

## AT THE STATE HOUSE

### Contract Funding Requires Extra Push by Unions

#### ORP Opt-out, Sabbaticals and University Status Bills Advance

*C. J. O'Donnell, president and Patricia V. Markunas, editor*

On Dec. 15, Governor Deval Patrick filed a supplemental budget that included the funding for the MSCA day contract. That bill, H4396, was referred to House Ways & Means on Dec. 17 and remains there with all other higher education contracts.

In February the MSCA Board rejected the Board of Higher Education's request to return to the negotiating table to discuss concessions. Every other MTA-affiliated higher education union rejected this request as well.

On March 24 the House passed a supplemental budget that included the funding of contracts for other statewide unions including NAGE, SEIU, MOSES and AFSCME (non-higher education). These units agreed to delay their salary increases by 364 days to the end of the fiscal year. MTA worked diligently to have the higher education contracts included in this supplemental budget, but was unsuccessful.

MTA is working closely with the higher education affiliates to get the contracts funded. Union and chapter presidents have been setting up meetings with a targeted group of about 40 representatives and senators and their higher education constituents. We will continue to work to secure funding for the contracts throughout the spring and, if necessary, the summer.



Three bills of importance to MSCA members have received favorable reports from their respective legislative committees.

The first bill, S1173, to allow public higher education faculty members to opt out of the Optional Retirement Plan (ORP) and join or rejoin the state retirement system, received favorable action by the Joint Committee on Public Service on Feb. 8 and is now in Senate Ethics and Rules. The text of this bill, a high legislative priority for faculty members across all three public higher education segments, can be viewed at <http://www.mass.gov/legis/bills/senate/186/st01pdf/ST01173.PDF>.

The Joint Committee on Higher Education gave favorable reports to two additional bills. The first one, H1170, would repeal Section 4A of Chapter 73 of the general laws, so that state college faculty and librarians would be eligible for sabbatical leaves every seventh year, as is the case for faculty members in the university and community college systems. This bill awaits action in the House Ways & Means Committee.

The second bill, H4560 (formerly H449), would change the state colleges to state universities and rename six of them as such: Bridgewater, Fitchburg, Framingham, Salem, Westfield and Worcester. Mass Art & Design, MCLA and Mass Maritime would not have name changes.

The vote on this bill, taken March 4, was seven in favor, two opposed. Those in favor included Rep. David Flynn (D-Bridgewater), who assumed the chair's responsibility for the vote in recognition of his strong support for the bill; Representatives David Torrisi (D-Lawrence), Stephen DiNatale (D-Fitchburg), William Pignatelli (D-Lenox), Kevin Aguiar (D-Fall River), and James Arciero (D-Chelmsford); and Sen. Benjamin Downing (D-Pittsfield). In opposition were Sen. Stanley Rosenberg (D-Amherst) and Rep. Denise Provost (D-Somerville).

This bill is now in House Ways & Means and can be viewed at <http://www.mass.gov/legis/bills/house/186/ht04pdf/ht04560.pdf>.

## Membership Re-elects Officer Slate of O'Donnell, Everitt, George and Pavlicek

### MSCA Votes: Results of the 2010 MSCA Officers Election

On April 2, the following results were tabulated in the 2010 MSCA officers election. Those presumed elected are indicated with an (\*). These results are tentative, pending official tabulations by the Labor Guild and final certification at the 2010 MSCA Delegate Assembly to be held at Fitchburg State College. The new officers will begin their two-year term on June 1, 2010.

	O'Donnell* President	Everitt* Vice President	George* Secretary	Pavlicek* Treasurer
Votes Received	388	395	396	393
Write-In Votes	9	5	5	4
Blank/Void Ballots	29	26	25	29
Total Ballots Cast:	426			
Total Ballots Mailed:	3,400			

Thank you for your participation in the election.  
*Deborah Foss, Chair, MSCA Elections Committee*



*C. J. O'Donnell*



*Amy Everitt*



*Nancy George*



*Glenn Pavlicek*

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## Statements of Candidates for MTA Office

### Paul Toner, Candidate for MTA President

My name is Paul Toner and I am a candidate for President of the Massachusetts Teachers Association. I am running for MTA President because I believe that I am the best and most prepared person to lead MTA through what are certain to be some of the most challenging years we have faced as a profession and a union. My years of experience as MTA Vice President, MTA Board member, local president, middle school social studies teacher, lawyer and public school parent have prepared me to lead our state association. As MTA Vice President I have had the honor of working with President Anne Wass, a true champion of collective bargaining and teacher unionism for more than 30 years. Together we have worked tirelessly with our MTA leadership, local association and higher education chapter presidents, MTA staff and members to protect well-earned rights that many of our veteran and retired members achieved over decades of union activism.



