

## Roadblock on Bargaining Street

Brad Art

The MSCA Bargaining Committee worked over the summer, trying in vain to negotiate a one-year extension to the 2001-2003 collective bargaining agreement. Central to our efforts was the principle that any extension agreement would have to include across-the-board salary increases. The Board of Higher Education (BHE) and the Council of Presidents (COP) refused any salary increase. One of the reasons they gave was the fact that other higher education contracts have not been funded by the Legislature.

For those of you who don't know the history, here it is. In the summer and fall of 2001 other higher education unions representing a range of employees in the state and community colleges and the University of Massachusetts negotiated and ratified collective bargaining agreements. Then-governor Jane Swift submitted to the Legislature the necessary funding requests for these contracts. The funding legislation sat in the Legislature through the end of 2001 and half of 2002, but was finally passed five months before Swift left office. Swift then vetoed the very funding legislation she had filed, apologizing for "renewing" on the deals. Since then the affected unions have been struggling to get the Legislature to override Swift's vetoes or to pass new funding legislation, but to no avail.

Since then, no state employee collective bargaining agreements have been funded, and negotiations have generally come to a standstill. The MSCA is one of the unions now being stalled at the bargaining table while the other unions' long-overdue funding awaits action. That's the roadblock.

The last offer from the BHE-COP team contained no salary increases. The MSCA rejected it and decided instead to return to our original plan of securing a three-year contract with raises. In order to pursue that goal, we need your help in getting the message to the Legislature to fund the other contracts. The Legislature's failure to do this has seriously damaged the collective bargaining process for all state unions and must be remedied immediately. [See Page Three.]

We recognize, however, that the BHE-COP team will argue that the state lacks the funds to give any raises. **That is unacceptable.**

*continued on page 2*

### History of Across-the-Board Salary Increases for the MSCA Day Bargaining Unit

FY 78	\$400 + 3%	FY 92	-0-
FY 79	\$250 or 2.5% + \$525	FY 93	6% + 7.25%
FY 80	2.7% + \$600	FY 94	-0-
FY 81	\$1,350 + \$590	FY 95	-0-
FY 82	6.5% + \$760	FY 96	2.5%
FY 83	6.5% + \$835	FY 97	3% + 1.75%
FY 84	4% (as flat \$) + \$200	FY 98	2.5% + 1.75%
FY 85	4% + 2% (as flat \$)	FY 99	3%
FY 86	3.5% + 3.5% (as flat \$)	FY 00	3%
FY 87	4% (as flat \$)	FY 01	Variable amounts— estimated average 10%
FY 88	4% (as flat \$)	FY 02	3% + .75%
FY 89	5%	FY 03	2.5% + .75%
FY 90	-0-	FY 04	Negotiations in progress
FY 91	-0-		

*This table shows the across-the-board pay increases received by full-time members of the MSCA day bargaining unit since the unit was organized in 1978. This table does not include substantial pay increases that were not paid across-the-board. For example, pay increases for promotions effective in each year above were paid, even when there was no across-the-board increase that year. Other examples of non-comprehensive pay increases include equity and minimal salary formula adjustments made between 1986 and the present; longevity adjustments; some merit increases (e.g., Departmental and Academic Performance Awards, College Citations for Meritorious Service) that were paid on the base; and the like.*

—PVM

## Campaign Continues to Eliminate Social Security Offset

Len Paolillo

You may not know it, but the Social Security system in this country considers you a second-class citizen. Why is this? Upon retirement you will be receiving funds from a public retirement system in a non-Social-Security state: that is, a state where one's public employment is not covered by Social Security. Massachusetts is one of fifteen states where either the entire state is not covered, or certain local governments within these states are not covered by Social Security. The other states are: Alaska, California, Colorado, Connecticut, Georgia (some local governments), Louisiana, Maine, Missouri, Nevada, Ohio, Rhode Island (some local governments), and Texas (some local governments).

Laws passed during the Reagan administration set apart employees of these states and municipalities from their fellow citizens who work in the private sector. The two discriminatory laws are the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP).

The GPO affects retirees who apply for spousal or survivor benefits. For every two dollars in public pension benefits received, the retiree's Social Security

benefit will be reduced by one dollar. The WEP affects retirees who apply for their own Social Security benefits. Many unit members have worked during summers or had enough previous work experience to build up the required 40 quarters of earnings. Their benefits may be reduced by up to 60% by this patently unfair provision.

