



House Ways & Means Holds Hearings at Bridgewater State

On February 28th, the Subcommittee on Education of the House Ways and Means Committee held hearings on the proposed FY 2003 state budget. In attendance from MSCA were Jean Stonehouse, President, Bridgewater/MSCA, Susan Sturgeon, Librarian, Salem/MSCA, Lynne Hanrahan, Professor, Salem/MSCA, and other Bridgewater Chapter members. Below is the text of the testimony given by MSCA President Pat Markunas at the hearing.

Chairman Flynn and members of the Committee, for the record my name is Patricia Markunas and I am the president of the Massachusetts State College Association. We represent the 2,500 faculty and librarians at the nine state colleges. Last year, I appeared before this Committee and was assured that the Legislature would fulfill its commitment to fund our hard-fought collective bargaining agreement. Chairman Flynn, you and your colleagues were true to your word, and our membership is very appreciative of your consistent support. I urge you, likewise, to honor the Commonwealth's commitment to our colleagues in state college middle management and at the universities and fund their agreements as well.

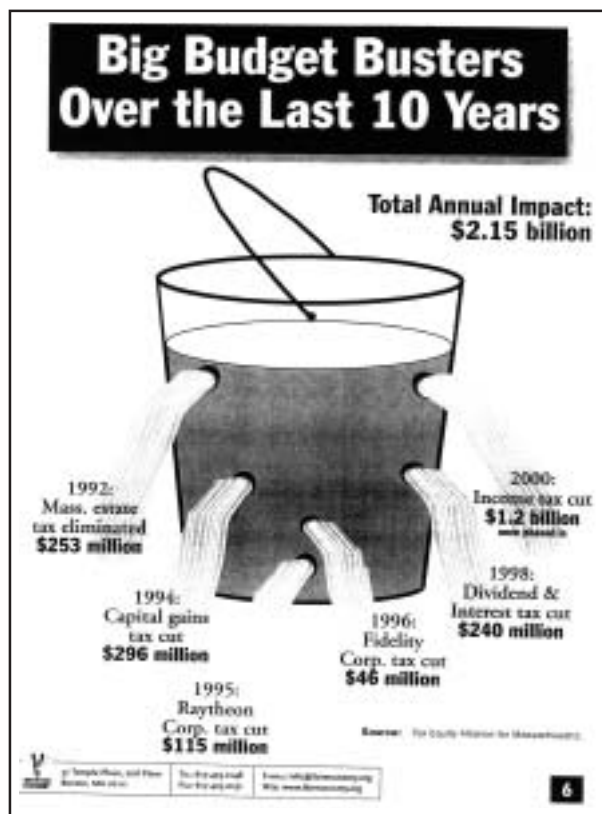
I appear before you today to urge that the Legislature not abandon its commitment to public higher education. As you are well aware, the recession of the late 1980s wreaked havoc with the educational opportunities of our students and the quality of our institutions. Student tuition and fees doubled in less time than it took a student to graduate, and faculty salaries fell from 80th percentile nationally to 20th percentile nationally.

Members of the Committee, it is true that your support for public higher education over the past decade has been excellent. It has taken us ten years of strong budgets to make up for the damage caused to the public higher education system during the last serious state budget crisis. Please note that I have said "make up for"—not, "move ahead," not "make significant improvements." "Make up for."

The budget cuts already enacted for the current fiscal year have not just reduced fat or frills on the campuses. They have caused serious reductions in basic services to students: classes and library materials.



MSCA President Pat Markunas presents the MSCA's case for the importance of investing in the state colleges. MTA President Steve Gorrie (right) and MCCC President Philip Mahler (left) testified as well.



Displayed across the back of this room are copies of the 100 class cancellation notices that greeted hundreds of Salem State College students on the first day of spring semester. Posted along side of them are the cancellations of subscriptions to 300 scholarly journals and periodicals at the Salem State College Library—materials that students need for their course-work and research, materials that are crucial to maintain the national accreditation of the institution itself.

Rally to Save Funding for Public Higher Education
Thursday, April 25th
Noon to 3:00 pm
State House, Boston Common

Rally and March: noon to 1:00
Meetings with Legislators: 1:00 to 2:00
Debriefing Meeting: 2:00 pm Gardner Auditorium

Sponsored by:
Massachusetts State College Association
Massachusetts Teachers Association
Coalition to Save UMass
Massachusetts Society of Professors (Amherst)
Faculty-Staff Union (Boston)
SEIU, Locals 509 and 285
AFSCME Local 1776, etc.

