

Statements by Certified Candidates for MSCA Statewide Office

Patricia Markunas – for Re-election as President

December 8, 2005, was the fifth anniversary of my becoming president of the Massachusetts State College Association. Despite its challenges and frustrations, this job is “the hardest job you could ever love,” to borrow a phrase from the Peace Corps. I have been honored to serve as president for the past five years and seek your support for another two-year term.



Patricia Markunas

I gave more consideration to seeking this fourth term as president than I have previously. I decided to run not just because of the accomplishments of the past but for the many goals that remain to be achieved. If elected and with your help, I look forward to dedicating my time, energy and resources to the following projects:

- development of successful strategies to confront and eliminate problems of salary inversion, compression and inequity within the full-time salary structure and to achieve salaries for faculty and librarians comparable to that of peers nationwide.
- successful negotiation of the 2006-2009 contract for the DGCE bargaining unit on time and with appropriate compensation for the outstanding work that full-time and part-time faculty do in educating this important group of students.
- passage of legislation to provide group health insurance benefits and inclusion in the state retirement system for hundreds of part-time faculty members at the state colleges, day and DGCE alike.
- amendment of the state’s collective bargaining law (Chapter 150E) to allow for contracts bargained in good faith and ratified by the parties to be submitted directly to the Legislature for funding, instead of being bottle-necked in the governor’s office and renegotiated at his/her whim.
- adoption of changes in the Social Security system to eliminate the offset penalties against public employees, including our faculty and librarians, so that we all may benefit from the contributions we made to Social Security in previous employment.
- continued development of new leadership at the statewide and local levels, so that our union benefits from new ideas and energy and will remain strong for years to come.

Thank you for the honor and privilege of serving as your president.

Nancy George – for Re-election as Secretary



Nancy George

It has been an honor to serve you as Secretary of the MSCA and I ask that you support my re-election. This position is essential in the communication of issues and the maintenance of written records of MSCA meetings; as MSCA Secretary I conscientiously perform my duties with pride. My minutes are well-written and prompt, with drafts completed within 24 hours of each meeting.

I will continue to commit the time and energy necessary to perform the duties of MSCA Secretary and encourage effective means of communication to the membership.

In addition to serving as the MSCA Secretary, I am the MSCA Webmaster, chair of the Ad Hoc Committee on Librarian Concerns, the MSCA Salem Chapter Secretary, the MSCA Salem Chapter Webmaster, a Salem Chapter Delegate to the Delegate Assembly, and serve on the MSCA Board of Directors as the Salem Chapter Director. Through these activities I have participated in meetings with the Board of Higher Education and Council of Presidents, witnessing first-hand the challenges we face when dealing with the employer. I am a strong supporter of academic freedom, faculty/librarian tenure, and the need to improve working conditions and salary inequities.

I have a long history of holding leadership positions in professional organizations and fighting for employee rights at academic institutions. Prior to arriving at Salem State College, I represented my peers on university councils, fighting for improved employee benefits, working conditions, and salaries. Without a union, it was very difficult to make improvements and advances in these areas; as a result I feel tremendously proud and fortunate to be an active member of the MSCA.

With years of experience in leadership positions, I am well qualified to continue serving the MSCA as your Secretary. Thank you for considering my candidacy and I very much appreciate your vote.

Glenn Pavlicek – for Election as Treasurer

Working with and for the MSCA has been a constant part of my personal and professional life since I came to Bridgewater as a faculty member in Mathematics and Computer Science in the Fall of 1984. I became involved by attending the Delegate Assembly in 1988 and have served on Bridgewater’s Executive Committee since 1991, including seven years



Glenn Pavlicek

Frank S. Minasian – for Re-election as Vice President



Frank S. Minasian

My position as Vice President of the MSCA has been challenging, exciting and rewarding. I am asking that you support my re-election to Vice President. The purpose of the Massachusetts State College Association is to organize, con-solidate, improve and maintain the welfare of its members. As Vice President, I have strived to meet and expand all of these objectives.

