

MSCA COUNTERPROPOSAL TO BHE-COP PROPOSAL OF JULY 28, 2004

December 22, 2004

Except as indicated below, the parties shall maintain the current collective bargaining agreement as modified by memoranda of agreement, tentative agreements, interpretive documents, and any additional changes to be agreed upon for FY 2004.

This is a package proposal.

Article II Section A: FAIR PRACTICES--MSCA proposal from March 29, 2004 on paragraph #8.

(We believe that the elimination of Paragraph #8 of this section would be to the advantage of both parties.)

Article IV Section I: HEALTH AND WELFARE

Increase Health and Welfare Trust Fund contributions:

\$20/FTE/week effective June 27, 2004

\$23/FTE/week effective June 26, 2005

\$26/FTE/week effective June 25, 2006

Article VI: Section G, Paragraph 2: STIPENDS

Increase Department and Program Chair stipends:

5% effective June 27, 2004

5% effective June 26, 2005

5% effective June 25, 2006

Article VII: Section D, paragraph #7: MSCA proposal of March 29, 2004 on participation of the International Maritime Business Department (not the Social Sciences Department) in the Sea Term Council

Article VIII MSCA proposal of March 29, 2004

Article IX Clarifications as identified in the MSCA proposal of March 29, 2004

Article XII MSCA proposal of March 29, 2004

Part-time faculty: MSCA proposal of March 29, 2004

Increases for promotions: MSCA proposal of March 29, 2004

Increases for terminal degrees: MSCA proposal of March 29,
2004

Article XIII-A Increase formula commensurate with Article XIII changes