For further information, contact:
saveumass@yahoo.com or
Dan Clawson, VP, MSP/MTA
clawson@sadri.umass.edu

These notices demonstrate the impact of the cuts just at Salem State, which represents four percent of the state's budget for public higher education. Multiply these notices twenty-five times, and you will get the picture of what is happening to students and services across the entire system.

Members of the Committee, this is no way to maintain the Commonwealth's investment in its system of public higher education—a system that educates the majority of Massachusetts students who attend college, a system whose graduates remain in Massachusetts to work here, spend money here, pay taxes here.

Will students have to pay more in tuition and fees for their education? Undoubtedly. But they should not be asked to carry this burden alone, because the entire state's economy benefits from having a workforce educated in the state's higher education system.

The MSCA Board of Directors has voted unanimously to support the postponement of the tax roll-back, passed by the voters in what seems like an entirely different point in our history. We urge you

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Election Results

Preliminary election results for the MSCA officer election conducted by the American Arbitration and supervised by the MSCA Elections Committee, are as follows:

	Markunas	Minasian	Concannon	Price
Votes received	521	506	510	523
Write Ins (office)	37	19	12	11
Blanks	30	63	66	54

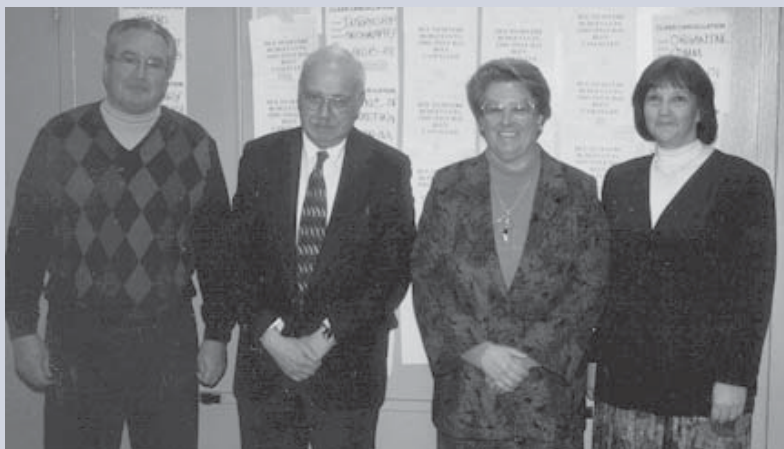
Total ballots returned: 588

Total Ballots mailed: 2,241

All totals are provisional pending AAA official tabulations.

Thank you for your participation in the MSCA Election.

Sandra Faiman-Silva, Chair
MSCA Nominations and
Elections Committee
Supervisor, MSCA Election
Professor of Anthropology
Bridgewater State College
sfaiman@aol.com



Gerald Concannon, secretary; Frank Minasian, vice president; Patricia Markunas, president; Gail Price, treasurer.

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At the State House

Your Help is Needed for State House Lobbying Efforts

In mid-April the MTA sent a mailing to all higher education members that included two detachable postcards with a prepared message to your Representative and Senator. The message implores these elected officials to stop further cuts to public higher education and to raise revenues.

The mailing is timed to coincide with the release of the FY 2003 state budget proposed by the House Ways & Means Committee.

It is critical that you and your colleagues sign, stamp and mail the postcards immediately upon receipt. Please follow up the postcards with a telephone call to your Representative and Senator, urging support for public higher education and increased revenues. The importance of the follow-up telephone calls cannot be understated—please take the time to do this. Thank you for your help.



MSCA President Pat Markunas (left) and MSCA Vice President Frank Minasian (right) urge Senator Richard Moore (D-Uxbridge) to support funding for the state colleges, on State College Day, April 2nd.

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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Massachusetts Community College Council:
www.tiac.net/users/mccc

Second Early Retirement Program Approved

The second installment of the state employee's early retirement program was signed into law by Acting Governor Jane Swift on March 20. This legislation qualifies state employees paid from trust, federal, or capital accounts for the same early retirement benefits (adding up to five years of age or service) as those granted previously to state employees funded from regular budgetary accounts. At MTA's urging, the law contains no backfill requirements for positions made vacant that are paid from trust or federal accounts.

Persons intending to retire under these provisions must submit their applications to the State Board of Retirement on or before April 19, 2002, with a retirement date of May 30, 2002. The form is available at www.state.ma.us/treasury/srb.htm.

