

TO: MSCA Day Unit Faculty and Librarians
FROM: Patricia Markunas, MSCA President
C. J. O'Donnell, MSCA Day Bargaining Chair
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DATE: May 18, 2007
RE: Update on Negotiations

The MSCA Bargaining Committee and representatives for the Council of Presidents and the Board of Higher Education (COP-BHE) met for the eighth session on May 15th. The parties began discussing a one-year contract for FY 2008 on May 3rd.

Proposals on both sides were made orally across the table. A comparison of some items of the proposals is given below.

| COP – BHE | MSCA |
|---|---|
| 3.5% increase with effect on July 1, 2007; no monies for inversion and compression; no change in the elements of the minimum salary formula (MSF) | 5% increase with effect on July 1, 2007; 2% pool to begin to address inversion and compression; increase MSF by 5%. |
| Ability to hire unlimited numbers of part-time faculty in all departments and creation of unlimited open-ended, full-time non-tenure-track appointments | Limit part-time and full-time temporary faculty to 15% in all departments (20% at Mass Art); limit full-time temporary appointments to emergencies and leave replacements; remove four-semester limit |
| Expansion of administrator rights to faculty tenure by making it retroactive for all academic administrators employed on or before December 22, 2005 | Elimination of administrator rights to faculty tenure |
| Keep potential for continual governance referenda while refusing to negotiate MSCA's proposed governance modifications | Maintain governance as is; no more referenda |
| Continue PTR; end transmission of PTR letters to Chapter Presidents | Eliminate PTR; 6% increase on July 1 st for members in Alternative One, Years 3 and 4. |
| Two additional summer workdays for Chairs; \$350/semester increase in stipend | No additional summer workdays for Chairs; \$350/semester increase in stipend |
| Expand "type of course" for student evaluations and classroom observations | One student evaluation/classroom observation, more at member's discretion |

(over)

In addition to the points above, the MSCA's one-year proposal includes, among other proposals:

- The elimination of "other assignments given by the VPAA" for Chairs.
- Comparable time in rank to faculty for promotions for librarians.
- Replacement of SIR II with DGCE student rating form.

The MSCA Bargaining Committee views management's one-year proposal as:

- A failure to improve state college faculty salaries relative to those of faculty at our peer institutions.
- A failure to take even the smallest of steps toward correcting salary inversion and compression within the unit.
- A failure to live up to the college presidents' public statements about restoring full-time faculty numbers, increasing faculty salaries and achieving "university status."
- A failure to address the burden on department chairs, further increasing the number of student evaluations and classroom observations that will need to be conducted.
- A failure to uphold the precepts of tenure, further diminishing its value and the ability to recruit and retain quality faculty.

A copy of the complete proposals by both parties will be available in the Chapter Offices after being reduced to writing.

Other state employee units are currently in negotiations, including faculty and librarians at UMass. To the best of our knowledge, none of these other units are facing harsh and destructive management demands such as those from the COP-BHE.

This COP-BHE team cannot blame a Republican administration for its anti-employee language. These proposals are coming directly from the college presidents, vice presidents and the Board of Higher Education. These proposals are designed to prevent settlement.

Our next bargaining session is May 24th.