Day Unit Contract Extended One Year

3.5% pay increase leads economic items; non-economic items include new grievance procedures, ‘domestic partner’ benefits

Pat Markunas, MSCA president

With the current collective bargaining agreement having expired June 30, the MSCA bargaining team and management negotiated a one-year extension to run through June 30, 2008.

This extension provides for a 3.5% increase in all full-time salaries and part-time stipends; adjustments totalling $350,000.00 to be paid to all full-time faculty and librarians employed as of July 1, 2007; and an increase in the state’s contribution to the Health & Welfare Trust.

At its meeting of September 7, with all members present and voting, the MSCA Board of Directors unanimously recommended ratification of the proposed one-year extension to the MSCA membership. A ratification vote is scheduled for Wednesday, September 26 and Thursday, September 27, on all campuses. Please see the “Notice of Contract Ratification” on page three for further information.

A detailed description of economic and non-economic items appears below and continues to page three. Management’s objectionable non-economic language proposals, which were posted on the MSCA Web site earlier this summer, were withdrawn.

On behalf of the MSCA, I want to commend C. J. O’Donnell, Chair of the MSCA Bargaining Committee, and the chapter representatives for their hard work and dedication to the achievement of this settlement: Glenn Pavlick (Bridgewater), Ann Mirvica (Fitchburg), Susan Dargan (Framingham), Sam Schlosberg (Mass Art), Len Petitlio (Nor’East), Amy Everett (Salem), Cheryl Stanley (Westfield) and Dan Shartin (Worcester).

Special recognition must go to our MTA day unit consultant, Donna Siriuts, and to the MTA Executive Director, Ed Sullivan, who was unwavering in his efforts to secure additional monies for our contract at the highest levels of the Patrick administration.

Summary of the One-Year Extension of the Day Unit Agreement (July 1, 2007 to June 30, 2008)

C. J. O’Donnell, Chair
MSCA Bargaining Committee

Economic Items
1. A 3.5% across-the-board pay increase retroactive to July 1, 2007. This increase is applicable to:
   a. All full-time unit members employed on July 1, 2007.
   b. All salaried part-time faculty at Mass Art and clinical nurses at Fitchburg State.
   c. The stipends for day unit part-time faculty ($4142 for three-credit courses and $5522 for four-credit courses). The stipends will increase effective July 1, 2007, and will be paid retroactive to the start of the fall 2007 semester.
   d. Faculty employed as a full-time temporary during the spring 2007 semester who were rehired on a full-time basis (temporary or tenure-track) for the fall 2007 semester. [Faculty in this category must receive a pay increase for the fall 2007 semester that is not less than 3.5% of the spring 2007 semester salary, plus the appropriate longevity adjustment as indicated below.]
2. A longevity adjustment pool of $350,000 (0.3% of payroll). These increases will be applied with effect on July 1, 2007 after the 3.5% across-the-board increase.
   a. All full-time unit members, salaried part-time faculty at Mass Art, and clinical nurses at Fitchburg State employed on July 1, 2007 will receive these increases.
   b. Faculty employed as a full-time temporary during the spring 2007 semester who were rehired on a full-time basis (temporary or tenure-track) for the fall 2007 semester will receive these increases. [See 1(d) above.]
   c. Longevity in the bargaining unit for full-time unit members will be determined as described in the last paragraph on page 30 of the current agreement (years of service as determined for post-tenure review).
   d. Longevity for salaried part-time faculty at Mass Art and clinical nurses at Fitchburg State will be computed on a full-time equivalent basis.
   e. Each longevity adjustment “share” will be approximately $110 - $120 (the exact amount will be calculated by the parties). The number of shares will be determined as follows:

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Number of Shares</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 10</td>
<td>1</td>
</tr>
<tr>
<td>At least 10, but less than 20</td>
<td>2</td>
</tr>
<tr>
<td>At least 20, but less than 30</td>
<td>3</td>
</tr>
<tr>
<td>At least 30, but less than 40</td>
<td>4</td>
</tr>
<tr>
<td>40 or more</td>
<td>5</td>
</tr>
</tbody>
</table>

3. A one dollar ($1) per week per full-time equivalent member increase in the state’s contribution to the Health & Welfare Trust, effective January 1, 2008.
4. Other payments and adjustments (promotion and terminal degree increases, chair stipends, professional development and post-tenure review for AV-2007-08) will continue as provided in the current agreement.
5. The minimum salary review for those receiving a promotion or terminal degree adjustment on September 1, 2007 will be conducted after the full funding and implementation of the pay increases above. Any adjustments will be paid retroactive to September 1, 2007.
6. The minimum salary review of all full-time and salaried part-time unit members scheduled for September 30, 2007 will be conducted after the full funding and implementation of the pay increases above. Any adjustments will be paid retroactive to September 30, 2007.
7. There will be no increase in the components of the minimum salary formula, the promotion adjustment or the terminal degree adjustment during this contract extension.

