

## **Bargaining Update – July 27, 2007**

The parties met on July 23<sup>rd</sup>, but management did not modify either its money proposal or its language proposal. We were, however, informed that management would not be withdrawing its one-year proposal on August 15<sup>th</sup> as we had been told previously. Rather, after August 15<sup>th</sup> the money offer would not be retroactive to July 1, 2007, but would take effect on the date an agreement was reached.

On July 26<sup>th</sup> MTA Executive Director Ed Sullivan and MTA Higher Education Director Arthur Pippo met with Mark D'Angelo (Director of the Office of Employee Relations within the Executive Office for Administration and Finance), John Langan (Deputy Director of OER), Tom Gosnell (President of the Massachusetts chapter of the American Federation of Teachers), Mark Peters (Chief Negotiator for the Board of Higher Education and the Council of Presidents), Peter Tsaffaras (Human Resource Director for the Board of Higher Education), and Dana Mohler-Faria (Bridgewater State College president, but functioning at this meeting solely as the governor's education advisor.)

D'Angelo and Mohler-Faria defended the money offer currently on the MSCA's bargaining table as a "good" one. Sullivan, Pippo, Peters, and Tsaffaras challenged this characterization and sought to persuade D'Angelo and Mohler-Faria that the management economic offer needed to be increased. They argued that other state bargaining units recently settled one-year agreements for more than is being offered to the MSCA and that state college faculty salaries are not competitive. They noted further that state college faculty salaries are plagued by compression and inversion.

It remains to be seen whether this meeting, or any follow-up meetings with members of the Patrick administration, will improve the economic offer on the table.

On August 2<sup>nd</sup>, MSCA leaders will meet with other higher education locals and MTA staff to plan ways to secure a better economic offer than management has been willing to put on the table thus far.

***Members should plan to be ready to take action to effect this agreement.***

Negotiations are scheduled for August 13, 14 and 15.

A summary of the current proposals is contained in the table below.

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

Pat Markunas, MSCA President

Donna Sirutis, MTA Consultant

### **Comparison of MSCA and BHE One-year Proposals as of July 23, 2007**

MSCA Proposal  (Rejected by Management)	<b>Management Proposal (Salary Increases to Be Effective on Date of Agreement if Later Than 8-15-07)</b>
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3.5% across the board raise	3.5% across the board raise
0.3% additional pool for on-base monies to start to address salary inversion and compression	0.3% additional pool that may be used for on-base increases
\$900,000 system-wide to be (funded by the Commonwealth and/or the colleges) to start to address salary inversion and compression	
1% professional development monies funded by the colleges	1% professional development monies funded by the colleges
3.5% increase in the terminal degree adjustment and the promotion adjustment	
\$350/semester increase in department chair stipend with no additional assigned summer responsibilities	<del>\$350/semester increase in department chair stipend provided that chairs work two additional days in the summer</del>
All other language proposals are withdrawn by both sides	All of management's remaining language proposals remain on the table, including proposals

- to eliminate restrictions on use of part-time and temporary faculty
- to deny to MSCA information on post-tenure review decisions in AY 2008-2009
- to withhold 13% of salary for two years from Professional Maritime Faculty until a missed or deferred Sea Term is made up
- to expand rights of managers to faculty tenure
- ~~to increase the numbers of evaluations of faculty~~