What are we doing about this? The NEA has had the repeal of these offsets in their legislative program for over a decade. However, two years ago delegates to the NEA Representative Assembly passed a motion to make offset repeal a top priority. Subsequently, more resources have been put into the effort. A cadre of 100 NEA members (two in each state) has been put into place to spur a grassroots campaign. **Peggy Kane**, a teacher in Medford, and I are part of the cadre. Since the inception of the grassroots campaign, we are moving toward our goal of eliminating these offsets.

Currently there are 262 House of Representatives co-sponsors of HR594 and 24 Senate co-sponsors of S349. These bills repeal both the GPO and the WEP. Massachusetts is the only state in the union where all of the congressional representatives and both senators have signed on to these bills. As part of the campaign, on October 1, NEA members from all over the nation

traveled to the U. S. Capitol to lobby senators and representatives to move the bills through the legislative process.

What can you do? First of all, get informed. The NEA website <[www.NEA.org/lac/socsec](http://www.NEA.org/lac/socsec)> is full of information on this issue—talking points, history, ways of getting involved, and so on. The MTA has both a website and a list serv with the latest information. At <[www.massteacher.org/gpowep](http://www.massteacher.org/gpowep)>, you can sign up to receive periodic email reports from MTA. You can call, write, or email your federal representatives and let them know how important the repeal of these offsets is. Tell relatives and friends living outside Massachusetts that they can help this campaign by contacting their congressional representatives. And, let the Bush administration know in no uncertain terms that they should **stop** their efforts to pressure Republican leaders to keep these repeal bills bottled up in Congress.

Our campaign to repeal these offsets needs to grow and become stronger. Together we can make it happen.

—*Len Paolillo is Professor of Sociology at the Massachusetts College of Liberal Arts and former statewide MSCA President (1988 - 1990).*

*Roadblock on Bargaining Street continued from page 1*

### No More Zeros!

The NEA-sponsored salary study included in this *Perspective* confirms what we all know. We cannot accept any more years with no salary increases. We trail our peer institutions because of years of neglect by the employer. This neglect damages our professional and personal lives.

The most recent failure in bargaining by the BHE-COP demonstrates a lack of imagination and courage. The BHE-COP would not agree to a mere 2% cost of living increase, 1% of which was to substitute our already negotiated professional development money for half of the salary increase.

We must demand that our salaries rise to levels competitive with our peers. Without raises, our relative position will deteriorate, making us even less competitive as the cost of living rises and we are forced to pay more for health insurance and medical expenses.

During the last round of bargaining, we faced a carefully plotted campaign to discredit us and strip us of crucial protections. Because the MSCA, with the assistance of the MTA, held firm and fought back, we were able to secure a contract that achieved important economic gains and preserves the rights and protections of academic freedom, guarantees just cause in post-tenure review, and provides monies for professional development.

We face another tough challenge today. It is a two-part challenge: Get the Legislature to fund the other higher education contracts (which means getting a veto override margin in support of this funding), and get the BHE-COP to bargain seriously for a fair contract. Our message and our mission: NO MORE ZEROS!

Some people have suggested that the MSCA should not bargain with the employer under these circumstances. Know that we will never walk away from our responsibility to bargain on your behalf. To walk away is to concede to management through silence what it cannot get through negotiations.

Bargaining continues, and we must not yield to another year with no cost of living increase! The BHE-COP Team has confirmed bargaining on October 31, November 14, and December 12, 2003. We do not know what direction our talks will take, but we will keep you posted.

—*Brad Art is Chairperson of the MSCA (day) Bargaining Committee and Professor of Philosophy at Westfield State College.*

## FYI: Promotions and Terminal Degrees

Effective September 1, 2003

Faculty and librarians who were promoted effective September 1, 2003, should have received a salary adjustment appropriate to their new rank in their September 12th pay advice. The full impact of the salary adjustment should be included in the September 26th pay advice. Please see Article XIII, Section E for details.

Faculty and librarians who earned a terminal degree or its equivalent under the contract after September 1, 2002, who were NOT previously credited with a terminal degree or its equivalent, should have received a salary adjustment of \$2,385 in their September 12th pay advice. The full impact of this salary adjustment should be included in the September 26th pay advice.

