

**MSCA Board of Directors Meeting
Minutes of the Regular Meeting
April 28, 2006
Bridgewater State College**

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

Guests: Deb Foss (MCLA), Donna Sirutis (MTA), Bob Whalen (MTA), Margaret Vaughan (Salem)

Approval of the Orders of the Day and the Minutes

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.

It was moved and seconded to approve the minutes of the March 31, 2006, meeting. The motion passed.

MSCA Officers' Reports:

President - Patricia Markunas

Post-tenure Review: Response and Appeal Process

As noted in the distributed ERC report, the AAVP at Salem State changed six of her PTR decisions as part of the appeal process. It was noted that the grievance deadlines have been suspended at all campuses until the appeal process has been completed. At this time in her report, President Markunas asked all chapter presidents to report on the current status of the appeal process at their campuses.

Once all appeals have been exhausted, President Markunas plans to put together a report about the statistical results of this process and distribute it to the membership, probably in June. She also plans to send a comprehensive mailing to all PTR Year Two candidates at the same time.

Distributed to Board members were some old items about student evaluations and use of union work in PTR evaluations. President Markunas recommended that chapter presidents use it in campus workshops not only for PTR but promotion, tenure and reappointment as well.

MSCA and MTA Annual Meetings

President Markunas distributed directions to the Holiday Inn and reservation confirmation numbers. Saturday's Assembly will be called to order promptly at 10:00 am and will adjourn at 12:30 pm for the annual luncheon and awards ceremony.

The MSCA has 46 delegates and 30 hotel rooms for the MTA Annual Meeting, plus two alternates. President Markunas emphasized that it is crucial that all cancellations be reported directly to her office as soon as possible.

Meeting with Steve Tocco

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

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

Legislative Items

S.2364. This version of the higher education funding bill, which the MSCA endorsed last month, is currently in House Ways & Means. President Markunas requested that Board members make a concerted effort to get their local representative to support this bill.

Contract Rollover Costs Amendment to the FY 07 Budget. This item was not included in the recently adopted supplemental budget that funded the university and community college contracts. Another supplemental budget bill will be enacted after the FY 2007 budget is finished, and it is hoped that the rollover costs will be included then.

S.1535 - Health Insurance Benefits for Part-time Faculty. Joe LeBlanc (president-elect of MCCC) reports that this bill has a decent chance of passage this year. Distributed to Board members was correspondence to the House members of the Joint Committee on Health Care Financing, requesting support of the bill. President Markunas urged members to support this bill.

85/15. Distributed was correspondence that was sent to all 160 representatives about this amendment to the House budget for FY 2007. The amendment was going up for a vote on 4/28/06.

GPO/WEP. Distributed was the latest information from NEA about the status of the campaign to overturn the Social Security offsets.

BHE/Open Meeting Law

Distributed and reviewed during the meeting was correspondence between Joseph Sullivan, BHE General Counsel, and attorney Patrick Bryant regarding the Open Meeting Law.

BHE Task Force on Business Administration Programs

Seven MSCA members, from each campus with a business administration program, were recommended by President Markunas to serve on this task force.

BHE Meeting at U Mass Boston, April 20, 2006

Donna Sirutis gave the Board a brief report on this meeting.

Council of Presidents Issues

Ethics Commission Workshops. The Council of Presidents has endorsed co-sponsoring these workshops with the MSCA. The schedule will be finalized at the May 12th ERC meeting and Jane Fiste will work with the campus administrators to arrange rooms and develop a publicity flyer.

Joint Committee for the Study of Salaries. Progress continues to be made on this committee. A second draft of the Committee's report should be ready by the next meeting on May 10th, and the committee is also scheduled to meet on May 31st.

Meeting with the Council of Presidents. Donna Sirutis and President Markunas met with the COP at their April 7th meeting in Bridgewater. Issues of mutual concern were discussed, such as legislative items, DGCE bargaining and the Joint Salary Study Committee.

Vice President - Frank Minasian

Not present.

Treasurer - Gail Price

Dues Assessment Policies

Treasurer Price informed the Board that the MTA would like the MSCA to change its billing schedule so it more accurately reflects the teaching credit workload of part-time members, similar to that of the MCCC. Because MSCA collects dues on behalf of the local chapters, following the MCCC model is not a viable option.

Discussion followed. The Salem Chapter president reported receiving many complaints from members stating they are being billed for dues they have already paid for. It was requested that there be consistency in billing policies.

President Markunas appointed an ad hoc committee to study this issue and come up with a dues billing policy for consideration by the MSCA Board by May 24, 2006. Members of the ad hoc committee are: Gail Price (Bridgewater), Glen Pavlicek (Bridgewater), and Paul McGee (Salem).

