

**MSCA Board of Directors Meeting
Minutes of the Regular Meeting
October 1, 2004
Framingham State College**

Present: Ambacher, Art, Concannon, Coppola, Falke, Feldman, George, Hetzel, Hogan, Markunas, Minasian, O'Donnell, Paolillo, Price, Schlosberg, Seider, Shartin, Stonehouse, Tetrault

Guests: Cathy Boudreau (MTA), Donna Sirutis (MTA), Kathy Skinner (MTA), Maggie Vaughan (Salem State College), Anne Wass (MTA), Robert Whalen (MTA)

Approval of the Orders of the Day:

The meeting was called to order at 10:00 a.m.

It was moved and seconded to approve the orders of the day. The motion passed.

Reports on the events of September 29, 2004, Day of Outrage, will be part of the President's Report.

Visiting Speakers

Kathy Skinner, MTA, MTA Contract Courses

MTA contract courses are either for-credit courses, offered through Fitchburg State College, or professional development-type courses for K-12 teachers. Both varieties of courses are contracted through Massachusetts school districts. Only MTA members may enroll in these courses. Last year six for-credit contract courses ran and this year 11 courses are being offered (note: not all courses are running as of yet this year because not all of them have been contracted by school districts).

Instructors for MTA contract courses must be MTA members and are usually retired teachers. Job ads for MTA contract courses are placed in area papers, *MTA Today*, and the MTA retiree newsletter. In addition, the Fitchburg State College administration should be notifying deans and department chairs about the MTA contract courses teaching opportunities.

Pay rate is \$12,000 per year for those MTA field instructors who travel around the state to school districts offering professional development opportunities to school districts. The average number of hours spent teaching these courses is 350 hours, not counting travel. The salary for MTA contract credit courses is \$100 per instruction hour. This does not count preparation time, travel to the job site, or mandatory Saturday meetings to discuss curriculum.

Discussion followed.

Most concerns focused on the MTA contract courses taking away from MSCA members' potential work opportunities, MSCA members not being notified of such teaching opportunities, and the courses not routinely going through governance.

The contract courses offered by MTA are a very small portion of contract courses being offered by state colleges. Typically, contract courses are initiated by private corporations desiring professional development opportunities for employees in the form of credit courses. These credit courses can be counted toward a degree from the state college granting the credits, but the credits may not be transferred to any other institution. Depending upon the institution, courses offered are reviewing through governance before the courses run. Instructors are paid according to standards set by the private corporations (typically much higher than MSCA DGCE salaries).

Cathy Boudreau, MTA, Summary of State Activities

The Board of Higher Education (BHE) had its retreat on 9/28/04 and 9/29/04. No information is yet available on this event. Governor Romney was invited to attend the retreat, but declined the invitation. BHE Chair Tocco will be meeting with Governor Romney next week.

A control board is currently running the city of Springfield. Governor Romney would prefer that the city go into receivership. There is a direct attack on teacher unions and collective bargaining in Springfield. There will be a rally in Springfield, MA on October 15, 2004 at 4:30 p.m.

It is important to work on the legislative races. Currently there are targeted races in the House and Senate. The MTA is recommending that members, excluding those who work for the MTA or who serve on the MTA Board of Directors, work on the campaigns of those candidates recommended by the MTA.

Reports on September 29, 2004, Day of Outrage, Activities

Worcester

45-50 people participated in the rain. The president of the college participated in the protest. A video and photographs were taken and there was press coverage of the event. After the protest the Worcester chapter president had a 30-minute meeting with the president of the college, demanding the withdrawal of the Council of President's (COP) contract proposal language.

MCLA

75 people participated in a 4:00 p.m. rally. MSCA, APA, and AFSME employees participated in the rally. The Democratic candidate for the local House seat attended the event. Several individuals gave presentations during the rally, which had extensive press coverage. Chapter President Seider spoke to the president of the college and encouraged her to speak to the COP about removing the offensive language from the COP's contract proposal.

Framingham

A successful day of protests was held on the Framingham campus. 1200 signatures were sent to Governor Romney. Students were particularly supportive, walking out of classes and demonstrating in support of faculty and librarians.

Mass Art

Over 1000 leaflets were distributed indoors (due to the torrential rain). A noon meeting was held with the president of Mass Art. Chapter President Schlosberg told her to drop the language proposals and work on compensation.

Fitchburg

Over 300 people attended the rally at Fitchburg. A number of people, including the college president, spoke at the event. Participants sent 242 letters to Governor Romney and legislators. There was quite a bit of press coverage before and after the rally.

Westfield

There was a protest held at Westfield. The press was notified. Following the event, the protesters marched to the president of the college's office (she was unavailable at that time). Chapter President Tetrault appeared on local cable access television.

Bridgewater

There was a protest held in a torrential downpour. Many letters were signed. Chapter President Stonehouse and Director Price met with the college president and urged him to withdraw the COP's language proposals.

MMA

Three sessions of informational picketing were held in driving rain. Other unions' members were present at the picketing and those people driving by the pickets were supportive.

Salem

Sixty people attended the picketing in a windy downpour. Some faculty was dressed in their caps and gowns. Leaflets were passed out. After the event, the group marched to the president of the college's office. She was available to meet with the group and a number of people spoke at this meeting.