Presidents' Notification of Early Retirement Plans

An agreement was reached between MSCA and the Council of Presidents (COP) urging unit members to notify their college presidents by April 1 of their plans to take early retirement. The presidents agreed to waive the three-month notice for sick leave buy-back and the post-sabbatical service/repayment requirement. Informing the president of intentions is not a binding requirement to retire, but will allow for more informed staffing decisions.

Legislative Priorities for Part-time Faculty Move Ahead

A bill to grant pension benefits to part-time faculty has moved one step closer to becoming law. On February 27, a bill (H354) filed at the request of MTA by Rep. Martin Walsh (D-Dorchester) and others was reported favorably by the Public Service Committee and was sent to the House Committee on Ways and Means for cost analysis.

In addition the Public Service Committee reported favorably on a bill (S1425) to grant health insurance

benefits to part-time faculty. This bill has been sent to the Senate Committee on Ways and Means for cost analysis.

Members are urged to contact their representatives and senators in support of these legislative priorities.

Dental Plan Carrier Changed

The Board of Trustees of the BHE/MTA Health and Welfare Fund has changed the dental plan for MSCA and APA members from Delta Preferred Option to a new MetLife plan, effective April 1, 2002. Members should have received a mailing about this change at their home. For further information, call your campus Human Resources Department.

Increases in Health Insurance Co-Pays Proposed

The state's Group Insurance Commission (GIC), facing a \$52 million projected shortfall in its FY2003 budget, has voted to increase enrollee health insurance deductibles and co-payments as well as passing on higher prices for prescription drugs, hospital admissions, and office visits. The GIC vote to institute these increases passed 6 to 3. The six trustees appointed by the governor voted for the increases. At the urging of the Public Employee Labor Coalition, of which MTA is a member, the three labor representatives on the GIC voted no.

The increases will be effective July 1, 2002, unless the legislature votes to restore the \$52 million to the GIC when the proposed state budget is debated in April and May. Grassroots lobbying is needed to "roll-back" the proposed increases and to keep the current employer/employee premium percentage shares from increasing.

The accompanying chart (below) details how individual MSCA members will be affected by these proposed increases. Please telephone or email your Representative and Senator today asking them to stop any increases in the cost of your health insurance deductibles and co-payments.

SOME EXAMPLES OF SPECIFIC INCREASES VOTED BY GIC

Physician Office Visit Co-Pays

(Non-Medicare Plans)

	Now	7/1/02
Indemnity Plan	\$5	\$10
Indemnity Plus	\$5	\$10
PPO	\$5	\$15
All HMOs	\$10	\$15

Inpatient Hospital Deductible

Per Admission

Indemnity Plan	\$0	\$0
Indemnity Plus	\$150	\$200
PPO	\$0	\$200
All HMOs	\$0	\$200

Outpatient Surgery Deductible

Indemnity Plan	\$0	\$0
Indemnity Plus	\$0	\$75
PPO	\$0	\$75
All HMOs	\$0	\$75

Emergency Room Co-Pays

Indemnity Plan	\$25	\$50
Indemnity Plus	\$25	\$50
PPO	\$25	\$50
All HMOs	\$25-\$50	\$50

Prescription Drug Benefit Co-Pays

Retail:

Generic	\$5	\$7
Preferred Brand Name	\$15	\$20
Non-Preferred Brand Name	\$25	\$40

Mail Orders:

Generic	\$10	\$14
Preferred Brand Name	\$30	\$40
Non-Preferred Brand Name	\$40	\$70

Applies to: Indemnity Plan, Indemnity Plus, Indemnity OME, PPO

Merit Bonuses Awarded by Campus: Frequency Distribution, Percentage of Members Awarded and Average Award

