

Statements by Certified Candidates for MSCA Statewide Office

Statement for Patricia V. Markunas, Candidate for President

After careful consideration of our successes over the past three years and of the challenges that lie ahead, I have decided to seek a third term as president of the MSCA and I ask for your support once again.

Our many successes have always been the result of our working together with all interested parties towards a common goal. In 2001, our contracts were settled and fully funded. We defeated Governor Romney's ill-conceived reorganization proposals for higher education last spring.

We helped to achieve the funding for the long overdue contracts of our sisters and brothers in other higher education affiliates – funding that many people had given up hope of ever achieving.

Our external communications, our efforts in the Legislature and our relationships with all of the constituent groups in public higher education have been major factors in the accomplishments cited above. Our internal working relationships and communications have improved because of everyone's good faith effort to put the interests of our union and its membership first.

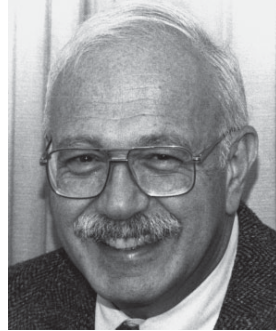
The challenges ahead also are many and will require many of the same strategies and tactics. Our contract negotiations risk being stymied by an indifferent and hostile administration – we know what we must do to get the talks back on track. Next year's budget proposal is less bleak than in previous years, but is still millions of dollars short of the formula for funding developed by the Board of Higher Education. Our budgetary lobbying efforts, in conjunction with those of the other unions, the college presidents and our students, must be redoubled.

To meet these challenges, I offer what has worked over the past three years: my energy, my time, my passion and my respect for every person who contributes to the success of our union and the achievement of our educational mission. Your support of my work and your participation in our union's activities have made our successes possible and will help us to meet the challenges ahead. Thank you for your vote for my candidacy for MSCA President.

Statement for Frank S. Minasian, Candidate for Vice President

My position as Vice President of the MSCA has been challenging, exciting, and rewarding, so I am asking that you support my re-election. The purpose of the Massachusetts State College Association is to organize, consolidate, improve, and maintain the welfare of its members. As Vice President I have strived to meet these standards.

My involvement has included serving on a variety of committees. My commitment to this organization started at its beginning. I have participated in the bargaining for every day contract. I have been a member of the Employee Relations Committee since its inception. I have also served as chair of the Grievance Committee to ensure that all members' rights under the Collective Bargaining Agreement have been preserved. As a member of the Massachusetts Teachers



Frank S. Minasian

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Statement for Nancy George, Candidate for Secretary

I feel fortunate and proud to be an active member of the MSCA. Having worked at universities without faculty/librarian unions, I realize first-hand how important it is to be a member of a union when dealing with administration.

At the state level, I serve on the Board as Salem Chapter Director and represent Salem as an alternate member of the Bargaining Committee. I am chair of the Ad Hoc Committee on Librarian Concerns, MSCA Webmaster, member of the Web Page Committee and a task force charged with examining e-mail and Internet communications among members, and served on the Affirmative Action Committee.

Through these activities I participated in meetings with the Board of Higher Education and Council of Presidents, witnessing first-hand the challenges we face when dealing with the employer; work with the MSCA President in keeping MSCA members informed through my role as MSCA Webmaster; strongly support academic freedom and faculty/librarian tenure; and lead MSCA members to seek action for adverse working conditions and salary inequities.

At the chapter level, I am the Salem Chapter Secretary, keeping accurate and timely minutes that are typically posted on the Salem Chapter webpage in draft format a day after Executive Board Meetings; Director, representing Salem Chapter members at monthly Board meetings; a Salem Chapter Delegate to Delegate Assembly; and Chapter Webmaster.

Within professional organizations I have held elected, leadership positions in national/regional/local organizations and at the university level I represented my peers on university councils, fighting for improved benefits, working conditions, and salaries.

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Statement for Marcia K. Anderson, Candidate for Secretary

Serving the MSCA and its members has been a major focus of my professional life for the past 20 years. On the local level, I have served my colleagues at Bridgewater State College for the past 15 years as an active member of the Executive Committee, and have served as the chapter secretary, vice-president, and grievance chair during my tenure at Bridgewater. In addition, I took great pride in representing the local chapter on the statewide Affirmative Action Council, chairing the local elections committee, and having been elected as a delegate to the annual MSCA Delegate Assembly and MTA annual convention for too many years to count.

