

**MSCA Board of Directors Meeting  
Minutes of the Regular Meeting  
June 3, 2005  
Worcester State College**

**Present:** Ambacher, Art, Coppola, Everitt (for McGee), Falke, George, Hetzel, Hogan, Markunas, Minasian, O'Donnell, Schlosberg, Shartin, Stonehouse, Tetrault

**Guests:** Joseph Ebiware (MCLA), Donna Sirutis (MTA), Robert Whalen (MTA)

**Approval of the Orders of the Day and the Minutes**

The meeting was called to order at 9:40 a.m.

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

It was moved and seconded to approve the minutes of the April 29, 2005, meeting. The motion passed.

**MSCA Officers' Reports:**

*President - Patricia Markunas*

*MSCA Committee Appointments*

It was moved and seconded to appoint Amanda Woods (Mass. Maritime Academy Chapter/MSCA) to serve on the MSCA Elections Committee. The motion passed.

*2005-06 MSCA Board of Directors Meeting Schedule*

It was moved and seconded to adopt the 2005-06 MSCA Board of Directors Meeting Schedule as distributed. The motion passed.

President Markunas requested Board members indicate summer dates, which they are available for emergency summer meetings, on calendars distributed with her report. After everyone responds, President Markunas will pick three or four dates for Board members to hold for July and August.

Two candidates for MTA office next year asked President Markunas for permission to visit with the Board next year. At the end of the summer, she will send a packet of information to all declared MTA candidates, inviting them to attend a meeting of their choice for informational purposes. A formal candidates event will be scheduled for next spring.

*Public Service Committee Hearing on HB 530*

This hearing is scheduled for Thursday, June 9<sup>th</sup>, in Hearing Room B-1 in the State House beginning at 10:30 am. A briefing session for those planning to testify is scheduled for 9:30 am in the sixth floor conference room at MTA Headquarters.

President Markunas has been invited to speak to the Gloucester Democratic City Committee the evening of June 9<sup>th</sup> about public higher education. Attached to President Markunas' report was the final Senate budget for FY 2006. The budget now heads to conference.

*Items from the Employee Relations Committee Meeting and Contract Review Sessions*

*Status of the contract funding process:*

Management presented the Governor's office with the MCCC and MSCA contracts. The MCCC contract was turned down. Eric Kriss, Secretary of Administration and Finance, requested additional information on the non-economic items in the contract. Management has been working on this request and continues to plan to meet with the Governor to discuss the contract's funding. President Markunas will inform the Board and membership with additional information on the contract's status as soon as it is available.

*The implementation of the 2004-2007 contract, especially post-tenure review:*

Implementation issues will be discussed with Mark Peters and other members of management over the summer. It was emphasized to management that nothing regarding post-tenure review would be enacted until the contract was funded.

*Appendix M, the personnel calendar for AY 2005-2006:*

Appendix M for AY 2005-2006 was distributed to the Board members. Consultant Sirutis pointed out changes in the calendar to reflect changes in the contract. The colleges' academic vice presidents are responsible for distributing the calendar after final approval by the parties.

*The consolidated grievance over workload credits in excess of contractual limits:*

The situation is worsening, not improving. President Markunas will present the consolidated grievance to the chair of the COP as the issue is not being resolved at ERC. It will be proposed that faculty with overloads should systematically receive reduced teaching loads until the overload is eliminated. It was recommended that individuals with overloads file individual grievances.

*The status of salary corrections under the 2001-2003 agreement:*

C.J. O'Donnell, Chair, MSCA Salary Database Committee, has done a comprehensive study of salary discrepancies. This information will be submitted to management at the individual state colleges so salaries may be corrected. These are obligations under the previous contract.

*The status of negotiations for other higher education affiliates:*

A brief survey of negotiations for other higher education affiliates was presented to the Board.

*Board of Higher Education Meeting: June 21<sup>st</sup>, 9:30 am, North Shore Community College, Danvers*  
Rick Doud, president of MCCC, would appreciate support at this meeting's demonstration.

*Recent Press:*

President Markunas distributed several recent press items from the *Boston Globe*, the *MetroWest Daily News* and the *Salem News*. The presidents have been making a concerted and coordinated effort in generating support for public higher education.

*Vice President's Report - Frank Minasian*

Vice President Minasian reviewed the success of the MSCA T-shirt distribution at the State House on May 12, 2005. In addition, he briefly discussed Sam Schlosberg's and his informal meeting with Senator Murray during the event. During their conversation with Senator Murray, a MTA staff member took photos and Senator Murray relayed her thankfulness for MTA's support during the election.

*Treasurer's Report - Gail Price*

In the absence of Treasurer Price, President Markunas presented the Board with some information on the MTA Summer Leadership Conference. MSCA members have expressed interest in attending.

It was moved and seconded that the MSCA pay registration, room and board, and mileage, up to the total amount of \$5,000 (for all attendees), for MSCA members who attend the MTA Summer Conference and register/request funding by June 30, 2005. The motion passed.

It was noted that the amount allocated to each individual would be dependent on how many MSCA members apply to attend. President Markunas will send an email message about this motion to the chapter presidents for broadcast to the general membership.