Campus	Frequency Distribution	Percent Awarded	Average Award	Comments	Reasons
Bridgewater	\$1400 – 70 \$1000 – 70 \$501.45 – 54 \$0 – 80	71%	\$1000.97		Individual, professional reasons were given for each recipient.
Fitchburg	\$1500 – 101 \$0 – 111.5 FTE	48% FTE	\$1500	\$346 short of the pool	“For meritorious service” was the sole reason given for all recipients.
Framingham	\$1201 – 67 \$675.50 – 66 \$0 – 42	76%	\$942.23		Four general categories (distinction as a teacher or librarian; accomplishments as an artist or scholar; service to the non-academic community; or contributions to the College’s mission and goals) were used, one per recipient.
Mass. College of Art	\$1200 – 10 \$1140 – 5 PT \$900 – 25 \$700 – 33 \$600 – 2 PT \$525 – 1 PT \$450 – 13 PT \$350 – 9 PT \$175 – 2 PT \$0 – 17.25 FTE	83% FTE	\$847 FT	\$596 over the pool	Amounts were based on full-time or FTE salary; recipients earning <\$60,000 if Professors, \$53,000 if Associate Professors, or \$47,000 if Assistant Professors received \$1200 if Program Coordinators or \$900 if not; all others received \$700. Part-time faculty received pro-rated amounts according to the same scenario.
Mass. Liberal Arts	\$1307.51 – 47 \$0 – 39	55%	\$1307.51		One or two word reasons were provided to each recipient.
Mass. Maritime Academy	\$1500 – 13 \$1129.40 – 16 \$564.70 – 10	64%	\$1108.14		Three general categories (distinguished service, meritorious service, and commendable service) corresponded to the three dollar amounts; some recipients were given a short specific reason in addition.
Salem	\$1500 – 32 \$1200.01 – 65 \$749.87 – 135 \$0 – 86	73%	\$979.45		Three general categories (distinction as a teacher, scholar, artist or librarian; distinguished contribution to the College’s academic mission, goals, objectives or initiatives; and distinguished contribution to the non-academic community) were used; recipients were eligible under more than one category.
Westfield	\$1000 – 12 \$808.65 – 146 \$0 – 24	87%	\$823.11		Recipients showed “meritorious service” (\$1000) or “commendable service” (808.65) in teaching, scholarship, or program development.
Worcester	\$1500 – 35 \$1001 – 47 \$751 – 33 \$0 – 59	66%	\$1081.15		An identical letter citing “enhancing the college’s mission through a variety of activities in teaching, scholarship, and other contributions to the students and the community” was sent to all recipients.

The Meaning(lessness) of “Merit”: A Unified Response

*Guest Editorial
Maynard Seider*

Just as we fought for over three years to maintain a sound system of tenure, and as a union remained strong and unified in that process, I am convinced that we will do the same as we respond to the first round of alleged “merit” bonuses. While we weren’t able to keep “merit” out of the final settlement, the Bargaining Committee kept the amounts off the base and as low as possible. Now that we’ve been inflicted with it, it is incumbent on us to understand management’s divisive tactics and simply turn those tactics on their head. Just as the behavior of BHE and COP unified us during our contractual negotiations, let their handling of “merit” continue to unify us.

On my campus, President Aceto determined that 45% of us were without merit. Lest he be accused of downplaying the achievements of the rest of us, the President blamed the union in writing for contractually preventing him from seeking information about “professional involvement and performance” directly from faculty and librarians. The presumption was that, if only he had had that information, more members would have met his standard of “merit.” This is a president in his eleventh year at a college with fewer than 90 faculty, who prides himself as a “hands-on” manager, who signs off on all reappointments, promotions, tenure decisions, sabbaticals and other awards, who has access to the voluminous files that have accumulated during our years of service, and who may

consult with the dean and vice president on any contractual matter.

Not content with blaming the MSCA for constraining his choices, President Aceto went on to say that he couldn’t accept the union’s premise that “everyone is meritorious” because “that approach was rejected by the BHE at the bargaining table.” But did the BHE mandate that 55% should be found meritorious at MCLA, 48% at Fitchburg, and 87% at Westfield?

I write this not to argue for a new, “better” process for the presidential awarding of “merit.” I am convinced that any “merit” process is inherently flawed and cannot be implemented without being divisive and demoralizing. Powerful emotions were stirred up on our campus, and I’m sure on all of our campuses. The more we shared information and discussed the process, the more we recognized the process as arbitrary and counterproductive.

It is too bad that we don’t have a management team that would delight in developing a unified faculty with good morale and enthusiasm—especially now with the worst budget crisis in memory and with much anxiety and fear as to what the future might bring to each of us and to our respective colleges. Imagine if the BHE would say, “We reject the divisive potential of this so-called pool of merit money and will do the right thing for a faculty we really appreciate and care about.”

Eventually the BHE may come to recognize the benefits of dividing the entire “merit” pool equally.

