

**MSCA Board of Directors Meeting
Minutes of the Regular Meeting
February 4, 2005
MTA - Auburn**

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

Guests: Donna Sirutis (MTA), Dave Twiss (Worcester), Margaret Vaughan (Salem)

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. The motion passed.

It was moved and seconded to approve the minutes of the December 3, 2004, meeting. The motion passed.

President's Report

MSCA Committee Appointments/Ad Hoc Committees

It was moved and seconded to appoint Paul Weizer (Fitchburg Chapter/MSCA) and Kenneth Haar (Westfield Chapter/MSCA) to serve on the MSCA Grievance Committee. The motion passed.

The ad hoc committee to develop policies related to document retention and destruction held its first meeting last December; Susan Edwards (Salem Chapter/MSCA) was elected to serve as chair. President Markunas is in the process of trying to retrieve important materials that are missing from the archives, particularly those related to DGCE bargaining and recent MSCA officer elections.

Article XIX Response

Two written responses were received in response to the MSCA's request that local Boards of Trustees raise faculty/librarian salaries to the formula minimum. On February 1st, Fitchburg Chapter/MSCA President Peter Hogan, five faculty from Fitchburg State College and President Markunas met with the Fitchburg State College Board of Trustees to urge its granting this request. The trustees directed the College's administration to generate its own names and figures and to reconsider the request at their next meeting. A brief poll of chapter presidents indicated that not all boards of trustees have met to consider the request. Discussion followed.

MTA Legislative Agenda

President Markunas distributed a list of bills MTA filed relative to higher education for this legislative session and a list of priority items (listed below) established by HELC. MSCA Vice President Frank Minasian will represent the MSCA at the February 11, 2005, HELC meeting. Possible amendments to Chapter 150E (the collective bargaining law) will be discussed at this meeting.

HELC's Higher Education Priority Items are the retroactive contracts funding, recommendations from the Senate Task Force on Public Higher Education, sunset of health insurance premium increases, health insurance for part-time faculty/members, and possible amendments to Chapter 150E. President Markunas also reported that Senator Robert O'Leary (D-Cape and Islands), an MSCA/MMA member, has been appointed to serve as co-chair of the newly created Joint Committee on Higher Education.

House One/Romney Budget

The MTA analysis of House One was distributed. Only a 2% increase for higher education was recommended and the governor is once again proposing a tax cut funded in part by taking away \$59,000,000 from state employees by increasing their share of health insurance premiums. HELC has made the health insurance premium items (fighting this increase and restoring the previous 85/15 split) a priority and MTA will work with other public employee unions on these issues.

Social Security GPO/WEP

Information about new federal legislation filed concerning Social Security GPO/WEP was distributed. Discussion followed.

Vice President's Report

Vice President Minasian will represent the MSCA at the February HELC meeting (note issues above). The MSCA is assuming a leadership role in seeking amendments to Chapter 150E.

Treasurer's Report

Treasurer Price presented her report. Non-compliant members continue to be a problem. College administrators contribute to the problem by hiring non-compliant members.

It was moved and seconded to recognize Framingham Chapter/MSCA office secretary Gin Fiore for her 25 years of service to the MSCA and present her with a check for \$150 and a certificate of recognition. The motion passed.

It was moved and seconded to allocate \$150 to \$250 per chapter to create a specific state college chapter banner for use at college events and major demonstrations and to support other chapter activities to advance the bargaining strategy.

It was moved and seconded to amend the original motion to change the dollar amount to "up to \$500." The amendment passed.

The motion, as amended, passed.

Secretary's Report

Secretary George passed.

MSCA Committee Reports

MSCA (day) Bargaining Committee - Brad Art

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.

A review of fall semester strategies was made. Discussion followed.

Grievance Committee - Margaret Vaughan

Chair Vaughan presented her report. Items noted were the move of the grievance committee office from Worcester State to Salem State, the undertaking of a review and consolidation of the office files and the number of active grievances at Step III, and a report on recently filed consolidated grievances.

BHE/MTA Health and Welfare Trust - Dave Twiss

A new contract with MetLife was approved at the trust meeting of December 17, 2004. Current dental benefits will continue as currently provided. The premium will increase by 16% for the first year beginning April 1, 2005. The premium for the second year is capped at 8%. There is no cap for the third year.

The 16% increase is better than the originally anticipated 25% increase. An increase was expected because the loss ratio (premium versus claims) for the current year to November 30th is 90.4%. In order for the benefit package to be profitable for MetLife, the loss ratio must be below 85%. This is necessary to offset administrative costs.

An issue which was discussed at the December 17, 2004 and January 28, 2005, meetings concerns the problem created by the IRS not recognizing same-sex marriage. The benefit received by the nonmember spouse is now taxable and withholding is required. The trust, not being an employer, cannot withhold any

tax. It would appear that a 1099 would have to be issued, and that the recipient of the benefit would be liable for the tax. The details of this process have not yet been finalized.

Ad Hoc Committee on Librarian Concerns - Nancy George

Committee Vice Chair, Chris Brown (Bridgewater), is regularly forwarding to Bridgewater President/COP President Dana Mohler-Faria, information on librarian/library non-professional salaries. The salaries listed in job descriptions for non-professional salaries that Vice Chair Brown has forwarded to President Mohler-Faria are all higher than the beginning salaries of MSCA librarians. Discussion followed.

Salary Database Committee - C.J. O'Donnell

Chair O'Donnell presented his report and distributed charts listing those MSCA unit members whose salaries are below the contractual minimum and those members whose data are incomplete. Discussion followed on both the data and how members could rectify this problem. Several different strategies were discussed.

The meeting adjourned at 1:00 p.m.

Respectfully submitted,
Nancy George
MSCA Secretary