

Higher Education Unions United Plan On-Campus, State House Rallies

Patricia V. Markunas, MSCA President

Higher Education Unions United, a coalition of the labor unions in higher education whose contracts have yet to be funded by the Legislature, is planning two days of activities and rallies in support of restoring state revenues, funding the unfunded contracts and maintaining current health insurance and pension benefits, and to oppose the Governor's higher education reorganization proposals and budget cuts.

The MSCA Board of Directors voted to endorse these activities and to join forces with our sister higher education unions. Mark your calendars today and make plans to join your colleagues from across the state in support of quality public higher education.

- **Monday, April 28th –
On-Campus Activism**

Each higher education campus will plan events for this day—telephone banks, letter-writing campaigns, informational picketing, in-district meetings with legislators, etc.

Contact your local AFSCME, APA or MSCA representatives for information specific to your campus.

- **Tuesday, April 29th –
Rally on Boston Common, 11:00 am,
Park Street Station, Boston**

Higher education members and students from across the state will gather on Boston Common for a rally and visits with legislators at the State House.

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MSCA/MTA representatives at the March 10th hearing of the Joint Committee on Ways and Means (Left to right): Peter Hogan (MSCA/Fitchburg); Pat Markunas (MSCA President); C. J. O'Donnell (MSCA/Mass. Maritime); Jean Stonehouse (MSCA/Bridgewater); Frank Minasian (MSCA Vice President); Len Paolillo (MSCA/MCLA); and Anne Wass (MTA Vice President).

Reorganization: 1980-2003

John E. v.C. Moon

Governor Mitt Romney has proposed an overhaul of public higher education, the third reorganization within the last two decades. I was actively involved in the 1980s and 1990s reorganization crises, and perhaps my perspective as an MSCA officer then can offer insights into what may be suggested now and how the MSCA may wish to respond.

In 1980-1982, I was president of the Boston State Chapter of the Massachusetts State College Association. In the early 1990s, I chaired the State College Presidents study committee on the proposal to reconfigure the state college system. In the 1980 crisis, the chapter and the MSCA were unable to save Boston State College from termination, although they managed to transfer all faculty and librarians to other campuses within the state's higher education system. In the 1990 crisis, our study committee, with the support of the presidents of the state colleges and the MSCA, successfully fought to preserve the existing system by demonstrating its vitality to the economic and educational health of the Commonwealth.

The first crisis closely followed the establishment of a super board, the Board of Regents, whose creation at midnight was appended to an outside section of the FY 1981 state budget to assure its passage. The reorganization plan could be rejected only if the entire state budget were rejected. A fifteen member board of regents was subsequently appointed by Governor Edward King. Dr. John Duff, then Chancellor of Lowell University, was appointed Chancellor for the system. After many discussions and various proposals, matters came to head in the late summer of 1981.

The first plan proposed by Chancellor Duff for the Boston cluster of state institutions, which was seriously underfunded, called for the termination of Boston State College and the transfer of approximately half of its faculty, mostly those who held Ph.D. and other terminal degrees, to the University of Massachusetts at Boston. The Boston State College chapter's executive council, most of whom held terminal degrees, outrightly rejected the Duff plan. We

would hold with our colleagues and with the contract.

Chancellor Duff warned us that the consequences could be even more severe if we did not go along. He had made a tactical mistake by ignoring the contract and pushing his plan under reorganization rather than financial exigency. When a court injunction stopped him, he shifted to the financial provisions of the MSCA contract. Intense impact bargaining followed under the splendid leadership of MSCA President Vincent McGrath of Salem State College. The MSCA and the leadership of the BSC chapter used every legal resource at its disposal, asking for the additional studies by the Board of Regents to which we had a right under the contract.

But at the end of October, time ran out. Placing the entire burden of the Boston cluster budget shortfall on Boston State College, Chancellor Duff proposed the termination of the college, the elimination of liberal arts and sciences departments and the termination of two hundred and seven out of two hundred and eighty-two faculty members. On 30 October 1981, the retrenchment motion was introduced at the Board of Regents meeting. It was then suspended because the leadership of the General Court, whom we had lobbied intensely, intervened, promising a supplemental budget to cover the shortfall.

