

June 30, 2020

VIA EMAIL

C.J. O'Donnell, PhD
President
Massachusetts State College Association (MSCA)
c/o Massachusetts Maritime Academy
101 Academy Drive, Harrington Bldg., Rm. C322A
Buzzards Bay, MA 02532
Email: c.j.odonnell@comcast.net

Re: Bargaining Cost-Cutting Measures

Dear Professor O'Donnell,

I write to notify you that Salem State University has a projected budget shortfall for FY21. As a result of the COVID19 pandemic, expected declines in student enrollment numbers, housing and dining participation, and state appropriation dollars have necessitated a drastic revising of the university's previously balanced budget, a budget that now includes a projected shortfall of approximately \$26M. On June 10, 2020, the university's board of trustees passed a budget reflecting that projection.

To achieve the savings needed to close this unprecedented budget gap, the university is seeking alterations in the terms and conditions of employment for its employees. While achieving cost savings is a management responsibility, the university seeks to bargain the manner in which the cost-saving measures and alterations in employment are achieved.

While cost-savings measures can take many forms, the university is advancing a furlough proposal, the details of which are attached to this communication and labeled "Attachment A." As you shall see, the proposal assumes a five (5) week furlough for each MSCA unit member. This proposal was developed with equal consideration for the financial and operational needs of the university and the interests of our valued and talented employees. A furlough plan, in our estimation, is immeasurably preferable to, and fairer than, the retrenchment of employees (even if those retrenchments would impact a smaller number of individuals). We are pursuing the shared sacrifice route of furloughs to hopefully avoid more drastic retrenchment.

Given that Salem State has been candid and transparent about the need to implement furloughs, employees on our campus have been eagerly awaiting the details so that they can appropriately plan for their own unique circumstances. To that end, Salem State is seeking to expedite bargaining so that employees will have as much notice as possible.

Salem State University is fully committed to working with the MSCA union on this difficult but necessary matter and I look forward to our collaboration. Please let me know if you have any questions. I would appreciate it if you also would suggest some meeting times and dates.

Sincerely,



Rita P. Colucci, Esq.
General Counsel

cc: Tiffany Chenault
Joanna Gonsalves
Ann-Marie Hakstian
Michael Murray
Thomas Simard