

**MSCA Board of Directors Meeting  
Minutes of the Regular Meeting  
February 6, 2009  
Framingham State College**

**Present:** Coppola, Dargan, Donohue, Eve, Everitt, George, Haar, Mrvica, O'Brien, O'Donnell, Pavlicek, Shea, Schlosberg, Stonehouse, Turk

**Guests:** David Borer (MTA), Donna Sirutis (MTA), Margaret Vaughan (Salem)

**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 December 5, 2008 meeting. The motion passed.

**Visiting Speakers' Time: MTA Executive Director, David Borer**

After a brief introduction, David Borer reviewed his extensive background in working with labor organizations – in particular with those unions representing flight attendants, and shared stories of success with Board members. He emphasized how important mobilization is in working on a variety of issues, including contract negotiations. Discussion followed.

**MSCA Officers' Reports:**

*President – C.J. O'Donnell*

*MTA Meeting with Governor Patrick*

MTA affiliate presidents, MTA Board members and staff from across the state met with Governor Patrick on January 8<sup>th</sup>. The governor gave a brief update on the state of the economy and his trip to Washington, D.C. to urge the Obama administration to include funds for public education in the stimulus package.

A large number of higher education members were present. President O'Donnell asked when the governor was going to get serious about settling the higher ed contracts and when his administration would show us some respect by returning phone calls, responding to emails and following up on face-to-face meetings. The governor announced that he authorized new parameters the first week in January, but that had not been transmitted to any of the higher education unions.

The governor was also asked about the excessive use of part-time faculty at the community colleges, forcing K-12 units into the GIC, his veto of the COLA adjustments for retirees, among other things. An article about the meeting will appear in the February edition of the *MSCA Perspective*.

*Freshman Legislative Reception*

MTA held a reception for newly elected state representatives and senators on January 13<sup>th</sup>. Members of the Candidate Recommendation Committee and Governmental Relations Committee were present along with MTA leadership and Governmental Services.

*HELC Collective Bargaining Summit*

Members of the Higher Education Leadership Council met on January 21<sup>st</sup> to discuss the new parameters pre-authorized by the Patrick administration. The MTA affiliates tried to put together a coordinated counter-proposal that would be discussed with other statewide unions. NAGE reached a three-year agreement (July 1, 2009 to June 30, 2012) on January 30<sup>th</sup>. A copy of that agreement was distributed to the Board. SEIU Local 509 is rumored to be closed to a settlement as well.

*Division of Labor Relations Investigation – 15% Cap on Part-time Sections*

Pat Markunas and Donna Sirutis presented our case on January 22<sup>nd</sup>. Maggie Vaughan and President O'Donnell were in attendance as well. President O'Donnell noted that Donna and Pat gave a great presentation.

*Vice President – Amy Everitt*

The HELC meeting she was to attend in President O'Donnell's place was cancelled.

Vice President Everitt assisted Donna Sirutis in gathering information for the January 22<sup>nd</sup> presentation on the 15% cap on part-time sections.

*Secretary - Nancy George*

Secretary George reminded Board members of the March 13<sup>th</sup> deadline for NEA-RA nominations. This year's NEA-RA will be held in San Diego, CA July 1-6, 2009. Treasurer Pavlicek will provide Board members with NEA-RA reimbursement figures from last year at the March 2009 Board meeting.

*Treasurer - Glenn Pavlicek*

Treasurer Pavlicek distributed and reviewed his report.

He noted that four chapters (Fitchburg, MassArt, MCLA and Worcester) had not requested their quarterly reimbursement and reminded those chapters that they should do so promptly.

The NEA and MTA agency fees were reduced. Treasurer Pavlicek will send agency fee cash payers a refund. Others will have their future charges adjusted to account for the reduction.

Treasure Pavlicek is working to insure that all MSCA employees' have the proper paperwork on file in his office. Given a recent communication from MTA General Counsel Anne Clarke, all chapter members who receive a stipend or dues refund are considered MSCA employees.

Sam Schlosberg asked that the issue of compensation of chapter officers be placed as an agenda item for a future Board meeting. President O'Donnell said that he thought it was important to also look at the level of compensation of all other MSCA employees. Treasurer Pavlicek agreed to compile the information on all MSCA employees.