On 5 January 1982, the supplemental budget was finally passed to allow for the placement of the BSC faculty; on 24 January, Boston State College was discontinued. Impact bargaining between the MSCA and the Chancellor's representatives, guaranteed through the MSCA contract, had continued throughout the legislative process. Approximately two-thirds of the BSC faculty were redeployed to the University of Massachusetts; others were ultimately hired by other public state, university and community colleges; some retired. No one was forcibly terminated. But the cost in human suffering and disruption cannot be measured.

What advice and insights can I give you, lessons learned from our ordeal? I give this advice with some

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MASSACHUSETTS STATE COLLEGES: THE FIGHT FOR QUALITY

According to the Board of Higher Education, the nine Massachusetts State Colleges are “strategically located to facilitate access to baccalaureate and master’s degree programs for Commonwealth residents.... Each college is a leader and resource for the community and contributes to the region’s cultural, environmental, and economic development.”

The Romney administration’s reorganization proposal would change that. Mergers, privatizations, regionalization, and central control are not improvements.

The state college faculty-librarian union maintains that:

- The state colleges should continue to exist in their present form, preserving their independent missions.
- The state colleges provide a broad-based education that serves our citizens and the Commonwealth well.
- Limiting state college curricula to filling narrow, short-term labor market demands, as dictated by proposed regional boards, is not in the best interests of students or the Massachusetts economy.
- The educational opportunities provided by the state colleges must not be diminished by excessive increases in student charges or expedient elimination of programs.
- The success of our alumni is proof of the high quality education available at the state colleges.

“THE SYSTEM IS NOT BROKEN.”

Education Secretary-Designate Peter Nessen
February 27, 2003

“SO WHY BREAK IT?”

MSCA Board of Directors, April 4, 2003

Higher Education Unions United *continued from page 1*

Buses are being reserved at many campuses. Contact your local AFSCME, APA or MSCA representatives for further information, or contact my office <Pmarkunas@aol.com> or Frank Minasian, the MSCA representative for Higher Education Unions United <FMINASIAN@aol.com> for information.

Other events upcoming for union activists include:

- **Friday, April 25th – 10:00 am to 3:00 pm, MSCA Board of Directors Meeting, Oval Room in Miller Hall, Fitchburg State College**
An agenda and driving directions are available from my office secretary <jfiste@salemstate.edu>. If you wish to address the Board, please contact me directly. This meeting is open to all MSCA members in good standing.
- **Saturday, April 26th, 10:00 am to 1:00 pm, MSCA Delegate Assembly, Kent Recital Hall, Conlon Building, Fitchburg State College**
MTA Lobbyist Arline Isaacson will be on hand for an analysis of the state budget and a report on the MTA’s legislative strategy. This meeting is open to all MSCA members in good standing; please contact my office for directions.

Arline Isaacson has advised us that the House Committee on Ways & Means will release its version of the budget on April 23rd. Debate in the House will begin on April 30th, and the House expects to close debate on May 9th. Budget action will then shift to the Senate.

Elsewhere in this issue is a list of actions YOU MUST TAKE to support our work on behalf of the citizens of Massachusetts. At its March meeting, the MSCA Board of Directors adopted the following positions in order to keep public higher education, public. Please communicate these positions to your legislators, your local newspaper, your students, your neighbors and anyone else who has a stake in higher education:

- support the closing of corporate tax loopholes and restoring the state’s income tax rate, in order to

restore state revenues to pay for needed services for our Commonwealth.

- oppose the Governor’s proposals on reorganization, mergers and privatization.
- oppose the Governor’s attacks on collective bargaining rights, state employee health insurance premiums, the state pension system, and other employee benefits.
- oppose the Governor’s proposals to increase tuition and fees, remove local control of campus governance and budgets, and to slash higher education budgets.

