

**MSCA Board of Directors Meeting  
Minutes of the Regular Meeting  
November 5, 2004  
Framingham State College**

**Present:** Ambacher, Art, Concannon, Coppola, Falke, George, Hetzel, Hogan, Markunas, McGee, Minasian, O'Donnell, Price, Schlosberg, Seider, Shartin, Stonehouse, Tetrault

**Guests:** Donna Sirutis (MTA), Robert Whalen (MTA)

**Approval of the Orders of the Day and the Minutes:**

The meeting was called to order at 10:00 a.m.

It was moved and seconded to approve the orders of the day.

It was moved and seconded to amend the motion to approve the orders of the day with the following change: The MSCA (day) Bargaining Committee Report will be moved to the beginning of the meeting, after the approval of the minutes. The motion passed.

The motion, as amended, passed.

It was moved and seconded to approve the minutes of the September 10, 2004, meeting. The motion passed.

It was moved and seconded to approve the minutes of the October 1, 2004, meeting. The motion passed.

**MSCA (day) Bargaining Committee**

It was moved and seconded to go into executive session. The motion passed.

It was moved and seconded to go out of executive session. The motion passed.

It was moved and seconded to report the following motions adopted in executive session. The motion passed.

- 1) The MSCA Board voted to authorize the Bargaining Committee to call for a no-confidence vote in the Board of Higher Education after negotiations on November 12, 2004.
- 2) The MSCA Board voted to picket and leaflet BHE Chairperson Stephen Tocco's office at One Financial Place, Boston, MA on December 3, 2004, from 11:30 am to 1:00 pm, and to hold the MSCA Board of Director's December 3, 2004, meeting in Boston at a location to be determined that afternoon.
- 3) The MSCA Board voted to hold a demonstration at the Board of Higher Education meeting on December 7, 2004, at Roxbury Community College. The motion passed.
- 4) The MSCA Board voted that MSCA members not perform any voluntary activities, beyond as stated in the contract, that college administrators ask MSCA members to do.
- 5) The MSCA Board voted to open the November 11, 2004, meeting between the MSCA (day) Bargaining Committee and Council of Presidents Chairperson Mohler-Faria, to be held at 1:00 p.m., MTA Office, Boston, MA, to members of the MSCA Board.

- 6) The MSCA Board voted to authorize the MSCA (day) Bargaining Committee to call for a no-confidence vote of the Council of Presidents after the meeting with the Council of Presidents on November 11, 2004.

**President's Report:**

*MSCA Committee Appointments/MSCA Directory:*

President Markunas was pleased to announce that Tracy Ware (Salem) has agreed to serve as the Chairperson of the Affirmative Action/Equal Opportunity/Diversity Committee and Lori Dawson (Worcester) will serve as Vice Chair. She will meet with Tracy soon to get this Committee functioning again.

It was moved and seconded to appoint Susan Conrad (Framingham) to serve on the MSCA Legislation Committee and Susan Dargan (Framingham) to serve on the DGCE Bargaining Committee. The motion passed.

Updates to the MSCA Directory were distributed to "subscribers" at the meeting. Another update will be distributed in February.

President Markunas appointed several MSCA members to serve on an ad hoc committee to develop policies related to document retention and destruction.

*Fall Legislative Races:*

Despite her tremendous sadness at John Kerry's loss of the presidential race, President Markunas found it impossible not to be gleeful about the incredible record of victories that were racked up in the legislative races. Ninety-two percent of MTA-recommended candidates were elected to the Legislature. Even more incredible was the margin of victory – often two to one in races that the Governor had targeted and that were deemed to be competitive.

Most incredible was the way that the MSCA membership delivered on repeated requests to work for our candidates. As the major plank of the bargaining strategy, these victories put the MSCA in a good position to advance several legislative priorities come January. President Markunas thanked those chapter presidents who forwarded her the names of chapter members who participated in any campaign, including John Kerry's, in any capacity, and asked that the others do so as well. She would like to thank each member personally and keep a database of members who were politically active, to call upon when votes are needed during this legislative session. Donna Sirutis has also asked for this information. She recommended that chapter presidents use the "membership by district" listing for this purpose.

President Markunas' top three legislative priorities are amending Chapter 150E to make it work again, insuring that the increase in state employee health insurance premiums sunsets on June 30, 2005, and working on health insurance and retirement benefits for part-time members. She also remained open to the possibility that MSCA may seek a legislative pay increase for MSCA members for FY 2004 and for all state employees should the Governor remain recalcitrant in negotiations with the unions.

President Markunas is in the process of generating congratulatory letters to candidates we supported and to those legislative friends who did not have opponents (eg, Senator Fred Berry), as well as supportive letters to those endorsed candidates who did not prevail this time. Charlie Hetzel suggested that the membership be encouraged to do so as well. President Markunas will send the list of victorious candidates so that chapter presidents may carry out this suggestion.

Donna Sirutis and Bob Whalen deserve hearty congratulations for everything they and the MTA staff did to produce these successes.

*Fall Conference on Academic Freedom, Privacy and General Liability Issues:*

This conference was an incredible success in all ways except attendance. The feedback from those members present was incredibly favorable and the handouts produced were marvelous. Given the amount

of effort that went into the presentations, President Markunas is willing to schedule another set of “road shows” with the Weingarten Rights workshop and the presentations by the MTA attorneys to afford more members the benefit of this information. She would appreciate hearing from chapter presidents as to their interest in doing this next semester.