In addition, all faculty and librarians described above should have their adjusted salaries at the new rank and/or new terminal degree status tested against the minimum salary formula found in Article XIII.A as of September 1, 2003. If the newly adjusted salary was less than the salary determined under the minimum formula, an additional salary adjustment to make up the difference should have been made effective August 31, 2003.

If you have concerns about whether any of these salary adjustments were made correctly, please contact your local chapter president or your campus Human Resources Office.

# Comparison of State College Faculty Salaries Adjusted for Cost of Living: Massachusetts State Colleges and BHE-Defined Peer Institutions

*C. J. O'Donnell*

During the negotiations this summer, the MSCA undertook to analyze state college faculty salaries compared to peer institutions as defined by the Massachusetts Board of Higher Education and adjusted for cost-of-living (COLA). With the assistance of the NEA Division of Higher Education, JBL Associates, a research consulting firm in Washington, DC, was engaged to conduct these analyses.

The average salaries that appear in the accompanying tables were computed using salary data obtained by JBL from the U. S. Department of Education for the AY 2002-2003. Salaries for teaching faculty on nine or ten month work-years, only, were included.

Two sets of results were obtained because there is more than one acceptable method to adjust for cost-of-living. The underlying methodology in both cases was the same. The average salaries for the state colleges in both Tables 1 and 2 are true averages. The average salaries for the peer institutions were computed after these salaries were adjusted to the cost of living in the city where each corresponding Massachusetts state college is located. The specific COLA values used were those most recently available from the U. S. Department of Labor's cost of living index.

The average salaries for peer institutions in Table 1 (JBL Method) were computed by JBL using what might be referred to as an absolute difference method. The peer average salaries in Table 2 (ACCRA Method) were computed by the MSCA using what might be referred to as a relative difference method used by ACCRA, a self-proclaimed "non-profit organization dedicated to economic development and policy research" <<http://www.coli.org>>.

The JBL method used the actual (or absolute) difference in the costs of living of the peer institution and state college cities to increase or decrease the average salaries for faculty at peer institutions. The MSCA/ACCRA method used the percent (or relative) difference in the costs of living of the peer institution and state college cities to increase or decrease the average salaries for faculty at peer institutions.

Regardless of the method used, the fact remains that we—as state college faculty—are paid far less than our counterparts at peer institutions as defined by the Board of Higher Education, especially when cost-of-living is factored into the analysis.

—*C. J. O'Donnell is Chairperson of the MSCA Salary Database Committee and Professor of Mathematics at the Massachusetts Maritime Academy.*

**Table 1: JBL Method**  
2002 - 2003 Salary Data  
(rounded to the nearest \$100)

Rank	Mass. Average	Percent at Rank	Peer Average	Percent at Rank	Difference	Percent of Difference
Professor	\$ 67,400	40%	\$ 79,400	32%	\$ (12,000)	-18%
Associate Professor	\$ 56,700	24%	\$ 65,900	29%	\$ (9,200)	-16%
Assistant Professor	\$ 48,600	33%	\$ 53,700	33%	\$ (5,100)	-10%
Instructor	\$ 43,100	3%	\$ 37,100	6%	\$ 6,000	14%
All Ranks	\$ 58,000	100%	\$ 64,500	100%	\$ (6,500)	-11%

**Table 2: ACCRA Method**  
2002 - 2003 Salary Data  
(rounded to the nearest \$100)

Rank	Mass. Average	Percent at Rank	Peer Average	Percent at Rank	Difference	Percent of Difference
Professor	\$ 67,400	40%	\$ 82,800	32%	\$ (15,400)	-23%
Associate Professor	\$ 56,700	24%	\$ 68,100	29%	\$ (11,400)	-20%
Assistant Professor	\$ 48,600	33%	\$ 55,600	33%	\$ (7,000)	-14%
Instructor	\$ 43,100	3%	\$ 39,400	6%	\$ 3,700	9%
All Ranks	\$ 58,000	100%	\$ 67,000	100%	\$ (9,000)	-16%

#### Comments

All salary data were provided by JBL Associates (Washington, DC) from data from the U.S. Department of Education.

Cost of Living Adjustments were made for the salaries at peer institutions based on COLA factors for the 200 largest metropolitan areas in the United States.

For Massachusetts State Colleges, only five (5) colleges provided salary data for the rank of Instructor (Bridgewater, Fitchburg, Framingham, Salem and Worcester).