This is a critical time for strong leadership in higher education. We continue to be attacked on all fronts by individuals who claim to know what is best for our students and faculty. I am committed to state funded education in Massachusetts and maintaining high academic standards for our students. I pledge to work hard to serve your needs in the MSCA and at the state house.

As your secretary, I would continue my service by active involvement with the leadership on issues that impact all MSCA members; maintaining tenure, improving working conditions and salaries, and advocating for another salary equity correction. As important to all MSCA members, I will join the leadership in helping to put a pro-education candidate in the governor's office and work hard to educate our legislators about the value of an education in the state college system. I ask for your support as your next Secretary of the MSCA in the upcoming election.



Marcia K. Anderson

Statement for Gail A. Price, Candidate for Treasurer

Serving as your Treasurer has been the most challenging position that I have ever filled. It is also the most rewarding. I ask that you support my candidacy to continue as the MSCA Treasurer. I will commit the time and energy necessary to address all financial issues of our organization, while further developing procedures to proactively assure our fiscal well being. I am always mindful that the treasury is our members' money, so that every expenditure is carefully scrutinized.



Gail A. Price

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AT THE STATE HOUSE

Analysis of Governor Romney's Proposed FY 2005 Budget

Arline Isaacson, MTA

Governor Romney released his proposed FY 2005 state budget (House One) on January 28, 2004. While Romney announced to the press that he increased funding for higher education by more than \$70 million in his FY05 budget, he, in fact, increased it by only \$31 million. House 1 does not include two large items that belong in the FY04 budget:

- the cost of the higher education contracts (\$34 million), and
- the \$10 million that was added to the UMass line item in the supplemental budget.

Campus Budgets

UMass receives a \$35.4 million (or 9.1 percent) increase over FY04 when tuition retention is taken into account. State colleges receive an increase of 7.9 percent, or \$13.3 million. Community colleges' funding increases by 6.6 percent, or \$12.8 million. House 1 eliminates funding for the Community College Workforce Training Program. There are again no funds for the library or reference materials appropriated. The Health and Welfare line item that had been level-funded for many years is increased by \$672,987.

Adams Scholarships

The governor proposes to offer students four-year scholarships to public higher education institutions if those students have MCAS scores that rank in the top 25 percent. Students testing in the top 10 percent would also receive a waiver of \$2,000 to offset the cost

of their campus fees. Students receiving the tuition waiver must maintain a 3.0 grade point average. Students awarded the tuition waiver plus waiver of fees must maintain a 3.3 grade point average and complete their studies in four years or less.

Employee Rights and Benefits

The Romney budget, with the exception of privacy matters, advances a number of recommendations that represent a retrenchment in the area of employee rights and benefits that affect both preK-12 and higher education employees. These include:

Collective Bargaining

Several budget sections eviscerate the public employee collective bargaining law affecting all public employees, including everyone in preK-12 and higher education.

The budget proposes to diminish significantly the number of public employees eligible for collective bargaining protections.

For example, the budget defines managerial employees so broadly that most members of MTA's Association of Professional Administrators, who work at the state colleges, might be ineligible to join a collective bargaining unit. Given the broad-brush language used, classes of employees, such as department heads in schools and colleges, might be affected, including those who perform such duties on a part-time basis and those who participate in the workings of education policy committees.

Similar proposals were rejected by the Legislature last summer.

Civil Service

The Civil Service law was intended to protect public employment from political patronage by establishing a system of hiring, promotion and discharge based upon merit.

The budget "grandfathers" the Civil Service rights of existing Civil Service employees whose positions are removed from Civil Service coverage, except for former Civil Service employees who are covered by a collective bargaining agreement. The administration believes that collective bargaining and general employment law provide employees with sufficient protections against arbitrary dismissal. Removing positions from Civil Service protections without "grandfathering" is constitutionally questionable.

The budget cuts funding for the Civil Service Commission and gives the chairman, who has advocated the commission's abolition, full executive and administrative powers.

