ■

## State College Faculty Ratify New Contract

The Massachusetts State College Association (MSCA), whose members include faculty and librarians, ratified a new contract covering 2004-2007.

The contract with the BHE calls for a 3 percent increase immediately upon the contract becoming effective, a 3 percent increase July 1, 2005 and another 3 percent increase July 1, 2006. Also included is a merit pay provision coupled with a new post-tenure review process.

Two alternative post-tenure review processes will be in effect. Members must select an option by Sept. 30, 2005, and that election will be binding through the academic year 2008-2009. Alternative Two will be the same seven-year cycle that has been in effect since the 2000 agreement.

Alternative One puts the members in a new four-year cycle where 25 percent of the participating unit members undergo post-tenure evaluation each year. Members selecting Alternative One will be given preference for the year of their first evaluation based upon seniority. And the process of evaluation will be essentially the same as existing.

What is new is a three level rating system with base-rate salary increases attached to the ratings. A rating of "exemplary" will yield a 6 percent increase, a rating of "meritorious" will yield a 3 percent increase, and a rating of "not

acceptable" will yield no increase. Similar to the current MCCC contract, a "not acceptable" rating will put a member on a professional development plan.

The colleges will be required to provide no less than 0.5% of the unit payroll for these merit increases out of their own budgets. Given that, traditionally, "unsatisfactory," or "not acceptable," ratings are rarely assigned, and given that colleges will have some reluctance to award many exemplary ratings because of the cost, it is expected that this would constitute an averaged 1 percent raise for each year.

An important precedent of the MSCA Agreement is that the "conduct of post-tenure reviews, including the granting of base-rate salary increases, shall continue following June 30, 2007 [emphasis added], in accordance with the terms of the 2004 Agreement subject only to such agreements as the parties then or thereafter make." If the MCCC can get language like this regarding the points in a new agreement, it should eliminate the possibility of a repeat of the current point crisis.

The BHE has 30 days to submit the contract to the governor. Then the governor has 45 days to submit it to the legislature for funding. Members of both the MSCA and the MCCC must wait until mid-June to see if the governor will honor this contract. ■



Rep. Steve Walsh (D., Lynn) joins SAC Coordinator Caroline Schwarzwalder and Joe Boyd in speaking to students at the NSCC Lynn campus.



## Bristol Students Shine in Debate Competition

In a stunning performance, students from Bristol Community College won 2<sup>nd</sup> place overall and "Outstanding New Program" at the Northeast Regional Speech and Debate Championship held Feb. 25-27 at Plymouth State College, Plymouth, N.H.

What is most impressive is that the BCC Forensics and Debate Team had just started in February 2005. The team had only 10 days notice of the tournament to prepare and on such short notice was only able to send two of its 67 members.

Nonetheless, Stephanie Gardella of Swansea, Mass won 1<sup>st</sup> place in four events and 2<sup>nd</sup> place in two. Wayne Beck of Tiverton R.I. placed 1<sup>st</sup> in one event and 2<sup>nd</sup> in three. Combined they had 13 top four finishes. Because of their outstanding performance the BCC team was awarded an at-large qualification for the national championships.

MCCC member, Prof. Raymond Puchot, started the team and is its advisor. He demonstrates the commitment Massachusetts community college faculty make to their students and the things students can accomplish with guidance and support. ■

## Directors Notes

At the Feb. 18 meeting of the MCCC Board of Directors the following actions were taken:

- the Board accepted reports from Roberta Albano, Donnie McGee, and Caroline Schwartzwalder on their activities as Strategic Action Committee regional representatives.

- the Board recommended that the MCCC Personnel Committee examine the treasurer's compensation, bylaw and policy description of the position, and make appropriate recommendations to the Board. ■

## Communications Coordinator Posting

MCCC personnel policy dictates that the position of communications coordinator be opened up for applications in the first three appointments.

### Position Description

The Communications Coordinator oversees and coordinates internal and external communications of the Council, reports on events and activities related to the Council and its members, and publicizes activities of the Council.

### This Coordinator

- publishes at least nine monthly issues of the newsletter of the organization per year,
- creates pamphlets, flyers, etc., for the MCCC as necessary,
- attends the meetings of the MCCC Board of Directors and Executive Committee and other events,
- encourages and assists chapter newsletter coordinators, including offering training opportunities.

### Qualifications

A candidate must possess strong writing and speaking skills, must be a team player, and must be proficient in common media-related computer applications.

A candidate must provide evidence of writing, editing, and word processing and other print production skills, must be familiar with the journalistic process from writing to printing stages, must demonstrate effective skills in the areas of interpersonal and public relations.

Desirable qualities include knowledge of and experience with desktop publishing and public relations experience.

### MCCC Support

An initial appointment is for two years. A beginning stipend of approximately \$8,298 is provided, and, if a full-time MCCC member, two sections of reassigned time are available.