Williamstown Cocktail Party

It was moved and seconded to approve the expenditure of \$325 to be a sponsor of the Annual Higher Education Cocktail Reception to be held at the Williamstown Leadership Conference in August 2006. The motion passed.

Secretary - Nancy George

Passed.

MSCA Committee Reports:

Grievance Committee - Margaret Vaughan

Chair Vaughan gave the Board an overview of the status of grievances. It was noted that mediation has worked well in the grievance process. Since the start of mediation in February 2005, 58 grievances have been resolved with the use of mediation. Mediation is faster and less expensive than arbitration. In addition, holding ERC meetings at Mark Peters' office in Boston is beneficial as it is a convenient location and there is secretarial assistance/office equipment at the ready, making changes in paperwork easy to execute.

Elections Committee - Deb Foss

The ballot count was held at the Labor Guide on April 7, 2006. In attendance were Candidates Markunas, Minasian and O'Donnell; Elections Committee members Foss and Everitt; and MSCA members Art, Concannon and Twiss. The Labor Guild reported that 755 ballots had been returned. There was no obliteration or masking of control numbers on the outer envelopes and no challenged ballots.

Upon completion of the first count of ballots, the margin between candidates Minasian and O'Donnell was less than five percent. It was agreed that a recount would be done. After the second count (double counted and checked), there was a slight shift in votes; however, the outcome remained the same. The election results were:

MSCA President

*Pat Markunas 681 votes

Write-in ballots 15

Blanks 59

MSCA Vice President

*Christopher O'Donnell 390 votes

Frank Minasian 348 votes

Write-in ballots 2

Blanks 15 MSCA

Secretary

*Nancy George 676

Write-in ballots 6

Blanks 73

MSCA Treasurer

*Glenn Pavlicek 668

Write-in ballots 9

Blanks 78

*elected

No written challenges were received by the April 13, 2006 deadline. The Labor Guild certified the results on April 20, 2006. Their summary and bill were distributed to Board members by Chair Foss.

In summary, the 2006 election of MSCA officers was conducted in accordance with the Election Rules and Calendar. It was, Chair Foss believed, an inclusive and transparent process. She characterized the concerns and complaints brought forward as "minor," in the sense that each was addressed efficiently and resolved in a straightforward manner.

Conducting this election placed substantial demands on individuals and offices. The success of the process was due to the cooperation, coordination, good humor and patience of many people. Chair Foss wished to express her sincere gratitude to the certified candidates, chapter presidents, members of the MSCA elections committee, Gail Price and the MSCA Treasurer's staff, Ben Jacques and Susan McCarthy (communications) and Jane Fiste (MSCA President's office) for their assistance and cooperation throughout this academic year.

The total cost of the election conducted by the Labor Guild was \$5110.16, or approximately \$2.20 per ballot. This is substantially less money than the American Arbitration Association charged the MSCA for the 2004 election.

The Board and President Markunas thanked Chair Foss for her work on the election.

MTA Reports:

Day Bargaining Unit - Donna Sirutis

The new Appendix M-I Personnel Calendar 2006-07 was distributed. Discussion followed.

DGCE Bargaining Unit - Bob Whalen

The first meeting with management's team is May 3, 2006. The DGCE Bargaining Committee has not yet received a proposal from the Council of Presidents.

There continue to be problems with contract courses at Salem State College.

Director - Len Paolillo

Director Paolillo reviewed a number of legislative items that President Markunas covered in her report. In addition, he announced that the MTA is proposing a dues increase of \$26 per year. Much of this increase (\$21 out of the \$26) is to offset costs associated with federal legislative changes in pension funds.

Local Chapter President's Reports:

Bridgewater

There was a one-day workshop on scholarship during which college administration continued to communicate inaccurate information to faculty members.

Fitchburg

A brief summary was made of the upcoming Fitchburg Chapter election. The Board thanked outgoing Chapter President Peter Hogan for his work with the MSCA.

Framingham

There are two finalists for the position of college president. The final decision should be announced in the next two weeks.

Mass. Art

Not present.

MCLA

There was a non-credible bomb threat on campus, which was handled poorly by local law enforcement officials. This improper handling of the situation and lack of safety procedures put a number of MCLA (AFSCME and administrative units) employees in potential danger. Grievances are being pursued as a result of this situation and Chapter President Seider is trying to obtain information on the MCLA policy regarding bomb threats.

MMA

There is a chapter meeting on May 1, 2006 to discuss the upcoming chapter election.

Salem

University status is being discussed again. The Board thanked outgoing Chapter President Paul McGee for his work with the MSCA.

Westfield

Not present.

Worcester

Academic Vice President Caruso has resigned to serve as President of Antioch College in Keene, NH. The college is currently looking for an acting AVP.

The meeting adjourned at 2:30 p.m.

Respectfully submitted,
Nancy George
MSCA Secretary