## AT THE STATE HOUSE

## MTA Legislative Agenda for Fall 2003

Patricia V. Markunas, MSCA President

The Massachusetts Teachers Association has filed the following bills on behalf of higher education members across the three state systems. At the behest of the Higher Education Leadership Council, the Higher Education Contract Funding bill (HB2153) has been designated as the Number One priority for all MTA divisions and staff members over the next four to six weeks.

MSCA members will be asked to lobby on behalf of HB 2153 during this time. The importance of the passage of this bill, now, cannot be understated. Please respond promptly to the postcards and other requests that you will receive, and urge your students, neighbors and friends to do likewise. Working together, we can get this bill passed. Thank you for your support.

Title of Bill/Bill #/Summary	SENATE and HOUSE Sponsors	Referred To	Status
<b>Higher Education Contract Funding - HB2153</b> To provide funding for all the unfunded higher education contracts including MSP/FSU, MSP-Lowell, USA and APA. Vetoed by Gov. Swift in July 2002.	<b>SENATE:</b> Fargo, Susan Barrios, Jarrett Creem, Cynthia Glodis, Guy Havern, Robert O'Leary, Robert Shannon, Charles	<b>HOUSE:</b> Walsh, Martin Larkin, Peter Balsler, Ruth Leary, James Blumer, Deborah Linsky, David Canavan, Christine Malia, Liz Carron, Mark Marzilli, James Ciampa, Vincent Owens-Hicks, Shirley Costello, Michael Patrick, Matt Demakis, Paul Paulsen, Anne Donato, Paul Petersen, Douglas Donovan, Carol Ruane, Michael Falzone, Mark Rush, Michael Festa, Michael Smizik, Frank Goguen, Emile Speliotis, Ted Jehlen, Pat Spilka, Karen Kafka, Louis Story, Ellen Keenan, Daniel Timilty, Walter Khan, Kay Toomey, Timothy Kocot, Peter Wolf, Alice	Committee on Public Service
<b>Retirees Health Insurance - HB225</b> Clarify current law by ensuring that the standards for pension and group health insurance coverage are the same for all public employees.	<b>SENATE:</b> Havern, Robert	<b>HOUSE:</b> Bosley, Daniel	Committee on Public Service
<b>Health Insurance Benefits for Part-Time Higher Education Faculty - SB1539</b> Require that faculty who teach at least two, three or more credit courses per semester or four, three or more credit courses per calendar year at one or more state higher education institutions, including a division of continuing education, be eligible for state employee health insurance coverage.	<b>SENATE:</b> Moore, Richard Havern, Robert	<b>HOUSE:</b> Walsh, Martin Larkin, Peter	Committee on Public Service
<b>GIC Membership - SB904</b> Add more union representation, including MTA, on the state Group Insurance Commission.	<b>SENATE:</b> Shannon, Charles Wilkerson, Dianne	<b>HOUSE:</b> O'Brien, Thomas Quinn, John	Committee on Insurance
<b>Creditable Service for Sabbatical Leaves - SB1489</b> Provide 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.	<b>SENATE:</b> Joyce, Brian Fargo, Susan Hedlund, Robert Moore, Richard Morrissey, Michael Rosenberg, Stanley	<b>HOUSE:</b> Ayers, Bruce Canavan, Christine George, Thomas Kulik, Stephen	Committee on Public Service Hearing 9/11/03
<b>Higher Education Optional Retirement Plan Modifications - HB224</b> Permit higher education professional employees to be eligible for the faculty Optional Retirement Plan (ORP).	<b>SENATE:</b> Panagiotakos, Steven	<b>HOUSE:</b> Bosley, Daniel Flynn, David	Committee on Public Service
<b>Creditable Service for Peace Corp, VISTA, Teacher Corp, and Americorp Service - SB1502</b> Enable state employees to purchase up to three years creditable service toward retirement for time served in the Peace Corps, VISTA, Teacher Corps and Americorps.	<b>SENATE:</b> Magnani, David Panagiotakos, Steven	<b>HOUSE:</b> Hynes, Frank Paulsen, Anne	Committee on Public Service Hearing 6/26/03
<b>Creditable Service for Prestigious Non-Sabbatical Academic Leaves of Absences - SB1490</b> Authorize 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.	<b>SENATE:</b> Joyce, Brian Fargo, Susan Hedlund, Robert Knapik, Michael Moore, Richard	<b>HOUSE:</b> Ayers, Bruce Canavan, Christine Kulik, Stephen	Committee on Public Service Hearing 9/11/03
<b>Part-time Faculty Pension Improvements - HB255</b> Require that part-time faculty who teach at least two, three or more credit courses per semester or four, three or more credit courses per calendar year at one or more state higher education institutions, including a division of continuing education, earn a year of creditable service for this time, and have earnings for this time counted in determining one's pension. Also, those who have accrued at least five years of creditable service through ten years of part-time work shall be deemed vested in the retirement system.	<b>SENATE:</b> Moore, Richard	<b>HOUSE:</b> Walsh, Martin	Committee on Public Service Hearing 9/11/03
<b>Decrease Pension Contributions - SB1448</b> Decrease public employee pension contributions from 11% to 9%.	<b>SENATE:</b> Glodis, Guy	<b>HOUSE:</b> Walsh, Martin	Committee on Public Service Hearing 6/12/03