Reorganization *continued from page 1*

diffidence since every crisis in higher education is different and your leadership will have to adapt any recommendations to current circumstances. First, do not assume that reorganization will by-pass you. Second, lobby intensely and persistently in the Legislature. Third, mobilize your alumni. They are essential to any lobbying effort, and their loyalty is to their former institution. Finally, utilize every resource provided within the contract to protect your rights: tenure, seniority, rank, transferability, etc.

The current proposal sounds, in so far as one can tell, less threatening than what was done to Boston State. But we do not have the details. It certainly would weaken the autonomy and strength of the current system, which is doing quite well as it is. Financial exigencies have repeatedly been used to mask power grabs.

Above all, do not triage one another. In your unity both within your own campus and with the other units of the state, community and university system, lies your strength.

— *John E. v. C. Moon* is Professor of History Emeritus, Fitchburg State College.

MTA Strategies For Higher Education In State Budget Crisis

- * MTA lobbyists will lobby every single legislator.
- * The Public Employee Labor Coalition and the "Stop the Cuts" Coalition will coordinate lobbying and grassroots efforts.
- * Public opinion polls will be taken of the public and of MTA members, to help craft our message.
- * Advertisements on budget cuts and revenues will be produced and aired on radio and television.
- * MTA cross-divisional meetings will be arranged to better coordinate grassroots lobbying efforts.
- * In-district meetings with legislators, including higher education members, will be arranged.
- * Testimony will be given by MTA staff and higher education elected union leaders at legislative committees and task forces.
- * MTA will work with the Massachusetts Budget and Policy Center on revenue and spending issues.
- * MTA will organize members to lobby legislators.

WHAT YOU CAN DO:

Please contact the Governor, the Speaker of the House, President of the Senate, and your state senator and representative, by phone, letter, or email. Please tell your representatives in government that we must protect public higher education, and that you are willing to increase revenues in a fair way.

If every faculty member, librarian, and staff member—every union member—can contact a representative and senator in the next week, we will have started what may be our most important campaign.

We need your support. Please do your part. Thank you.

The Message:

- Stop budget cuts
- Restore fair revenues
- Oppose reorganization
- Keep college affordable
- Save campus programs
- Fund the contracts
- Protect worker rights, health care benefits, and pensions

Contact List:

Governor Mitt Romney
Office of the Governor
State House Room 360
Boston, MA 02133, 617-725-4005
GOffice@state.ma.us

Representative Thomas M. Finneran
Speaker of the House
Boston State House Room 356
Boston, MA 02133, 617-722-2500

Senator Robert E. Travaglini
President of the Senate
State House Room 330
Boston, MA 02133, 617-722-1500
RTravagl@senate.state.ma.us

Contact information for senators and representatives can be found on the MTA web site.

This item is adapted from a brochure produced by Maynard Seider, Ben Jacques, and our colleagues on the Executive Board at MCLA.

In the Association Distance Education, Technology and Intellectual Property Negotiations

Brad Art, Chair, MSCA Bargaining Committee

The MSCA and the BHE had agreed last year to begin the negotiations for a successor agreement with a focus on the issues of distance education, educational technology, and intellectual property. These issues had not been resolved in the last round of bargaining, and the parties hoped that, by starting with these issues, we could get them finished first. We agreed to work intensively and try to agree on as much as possible by March 24, 2003, after which we would negotiate over all aspects of a successor agreement.

After seven negotiation sessions, the MSCA Day Bargaining Committee and the BHE Bargaining Committee reached tentative agreement on intellectual property, electronic monitoring, college email for part-time faculty and a form for observation of instruction in distance education classes. Issues such as defining distance education, maximum class size for distance education courses, compensation for distance education teaching, observation procedures for distance education, governance, workload, librarian concerns, quality of technology equipment and service remain unresolved.

Several troubling developments have arisen in these negotiations.