My commitment to this organization started at its beginning over three decades ago. I have participated in the bargaining for every day contract for all members. I was a member of the Employee Relations Committee and was appointed by every MSCA President. I have also served as chair of the Grievance Committee to ensure that all members' rights under the Collective Bargaining Agreement have been preserved. As a member of the Massachusetts Teachers Association Governmental Relations Council, I assist in advising the MTA on recommending its legislative program. Clearly, one of the greatest problems faced by the union has been the cumbersome bargaining process that allows the governor to manipulate the entire process. I took the leadership in the MSCA and got our board to unanimously support the changes required to streamline 150E and reduce the governor's influence in our bargaining process. These changes are before the legislature now.

My objective as Vice President is simple, to protect the rights of every member against capricious and biased decisions and to defend all unit members individually without judgment, prejudice or bias in any way. This year I also participated in organizing the MSCA response to preserve and protect governance in our CBA. The MSCA must continue to improve benefits for our part-time members contractually and legislatively.

My experience with the union is extensive, as I have had a long-standing interest in the history of labor laws and unions. A strong union consists of strong values while allowing flexibility to adapt to changing social settings in an evolving economy. My experience, commitment and passion allow me to devise new strategies in order to manage these changes. I ask for your vote for re-election for Vice President.

C. J. O'Donnell – for Election as Vice President



C. J. O'Donnell

I am seeking the office of MSCA Vice President to advance the professional lives and interests of faculty and librarians at the statewide level. I have been an MSCA member since I was appointed to a faculty position at the Massachusetts Maritime Academy in March 1993.

Granted tenure in September 1998, I was elected as the MMA Chapter President two months later and have served in that capacity ever since. I have been a member of the Board of Directors for more than seven years and represented my chapter as a delegate to the Delegate Assembly and the MTA Annual Meeting for each of those years.

I have chaired the Salary Database Committee for the last five years and was elected as chair of the DGCE Bargaining Committee in October 2004. I have served on the Day Bargaining Committee for more than seven years. In the past I have served on the Elections and Credentials Committees.

President Markunas appointed me to serve on the Employee Relations Committee and the Joint Committee for the Study of Salaries. My work with the MSCA salary database has made me acutely aware of salary issues, in particular the issues of inversion and compression. My expertise with the database makes me well-equipped to address salary issues and I am committed to doing so.

I understand the significance of our agreements and the importance of their enforcement and I have been an active participant in both bargaining and enforcement. I have dealt directly with many of the State College presidents, academic vice presidents, and human resource directors. I have met with state representatives and senators on MSCA issues, and have testified before the BHE on behalf of the MMA faculty.

As Vice President, I see my role as an advisor to the other officers and as a leader in carrying out duties and responsibilities as directed by the president and Board. I have a good working relationship with Board members and look forward to continuing my service.

I ask for your vote this spring so that we can carry the union's good work into the future.

Glenn Pavlicek – for Election as Treasurer cont.

as chapter president from 1993-2000. I have been involved in practically every aspect of the MSCA, from representing grievances, to attending bargaining sessions, to testifying for legislation, to representing MSCA at MTA annual meetings and NEA representative assemblies.

Bridgewater has been fortunate to have the MSCA Treasurer's Office on campus for the past several years. Gail Price has put together a wonderful operation with talented staff that does excellent work on behalf of all members statewide. My stepping into the Treasurer's role can provide the staff with a seamless transition and allow them to continue their work without the disruption that a move to another campus would bring. I intend to continue the work of monitoring the hirings

on the various campuses, particularly those of visiting lecturers, who so often fall through the cracks at the various campuses. In many ways, the Treasurer's Office serves as the statewide human resources office for the Association, in addition to its work overseeing the finances of the organization.

In that regard, when I stepped down as chapter president, I joined the Finance Committee for the Town of Milton, which I eventually chaired for three years, preparing the Town's \$60 million (at that time) annual budget and presenting it to Town Meeting. While I make no claims of being a finance professional, I have quite a bit of experience with budgets, audits and investments and believe I can be of significant service to the MSCA. I hope you will support my candidacy.