This chart was prepared by the staff in the MTA Division of Governmental Services.

## IN THE ASSOCIATION

*Charles Stigliano, Professor of Sculpture at the Massachusetts College of Art, is the newest member of the MSCA Board of Directors. He has a long history of work for MSCA on his campus. Stigliano has won major sculptural commissions for the Baltimore Aquarium, the "Ramada Renaissance" in New York City's Times Square, and the North Shore Jewish Community Center. Most recently, he had a successful exhibition at Bentley College, which was positively reviewed in the Boston Globe. An interview with the artist follows.* —ed.

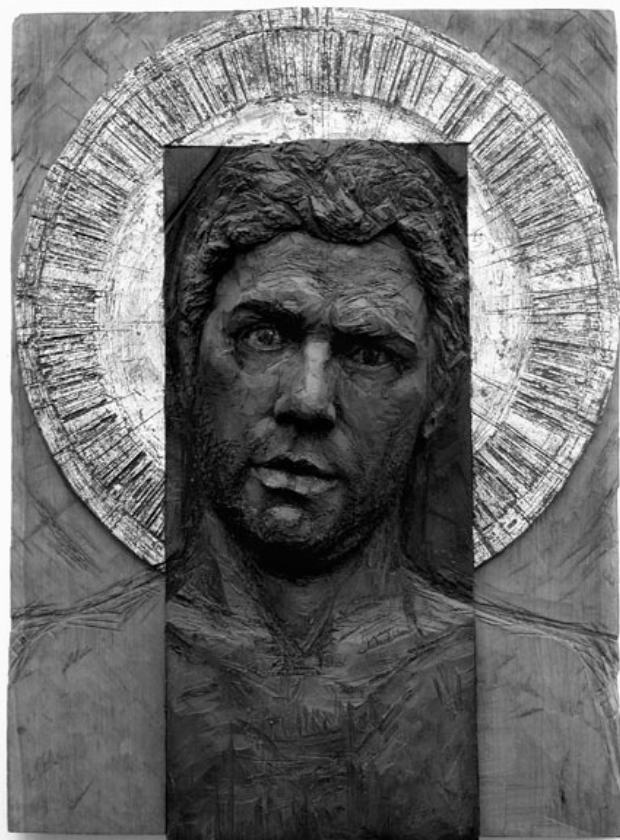
### David Nolta

DN: So, Mr. Stigliano, what "made" you a sculptor? When, in your not-so-distant youth, did you know you wanted to carve and cast?

CS: I'll give you three answers, and you can choose one:

I played with play-doh when I was five years old. I remember my father saying, "Make another horse like that one you made before." But I didn't remember what horse he was talking about. So possibly I made something else that he thought was a horse. Or, one of my brothers or sisters made the horse, but I tried to make the horse for him anyway. And I made about four or five horses, or parts of horses, and everytime I showed one to my father, he would say, "That's good, but that still isn't the one. Make one like you made that other one."

Here's another possibility. We lived near a river, and there was a lot of clay, and I used the clay from the riverbed to make all sorts of figures. It was during this period that I started making nudes.



*Self Portrait with Halo, polychromed wood, 2001*



*Kiss #5, polychromed wood, 1998*

Finally, it's obvious that I became a sculptor because I need a lot of attention. As one of eight kids, I needed something to set me apart.

DN: And teaching? Have you always felt that as part of your artist's vocation?

