

**MSCA Board of Directors Meeting
Minutes of the Regular Meeting
October 5, 2007
Framingham State College**

Present: Ambacher, Concannon, Coppola, Dargan, Everitt, Falke, George, Mrvica, O'Donnell, Pavlicek, Schlosberg, Seider, Shartin, Shea, Stonehouse, Turk

Guests: Donna Sirutis (MTA), Bob Whalen (MTA)

Approval of the Orders of the Day and the Minutes

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 September 7, 2007 meeting. The motion passed.

MSCA Officers' Reports:

President - Patricia Markunas

In the absence of President Markunas, Vice President C.J. O'Donnell distributed and provided a summary of President Markunas' report. The complete report follows.

Board of Higher Education

President Markunas had two meetings with BHE Chairman Fred Clark. He would like very much to meet with the MSCA Board of Directors before the end of the semester.

Chairman Clark will chair his first meeting on October 19 beginning at 10:00 am in the Forum in the McCarthy College Center at Framingham State College. The Employee Relations Committee will meet that afternoon on the fifth floor of the McCarthy Center.

The second meeting of the BHE will be on November 16 at Mass Bay Community College on Route 9 in Wellesley. At that meeting, the state college Council of Presidents will present their case for support of the "university status" bill. Brett Rhyne and President Markunas plan to highlight this issue in the October issue of the *MSCA Perspective*. President Markunas will provide more information about this meeting at the November Board meeting.

Chairman Clark has indicated that a nationwide search will be conducted for a permanent Chancellor and that he would like to have faculty participation on the search committee. MSCA will have one or two seats. President Markunas is considering nominees who will not be involved in negotiations or the officers' elections during the spring semester.

It was moved and seconded to invite BHE Chairman Fred Clark to either the November or December MSCA Board of Directors Meeting. The motion passed.

NEA Higher Education Research Advisory Committee Meeting, September 19

President Markunas attended this meeting in Washington, DC, and discussed with Barry Christopher, of JBL Associates, a request for them to do an updated faculty salary study for the MSCA in conjunction with the resumption of day unit negotiations in the spring.

The major agenda item at this meeting was the NEA action plan on organizing and bargaining for contingent faculty and other educational employees. President Markunas, through Vice President O'Donnell, circulated a copy of this action plan to Board members. Interested Board members will be sent a copy of the plan.

2008 MSCA Officers Elections

Deb Foss, Nominations and Election Supervisor, has requested, through President Markunas, that chapters that do not have a representative on the Elections Committee make an effort to appoint one as soon as possible. She intends to begin work on the calendar and rules for the 2008 officers' election on Tuesday, October 9, so that it is to the MSCA's benefit that a complete Committee be in place by that date. If all goes as planned, the calendar and rules will be presented for the Board's consideration at the November meeting. Nominations open November 1.

PHENOM Higher Education Summit

This event will be held on Friday, October 26th, at Framingham State College. President Markunas attached the preliminary program to her report and urged as many Board members as possible to attend.

Joint Committee on Higher Education Hearing: October 2, 2007

The JCHE heard various bills of importance to the MSCA: this year's so-called academic freedom bill (H1190), to which the MSCA Board is on record in opposition and the textbook bill (H1200), which the MSCA and the MTA Higher Education Leadership Council have endorsed. President Markunas planned to testify on both of these bills.

Ad Hoc Committee on Governance

The Ad Hoc Committee on Governance Issues met on Friday, September 28. It approved a set of recommended constitutional changes to be considered at the November meeting of the MSCA Board of Directors. The Committee discussed problems with several chapter constitutions and strategies to remedy those problems. The Committee will consider updates to the offers' responsibilities, last approved in 1996, during the month ahead.

Appointments

President Markunas has been appointed by Governor Deval Patrick to the Readiness Project Subcommittee on UMass and Public Higher Education, chaired by Fitchburg State College President Robert Antonucci. In addition, MTA President Anne Wass has appointed President Markunas to serve on the Public Relations and Organizing Committee, which directs the MTA media campaign. Suggestions to President Markunas would be appreciated by her.

Thanks to the MSCA Board of Directors

Ed Sullivan and Art Pippo both told President Markunas how much they appreciated the letters of appreciation they received from the Board for their work on our bargaining this past summer.

Lisa Field, president of AFSCME, sent an email of appreciation for the MSCA Board's vote in support of AFSCME's efforts to stop the privatization of services at Smith Hall at Mass Art and Design.

Salem State College President Patricia Meservey has expressed her appreciation for flowers that were sent from the MSCA Board when her father passed away in mid-September. Several members of the ERC, along with Salem Chapter President Amy Everitt, attended the funeral services on September 21 in Plymouth.

Max Page, Ferd Wulkan and Jake Oliveira have thanked the MSCA for the financial support to PHENOM offered at last month's Board meeting.

Thanks from President Markunas

President Markunas thanked everyone who helped to make the contract ratification a huge success. The great majority of members expressed their appreciation for a decent pay increase that will be paid retroactively without any concessions. Special thanks go to Glenn Pavlicek who did incredible work in a tight time frame on the mailing and voting lists and to C.J. O'Donnell and Donna Sirutis for their work on the language of the tentative settlement.

President Markunas will be forever grateful that Christine Melin came back to work for her in April. She has fit into MSCA routines seamlessly and carried out every assignment professionally and efficiently. Chris is helping the MCA to achieve a long-standing goal by preparing summaries of the legal opinions prepared for MSCA by MTA Legal Services and the MSCA's arbitration decisions. In this way, easy access to these important documents will be available to the MTA consultants, grievance officers and anyone else who might benefit from them, now and in the future.

