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 L-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 M SCA 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 A F S C M E, APA, or M SCA 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.

Reorganization: 1980-2003

John E. V. C. Moon

Governor M. J. 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 M S C A officer can offer insights into what may be suggested now and how the M S CA may wish to respond.

In 1980-1982, I was president of the Boston State Chapter of the Massachusetts State College Association. In the early 1980s, 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 M S C A were unable to save Boston State College. Although they managed to transfer all faculty and librarians to other campuses within the state’s higher education system, the chapter’s executive council, most of whom held term¬

In the 1990 crisis, our study committee, with the support of the presidents of the state colleges and the M S C A, 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 burden of the Boston cluster budget shortfall was imposed on it, which would hold with our colleagues and with the contract.

C hancellor 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 M S C A contract. Intense impact bargaining followed under the splendid leadership of M S C A President V incent M. C. of Salem State College. The M S C A and the leadership of the B S C 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 B S C cluster budget shortfall on the B S C College, C hancellor 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 of the leadership of the General Court, whom we had lobbied intensely, intervened, promised a supplemental budget to cover the shortfall.

On 5 January 1982, the supplemental budget was finally passed to allow for the placement of the B S C faculty; on 24 January, Boston State College was dis¬continued. I mportant bargaining between the M S C A and the Chancellor’s representatives, guaranteed through the M S C A contract, had continued throughout the legislative process. A approximately two-thirds of the B S C faculty were reemployed to the University of Massachusetts; others were ultimately hired by other public state, university and community colleges; some retired. N o 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
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. Merger, privatization, 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 M SCA representatives for further information, or contact my office. Frank Miasian, the M SCA representative for Higher Education Unions United, is available for information. This meeting is open to all MSCA members in good standing.

- Friday, April 25th – 10:00 am to 3:00 pm, MSCA Board of Directors Meeting, Oval Room in Miller Hall, Fitchburg State College. A agenda and driving directions are available from my office secretary (<fminasian@aol.com>). 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. An agenda and driving directions are available from my office secretary (<fminasian@aol.com>). If you wish to address the Board, please contact me directly. This meeting is open to all MSCA members in good standing.

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-sectional 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:

- Contact 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
State House Room 356
Boston, MA 02133, 617-722-2500
GOffice@state.ma.us

Senator Robert E. Travaglini
President of the Senate
State House Room 330
Boston, MA 02133, 617-722-1500
GOffice@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 M. aynard Sider, B. Jaques, and our colleagues on the Executive Board at M CLA.

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 L egis- lature. 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 grab...

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. M con is Professor of History Emeritus, Fitchburg State College.
2. When talks began on February 10th, we agreed that these negotiations remain unresolved. For distance education, governance, workload, librarian for distance education courses, compensation for as defining distance education, maximum class size instruction in distance education classes. Issues such as determining distance education, educational technology, and intellectual property. These issues had a focus on the issues of distance education, educational technology, and intellectual property. The MSCA and the BHE had agreed last year to begin the negotiations for a successor agreement with the BHE and the BHE Bargaining Committee. After seven negotiation sessions, the M S C A D ay B a r g a i n i n g C o m m i t t e e and the B H E B a r g a i n i n g C o m m i t t e e reached tentative agreement on intellectual property, electronic monitoring, college email and the BHE spokesperson would be referred to the general negotiations. When talks ended on March 24th, he announced that two issues were non-negotiable: governance and compensation. On April 9th, we finally received confirmation that a memorandum would, in fact, be signed. T h e M S C A a g r e e d to work with the B H E spokesperson assured us that these actions by the B H E are not a predictor of future B H E conduct at the bargaining table. E a c h of the state appropriation!
4 Perspective

April 2003

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

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<td>Telephone</td>
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<td>Postage</td>
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9020 AdministrativeSalaries/Payroll Taxes
President                      15,576
Vice President                7,142
Secretary                     7,142
Treasurer                     11,650
Grievance Chair               9,529
Grievance Secretary          18,346
Negotiations Chair           3,126
Negotiations Chair DGE       1,236
Editor                       6,664
MSCA Webmaster               1,030
Taxes                        18,000
Local Support Services       35,000
Publications                  5,869
Secretarial Services        56,569
Negotiations Scribes       4,365
Archivist                  4,000
                     160,372  390,274