President's Report:

On behalf of the Board, President Markunas welcomed Robert Coppola as the new Director from Mass Art.

2004-2006 MSCA Committee Appointments

It was moved and seconded to accept the MSCA Committees 2004-2006 (attached). The motion passed.

The committees' roster is final until after next Friday, October 8, 2004, when the committees will be convened and a chairperson for each one, elected. Additions may be made after that date.

Conference on Academic Freedom, Privacy and General Liability Issues

The fall conference registration deadline is October 8, 2004. Peter Hogan volunteered to be a member of the panel on teaching controversial topics. Dan Shartin volunteered to serve as moderator of *Using Controversial Topics and Non-Proactive Strategies* (Workshop D).

Fall Legislative Races

This activity, the second branch of our bargaining strategy, should receive particular attention over the next five weeks. Arline Isaacson will send President Markunas the list of MSCA members sorted by senatorial and legislative districts, to assist Board members in getting volunteers connected to the right campaigns. Consultant Sirutis suggested that board members communicate with members about races with paper mailings or in person rather than email. Anyone directly paid by the MTA cannot work for a campaign.

Employee Relations Committee Report

Self-Authored Materials Authorization

ERC is working on the State Ethics Commission ruling. Our representatives objected strongly to the designation of the department chairperson as the person to determine whether or not a faculty member can continue to require self-authored materials where the college president has determined the financial gain is sufficiently substantial to give rise to a conflict of interest. We also asserted the right of faculty to bargain over this issue if necessary.

Employee Relations Committee Report

Workload Credits in Excess of Contractual Limits

President Markunas called attention to the recent statistics on credit overloads. The problem is getting worse, not better, and it is downright appalling at some campuses, especially Worcester State. After the final two reports are received, President Markunas intends to pursue a consolidated grievance about these clear-cut violations of the contract that affect between 150 and 200 members.

Secretary George reported that librarians are working in excess of contractual limitations due to staffing shortages and exploitation of librarians. Unfortunately, since librarians' contractual workload limitation is 7.5 hours per day, not credit hours, it is difficult to recognize when violations occur. It was recommended that a consolidated grievance may need to be pursued or contractual language drafted that addresses overtime compensation for librarians.

Legal Opinion on Picketing on Private Property

President Markunas pointed out the legal opinion from Matt Jones about picketing on private property.

Board of Higher Education Issues

The next meeting of the Board of Higher Education will be Tuesday, October 19, 2004 beginning at 9:30 a.m. at Mass Maritime Academy. The next HELC meeting will be October 8, 2004 and President Markunas intends to recommend a multi-union collective bargaining action at this meeting.

Council of Presidents Faculty Salary Study

President Markunas pointed out the Council of Presidents Faculty Salary Study, which compares the results from unionized and unionized + non-unionized comprehensive institutions, along with the COP press release and some presidential emails.

Recent Press Clippings

President Markunas pointed out the phenomenal amount of press coverage MSCA got this week. In many areas, it became a two-day story. She requested to be sent anything else people have, including television video. She reminded everyone to thank the local reporters who covered this story in individual areas.

President Markunas formally thanked Jim Sacks and Jerry Spindel in MTA Communications and Rose Cooke and Dennis Koontz in the SSC Copy Center, who seem to have made our requests (always last minute, always urgent) the top of their priority list.

MSCA Day Bargaining Committee:

It was moved and seconded to go into executive session. The motion passed.

It was moved and seconded to go out of executive session. The motion passed.

It was moved and seconded to report out the following motions adopted in executive session.

It was moved and seconded to hold informational picketing of one hour or more on October 13, 2004 and October 27, 2004; to continue to send Governor Romney letters of protest; and to hold a protest at the October 19, 2004 BHE meeting to be held at Mass Maritime Academy. The motion passed.

It was moved and seconded that all chapter presidents inform the MSCA President and the Chair of the Bargaining Committee of actions taken as part of bargaining strategy and that the MSCA President communicates these actions to the Board. The motion passed.

Treasurer's Report:

Treasurer Price asked those present to let members know that, if they teach courses for less money than allowed, they will still be charged union dues according to how many credit hours they teach.

MTA Report:

MSCA DGCE Bargaining Unit – Bob Whalen

It was noted that the change that was made to the Equivalency charts "Field Work Supervision and Internship" category (Article VIII(A)(4)(c)) is not a typographical error but is, in fact, the intended change proposed by the Council of Presidents.

The change will need to be corrected in the next round of collective bargaining, which will begin in 15 months and will be a top priority for the DGCE Bargaining Team.

In the coming semesters, the colleges have the authority, acting consistently with the DGCE contract, to mitigate the effects of this change. The DGCE contract establishes minimum salary requirements, below which the colleges must not go. The colleges, however, can offer to compensate DGCE faculty above the rates established by the collective bargaining agreement without running afoul of its requirements. This issue should also continue to be addressed through the Employee Relations Committee mechanism.

Grievance Committee Report:

Chairperson Vaughan distributed grievance reports to chapter presidents. These reports listed those members whose grievances have gone to Step 3 and are waiting to go to arbitration. Chairperson Vaughan requested that chapter presidents closely examine the reports for accuracy.

The meeting adjourned at 3:10 p.m.

Respectfully submitted,

Nancy George
MSCA Secretary