Paul Toner

The challenges we face today as educators and union leaders have their origins at the state and national level. MTA must put forward a proactive plan for improving public education and supporting our members and cannot allow our critics to continue to set the agenda. Whether the goal is increasing funding for public education, funding contracts, obtaining access to affordable healthcare for all of our members, protecting collective bargaining or increasing full time faculty positions on our campuses, we need to force our state and national leaders to address the concerns of our members. As an organization, we must continue the transition to a new generation of MTA leaders by engaging and training new union activists at the local level.

As I have campaigned for President this past year, I have received a great response from the members and leaders I have met with across the state. I have been endorsed by many local and higher education chapter presidents, MTA Board and Executive Committee members, active and retired members. I am asking for your support and vote at the MTA Annual Meeting on Saturday, May 8th.

Thank you.

### Diana (Donnie) McGee, Candidate for MTA Executive Committee (Region H)

As Vice President of the MCCC, MTA Director for Region 44H, and Chair of the ORP Ad Hoc Committee, I have established connections with campus educators and MTA leaders. I have 10 plus years of union leadership experience, have served on Day and DCE bargaining teams, and have represented my union as a delegate at MTA's annual meetings, the NEA-RA, and at NEA/AFT higher education conferences. I seek the Region H seat on the MTA Executive Committee because I care about public higher education and have a solid understanding of the challenges facing our campuses and unions.



Diana (Donnie) McGee

As MCCC's statewide coordinator of political action, I have lobbied legislators to improve the contract funding process, to hold the line on health insurance premium costs for state employees, and to reverse the faculty hiring trends at our institutions. I have testified on many higher education bills before the Joint Committee on Public Service and worked closely with MTA's Governmental Staff to support bills that would serve public higher education institutions and their employees.

I have also led various legislative campaigns to provide retirement equity for former "03" employees, adjunct faculty, and ORP-enrolled employees. I was a leader in the GPO/WEP petition initiative to repeal the social security offsets. MTA sent me to Washington, DC, in 2007 and 2008 to attend the Congressional hearings on these offsets.

Last November, I was appointed to the MTA State Revenue Enhancement Committee and have been a PHENOM leader since its inception in 2007. In many forums and in various op-ed pieces, I have advocated for increased support for public higher education.

I possess a unique mix of organizing and lobbying experience that is appropriate to these challenging times. My leadership experience and commitment to public higher education will enable me to be an effective voice for MSCA on the MTA Executive Committee. I don't assume to know all your concerns, but I will be listening to you and working with your association leadership to preserve academic integrity and safeguard the professional lives of every union member. I would appreciate your vote. Thank you.

### Paul Phillips, Candidate for MTA President

Brought up blue collared, in Weymouth, I attended public schools. I attended Middlebury College, AB in British Literature; then earned the masters from UMass-Boston, in English Literature. I taught secondary English in Quincy beginning in 1975. I taught College Writing and British Literature to seniors at North Quincy High School for fourteen years.



Paul J. Phillips

I became immersed in my local and MTA at the end of the 1970's. In Quincy I was grievance chair (4 years), Vice President (6 years) and full-time released President (14 years). I negotiated every contract since 1984. The QEA is a higher education local. Quincy College faculty and professional staff comprise our Unit D and Unit E. We organize about 915 members in all.

I've participated in every "organizational renewal" effort of MTA. Each promised to reform "service model" unionism into "organizing model" unionism. Service models disempower members, render us passive. Leadership "provides" for us, often paternalistically; leadership "knows better" than members. The result is membership which considers MTA, an "other"; "they" rather than "we". Think about it: is MTA disconnected from you, your chapter, your faculty?

I'm running because MTA still acts "top down," still disempowers members, still leaves us in the dark about what we are doing and why. We talk about change, but under pressure we revert. Recent events with the "Education Reform" bill and the Race to the Top grants convinced me that major change is needed. We need organizing, not lobbying; power, not position statements; committed members, not fair-weather politicians. I trust members, not Deval Patrick. MTA and higher education units must change the way we bargain with the state.