1. The BHE made a serious regressive move by withdrawing its original proposal on a definition of distance education and replacing it with more limited definitions of online and teleconferencing courses. By narrowing its proposal in this way, the BHE unilaterally narrowed the scope of these talks, in effect saying that it would no longer negotiate over distance education in general. The MSCA protested the BHE's action, but as of March 24th the BHE position remained unchanged.
2. When talks began on February 10th, we agreed that those subjects on which we had agreement would be reduced to writing and that remaining issues would be referred to the general negotiations. When talks ended on March 24th, the BHE spokesperson would not commit to the execution of a memorandum of agreement. On April 9th, we finally received confirmation that a memorandum would, in fact, be executed once the language was finalized.
3. During the talks the BHE spokesperson assured us that we were close to settling, but on the last day, March 24th, he announced that two issues were non-negotiable: governance and compensation.

We are hoping that these actions by the BHE are not a predictor of future BHE conduct at the bargaining table during the next stage of negotiations.

Merit Pay Formula

In the recent merit-pay controversy, many faculty have asked what factors determine whether an individual shall receive merit money or not. A simple formula has been empirically derived from WSC payroll data to answer this question.

The amount of merit pay to be received by an individual faculty member is given by:

$M = [(0.6 S + 0.3 C + 0.1 F) A + P] I$, where
 M = gross merit pay (in dollars)
 S = student rating (a number between 0 and 10)
 C = Chairman's rating (between 0 and 10)
 F = Faculty Evaluation Committee rating (between 0 and 10)
 A = zero
 P = an integer chosen by the president (0, 1, 2, 3, . . .)
 I = standard merit increment (in dollars).

— Geoffrey Garnett, Worcester State College

Work on Social Security Reform Continues

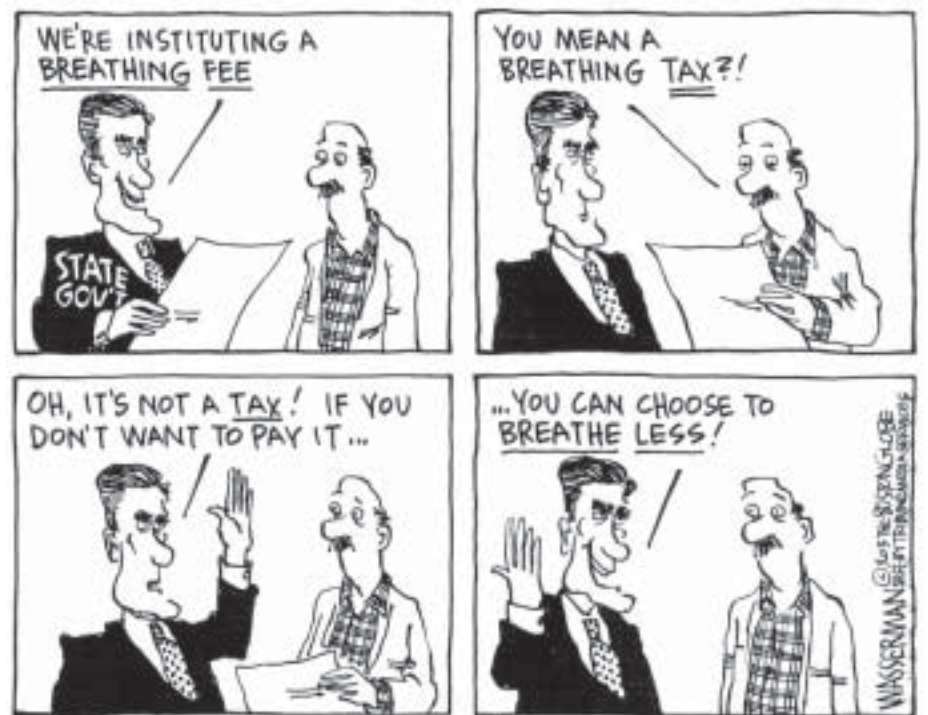
The MTA and NEA continue to work for the repeal of Social Security regulations damaging to our membership. As the *Perspective* has reported (see September 2002) both the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP) unfairly reduce social security benefits for government employees. The measures introduced by the 107th Congress expired in January. Therefore, new bills needed to be introduced.