Pensions

Although the governor proposes some changes in the pension system, our preliminary analysis indicates that his proposal keeps current benefits intact for most employees, who would continue to have their benefits calculated based on their highest three years' salary. Our concern is that for some members, with certain career circumstances, the plan could lead to reduced benefits. This would occur because of a "cap" the governor proposes that is intended to address recently publicized instances in which certain individuals have received large salary increases just prior to retirement.

The effect of this proposal is that a public employee's potential benefit would be calculated in two different ways. The employee would receive the lesser of the two benefits.

One calculation would be based on the highest three years' salary. The second would be based on what a theoretical lifetime annuity would yield annually upon retirement. The annuity's value would be calculated on what 15 percent of one's annual salary for each year worked would yield when invested at 8¹/₄ percent, compounded.

MTA opposes the proposed "reform" as written. Our major concern is the negative impact the cap could have on our members who receive substantive but well-deserved raises in their careers through negotiations, promotions or the awarding of advanced degrees. MTA will oppose any such limitations. In addition, the complex cap formula and the record-keeping required could prove to be an administrative nightmare

with consequences that could prove to be detrimental.

MTA will have this proposal, and any other pension-revision recommendation, further analyzed by Legal Services and actuaries. MTA updates to our leaders and members will be timely and will contain recommendations for appropriate action. The House will not be debating this issue until April at the earliest, so there is ample time for analysis, the development of an action plan for members and lobbying members of the state Legislature.

Privacy

The governor's proposal provides that home phone numbers and addresses of public employees are not to be considered public records.

Retirement Benefits

The budget increases the cost of purchasing creditable service time toward retirement.

It repeals a provision permitting those who lose their jobs and have at least 20 years of service to retire as if they were 55 years of age.

It repeals veterans' additional (up to \$300) yearly retirement allowance.

Retiree COLA

The budget authorizes the granting of a COLA in FY05 for retired teachers and state employees of 3 percent on the first \$12,000 of a person's retirement allowance. Non-teacher local employees would need local approval to effectuate the COLA.

State Employees' Health Insurance

Section 149 amends section 8 of chapter 32A to make two significant changes in the current level of the commonwealth's contribution to the health insurance plans of active and retired state employees. First, it changes the present arrangement which requires the commonwealth to contribute certain percentage amounts to employees' insurance premiums on a plan by plan basis to an arrangement which fixes the commonwealth's share of premiums at a total aggregate amount on contributions owing on all insurance plans. Second, the proposal removes from the legislature the authority to contribute more than the current percentages paid to individual plans and invests that power in the Group Insurance Commission. The cap on the commonwealth's total obligation for health insurance premiums for all plans would be fixed as follows:

- for active employees, no less than 75%,
- for employees who retired on or before July 1, 1994, 90%,
- for employees who retired on or after July 1, 1994 but before July 1, 2004, 85%,
- for all other retired employees, the percentage contribution shall be the one in effect on the date they retired for active employees.

The practical effect of this proposal would be to require the Group Insurance Commission to establish different percentage rates as it sees fit for each health insurance plan in order to satisfy the cap. Consequently, under this proposal, the percentage contribution you currently pay toward your health plan could increase, decrease or stay the same. Currently, the commonwealth's contribution to each plan is uniform as follows: for active employees the commonwealth contributes 85%, 80% and 75% to health insurance plans, depending upon income, and for retired employees the commonwealth contributes 90% and 85%, depending upon when the employee retired.

Outsourcing of State Employee Jobs

The budget proposes that the law prohibiting the outsourcing of state employee jobs to the private sector, commonly known as the Pacheco Law, be essentially repealed.

NOTE: Because of the vagueness of some budget proposals, and even silence in some instances, it may be some time before the full ramifications of proposed statutory changes are known.

—Arline Isaacson is the lobbyist for higher education issues for the Massachusetts Teachers Association.