I've learned skills and attitudes to change MTA. Yes, I led a strike. But I also led coalition bargaining to the GIC. I did successful interest based bargaining, positional bargaining, crisis bargaining, higher ed. bargaining, interim bargaining. The key each time was organizing, communicating, informing, enraging (if appropriate), enlightening, mobilizing and empowering members. When there's one voice, when no one can claim we don't represent the members, our voice is powerful. Please vote for that unified voice: Paul J. Phillips.

### Max Page, Candidate for MTA Executive Committee (Region H)

I teach architecture and history at UMass Amherst. I am the former president of the Massachusetts Society of Professors (the 1400-member union of faculty and librarians at UMass-Amherst), a founder of PHENOM (the Public Higher Education Network of Massachusetts), member of the MTA Revenue Committee, and a product of Massachusetts public elementary and secondary schools.



Max Page

With 107,000 members, the MTA should be the most powerful political organization in the state. We can be if we mobilize all of our members and lead a positive statewide campaign for reinvesting in our public schools, colleges, and universities.

I have worked closely with MSCA leaders Pat Markunas and C.J. O'Donnell to fight for good contracts and better funding for our colleges and universities, but also to make the MTA a more pro-active organization, which develops and advocates for a positive agenda for our public colleges and not simply against cuts and attacks. As I believe Pat and CJ and other members of the MSCA can attest to, I have worked hard to unify our higher education division, because I believe that we will only achieve our goals when we are united, whether it is for fair contracts or more revenues.

My intention is to be a true representative of higher education members' views on the Executive Committee, so that higher education gets the attention it deserves, and so that we can build a more powerful MTA.

Statements continue on page 3

**Elections for MTA office will take place at the MTA Annual Meeting on the morning of May 8 in Boston. Please contact your chapter president if you are interested in serving as a voting delegate to this meeting.**

**FACULTY/LIBRARIAN SPOTLIGHT**

**Worcester State Biologist Wins Three-year Grant from NIH**

Patricia V. Markunas, editor



Erica Sidor, WSC Student Voice

Brad A. Bryan

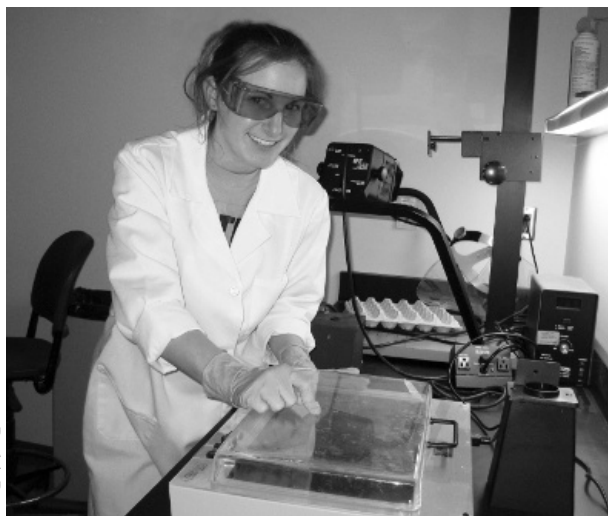
Brad A. Bryan, an assistant professor who joined the biology department at Worcester State College in 2008, will serve as the principal investigator on a \$206,000 research grant from the National Heart, Lung and Blood Institute of the National Institutes for Health.

Bryan, a cancer biologist, will study the role of certain proteins in the development of blood vessels. The three-year grant will support research by a significant number of Worcester State students.

An additional prestigious honor for Bryan is a recent invitation to address the 15th World Congress on Advances in Oncology, in Loutraki, Greece, in October.

Bryan is a native of the state of Texas, where he earned his bachelor's degree in biological sciences from Stephen F. Austin State University and a master's degree from Texas A & M University in biochemistry and biophysics. His doctorate degree, from Texas A & M University Health Science Center, is in biomedical sciences.

Bryan came to Massachusetts nearly five years ago for a research position at Harvard Medical School, where he received a fellowship from the National Eye Institute. The focus of his research at Harvard was the mechanisms of blood vessel development and their role in certain diseases, particularly cancer and diabetes.



Brad A. Bryan

Emily Dennstedt, a senior and coauthor on two research publications in press, analyzes gene expression pattern changes in endothelial cells undergoing the process of blood vessel formation.

The Harvard researchers were considered to be part of the "umbrella" research group headed by the late Judah Folkman of the Dana-Farber Cancer Center, who pioneered the theory that cancer could be treated by destroying the blood vessels that nourish cancer tumors.