CS: I always liked school, and even during those occasional periods when I wasn't sure I wanted to be an artist, I always knew I wanted to be a teacher.

DN: And Massachusetts College of Art? What's your feeling about working there, after how many years is it? Eighteen years?

CS: I love Mass Art, I love my department, and I love the people I work with. It's difficult right now to work in any state school. The people controlling our budgets don't necessarily share our priorities. We've lost courses, we've lost faculty and we've lost positions. But we continue to get outstanding students, which continues to make my job do-able, even enjoyable.

DN: Thank you so much for sharing these thoughts, and for sharing your work with us over the past many years.

CS: Thank you.

DN: No no, thank you!

CS: No, I insist, the pleasure is all mine.

—David Nolta is Associate Professor of Art History at the Massachusetts College of Art.

## Update on DGCE Negotiations

David Twiss

I wish that I could write factually about the successful negotiations of a new DGCE agreement, but I can't do that. To put it succinctly, we have progressed from point A to point A. We have been informed by the management representative that the State Colleges are having budget problems. We knew that! What we don't know is why the budget shortfall should influence our bargaining to the degree that is cited at the DGCE table.

We all know that the DGCE programs must be "at no cost to the Commonwealth." We are told that the colleges really need the money generated by these programs to offset, in part, the budget shortfall. We are told that there is no need to increase our DGCE compensation because management has no problem finding people to teach DGCE courses.

Management has a unique way of saying "thank you" to you for your efforts in maintaining the viability of a program we are told is necessary to keep the colleges afloat.

If any progress is ever made in our quest for a contract, it will be my pleasure to inform you.

—David Twiss is Chairperson of the MSCA/DGCE Bargaining Committee and Associate Professor of History and Political Science at Worcester State College.

## Call For Articles

Over the next few months, the *Perspective* will be taking a look at issues that affect the quality of life on campus. In particular we would like to run:

- articles on the experience of working part-time at one (or more) of the Massachusetts State Colleges (day or evening);
- reflections on the tenure process by unit members who have recently been through this experience.

If you are interested in sharing your experiences with your colleagues, please contact the editor with specific suggestions at <patricia.johnston@salemstate.edu>.

## Contracts Available In All Chapter Offices

Copies of the 2001-2003 MSCA day unit contract and the 2000-2003 DGCE unit contract are available for all members from the local chapter offices. For a copy please contact your local chapter president or the MSCA President's Office at 978-542-7282 or <Pmarkunas@aol.com>. Contracts are also available on-line at <www.mscaunion.org>.

### 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](mailto:MSCAperspective@salemstate.edu)

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Massachusetts State Colleges Council of Presidents: [www.mass-state-col.org](http://www.mass-state-col.org)

Board of Higher Education: [www.mass.edu](http://www.mass.edu)

Massachusetts Community College Council:  
[www.mccc-union.org](http://www.mccc-union.org)

## What is VOTE?

### (Voice of Teachers for Education)

VOTE (Voice of Teachers for Education) is MTA's Political Action Committee (PAC). Contributions to VOTE from MTA members make it possible for MTA to contribute to candidates who will stand up for public education. Your dues dollars are not used to make direct contributions to candidates.

Massachusetts' campaign finance laws limit the amount of support MTA can directly give to candidates. It also restricts who can solicit political contributions. For example, the law not only prohibits public employees from soliciting political contributions from anyone, it also prohibits anyone from soliciting political contributions in any public building, such as in schools and on college campuses. Therefore, you and your colleagues, because you are public employees, are legally prohibited from asking for contributions to VOTE anytime and anywhere, and no one (public employee or not) can ask for a contribution at school

or on a public college or university campus.

These restrictions offer a significant challenge to devising effective ways for MTA to raise funds for VOTE. Some options include fundraising events at MTA's Annual Meeting, off school/campus site meetings with MTA staff or MTA retirees soliciting and collecting contributions, and telemarketing efforts.

MTA's Candidate Recommendation Committee (CRC), which is separate from VOTE, consists of two MTA members elected by their colleagues from each of the ten congressional districts. The CRC determines which candidates receive MTA's recommendation for election to statewide and legislative offices.

By pooling the contributions of MTA members, VOTE can give educators a stronger voice and more of an impact than they would have by contributing individually to candidates for elected office.

For further information, contact Cathy Fitchner of the MTA Division of the MTA Division of Governmental Services at (800) 392-6175.