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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Board of Higher Education: www.mass.edu

Massachusetts Community College Council:
www.mccc-union.org

FY05 House 1 Higher Education Budget

Acct.	Program	FY01 Final Budget + Supplementals	FY04 Final Budget + Supplementals	FY05 House 1	FY04 - FY05 H1 \$ Chg.	FY04 - FY05 H1 % Chg.	FY01 - FY05 H1 \$ Chg.	FY01 - FY05 H1 % Chg.
Central Accounts								
7066-0000	Board of Higher Education	2,504,673	1,950,914	1,950,914	0	0.0%	(553,759)	-22.1%
7066-0005	Compact For Education	72,600	61,978	61,978	0	0.0%	(10,622)	-14.6%
7066-0009	New England Board of Higher Education	357,418	367,402	0	(367,402)	-100.0%	(357,418)	-100.0%
7066-0014	Developmental Education (CC)	2,900,000	0	0	0	na	(2,900,000)	-100.0%
7066-0015	Comm College Workforce Training	2,100,000	900,000	0	(900,000)	-100.0%	(2,100,000)	-100.0%
7066-0016	Foster Care Financial Aid	1,200,000	850,000	850,000	0	0.0%	(350,000)	-29.2%
7066-0100	Campus Improvements Reserve	2,000,000	0	0	0	na	(2,000,000)	-100.0%
7066-0119	Mass Space Grant Consortium	250,000	0	0	0	na	(250,000)	-100.0%
7070-0031	McNair Program	4,761,741	1,965,638	1,965,638	0	0.0%	(2,796,103)	-58.7%
7070-0065	Scholarship Reserve	112,071,352	82,414,415	82,414,415	0	0.0%	(29,656,937)	-26.5%
7077-0010	Library Materials	14,000,000	0	0	0	na	(14,000,000)	-100.0%
7077-0023	Tufts Veterinary	5,325,000	3,004,000	3,004,000	0	0.0%	(2,321,000)	-43.6%
7077-0025	Adams Scholarship Program	0	0	4,325,361	4,325,361	na	4,325,361	na
7077-1000	Tomorrow's Teachers Program	1,090,739	0	0	0	na	(1,090,739)	-100.0%
7520-0424	Colleges Health & Welfare	2,998,441	3,182,263	3,855,250	672,987	21.1%	856,809	28.6%
	Subtotal - Central Accounts	151,631,964	94,696,610	98,427,556	3,730,946	3.9%	(53,204,408)	-35.1%
UMass								
7100-0200	University of Massachusetts*	483,626,523	391,730,305	399,416,542	7,686,237	2.0%	(84,209,981)	-17.4%
7100-0300	Toxics Use Reduction Institute	1,686,146	1,139,853	1,139,853	0	0.0%	(546,293)	-32.4%
7100-0445	Endowment Incentive	10,000,000	0	0	0	na	(10,000,000)	-100.0%
7100-0500	Commonwealth College	1,750,000	1,715,000	3,430,000	1,715,000	100.0%	1,680,000	96.0%
	Subtotal - UMass	497,062,669	394,585,158	403,986,395	9,401,237	2.4%	(93,076,274)	-18.7%
State Colleges								
7109-0100	Bridgewater	33,884,620	30,679,568	32,213,801	1,534,233	5.0%	(1,670,819)	-4.9%
7110-0100	Fitchburg	25,671,095	22,903,071	23,884,763	981,692	4.3%	(1,786,332)	-7.0%
7112-0100	Framingham	21,384,821	18,771,105	19,783,856	1,012,751	5.4%	(1,600,965)	-7.5%
7117-0100	Mass College of Art**	13,557,911	12,105,002	12,373,899	268,897	2.2%	(1,184,012)	-8.7%