In the interim, the MSCA membership understands the motivation behind management’s “merit” awards and the arbitrary nature of this decision-making. All of this stands us in good stead as we remain unified during the last year of the current contract and prepare for the difficult road ahead.

Maynard Seider is Professor of Sociology at the Massachusetts College of Liberal Arts and President of the Faculty Association at MCLA.

House Ways & Means Holds Hearings

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to consider other means of raising revenue as well: use of the tobacco settlement monies, increases in the taxes on cigarettes and alcohol, increases in the capital gains tax, and use of more money from the state’s reserves.

When hard economic times hit, our enrollments increase. When people lose their jobs, our enrollments increase. We represent the best hope for a long-term solution to the current economic crisis. Now is not the time to cut support further for public higher education. It took us ten years to recover from the last round of cuts. We cannot afford to spend another ten years—or more—to recover from these cuts. Please make every effort to continue your support of our work on behalf of the citizens of Massachusetts. We cannot afford to do otherwise.

**Fiscal 2003 Budget Proposal to the MSCA Delegate Assembly:
Recommendation of the Board of Directors and Budget Committee**

	2001-2002 Budget Proposal	2001-2002 Adj. Budget Proposal	2002-2003 Budget Proposal
9010 Office Maintenance			
Telephone	6,000	6,000	6,500
Supplies	5,000	3,500	8,000
Postage	6,000	6,000	8,000
Equipment	8,000	8,000	9,000
Insurance	2,000	2,000	2,500
Archives	2,000	2,000	2,000
	<u>29,000</u>	<u>27,500</u>	<u>36,000</u>
9020 Administrative Salaries/Payroll Taxes			
President	15,122	15,122	15,576
Vice President	0	0	7,142
Secretary	6,934	6,934	7,142
Treasurer	11,311	11,311	11,650
Grievance Chair	9,251	9,251	9,529
Grievance Secretary	13,000	13,000	18,346
Negotiations Chair 6 Months	6,070	6,070	3,126
Negotiations Chair DGCE 6 Months	1,200	1,200	1,236
Editor	6,470	6,470	6,664
MSCA Webmaster	1,000	1,000	1,030
Taxes	17,500	17,500	18,000
Secretarial Services	52,000	62,650	56,569
Negotiations Scribes	0	0	4,362
	<u>139,858</u>	<u>150,508</u>	<u>160,372</u>
9030 Board of Directors/Delegate Assembly Meetings	<u>14,000</u>	<u>14,000</u>	<u>15,000</u>
9040 Negotiations/Labor Management			
Sessions 6 Months	9,000	19,000	17,000
Employee Relations Committee	2,000	2,000	2,500
Printing Contracts	20,000	20,000	0
	<u>31,000</u>	<u>41,000</u>	<u>19,500</u>
9044 Data Base			
Data Base Chair	6,300	0	4,000
Data Base Supplies/Meetings	0	2,700	2,300
	<u>6,300</u>	<u>2,700</u>	<u>6,300</u>
9050 Contract Administration/Grievance			
Committee Expenses	9,000	2,000	9,000
Arbitrators' Fees	22,000	22,000	20,000
Stenographers' Fees	5,500	5,500	5,500
	<u>36,500</u>	<u>29,500</u>	<u>34,500</u>
9060 Legislative			
Committee Expenses	<u>1,000</u>	<u>1,000</u>	<u>1,000</u>
9065 Affirmative Action Committee			
Meetings	500	2,050	3,000
Study	0	0	1,800
	<u>500</u>	<u>2,050</u>	<u>4,800</u>
9070 Communications			
Publication & Mailings 7 Issues	16,500	9,950	15,750
Related Expenses	1,500	1,500	1,250
	<u>18,000</u>	<u>11,450</u>	<u>17,000</u>
9080 Conventions/Workshops			
MTA Annual Meeting	10,000	10,000	10,000
NEA-RA	16,800	13,754	3,600
NCHE/Membership	0	0	3,600
Williamstown	200	200	1,500
	<u>27,000</u>	<u>23,954</u>	<u>18,700</u>
9085 Elections	<u>15,000</u>	<u>7,500</u>	<u>1,000</u>
9090 Auditor's Fee	<u>3,700</u>	<u>3,700</u>	<u>4,000</u>
9100 Discretionary Fund	<u>1,955</u>	<u>0</u>	<u>7,200</u>
9110 Local Support	<u>14,400</u>	<u>14,400</u>	<u>8,000</u>
9600 E-mail	<u>1,000</u>	<u>1,000</u>	<u>1,000</u>
TOTAL	<u>\$339,212</u>	<u>\$330,262</u>	<u>\$334,372</u>

**Notes on the Proposed 2003
MSCA Budget and Dues**

Pat Markunas, MSCA President
Gail Price, MSCA Treasurer

As most members are aware, the MSCA has experienced tremendous financial pressures and problems over the past few years. These pressures were the result of the extraordinary costs associated with collective bargaining both Agreements, the fall in the stock market, and a loss of members since 1998. Over the past year, the MSCA Board of Directors struggled every month to stay within the budget established by last year's Delegate Assembly while maintaining the level of services that MSCA members expect and deserve.