Representatives Howard McKeon (R-California) and Howard Berman (D-California) have again cosponsored HR594, The Social Security Fairness Act, for the total repeal of the GPO and WEP. Currently, Massachusetts Representatives Frank, Lynch, McGovern, Markey, Olver, and Neal have cosponsored this bill. Representatives Capuano, Delehunt, Meehan, and Tierny have not yet joined them.

Senators Diane Feinstein (D-California) and Susan Collins (R-Maine) have sponsored a similar bill in the Senate, which is cosponsored by Massachusetts Senator Edward Kennedy and others.

If your congressman is not yet committed to social security reform, please contact him and ask him to join the effort.

For periodic updates and to follow the repeal effort, check the NEA website at <www.nea.org>.
 — ed.



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ERC Studies Sabbatical Policy

The Employee Relations Committee (ERC) has recently been provided with the following information about the practice of each state college in determining eligibility for sabbatical leave.

Colleges that count a faculty member's years of service as a full-time temporary member toward sabbatical eligibility are Bridgewater, Framingham, MCA, MCLA, Salem, Westfield, and Worcester.

Colleges that DO NOT count full-time, temporary experience toward sabbatical eligibility are Fitchburg and the Maritime Academy.

If you have any questions, contact your local chapter president or grievance officer.
 —ed.

MASSACHUSETTS STATE COLLEGES: THE FIGHT FOR RESOURCES

According to the Board of Higher Education, each state college emphasizes "teaching and life-long learning and promotes a campus life that fosters intellectual, social, and ethical development."

Instead of striving to enhance these institutions, the state has reduced its contribution to their operation. Governor Romney's proposed Fiscal Year '04 budget would drain away another \$31 million in state money from the state colleges. The Legislature may cut even more possibly 20% of the state appropriation!

The state college faculty-librarian union maintains that:

- The state colleges should be primarily state-funded, not funded primarily by students and their families.
- The state colleges are already fiscally responsible, even austere, in terms of facilities, faculty and staff salaries, and the range of program offerings.
- The great majority of state college graduates are hired into the Massachusetts workforce and, as consumers and taxpayers, more than repay the state's investment in their education.
- The Massachusetts Institute for Social and Economic Research issued an important warning that the Legislature should heed:

"Failure to maintain public higher education affordability and accessibility will place Massachusetts at a marked competitive disadvantage to states that do."

"THE SYSTEM IS NOT BROKEN."

Education Secretary-Designate Peter Nessen
 February 27, 2003

"SO WHY BREAK IT?"

MSCA Board of Directors, April 4, 2003

Fiscal 2004 Budget Proposal to the MSCA Delegate Assembly: Recommendation of the Board of Directors