### Application Process

Applicants for this position should send a letter of application and résumé to

Communications Coordinator  
Position Application  
MCCC  
27 Mechanic Street  
Worcester, MA 01608-2402

Applications must be post-marked no later than May 1, 2005. As a minimum the application materials should address the qualifications listed above. ■

# DCE Contract Ratification

*A ratification vote for the renegotiated DCE contract is currently underway. Ballots must be returned to the MCCC office by Apr. 21.*

## SUMMARY OF CHANGES TO THE MCCC/DCE CONTRACT

- DCE faculty salary will be raised 12% by Fall 2008 (This includes a freeze on class size minimums for one year which will assure faculty who teach under-enrolled courses will receive the full increase)
- Faculty are guaranteed to be paid, at a minimum, three times during the fall and spring semesters
- A joint labor/management committee will review course under enrollment policies and recommend ways to resolve outstanding payment structure issues
- Course under enrollment policies are frozen for one year to allow time for the above referenced committee to conduct its work
- The grievance procedure has been

modified, extending additional time for unit members to file at the second step

- Grievances alleging misuse of the college president's discretion in a hiring decision are limited to mediation – violations alleging the college failed to honor its procedural obligations can go to arbitration. This provision limits unit member against unit member arbitrations

- The evaluation procedure now has a form for the Classroom Observation that will provide consistency across campuses and regulation during observation – the form will be implemented in fall 2006 providing faculty sufficient time to be familiar with it

- The parties have agreed to a labor/management committee to establish electronic communications procedures – DCE faculty are guaranteed access to a computer and email prior to implementation of employer transfer of electronic information

- A leave of absence is now limited to two years

### DCE Per Credit Salary Chart

	Summer 2005	Fall 2006	Fall 2007	Fall 2008
<b>Increase</b>	<b>3%</b>	<b>3%</b>	<b>3%</b>	<b>3%</b>
<b>Step 1</b>	<b>\$774.00</b>	<b>\$797.00</b>	<b>\$821.00</b>	<b>\$846.00</b>
<b>Step 2</b>	<b>\$829.00</b>	<b>\$854.00</b>	<b>\$880.00</b>	<b>\$906.00</b>
<b>Step 3</b>	<b>\$891.00</b>	<b>\$918.00</b>	<b>\$946.00</b>	<b>\$974.00</b>
<b>Step 4</b>	<b>\$936.00</b>	<b>\$964.00</b>	<b>\$993.00</b>	<b>\$1,023.00</b>

# Unemployment Benefits and OBRA Pension Withdrawals

## Unemployment

Adjunct faculty are entitled to unemployment compensation during semester breaks. Even if you are scheduled to teach a course for the winter/spring semester, you are still eligible for unemployment benefits during your break in teaching because this only constitutes an offer of employment.

Your personal experience may be that the course(s) you traditionally teach always run. Overall, given the nature of community college courses, there is no guarantee that a course you have been offered will run. Therefore adjunct faculty in our system are eligible for unemployment benefits unless other ongoing employment makes them ineligible.

Occasionally members run into problems with claims being denied. If you have any difficulties in applying for unemployment compensation, contact Joe Rizzo, MCCC DCE Grievance Coordinator by email at [Grievance-DCE@mccc-union.org](mailto:Grievance-DCE@mccc-union.org) or by phone at (603) 898-6309. MTA will provide an attorney to represent union members at the Department of Unemployment Assistance.

## OBRA Withdrawals

Adjunct faculty who are required to participate in the state's OBRA Pension should consider withdrawing their money

at the end of each semester and putting the money into private pension plans.

The OBRA is not the same as a 401k plan, and many financial planners are not aware of its particulars. OBRA is a forced 'retirement' benefit that provides little to no benefit (and with the recent passage of administrative fees onto participants it has become even less attractive). Because members are required to sign a contract each and every semester they are allowed to withdraw any funds from OBRA upon completion of each contract.

You may be told that you are not allowed to withdraw the money, but that is not the fact. When the semester is finished adjunct faculty are no longer employed by the state, and therefore eligible to withdraw their pension contributions. (It is the same reason adjunct faculty are able to collect unemployment benefits over semester breaks.)

You can get more information by visiting the MCCC website [www.mccc-union.org](http://www.mccc-union.org) and clicking on the link under DCE and Part-time. You can also call the fund administrator, ING, at (877) 457-1900 to get more information and to service your account.

As always you should consult a financial planner in making financial decisions. However, be sure that your financial advisor is fully aware of the OBRA policies. ■

# Know Your Day Contract

## April 2005

- April 15** Dean's tenure recommendations due (p.30)
- April 15** Title changes announced (p.49)
- April 30** Fall assignments to faculty, fulltime schedules to chapter (p.32)

## May 2005

- May 1** President's tenure recommendations and sabbatical notification due (pp.30 & 18)
- May 7** MCCC Delegate Assembly 2004
- May 13-14** MTA Annual Meeting, Boston
- May 15** Faculty submit college service and student advisement form (p.41)
- May 21** Tenure decisions due (p.30)
- May 30** Professional staff College service and student advisement forms (p.42)
- May 30** Memorial Day observed

*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 News

<http://www.mccc-union.org>

### Editor:

Donald R. Williams, Jr.

### President:

Rick Doud

### Vice President:

Joseph LeBlanc

### Secretary:

Phyllis Barrett

### Treasurer:

Phil Mahler

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 Donald Williams, North Shore Community College, One Ferncroft Road, Danvers, MA 01923. e-mail: [Communications@mccc-union.org](mailto:Communications@mccc-union.org)

# MOVING?



Please make sure the MCCC has your correct mailing address.

This affects receiving the newsletter, elections, important mailings and notices.

Call the office at 1-877-442-MCCC toll free or go online at <http://www.mccc-union.org/ChangeMyAddress/>