Based on that experience, the MSCA Board of Directors is recommending the proposed budget and dues for FY 2003 that appears on this page. A dues increase of \$50 for full-time members, with a proportionate increase for part-time members, has been recommended by the Board for action at this year's Delegate Assembly. Given that the MSCA enacted no dues increases for 11 years, this year's proposed increase, coupled with last year's \$30 increase, still represents an increase of less than \$10 a year since 1990.

The major reason for this year's proposed increase is the substantial loss of full-time membership, largely as an impact of the Early Retirement Incentive Program. The dues proposal projects a loss of 125 full-time members, from last year's 1,525 to next year's 1,400. Part-time membership may also fall, but it is impossible to predict by how much or what the specific impact will be on MSCA's income.

Consequently, the budget for next year is a maintenance budget. Collective bargaining for both units will commence in January 2003, with their attendant costs. The only new initiative recommended by the Board is funding for the recently revived Affirmative Action Committee, which has proposed several important projects deserving of support.

The proposed budget and dues structure for FY 2003 will be considered for action at this year's MSCA Delegate Assembly, to be held at the Ghosh Science and Technology Center at Worcester State College, beginning at 10:00 am on April 27th. The Assembly is open to all MSCA members in good standing. Thank you for your continued support.

**Election of Alternate Delegates
for the MTA Annual Meeting**

All delegates for the MTA Annual Meeting are allocated by the MTA to the MSCA in general. However, the MSCA apportions its delegation among the nine chapters, based on a one-person, one-vote principle, for nomination and election. At its meeting of April 5th, the MSCA Board of Directors adopted the following procedure to elect alternate delegates for the 2002 MTA Annual Meeting.

- 1) All chapter presidents must report the names of the delegates elected by the membership of the chapter, plus the list of alternates with the number of votes received by each alternate, to the MSCA President's Office no later than April 25th at noon.
- 2) After all of the delegates elected by the chapters have been reviewed for good standing and seated as delegates, all remaining vacancies will be filled by the alternates elected by the chapters. If the number of remaining vacancies is equal to or less than the total number of alternates, then all alternates will serve as delegates.
- 3) If the number of remaining vacancies is greater than the total number alternates, vacancies will be filled by alternates, in voting order by chapter, in proportion to the number of MTA members in the chapters that have elected alternates. In the event of a tie between or among alternates, a drawing by lot will be used to fill the vacancy.
- 4) Whenever a vacancy occurs among a chapter's elected delegates, the vacancy will be filled by the next alternate that was elected by that chapter. If the alternates elected by that chapter have been exhausted, the vacancy will be filled in accordance with the procedure in #3, above.

Anticipated Income Worksheet

Local Dues	Members	Current Dues Structure		\$50 Dues Increase for F/T	
		Current Dues	Current Total	Increased Dues	Increased Total
Full Time	1400	\$130.00	\$182,000.00	\$180.00	\$252,000.00
Part Time					
9-11 Credits	37	\$62.50	\$2,312.50	\$90.00	\$3,330.00
3-8 Credits	653	\$25.00	\$16,325.00	\$55.00	\$35,915.00
1-2 Credits	41	\$12.50	\$512.50	\$35.00	\$1,435.00
Total Dues Income			<u>\$201,150.00</u>		<u>\$292,680.00</u>
Total Projected Members	2131				
2002/2003 Projected Income			Current Dues Structure		Proposed Dues Structure
Dues Income			\$201,150.00		\$292,680.00
Local Support Reimbursement			\$35,000.00		\$35,000.00
Data Base Reimbursement from MTA			\$6,300.00		\$6,300.00
Reimbursement from local chapters for web sites			\$600.00		\$600.00
Total Projected Income			<u>\$243,050.00</u>		<u>\$334,580.00</u>