	2002-2003 Budget Proposal	2003-2004 Budget Proposal
9010 Office Maintenance		
Telephone	6,500	8,000
Supplies	8,000	10,000
Postage	8,000	10,000
Equipment	9,000	10,000
Insurance	2,500	4,000
Archives	2,000	500
Printing	0	5,000
	<u>36,000</u>	<u>47,500</u>
9020 Administrative Salaries/Payroll Taxes		
President	15,576	15,576
Vice President	7,142	7,142
Secretary	7,142	7,142
Treasurer	11,650	11,650
Grievance Chair	9,529	9,529
Grievance Secretary	18,346	18,985
Negotiations Chair	3,126	6,252
Negotiations Chair DGCE	1,236	2,472
Editor	6,664	6,664
MSCA Webmaster	1,030	1,500
Taxes	18,000	20,000
Secretarial Services	56,569	78,000
Negotiations Scribes	4,362	4,362
Archivist	0	1,000
	<u>160,372</u>	<u>190,274</u>
9030 Board of Directors/Delegate Assembly Meetings	<u>15,000</u>	<u>15,000</u>
9040 Negotiations/Labor Management		
Sessions	17,000	40,000
Employee Relations Committee	2,500	2,500
Printing Contracts	0	10,000
	<u>19,500</u>	<u>52,500</u>
9044 Data Base		
Data Base Chair	4,000	4,000
Data Base Supplies/Meetings	2,300	2,300
	<u>6,300</u>	<u>6,300</u>
9046 Ad Hoc Committee/Librarians Concerns	<u>0</u>	<u>1,000</u>
9050 Contract Administration/Grievance		
Committee Expenses	9,000	9,000
Arbitrators' Fees	20,000	50,000
Stenographers' Fees	5,500	6,000
	<u>34,500</u>	<u>65,000</u>
9060 Legislative		
Committee Expenses	<u>1,000</u>	<u>1,000</u>
9065 Affirmative Action Committee		
Meetings	3,000	1,000
Study	1,800	0
	<u>4,800</u>	<u>1,000</u>
9070 Communications		
Publication & Mailings 7 Issues	15,750	15,750
Related Expenses	1,250	1,250
	<u>17,000</u>	<u>17,000</u>
9080 Conventions/Workshops		
MTA Annual Meeting	10,000	10,000
NEA-RA	3,600	3,600
NCHE/Membership	3,600	3,600
Williamstown	1,500	1,500
	<u>18,700</u>	<u>18,700</u>
9085 Elections	<u>1,000</u>	<u>12,000</u>
9090 Auditor's Fee	<u>4,000</u>	<u>4,500</u>
9100 Discretionary Fund	<u>7,200</u>	<u>10,807</u>
9110 Local Support	<u>8,000</u>	<u>10,000</u>
9600 E-mail	<u>1,000</u>	<u>1,000</u>
TOTAL	<u>\$334,372</u>	<u>\$453,580</u>

Anticipated Income Worksheet

Current Dues Structure

Local Dues	Members	Dues	Total
Full Time	1545	\$230.00	\$252,000.00
Part Time			
9-11 Credits	35	\$115.00	\$3,330.00
3-8 Credits	700	\$70.00	\$35,915.00
1-2 Credits	75	\$45.00	\$1,435.00
Total Dues Income			<u>\$292,680.00</u>
Total Projected Members	2355		

2003/2004 Projected Income

	Current Dues Structure
Dues Income	\$411,750.00
Local Support Reimbursement	\$35,000.00
Data Base Reimbursement from MTA	\$6,300.00
Reimbursement from local chapters for web sites	\$530.00
Total Projected Income	<u>\$453,580.00</u>

Notes on the Proposed 2004 MSCA Budget and Dues

Gail Price, MSCA Treasurer

The proposed 2003-2004 MSCA budget will give you an overview of the valuable work undertaken by our union. This budget supports the work of the Board of Directors and the Delegate Assembly; the negotiations of both our day and DGCE contracts; the defense of our contracts through the grievance and arbitration processes; and the efforts of the MSCA committees. It also funds the *Perspective*, mscunion.org website, the 2004 election of MSCA officers, and the participation of MSCA members at MTA, NEA, and NCHE events.

The 2002-2003 dues increase allowed us to stabilize the finances of our union. We have paid the large deficit owed to MTA, committed sufficient funds to our substantial backlog of arbitrations, and are well funded as we commence the bargaining of both the day and DGCE contracts. The Board of Directors and the MSCA officers have assisted me in cutting back on expenditures where we could while committing necessary funds to accomplish our mission. This includes our ability to defend our profession and the state colleges via legislative strategies and a communications campaign to counteract the vicious attacks from the Romney administration.

The proposed MSCA budget for fiscal year 2003-2004 presumes no dues increase. At this time MTA also proposes no dues increase, and NEA has proposed a \$4 dues increase. All three budgets will have to be approved at their respective annual meetings. I hope that you will consider participating in the budget process by attending the MSCA Delegate Assembly at Fitchburg State College on April 26, 2003.

MSCA Perspective

A publication of the Massachusetts State College Association, the faculty and librarian union for the nine state colleges in Massachusetts. Write to us at: MSCAperspective@salemstate.edu

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