Non-economic Items
All references and page numbers refer to the 2004-2007 Agreement.

Article I – Recognition and Definitions
Page 4 – Cognate Department
Section D. 4. Library included in definition.

Article IV – Benefits
Page 31 – Sick Leave
Section A. 1. a. iv. Add “domestic partner’s child”.

Page 34 – Sick Leave Bank
Section A. 1. b. seventh paragraph – Change “five (5) days” to “thirty-seven and one-half (37.5) hours”.
Add “the equivalent of” in front of “one hundred eighty-five (185) days”.

Page 39 – Enhanced Paid Leave
Section A. 2. Add “domestic partner” and “domestic partner’s child”.

Pages 48, 50 – Travel Expenses
Section F. 1. a. & F. 2. a. Specify that the approved mileage rate is $0.40 per mile.

Article VI – Department Chairpersons
Pages 69-70 – Searches
Section I. At the request of the AAVP, departmental search committees shall, prior to making its recommendation to the Chair, consult with members of departments where the new faculty member will teach in cases of extra-departmental teaching responsibilities.

Article VIII – Evaluation
Page 96 – Frequency of Evaluations
Section B. Tenure-track unit members are not evaluated during a terminal appointment.
In cooperation with the Board of Higher Education and MetLife, the union's dental benefit provider, MSCA is now offering its members free participation in an optical benefit program. The program, MetLife’s Vision One Eyecare Program, offers members discounts on eyeglasses, contact lenses and examinations, so long as the member seeks service from one of MetLife’s authorized providers.

“The vision plan is basically an add-on to the dental plan, in the sense that everyone is entitled to it,” says MSCA Treasurer Glenn Pavlicek, a professor of computer science at Bridgewater State College. “It’s a discount program, like the Commonwealths discount plan. AHA has the same thing. This is one more. It’s just a different set of providers, a different set of discounts.”

The program is in effect now and costs members nothing. Its benefits include:

• savings of from 10 to 60 percent on frames, lenses, contact lenses and accessories;

• savings of $5 off eyeglass exams and $10 off contact lens exams; and

• an opportunity to participate in Contacts Direct, a mail order contact lens replacement program.

Lask vision correction surgery is not covered by the program.

Discounts are available only at participating service and product providers, which include “thousands of eye care providers and optical shops, including Pearl Vision, Sears optical, J.C. Penney optical, Target optical, and others,” according to MetLife.

The vision benefit is available to union members now. Discounts are applied at the point of purchase. Members do not need to fill out any enrollment forms, nor do they have to submit any claim forms.

Members can get Vision One ID cards from the human resources office, but as Pavlicek points out, “You don’t need them. Just go to a provider and give them the group name: BHE/MTA.” The group number is 47039.

ID cards, as well as more information on the program and a list of providers, can be found on the MetLife Web site: https://mybenefits.metlife.com/. Use ‘Board of Higher Education’ for your company’s name, which takes you to a page with links to dental and vision care information.

The vision benefit is free to union members because the state pays $12 per employee per week into the Board of Higher Education/MTA Health and Welfare Trust, a fund run jointly by management and labor. This trust also manages the dental plan.

“That’s why people get dental benefits and don’t pay anything for them, because it’s paid for out of that fund,” says Pavlicek, who represents the state colleges on the trust’s board. “The fund began with $6 per employee per week in the 1970s, so the contribution really should be up around $20 a week now to keep pace with inflation. On January 1, it’s going up to $13 per employee per week.

“We’re a little behind,” he adds wryly.

Pavlicek notes that union members “used to have vision care along with dental care. But for years, the state didn’t increase their payment into this fund, and the fund just couldn’t afford it any more, so it was cut out. Which is why we don’t have tremendous benefits; we have a low cap of $750 a year.”

Pavlicek estimates union members have not had vision benefits since the early 1990s.

“In talking with MetLife,” he says, “we said we know you have this kind of discount plan, and we negotiated with them, and they decided to put it as part of the package.”

“The thing is, it really just gives you more options,” he says. “It depends on what your favorite provider is. This one may give you more options than, say, Commonwealth of Mass or AAA.

“I usually just go into these places and say, ‘I’ve got this, this, and this discount plan — which one does me the best?’”