Bryan's research at Worcester State has implications for this method of cancer treatment. The grant has allowed Bryan to hire three undergraduate

students to do paid research as well as direct six undergraduate students on independent study projects. Two graduate students in Worcester's master of science in biotechnology program are doing their thesis research for the NIH grant as well.

Bryan extends research opportunities to about 20 biology majors each year in an upper-level research course that he teaches. Last year's class project involved research on a drug to treat melanoma, a project so successful that it appeared in the March issue of *Oncology Reports* with Bryan's sharing authorship with his students. This year's class is doing a project on angiogenesis.

In addition to the chance to work on research leading to a possible cure for cancer, students have racked up resume credits for conference presentations and publications as well. Bryan currently has three papers in press and is planning to submit another one for review this semester. Three students presented their research at the New England Science Symposium at Harvard University in



Brad A. Bryan

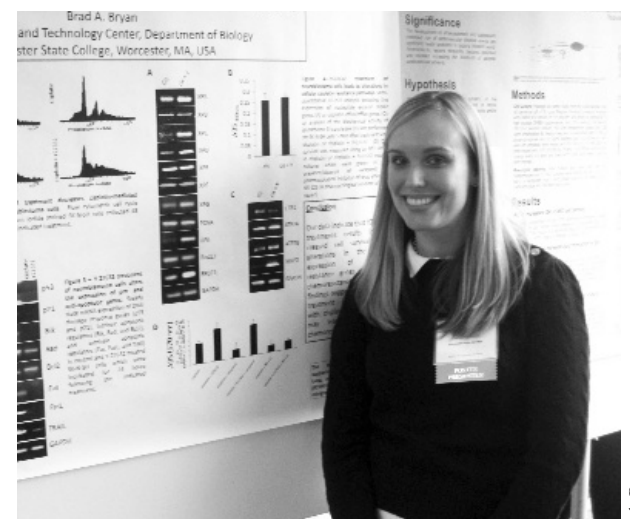
Undergraduate research students pose with Brad Bryan in the Scanning Electron Microscope facility, Ghosh Science & Technology Center, Worcester State (front, Brad Bryan, left to right Carrie Goodrow, Katherine Masterjohn, Alexander Hackathorn, and Theresa Schafer).

February. In April, two students presented at the Massachusetts Undergraduate Research Conference at UMass-Amherst and at the Eastern New England Biology Conference at Bridgewater State.

Bryan is justifiably proud of the opportunities that the NIH grant provides to Worcester State students. In a recent telephone interview, he noted that "Our students do not compete just with other state college or public university students. They compete with graduates of Harvard, MIT, Tufts and other major research universities."

He continued, "I hope that this grant and the accompanying research will afford our students high quality research projects to enable them to stand out when competing for admission to graduate school and research jobs in the state's biotechnology and medical research sectors."

Bryan's wife, Dianne Mitchell, works as a drug research and development scientist at Acceleron Pharmaceuticals in Cambridge. They have a three-year old son and are expecting a daughter in June. Bryan serves as an officer in the Coast Guard reserves and relaxes by playing piano.



Brad A. Bryan

Catharine Street, a graduate student, presents her findings on "mechanisms of chemotherapy resistance in neuroblastoma" at the February 2010 New England Science Symposium at Harvard Medical School.

**Statements of MTA Candidates (continued from page 2)**

**Timothy D. Sullivan, Candidate for Vice President**

My name is Timothy D. Sullivan and I am running for the office of Vice President of the Massachusetts Teachers Association. I am seeking this office because of my passion and commitment for the fundamental values of unionism. I have demonstrated this commitment by serving on the MTA Executive Committee, MTA Board of Directors, Plymouth County Education Association Board of Directors, and as a local leader in the Brockton Education Association (BEA).

My experiences at the local, county, state, and national levels have prepared me well for the challenges that await me. I'm currently serving my fourth year as BEA President. I have held the following BEA positions: Vice President, Chair – Professional Rights and Responsibilities, Negotiations Team, Crisis Co-Chair, Co-Chair – Ballots and Credentials, and Building Representative. My focus as a local leader has always been on the "member" who is the core reason for our existence as a union.

I have served the MTA on the following committees: Advisory Budget Committee, Executive Director Search Committee, Candidate Recommendation Committee, Strategic Action Committee, Board Negotiating Team, Personnel Selection Committee, Candidate Evaluation Team, and the Local Office Support Committee. I am currently the Chair of the Board Negotiating Team and Co-Chair of the Local Office Support Committee.