## **PHENOM**

*Ken Haar*

Ken Haar distributed the PHENOM Action Plan for spring 2009. He reviewed the calendar, events planned, press releases and the legislative agenda. The PHENOM web page is: <http://www.phenomonline.org>.

## **MSCA Committee Reports:**

*Grievance – Margaret Vaughan*

The arbitration for the post-tenure review, year one procedural violations will be held March 10<sup>th</sup>.

*Day Bargaining – C.J. O'Donnell and Donna Sirutis*

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.

## **MTA Reports**

*Day Bargaining Unit – Donna Sirutis*

Consultant Sirutis discussed the number of agency fee members and outreach strategies for chapters. Consultant Sirutis distributed and reviewed the MTA new member materials. Some chapters asked that the materials be sent earlier in the summer for distribution at orientation meetings.

Consultant Sirutis distributed a few pages from the BHE's 2008 Performance Measurement Report showing state college unrestricted reserves as of June 30, 2008 (Mass Maritime and MassArt were not included). The chapters were encouraged to make public record requests for updated balances on the unrestricted reserves and the amount in the state college trust funds.

*DGCE Bargaining Unit - Bob Whalen*

Not present.

*Director – Ron Colbert*  
Not present.

**Chapter President's Reports:**

*Bridgewater:*

Sabbaticals for 2009-2010 are being approved; this may not be the case next year. Student fees will be increased. The college continues to search for a new Provost. There have been no layoffs, however, there will be fewer part-time sections (chairs have been told to adjust their schedules). Searches for new tenure-track positions have been cancelled. The college is continuing to pay for travel. The chapter continues to work on its bylaws.

*Fitchburg:*

All sabbaticals have been denied due to budget concerns. There have been no faculty layoffs, but some layoffs (non-faculty) are anticipated. Student fees will increase. Travel money has been rescinded. There will be a decrease in money for part-time faculty and staffing. Full-time faculty who leave may not be replaced. Current searches for tenure-track faculty are proceeding, but “under a cloud.”

*Framingham:*

There have been no faculty layoffs. The college’s communications department has been laid off (APA employees). Sabbatical funding is being examined. The college will be cutting back in other areas. Searches for full-time faculty are proceeding. There will be a decrease in the number of sections. Full-time temporary faculty will be replaced with part-time faculty.

*MassArt:*

Part-time hires are being reviewed with the department chairs. Reorganization of some departments is going on. The college is seeking to reduce stipends for department coordinators. Sabbaticals are going forward. The college is considering increasing student fees. Searches for full-time positions are going forward. Secretary of Education, Paul Reville, will be on campus next Thursday to meet with a various campus constituencies.

*Mass Maritime:*

The ship is at sea; there have been no reports of significant problems. Day classes are not in session.

*MCLA:*

Sabbaticals are going forward. The college president college has been having a series of “town-hall meetings” to discuss budget problems. Travel money has been cut back. No news of student fee increases. The college is looking at reducing part-time faculty. Full-time faculty replacements are proceeding. The new Academic Dean/AVP, Cynthia Brown, will begin in July. She is coming to MCLA from Lesley University.

*Salem:*

The college is facing a \$9-11 million budget gap in the coming fiscal year. There will be layoffs, probably mostly in non-MSCA units. Sabbaticals are going forward, but this may not be the case next year. There will probably be a reduction in part-time sections. The college is reviewing alternative professional responsibilities. None of the administrators received the 4% raises authorized by the BHE last year.

*Westfield:*

All sabbaticals were approved. The college is hiring 20 new full-time faculty. There will be no reduction in part-time faculty. The college added \$50,000 in professional development money. Department chairs are not happy with administrators who have been given tenured faculty positions.

*Worcester:*

All sabbaticals were approved. All searches for full-time faculty were cancelled. No retrenchments are contemplated. No full-time temporary faculty will be rehired; they will be replaced with part-time faculty. The GPA admission requirement was increased to 2.5, but did not go through governance. There continues to be a number of problems due to difficulties with the college administration.

The meeting adjourned at 3:00 p.m.

Respectfully submitted,  
Nancy George  
MSCA Secretary