

Bargaining Update – July 3, 2007

On June 29th the MSCA held its fourteenth bargaining session with management. We were told that on June 28th the Executive Office for Administration and Finance (A&F) authorized the use of the additional 0.3% pool of money (approximately \$350,000) for other than across-the-board salary increases, or to increase the Health and Welfare Trust contributions. Previously, A&F had prohibited the use of the 0.3% for on-base increases. Management did not alter their remaining language proposals.

We were told that efforts to reach a one-year agreement must be concluded by August 15th. After that the administration will take the offer for a one-year deal off the table.

In an effort to settle a one-year agreement the MSCA proffered the proposal contained in the table below.

We felt this was a reasonable proposal that both sides could live with for one year, given current economic circumstances and the fact that the current agreement was set to expire on June 30th.

The management team did not discuss our proposal or offer a counter proposal; the proposal was summarily rejected. Although management's representative said that certain of their language proposals have to be addressed, we were not told which ones or in what fashion they needed to be addressed.

Both sides recognize that salary inversion and compression are major problems, and that several millions of dollars (estimates as high as \$8.5 million) are needed to remedy this problem. The MSCA's request for an additional \$900,000 over A&F's offer sets the tone that both sides are interested in *beginning* to address this serious problem and are working together to implement the recommendations of the Joint Committee on the Study of Salaries. We asked that this be a contribution from the campuses since A&F, at this point, refuses to authorize more money.

No other higher education bargaining units are being confronted with comparably anti-employee, anti-tenure proposals from management. *These proposals are deal-breakers and are impeding settlement.* The day before the contract was set to expire was no time for management to be holding on to what it knows to be unacceptable proposals, singling out the MSCA unit for adverse treatment.

We have bargaining sessions scheduled for July 10, 11, 12, 23 and August 13, 14 and 15. We will continue to work to secure a one-year deal. Updates will be posted regularly.

C. J. O'Donnell, Chair, Bargaining Committee

Pat Markunas, MSCA President

Donna Sirutis, MTA Day Consultant

COMPARISON OF MSCA AND BHE ONE-YEAR PROPOSALS

<p>What MSCA Proposed in Order to Settle 6-29-07 (Rejected by Management)</p>	<p>Management's Proposal on 6-29-07 (to Be Withdrawn If No Settlement by 8-15-07)</p>
<p>3.5% across the board raise</p>	<p>3.5% across the board raise</p>
<p>0.3% additional pool to be used to address salary inversion and compression issues</p>	<p>0.3% additional pool that may be used for Health and Welfare Trust increases or other salary issues</p>
<p>\$900,000 system-wide to be funded by the colleges to start to address salary inversion and compression</p>	
<p>1% professional development monies funded by the colleges</p>	<p>1% professional development monies funded by the colleges</p>
<p>3.5% increase in terminal degree adjustment and promotion adjustment</p>	

<p>\$350/semester increase in department chair stipend with no additional assigned summer responsibilities</p>	<p>\$350/semester increase in department chair stipend provided that chairs work two additional days in the summer</p>
<p>All other language proposals are withdrawn by both sides</p>	<p>All of management's remaining language proposals remain on the table, including proposals</p> <ul style="list-style-type: none">• to eliminate restrictions on use of part-time and temporary faculty• to deny to MSCA information on post-tenure review decisions• to withhold 13% of salary for two years from Professional Maritime Faculty until a missed Sea Term is made up• to expand rights of managers to faculty tenure• to increase the numbers of evaluations of faculty