9030 Board of Directors/D elegate A assembly
M elections                   15,000
D election                   15,000

9040 Negotiations/Labor Management
Sessions                     17,000
Employee Relations Committee 2,500
Printing Contracts           0
                     19,500  52,500

9044 Data Base
Data Base Chair              4,000
Data Base Supplies/M elections 2,300
                     6,300  6,300

9046 Ad Hoc Committee/Librarians Concerns
                     0  1,000

9050 Contract/Delegation/Grievance
Committee Experiences        9,000
Arbitrators Fees             20,000
Stenographers Fees           5,500
                     34,500  65,000

9060 Legislative
Committee Experiences        1,000
                     1,000  1,000

9065 Affirmative Action Committee
M elections                   3,000
Study                        1,600
                     4,600  1,000

9070 Communications
Publication & Mailings        15,750
Related Experiences          1,250
                     17,000  17,000

9080 Conventions/Workshops
M TA Annual Meeting           10,000
NEA-RA                        3,600
NEA CFE Membership            3,600
W Amherst                     1,500
                     18,700  18,700

9085 Elections
                     1,000  12,000

9090 Auditor's Fee
                     4,000  4,500

9100 Discretionary Fund
                     7,200  10,807

9110 Local Support
                     8,000  10,000

9600 E-mail
                     1,000  1,000

TOTAL
                     $334,372  $453,580

Anticipated Income Worksheet

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<th>Local Dues Structure</th>
<th>M embers</th>
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<tr>
<td>Full Time</td>
<td>1545</td>
<td>$230.00</td>
<td>$252,000.00</td>
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<tr>
<td>Part Time</td>
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<td>9-11 C Credits</td>
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<td>3-8 Credits</td>
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<td>1-2 Credits</td>
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<td>Total Dues Income</td>
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<tr>
<td>Total Projected M embers</td>
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2003/2004 Projected Income

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<td>Local Support Reimbursement</td>
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<tr>
<td>D ata Base Reimbursement from M TA</td>
<td>$6,300.00</td>
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<tr>
<td>Reimbursement from local chapters for web sites</td>
<td>$330.00</td>
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<tr>
<td>Total Projected Income</td>
<td>$453,580.00</td>
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Notes on the Proposed 2004
MSCA Budget and Dues

Gail Price, MSCA Treasurer

The proposed 2003-2004 M SCA 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 D elegate A assembly; the negotiations of both our day and DGE contracts; the defense of our contracts through the grievance and arbitration processes; and the efforts of the M SCA committees. It also funds the Perspective, mcsaunion.org website, the 2004 election of M SCA officers, and the participation of M SCA members at M TA, N EA, and N CHE events.

The 2002-2003 dues increase allowed us to stabilize the finances of our union. We have paid the large deficit owed to M TA, committed sufficient funds to our substantial backlog of arbitrations, and are well funded as we commence the bargaining of both the day and DGE contracts. The Board of Directors and the M SCA 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 M SCA budget for fiscal year 2003-2004 presumes no dues increase. At this time M TA also proposes no dues increase, and N EA 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 M SCA D elegate A assembly at Fitchburg State College on April 26, 2003.

MSCAPerspective
A publication of the M assachusetts State College Association, the faculty and librarian union for the nine state colleges in M assachusetts. Write to us at: M SCA perspective@salemstate.edu

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M assachusetts State Colleges Council of Presidents: www.mass-state-col.org
M assachusetts Community College Council: www.mccc-union.org

Given the nature of the text, the request for a plain text representation has been fulfilled. The document includes financial data, details of budget proposals, and notes on the proposed budget for the MSCA Delegate Assembly. It also provides an overview of the work undertaken by the union and the rationale behind the proposed budget. The text is clearly structured, with tables and sections dedicated to different aspects of the budget, such as administrative salaries, local support, and projected income. The document is relevant to members and stakeholders of the MSCA, providing a comprehensive look at the budgetary considerations for the fiscal year 2003-2004.