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Chairman Gabrieli, Commissioner Santiago and Members of the Board:

My name is CJ O'Donnell. I am the President of the Massachusetts State College Association (MSCA), the union that represents roughly 4,000 librarians and faculty at the nine state universities.

Among the faculty the MSCA represents are graduate and continuing education faculty, and day part-time faculty. These hard working faculty are typically referred to as "adjunct faculty." They are hired semester-to-semester, unlike full-time faculty, they have no employer subsidized health insurance, no reasonable retirement plan, no social security, no job security (despite our efforts on their behalf), and who are typically not offered courses the semester following a student complaint, complaints that typically are not even investigated. It's just easier to "switch them out" with someone else. As your representatives at the table have told us for decades, you don't have any difficulty replacing them. That doesn't make it right. That doesn't make it moral.

Union efforts have failed to significantly improve working conditions for adjunct faculty because, as is the nature of "collective" bargaining, both parties must agree. Furthermore, in Massachusetts the endpoint unresolved disputes at the table is not the standard – binding arbitration – but rather unilateral implementation of management's last offer.

The MSCA is not here to bargain away from the table. We are here to let you, the employer of record, hear from us directly regarding our desire to resolve all matter, at the table. However, with the current outstanding language items and the low economic offer; that is not likely to happen anytime soon.

We appreciate the presidents' efforts to convince the governor to "authorize" a better financial offer. The MTA, our parent union, and other statewide unions have also been in touch with the governor. Our ask for the Board is that you please consider contacting the governor as well to urge him to "authorize" a better economic offer.

Respectfully,

A handwritten signature in black ink that reads "Christopher J. O'Donnell".

Christopher J. O'Donnell
MSCA President