Vice President - C.J. O'Donnell

MSCA Committee Appointments

It was moved and seconded to appoint Peter Hogan (Fitchburg) to the Elections Committee, Michele Sweeney (Salem) to the Elections Committee, and Dana Rapp (MCLA) to the Grievance Committee. The motion passed.

Contract Ratification/Costing/Signing

The contract was ratified by a vote of 700 yes, 20 no, 11 challenged ballots, and 2 blank. Both the Board of Higher Education and the Council of Presidents are working on the costing of the contract. It is not known when the 3.5% retroactive pay increase will become available to members. The signing will be held on October 10, 2007, at 1:00 p.m. at the BHE offices in Boston.

Strategies Around the 15% cap and Full-time Temporary Appointments - Donna Sirutis

Consultant Sirutis distributed information on these topics to Board members and reviewed the situation. Consultant Sirutis suggested strategies. Discussion followed.

Secretary - Nancy George

Secretary George provided the Board with a brief report of her activities as secretary.

Treasurer - Glenn Pavlicek

MSCA Monthly Expenses

Treasurer Pavlicek distributed the current MSCA Monthly Expenses statement.

Non-Compliance Lists

Treasurer Pavlicek requested that all chapters submit to him their Fall 2007 DGCE lists. Thus far, Treasurer Pavlicek has received lists from the following colleges: Fitchburg State College, Framingham State College, Mass Art and Design and Westfield State College.

Appendix Q

In an attempt to get a handle on part-time MSCA members, Treasurer Pavlicek has requested that chapter presidents send him Fall 2007 Appendix Q's as they become available.

Full-Time Members, Dues

Treasurer Pavlicek reported that a handful of full-time MSCA members were not charged dues last year. Given the difficulty in charging members for the previous year's dues, it was requested that chapters be vigilant in charging members dues each year.

Other Items

Treasurer Pavlicek suggested that chapters should consider covering a portion of dues for part-time MSCA members who are being charged dues that exceed 10% of their gross income from their part-time employment at the college, as is done by the Bridgewater Chapter.

Health and Welfare Trust

Updated dental and vision brochures will be sent to members' homes in the coming month. Treasurer Pavlicek recommended that member use the employer name, Board of Higher Education, when accessing information via the Web on the dental or vision plans.

MSCA Committee Reports

Salary Database Committee - C.J. O'Donnell

Vice President O'Donnell requested that chapter presidents send him Appendix O's and Appendix Q's as soon as they are received. Chapter presidents were reminded to send Appendix Q's to Treasurer Pavlicek as well.

MTA Reports

Day Bargaining Unit - Donna Sirutis

H2697 Lobbying Strategies

Consultant Sirutis provided Board members with an overview of the current contract funding process. Board members were provided with handouts on H2697 lobbying strategies. Consultant Sirutis reviewed H2697 and its status. Strategies were presented. Discussion followed.

Employee Relations Committee Report of 9/21/07

The ERC Report of 9/21/07 was distributed to Board members. Discussion followed. It was noted that professional development monies will be available this academic year; per capita amounts will be calculated this fall.

DGCE Bargaining Unit - Bob Whalen

A system-wide retreat for all bargaining units is being planned for November 30, 2007. All bargaining teams will be invited. The location specifics will be announced later this fall.

Consultant Whalen provided Board members with a brief overview of selected UMass bargaining units' contract outcomes.

Director - Len Paolillo

In the absence of Director Paolillo, Vice President O'Donnell distributed a letter from Max Baucus to Senator John Kerry regarding the Social Security Offset/Windfall Elimination Provision.

Chapter President's Reports

Worcester

Passed.

Westfield

The assessment of the interim president and academic vice president will begin next week. Westfield MSCA members are still dealing with the ongoing issues regarding the Strategic Planning Committee.

Salem

The academic vice president from Keene State College has been at Salem State College to talk about standardized tests in higher education.

MMA

A \$22 million new library building is going to be built on campus. There are still no MSCA librarians employed by MMA.

MCLA

Passed.

Mass Art & Design

Much to the college administration's consternation, Chapter President Schlosberg invited a member of the AFSCME unit to talk about the privatization of services at Smith Hall at the recent chapter meeting. Mass Art is discussing a change in its grading system.

Framingham

The chapter is educating the college's new president on the contractual governance system.

Fitchburg

College administration agreed to allow faculty/librarian input on how the campus deals with violent incidents on campus. Administration is examining the feasibility of allowing faculty/librarians to go on sabbatical if it will cost the college money to hire part-time replacements, etc.

Bridgewater

President Mohler-Faria and his family moved out of the president's house on campus. The president's house will continue to be used for college functions. President Mohler-Faria will receive an \$18,000 housing allowance.

An article by a Bridgewater faculty member, discussing the College and his experiences there, will be published in the *Chronicle of Higher Education* next week.

A poll on whether campus departments are able to use their funds to provide for food/beverages at departmental meetings was requested:

Bridgewater - no; Fitchburg - yes; Framingham - yes; Mass Art - yes; MCLA - no; MMA - no; Salem - unsure; Westfield - unsure; Worcester - unsure.

The meeting was adjourned at 12:10 p.m.

Respectfully submitted,

Nancy George
MSCA Secretary