*Springfield Petition:*

President Markunas requested everyone’s signature on the petition in support of employees in the City of Springfield.

**Vice President’s Report:**

*October 18, 2004, Senate Hearing on Higher Education:*

Vice President Minasian reported that he attended the first hearing of this Senate study committee. Four senators were present including Senators Rosenberg and Panagiotakis. Representatives from the University of Massachusetts, community colleges, and state colleges were present. Each group gave a presentation on the importance of their universities and colleges.

Representing the State Colleges were Dana Mohler-Faria, president of the Council of Presidents, and three graduates of state colleges: a Worcester State College graduate, who owns a Worcester biotechnology firm; a Salem State College School of Nursing graduate, who is an operating room nurse at North Shore Medical Center (Salem Hospital); and a financially successful Salem State College School of Business graduate. The success stories of the students made a positive impression on the senators.

**Treasurer’s Report:**

Treasurer Price presented her report.

She noted that MSCA members need to be careful in submitting reimbursement vouchers. All receipts need to be included with vouchers if reimbursement is desired. Members need to pay particular attention to submitting toll and itemized restaurant receipts.

Some colleges’ payroll departments are not deducting enough money for union dues from members’ paychecks. Members are unaware of the situation despite their willingness to be in the union. Treasurer Price will be meeting with representatives of management to talk about this.

Non-compliant faculty members are still being hired by management, even though these individuals should not be rehired. It was suggested that a grievance be filed against the Board of Higher Education for allowing this violation.

**Secretary’s Report:**

The secretary passed.

**MTA Report, MSCA Day Bargaining Unit**

*MTA Strategic Plan:*

MTA Consultant Sirutis reported that the MTA’s latest strategic plan calls for a shift in its service model to an organizing model of service. It is unknown at this time the ramifications of this change.

*State Ethics Commission Ruling (ERC):*

It was moved and seconded to go into executive session. The motion passed.

It was moved and seconded to go out of executive session. The motion passed.

**MSCA Committee Reports:***Ad Hoc Committee on Librarian Concerns:*

A survey of librarian resignations since 1999 was taken. Fifty per cent (50%) of librarians have resigned since 1999.

Chairperson George stated that any legislation that increases salaries for MSCA members must include librarians. If legislation is developed based on the Council of President's faculty salary survey (which excluded instructors, librarians, part-time faculty and all full-time faculty at Mass. Maritime and Mass College of Art) and includes all unit members but librarians, this could be sexual discrimination against the female dominated MSCA librarians.

The Ad Hoc Committee on Librarian Concerns met on October 8, 2004. MSCA Bargaining Committee Chairperson Brad Art and MTA Consultant Donna Sirutis spoke at the meeting. Approximately 20 librarians attended the meeting, indicating the high level of interest librarians have in union/ salary/ bargaining issues at this time.

*Salary Database Committee:*

Chair O'Donnell requested that copies of all Appendices O and Q be forwarded to him.

*MSCA (day) Bargaining Committee:*

It was moved and seconded to go into executive session. The motion passed.

It was moved and seconded to go out of executive session. The motion passed.

*Grievance Committee:*

The Grievance Office is in the process of moving from Worcester to Salem. Donna Sirutis, Pat Markunas, and Maggie Vaughan met recently to talk about consolidated grievances. The next meeting of the MSCA Grievance Committee will be held on November 19, 2004.

*BHE/MTA Health and Welfare Trust:*

Vice President Minasian, reporting for BHEMTA Trustee Twiss, stated that there might be a sunset on the dental insurance for union members. A new dental insurance plan might go out to bid; it is unknown if dental insurance will be offered in the far future.

President Markunas will formally request that Trustee Twiss submit a written report on the BHE/MTA Health and Welfare Trust for MSCA Board Meetings.

**Local Chapter President's Reports:***Worcester:*

Organized protests are occurring on campus. Protests include demonstrations with MSCA members dressed in caps and gowns.

*Westfield:*

Organized protests are occurring on campus. A protest was held at the new president's inauguration. MSCA members were dressed in caps and gowns.

*Salem:*

Organized protests are occurring on campus with MSCA members dressed in caps and gowns. It was noted that dressing in caps and gowns attracts public attention.

*MCLA:*

Organized protests are occurring on campus including a boycott of the MCLA 110<sup>th</sup> anniversary event. When asked to give feedback on how to improve student retention, faculty suggested that improving faculty/librarian salaries would improve student retention.

*MMA:*

Organized protests are occurring on campus with MSCA members joined by representatives of APA and AFSME. Protests are planned through January. Admiral Bresnahan's health is rapidly failing. It was noted that administrative position openings have been filled from within the MMA, without formal searches.

*Framingham:*

The chapter will hold an emergency meeting on Monday, November 8, to discuss bargaining strategies and actions.

*Fitchburg:*

There is a 2.7 million-dollar operating surplus at the college. Organized protests are being held and planned. Local elected officials are being asked for support as well.

*Bridgewater:*

Chapter President Stonehouse presented her report.

The meeting adjourned at 3:05 p.m.

Respectfully submitted,  
Nancy George  
MSCA Secretary