7118-0100	Massachusetts Maritime Academy	11,189,980	9,730,053	10,005,316	275,263	2.8%	(1,184,664)	-10.6%
7113-0100	Mass College of Liberal Arts	12,970,529	11,353,264	11,899,803	546,539	4.8%	(1,070,726)	-8.3%
7114-0100	Salem	33,017,454	30,232,149	31,789,549	1,557,400	5.2%	(1,227,905)	-3.7%
7114-0101	GTE/Sylvania Property - Salem	780,929	708,468	729,242	20,774	2.9%	(51,687)	-6.6%
7115-0100	Westfield	21,041,743	18,979,838	19,911,715	931,877	4.9%	(1,130,028)	-5.4%
7116-0100	Worcester	21,378,512	19,128,946	20,069,191	940,245	4.9%	(1,309,321)	-6.1%
7116-0101	Latino Education Institute	0	200,000	204,798	4,798	2.4%	204,798	na
	Subtotal - State Colleges	194,877,594	174,791,464	182,865,933	8,074,469	4.6%	(12,011,661)	-6.2%
Community Colleges								
7502-0100	Berkshire	9,502,552	7,831,061	8,172,769	341,708	4.4%	(1,329,783)	-14.0%
7503-0100	Bristol	15,356,679	12,599,187	13,304,491	705,304	5.6%	(2,052,188)	-13.4%
7518-0100	Bunker Hill	19,055,308	15,838,897	16,674,962	836,065	5.3%	(2,380,346)	-12.5%
7504-0100	Cape Cod	11,151,877	9,246,438	9,707,268	460,830	5.0%	(1,444,609)	-13.0%
7504-0101	Cape Cod ETE Job Training Partnership	124,438	94,395	95,768	1,373	1.5%	(28,670)	-23.0%
7505-0100	Greenfield	9,143,328	7,596,738	7,922,000	325,262	4.3%	(1,221,328)	-13.4%
7506-0100	Holyoke	18,194,669	14,876,090	15,608,636	732,546	4.9%	(2,586,033)	-14.2%
7507-0100	Mass Bay	13,808,233	11,541,438	12,235,466	694,028	6.0%	(1,572,767)	-11.4%
7508-0100	Massasoit	19,878,491	16,166,076	17,013,500	847,424	5.2%	(2,864,991)	-14.4%
7516-0100	Middlesex	18,798,320	15,614,766	16,571,329	956,563	6.1%	(2,226,991)	-11.8%
7509-0100	Mount Wachusett	11,459,575	9,315,433	9,841,801	526,368	5.7%	(1,617,774)	-14.1%
7510-0100	Northern Essex	18,439,077	15,412,430	16,172,749	760,319	4.9%	(2,266,328)	-12.3%
7511-0100	North Shore	18,899,141	16,800,541	17,631,517	830,976	4.9%	(1,267,624)	-6.7%
7512-0100	Quinsigamond	14,716,987	12,142,129	12,892,428	750,299	6.2%	(1,824,559)	-12.4%
7515-0100	Roxbury	10,775,867	8,927,064	9,340,324	413,260	4.6%	(1,435,543)	-13.3%
7515-0120	Reggie Lewis Track & Athletic	1,042,921	674,278	683,504	9,226	1.4%	(359,417)	-34.5%
7515-0129	Information Technology Reserve	2,500,000	0	0	0	na	(2,500,000)	-100.0%
7515-0121	Reggie Lewis Track - Ret Rev	273,100	523,100	523,100	0	0.0%	250,000	91.5%
7514-0100	Springfield Technical	23,997,900	19,075,361	19,982,419	907,058	4.8%	(4,015,481)	-16.7%
7514-0102	ST Ctr for Tele & Info	250,000	535,206	535,206	0	0.0%	285,206	114.1%
	Subtotal - Community Colleges	239,146,151	194,810,628	204,909,237	10,098,609	5.2%	(34,236,914)	-14.3%
	Subtotal - All Campuses	931,086,414	764,187,250	791,761,565	27,574,315	3.6%	(139,324,849)	-15.0%
	Total	1,082,718,378	858,883,860	890,189,121	31,305,261	3.6%	(192,529,257)	-17.8%