*Secretary's Report - Nancy George*

Secretary George stated that the May 12, 2005, T-shirt distribution at the State House in Boston was an enjoyable and productive event.

### **MSCA Committee Reports:**

#### *Bargaining Committee (day) - Brad Art*

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.

#### *Elections Committee - Deb Foss*

President Markunas presented Chair Foss' report. The Elections Committee has been working on the Election Rules and Calendar; both should be ready early in the fall semester.

The Committee met with the Labor Guild, a possible replacement for AAA. The Labor Guild does mail ballot elections for a number of unions, including the AFSCME section of higher education. Their process is similar to AAA - they use a double envelope system with control numbers, not signatures, on the outside envelope. The Elections Committee would design the outer envelope so it is clear that it is the MSCA election. The Elections Committee would meet with the Labor Guild before the count and discuss how to handle problems. They have a transparent system of counting, using pairs of people to do the counting, and they welcome any member to come and observe. The only part of the existing rules they would recommend editing is that the Labor Guild (not the local or MSCA treasurer) be contacted about ballots that were not received. They do not seek to make a profit and unless postage goes up, the cost would be \$2.50 per member on the MSCA membership list. They will do all the printing except for the candidate insert that MSCA would provide. They would want a set of labels (alphabetical order) from the MSCA Treasurer's Office along with a master list that they can use for control numbers.

#### *Ad Hoc Committee on Librarian Concerns - Nancy George*

Chair George recently organized, for the Association of College and Research Libraries (ACRL/NEC), a full-day conference titled, *The Future of Academic Libraries*. In an attempt to educate the Board of Higher Education, Chair George sent registration invitations to members of the BHE staff. One staff member from their Fiscal Department attended and seemed quite interested in one of the speaker's presentations. In addition, Chair George presented the Board with some detail of the physical deterioration of the Salem State College Library.

#### *Salary Database Committee - C.J. O'Donnell*

Lists of the faculty and librarians at seven of the State Colleges whose salaries the Committee believes were incorrectly computed under the terms of the 2001-2003 collective bargaining agreement have been sent to Mark Peters. He will forward the lists to the colleges for review and reconciliation.

A list has not yet been produced for Mass Art, since employment histories of many of the faculty will need to be produced at the college for any member who has switched between full-time and salaried part-time positions. Librarians and faculty who were full-time throughout their employment history can be produced in a short amount of time. The only delay will be in determining which faculty members have been employed full-time throughout their time at Mass Art.

There are no salary discrepancies at Mass Maritime, since as Chapter President, Chair O'Donnell was able to verify salaries and have errors corrected, in most cases, before the increases were applied.

To date, only full-time members employed at the start of the 2001-2003 agreement have been checked. Full-time unit members hired after December 31, 2001 will now be considered. These individuals are less likely to have discrepancies since they should have been hired at or above the minimum salary formula in effect at that time they were hired.

Chair O'Donnell hopes that the reconciliations can be completed by mid-summer so he can turn his attention to the implementation of the first two salary increases under the new agreement. Chair O'Donnell reminded the Board that the first across-the-board increase will be preceded, as the 2001-2003 agreement was, by a minimum salary review and adjustment. This time, however, the Committee hopes the review is finished before increases are applied.

There are, however, still a few colleges with outstanding requests for Appendices O. Delays in forwarding these materials to Chair O'Donnell will delay the reconciliation that is hoped to be completed before increases are applied. Salary corrections are much more complicated when they have to be done after the fact. Chair O'Donnell implored those Chapter Presidents from whom he still needs appendices to see to it that they are forwarded as soon as possible.

A summary of the Committee's findings was attached to the Chair's report. It was asked that the Board realize that these findings were preliminary and may not reflect actual discrepancies once all reconciliations have been made.

Chair O'Donnell stated his appreciation of everyone's patience and cooperation during this project.

System-Wide Number of Verifications:

Number Checked: 1268; Number of Discrepancies: 259; Percent Discrepant: 20.4

System-Wide Approximate Direction of Discrepancies:

Under Adjusted: 175; Over Adjusted: 84

**Local Chapter President's Reports:**

*Bridgewater:*

passed.

*Fitchburg:*

passed.

*Framingham:*

passed.

*Mass. Art:*

passed.

*MCLA:*

passed.

*Mass. Maritime:*

The search for a president of the MMA continues. Finalists have been selected and will be interviewed soon.

*Salem:*

passed.

*Westfield:*

passed.

*Worcester:*

passed.

**MTA Reports:**

*MSCA Day Bargaining Unit - Donna Sirutis*

Donna Sirutis reviewed S 2042 (removal of health insurance as a subject of bargaining for cities and towns) and recommended that it NOT be supported.

Early retirement will not be acted on this year, but may be acted on next year. It was suggested that interested members contact their local representatives and senators regarding this issue.

*MSCA DGCE Bargaining Unit - Bob Whalen*

There's a Step Three grievance at Fitchburg State College regarding contract courses. The college is selling courses, such as *Introduction to Sociology*, in the catalog, which are being taught by a company called Mind Edge.

The meeting adjourned at 12:40 p.m.

Respectfully submitted,  
Nancy George  
MSCA Secretary