Now, union members can see for themselves.
SHOP TALK: FRED CLARK
Clark Sees Advocacy Role as New BHE Chair

Interview by Brett M. Rhyme, Perspective editor

Geo. Deval Patrick appointed Bridgewater State graduate Frederick W. Clark, Jr., chairman of the Board of Higher Education Aug. 15. Clark has a long history with the state college system, from his serving as chairman of the Bridgewater Board of Trustees to his work as executive officer of the Massachusetts State College Council of Presidents. Perspective sat down with Clark to ask him how he saw his selection and what he hopes to accomplish.

Perspective: Firstly, congratulations on your appointment. It’s encouraging to see a BHE chair who came out of the state college system.

Clark: Thank you very much. I think what’s nice about it is that you have an appreciation for the opportunities colleges can provide, because you’ve been witness to it, you’ve benefitted by it. So you have a different passion for it.

Perspective: Until recently, you were a member of the Bridgewater Foundation. You co-chaired Bridgewater’s first capital campaign, in ’99. Over the next five years, you raised $10 million for college’s endowment.

Clark: Led an effort to raise $10 million. There were a lot of people that really raised the money. Endowments are extremely important to our public colleges. They give our students — and faculty — value added that state appropriations can’t do. Faculty research, student research, travel abroad, student publications, financial aid. There’s a lot of value added that comes out of these foundations, but you have to build these endowments to the point that they can offer meaningful contributions. We’re not really there yet. The state can be helpful with that.

Perspective: How?

Clark: The state has a program called the Endowment Incentive Program where, up to a certain amount of money, the state will match dollar-for-dollar private funds raised. It’s a $13 million program per year that fits and starts, though, and needs to have a stable amount of funding to come in. It hasn’t been funded yet in a year.

Perspective: What’s your top priority?

Clark: Remaking the Board of Higher Education into a real, supportive partner of public higher education. One that can be a convener of all the institutions to talk about subject-to-subject best practices, encouraging discussion amongst the colleges to learn from one another and bringing in national examples. What’s equally important is making the case for investment in public institutions. Operating funds, we’re 46th in the nation, capital funds, we’re about 43rd, 44th in the nation, as a percentage of the budget, we’re last amongst our competitor states. For financial aid for our students, we’re about 44th in the nation. All of that adds up to disgrace, from the state perspective. Only recently has the case been made in terms of why that investment is absolutely critical; because our public colleges, and the students who populate them, are our workforce in Massachusetts. We’re producing the workforce. Can I give you a statistic? Two-thirds of all the high school graduates in Massachusetts who go on to college go to public institutions. Only in the last couple of years has there been a realization of those basic, factual numbers. We have to invest in our public colleges, we have to invest in our state’s students, so building the advocacy case for that is a very important part of what I’m going to do.

Perspective: Who do you make the case to?

Clark: You make it to the business community. Over the five years I was with the state colleges, I spent a lot of time with the business community. You make it to Beacon Hill. And I want to say that the governor, Gov. Deval Patrick, understands; he’s not a person that has to be educated as to the importance of higher education. He understand the importance of investment. That’s one of the reasons I’m happy to serve: I know we’ll have leadership and understanding from the governor’s office. Leadership and understanding that we may have not had in a lifetime.

MSCA Board Meetings
Academic Year 2007–2008

Regular meetings of the MSCA Board of Directors begin at 10:00 a.m. and usually adjourn around 3:00 p.m. Meetings are open to all MSCA members in good standing—full-time, part-time and DGCE. Time is set aside on the agenda each month for visiting speakers. If you are an MSCA member and wish to address the Board on an issue of concern, please contact the MSCA President’s Office (Pmarkunas@aol.com) to request a place on the agenda or with any other question about Board meetings.

October 5
Framingham State College
Campus Center – 1839 Room

November 2
Fitchburg State College
Hammond Building Basement

December 7
Framingham State College
Campus Center – 1839 Room

January 11 (if needed)
Framingham State College
Campus Center – 1839 Room

February 3
Framingham State College
Campus Center – 1839 Room

February 29
Framingham State College
Campus Center – 1839 Room

March 28
Framingham State College
Campus Center – 1839 Room

April 25
Framingham State College
Agganis Enterprise Center

April 26
Delgate Assembly
Salem State College
Recital Hall

[May 9 – 10]
MTA Annual Meeting
Hyenas Auditorium/Boston

June 6
Mass Maritime
Room TBA

“We have to invest in our public colleges.” —BHE Chair Fred Clark

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