*FY04 and FY05 include tuition retention of \$28.0 million

**FY04 and FY05 include tuition retention of \$2.6 million

Statements by Certified Candidates for MSCA Statewide Office *continued from page 1*

Statement for Frank S. Minasian, Candidate for Vice President *(continued)*

Association Governmental Relations Council, I assist in advising the MTA on recommending the legislative programs for the MTA Board of Directors. My involvement has included assisting in the creation and preserving of our tenure rights, establishing governance and grievance procedures, and providing the faculty/librarians with the ability to influence matters regarding curriculum and academic policies. For the past two years, I have participated in workshops sponsored by the MSCA regarding new members and liability in order to educate members of their rights and responsibilities related to safety and health.

During my tenure as Vice President for the MSCA, the Union obtained a grant from the NEA for grass-roots organizing which was administered by me. My objectives as Statewide Grievance Officer are simple: to protect the rights of every member against capricious and biased decisions and to defend all unit members individually without judgment, prejudice, or bias in any way. I will continue to be objective, fair and neutral in all matters pertaining to union members' issues and grievances.

My experience with the Union is extensive as I have had a long standing interest in the history of labor laws and unions. A union consists of strong values while allowing flexibility to adapt to changing social settings and the evolving economy. My experience, commitment and passion allow me to devise new strategies in order to manage these changes.

Statement for Nancy George, Candidate for Secretary *(continued)*

With years of experience in leadership and communication positions, I will serve the MSCA well as MSCA Secretary. I will help keep MSCA members informed on important issues, work with MSCA officers to ensure e-mail and Internet forms of communication are effective and secure, aggressively protect tenure and academic freedom, be an advocate for a strong MSCA, and improve work environments/salaries for MSCA members.

For more information, please consult my web page: <http://geocities.com/votefornancy2004/>

Thank you for considering my candidacy and I very much appreciate your vote.

Statement for Gail A. Price, Candidate for Treasurer *(continued)*

Two very qualified professionals staff the MSCA treasurer's office at Bridgewater State College. I have trained my office team to be responsive to the needs of the membership. This past year we have designed, developed, and implemented a comprehensive database package that is customized to the unique needs of the MSCA. This has streamlined our billing system, and it allows the ability to crosscheck our revenues with the accounting system. Overall it is easier to enter and retrieve data.

I continue to be an active union participant, both at the local level where I am the Vice President/Director and on the Bargaining Team. I have been a delegate at numerous NEA-RA, MTA, and MSCA Annual Meetings. I am well qualified to continue providing leadership as your Treasurer. Thank you for your consideration of my candidacy. I truly appreciate your support.

Election News

All members of the MSCA (full-time, part-time, and DGCE) in good standing as of February 15, 2004, are eligible to vote in this year's officers election. Ballots will be mailed during the week of March 15 to members' HOME ADDRESSES by the American Arbitration Association (AAA), the agency that will conduct the election. If your home address has changed since the 2002 MSCA officers election, send your new address to Gail Price at the MSCA Treasurer's Office (see box for contact information). If you do not receive a ballot, please contact your Local Chapter Treasurer.

Legislative Update

S1539 An Act to Provide Health Insurance to Part-time Faculty in Higher Education

The bill to provide health insurance for part-time faculty is still in committee. Please contact your senators and representatives who sit on the Public Service Committee and ask them to act favorably on it.

Constitutional Amendment on the "Defense of Marriage"

At its meeting of February 13th, the MSCA Board of Directors voted to support the decision of the Supreme Judicial Court concerning the constitutionality of same-sex marriages and to oppose any constitutional amendment that would compromise this decision. Letters about this position have been sent to all members of the Legislature.

The following bills were recently favorably recommended by the Public Service Committee:

S263 An Act Relative to Health Insurance for Certain Higher Education Employees

Ensures that higher education support staff be provided with employer subsidized health insurance coverage during breaks in the academic year.

S1489 An Act to Clarify Creditable Service for Sabbatical Leaves

Provides that public higher education faculty and professional employees are granted a full year's creditable service toward retirement for each full year sabbatical leave taken.

S1490 An Act to Authorize Creditable Service for Certain Public Higher Education Faculty and Professional Employees

Authorizes creditable service for higher education faculty who accept prestigious fellowships, awards, scholarships or other special assignment opportunities that benefit both the individual and the employing institution of public higher education.

H224 An Act Relative to the Public Higher Education Optional Retirement Program

Permits higher education professional employees to be eligible for the faculty Optional Retirement Plan (ORP).

MSCA Election Calendar

Week of March 15

Ballots are mailed to all eligible union members to their home addresses by the American Arbitration Association (the Supervising Agency) using the double envelope system (date to be determined in consultation with the Supervising Agency).

Three weeks following Ballot Mailing:

Week of April 5

Date by which all ballots must be received by the American Arbitration Association (the Supervising Agency), no later than 5:00 PM regardless of postmark.

Three days following official return of Ballots:

Date by which ballots will be counted and Candidates will be notified of election results by Elections Committee Supervisor.

Seven days following official ballot count:

Week of April 12

Date by which all written challenges must be received by Elections Supervisor, by 5:00 PM, and submitted to Arbitrator by the next business day.

Last Friday in April: 4/23/04

Date by which all written challenges to the Election shall have been heard and adjudicated by Elections Committee.

MSCA Delegate Assembly: 5/1/04

Nominations and Elections Committee Supervisor reports official Election results to the Delegate Assembly.

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