Although my career has been at the K-12 level, we have much in common. For example, the constant battle with government regarding adequate funding,

calls to reopen contracts to consider take-backs and/or wage freezes, and unilateral implementation of changes in health insurance plans. It is unconscionable that the GIC made mid-year plan design changes that led to higher co-pays and deductibles. We must unite to send a message that such cost-shifts will not be tolerated.

I know firsthand the value of a Massachusetts public higher education. In 1993, I received a Certificate of Advanced Graduate Study from Bridgewater State College and last spring (May 2009) I received a Doctor of Education from the University of Massachusetts at Lowell. The experiences I had in the state college and university system were second to none.

Thank you for all you do! I ask for your consideration and vote.



Timothy D. Sullivan

**Fiscal 2011 Budget Proposal to the Delegate Assembly:  
Recommendation of the MSCA Board of Directors**

	Fiscal 2010 Budget	Fiscal 2011 Budget Proposal
<b>9010 Office Maintenance</b>		
Telephone	3,000	3,000
Supplies	15,000	15,000
Postage	12,000	12,000
Insurance	2,000	2,000
Printing	5,000	5,000
Archives	2,000	2,000
	<u>39,000</u>	<u>39,000</u>
<b>9020 Administrative Salaries*/Payroll Taxes</b>		
President	17,871	18,227
Vice President	8,194	8,358
Secretary	8,194	8,358
Treasurer	13,367	13,633
Grievance Chair	10,933	11,151
Negotiations Chair Day	7,173	7,316
Negotiations Chair DGCE	2,836	2,893
Editor	7,646	7,798
Webmaster	3,442	3,511
Archivist	1,500	1,553
Salary Database Supervisor	8,194	8,358
Chapter Officers' Stipends	8,000	8,000
Secretarial Services	165,000	188,000
Taxes	36,000	37,000
	<u>298,352</u>	<u>324,156</u>
<b>9030 Board of Directors/Delegate Assembly</b>		
Meetings	26,000	26,000
<b>9040 Negotiations/Labor Management</b>		
Sessions	20,000	20,000
Employee Relations Committee	5,000	5,000
	<u>25,000</u>	<u>25,000</u>
<b>9044 Database</b>		
Database Supplies/Meetings	1,000	1,000
<b>9046 Librarians Committee</b>	1,000	1,000
<b>9050 Contract Administration/Grievance</b>		
Committee Expenses	9,000	9,000
Arbitrators'/Mediators' Fees	16,000	14,000
Stenographers' Fees	1,000	3,000
	<u>26,000</u>	<u>26,000</u>
<b>9060 Legislative</b>		
Committee Expenses	1,100	1,100
Voter Voice/PHENOM	3,200	3,200
	<u>4,300</u>	<u>4,300</u>
<b>9065 Affirmative Action Committee</b>	500	500
<b>9070 Communications</b>		
Publication & Mailings (7 Issues)	15,000	16,000
Related Expenses	1,000	1,000
	<u>16,000</u>	<u>17,000</u>
<b>9080 Conventions/Workshops</b>		
MTA, NEA-RA, NCHE/Membership	33,000	33,000
<b>9085 Elections</b>	8,000	500
<b>9090 Auditor's Fee</b>	7,500	8,000
<b>9100 Discretionary Fund</b>	400	400
<b>9110 Local Support</b>	19,000	20,000
<b>9600 E-mail</b>	1,500	1,500
<b>TOTAL</b>	<u>\$506,552</u>	<u>\$527,356</u>

**Anticipated Income**

<i>Proposed Dues Structure</i>				
	Members	Current Dues	Proposed Dues	Total
Full-Time	1,560	\$200	\$200	\$312,000
Part-Time				
9-11 Credits	220	\$100	\$100	\$22,000
3-8 Credits	1,000	\$40	\$40	\$40,000
1-2 Credits	60	\$10	\$10	\$600
<b>Total Dues Income</b>				<u>\$374,600</u>
Total Projected Members	2,840			
<b>2010-2011 Projected Income</b>				
Dues Income		\$374,600		
Local Support Reimbursement from MTA		\$40,000		
Secretarial Reimbursement from Chapters		\$96,000		
Local Officer Stipend Reimbursement from Chapters		\$8,000		
Database Reimbursement from MTA		\$9,300		
<b>Total Projected Income</b>		<u>\$527,900</u>		

**MSCA Perspective**

A publication of the Massachusetts State College Association, the faculty and librarian union for the nine state colleges in Massachusetts.

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